

PERSONNEL AND HIRING COMMITTEE REPORT relative to substitute and in-lieu position authorities needed to fulfill the intent of the 2025-26 Budget.

Recommendation for Council action:

NOTE and FILE the November 26, 2025 City Administrative Officer (CAO) report relative to substitute and in-lieu position authorities needed to fulfill the intent of the 2025-26 Budget.

Fiscal Impact Statement: Not applicable.

Community Impact Statement: None submitted.

Summary:

On December 12, 2025, your Committee considered an November 26, 2025 CAO report relative to substitute and in-lieu position authorities needed to fulfill the intent of the 2025-26 Budget.

According to the CAO, it is providing a listing of all substitute and in-lieu position authorities needed to fulfill the intent of the 2025-26 Budget, listed by Department. No Council action is required. The Council also adopted a policy that states that authorization of substitute positions, other than for layoff avoidance, shall require Council approval only if a department does not have adequate savings identified within its budget to fund such requests. Departments will transmit these types of requests separately to the Council for consideration. After consideration and having provided an opportunity for public comment, the Committee moved to note and file the CAO report, as detailed above. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Personnel and Hiring Committee

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

ARL
12/12/25

-NOT OFFICIAL UNTIL COUNCIL ACTS-