



TIM McOSKER
Councilmember, 15th District

March 11, 2026

Honorable Councilmembers
Los Angeles City Council
200 N. Spring Street
Los Angeles, CA 90012

Re: Office of Wage Standards (OWS) Claims Enforcement (Council File 23-0932)

Colleagues,

As we continue deliberations regarding strengthening the Office of Wage Standards (OWS) claims enforcement, I want to reiterate and urge the position I shared during the Personnel & Hiring Committee on March 6, 2026, and provide additional context as this discussion moves forward.

I remain fully committed to this initiative and will continue to advocate to ensure the positions necessary to carry out this work are established and maintained. I introduced a motion on August 8, 2023, related to strengthening wage theft enforcement, and I was proud to co-present a follow-up motion with colleagues on September 1, 2023, to build upon that effort and advance stronger enforcement mechanisms.

As Chair of the Personnel & Hiring Committee, my priority is to ensure that the City realistically defines position authorities and retains and supports the workforce needed to implement policies effectively. The Bureau of Contract Administration is currently experiencing a vacancy rate of approximately 13 percent. Within the bureau, the OWS, the unit charged with carrying out this work, faces a significantly higher challenge, with annual attrition reaching roughly 40 percent. These numbers indicate a fundamental breakdown in position design, recruitment, and retention. Maintaining this dysfunction likely sets the program up for failure. Without addressing these staffing challenges, we risk adopting policies without the capacity to enforce them.

For that reason, I requested that the Committee consider a report back on potential bonus or incentive structures to support recruitment and retention, and that this matter also be heard in the Executive Employee Relations Committee. The goal is to identify tools that will help stabilize staffing and ensure these positions are filled and sustained in the city budget.

Honorable Councilmembers

March 11, 2026

Page 2

Strong wage theft enforcement requires both sound policy and the personnel to implement it. As these discussions continue, I want to be clear that I remain committed to strengthening enforcement and ensuring that, through the upcoming budget deliberations, the city maintains the positions necessary to do this important work.

I look forward to continuing to work with my colleagues to ensure we have both the policy framework and the staffing capacity needed to protect workers and uphold our wage standards.

Sincerely,



TIM McOSKER
Councilmember, 15th District