

PERSONNEL AND HIRING COMMITTEE REPORT relative to proposed Letter of Agreement with the Engineers and Architects Association (EAA) in connection with MOU 21 for the Technical Rank and File Unit.

Recommendations for Council action:

1. ADOPT the Letter of Agreement (LOA) with EAA, representing the Technical Rank and File Unit (MOU 21). This LOA would provide a one-time, non-pensionable cash payment not to exceed \$12,000 to one employee serving as the Deputy Director of the Charter Reform Commission.
2. AUTHORIZE the City Administrative Officer (CAO) and Controller to correct any clerical or technical errors in the MOU.

Fiscal Impact Statement: The CAO reports that the cost of filling the Executive Director of the Charter Reform Commission position will have no impact to the General fund. The associated costs will be absorbed within the budgeted funds for the Fiscal Year 2025-26 adopted budget.

Community Impact Statement: None submitted.

Summary:

On June 12, 2026, your Committee considered a May 1, 2026 CAO report relative to proposed Letter of Agreement with the EAA in connection with MOU 21 for the Technical Rank and File Unit. According to the CAO, on January 27, 2026, the Executive Employee Relations Committee (EERC) approved the CAO's recommendation to authorize the CAO to negotiate an LOA with EAA, representing MOU 21.

The LOA authorizes a single, non-pensionable cash payment of up to \$12,000 for the employee currently serving as the Deputy Director of the Charter Reform Commission. Ordinance No. 188303 codified the Charter Reform Commission's establishment, duties, and term within the Los Angeles Administrative Code in August 2024 (Council File No. 23-1027-S2). The Commission is tasked with reviewing the City Charter and developing recommendations for amendments and revisions to the City Charter for consideration by the City Council and Mayor prior to voter consideration. In May 2025, a Los Angeles Department of Transportation (LADOT) Transportation Planning Associate II was loaned from the LADOT to the Mayor's Office as Deputy Director of the Charter Reform Commission, with no change in classification or salary.

The Deputy Director of the Charter Reform Commission manages vital aspects of the Charter Reform Commission's work, including recruitment, contracting, research, policy analysis, charter reform recommendations, and the development of a citywide public engagement plan. This role requires collaboration with City staff, elected officials, and external groups. Before joining the Charter Reform Commission staff, as a Transportation

Planning Associate II, the Deputy Director oversaw Vision Zero projects, focusing on reducing traffic fatalities through community outreach, data analysis, materials development, and coordination across City departments to ensure timely project completion. The basis for the recommended additional compensation is to address the significant difference in expertise and responsibility for the Deputy Director of the Charter Reform Commission position, and because the duties fall outside the scope of a Transportation Planning Associate II. After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the recommendations contained in the CAO report. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Personnel and Hiring Committee

COUNCILMEMBER:	VOTE:
McOSKER:	YES
RODRIGUEZ:	YES
SOTO-MARTINEZ:	ABSENT

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6/12/26

-NOT OFFICIAL UNTIL COUNCIL ACTS-