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KAREN BASS
MAYOR

December 2, 2025

Councilmember Tim McOsker, Chair
Personnel and Hiring Committee
Attn: Adam Lid

RE: COUNCIL FILE TRANSMITTAL – CF No. 23-0932

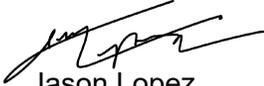
On December 2, 2025, the Economic Development and Jobs Committee considered a Chief Legislative Analyst (CLA) report relative amendments to the Office of Wage Standards (OWS) Ordinance, Los Angeles Municipal Code (LAMC) Section 188.00 et seq. and changes to enforcement process utilized by the City in identifying, investigating, and penalizing wage theft and other related workplace violations; and related matters.

After consideration, the Economic Development and Jobs Committee moved to approve the following recommendations, as amended below:

1. REQUEST the City Attorney to draft the following amendments to the LAMC:
 - a. Revise the Title and Purpose section of LAMC 188.00 to prioritize workers earning two-thirds or less of the median household income in Los Angeles, as measured by the most recently available U.S. Census Bureau American Community Survey (ACS) 1-Year Estimates.
 - b. Revise section 188.05(B) and section 188.05(C) of the LAMC to grant the Office of Wage Standards (OWS) the authority to enforce and investigate violations of Overtime, Meal Break, Rest Break, and Late Pay violations.
 - c. Revise section 188.05(C) to grant the Director of the Bureau of Contract Administration (BCA) the authority to issue administrative subpoenas.
 - d. Make any technical changes deemed necessary to effectuate this policy.
2. INSTRUCT the OWS to:
 - a. Development of a workplace complaint prioritization index that triages received complaints by high, medium, and low priority, which incorporates a combination of factors including, but not limited to, the number of workers impacted, whether the employer is a repeat violator, and the total amount in dispute.

- b. Creation of a public, online repository of completed investigations that resulted in a violation and associated penalties issued by the OWS that includes a brief description of the employer and the details of the settlement or judgment, similar to the format currently used by the Office of Labor Standards (OLS) in Seattle, Washington.
 - c. Identification of occupational groups in the City with historically high rates of wage theft and other related workplace violations as priorities for targeted proactive enforcement.
 - d. A strategy of pursuing individual liability of business owners who try to evade enforcement for effective enforcement collections.
 - e. Outreach to community-based organizations (CBOs), industry representatives, and business organizations to formulate the recommendations in the Chief Legislative Analyst (CLA) report dated July 24, 2025, attached the Council file.
3. INSTRUCT the OWS, in consultation with the City Attorney and the CLA, to report to Council with recommendations regarding the expansion and strengthening of information sharing arrangements with CBOs, including, but not limited to, Common Interest Agreements (CIAs) and other forms of information collection used in workplace investigations.
 4. INSTRUCT the OWS, in consultation with the City Attorney and the CLA, to review future options for co-enforcement, training, and collaboration with Los Angeles County, including, but not limited to joint investigations, the cancellation of food facility permits, training of workplace investigators, and collection of penalties.
 5. INSTRUCT the CLA, in consultation with BCA, City Attorney, Los Angeles Fire Department, Los Angeles Police Department, Department of Building and Safety, Department of City Planning, and any other relevant departments to review and report to Council on additional enforcement mechanisms that could be used to address noncompliance.
 6. INSTRUCT the City Administrative Officer (with the assistance of the BCA and City Attorney to report to Council on the new positions requested and strategies and resources needed to retain staff, to implement the recommendations in the CLA report dated July 24, 2025 attached to the Council file, and identify a potential source of funds for these positions.

This file is now transmitted to the Personnel and Hiring Committee.



Jason Lopez
 Legislative Assistant
 Economic Development and Jobs Committee
 (213) 925-2208

ECONOMIC DEVELOPMENT AND JOBS COMMITTEE

<u>MEMBER</u>	<u>VOTE</u>
PRICE:	YES
SOTO-MARTINEZ:	YES
JURADO:	YES
NAZARIAN:	ABSENT
PARK:	NO

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