

REPORT FROM

OFFICE OF THE CITY ADMINISTRATIVE OFFICER

Date: February 17, 2026

CAO File No. 0111-31501-0100
Council File No. 25-0660
Council District: All

To: The City Council

From: Matthew W. Szabo, City Administrative Officer



Subject: **STATUS OF ELIMINATED FILLED POSITIONS AS OF FEBRUARY 12, 2026**

RECOMMENDATION

That the Council note and file this report, as it is provided for informational purposes only.

SUMMARY

This Office, in collaboration with the Personnel Department, has been reporting regularly to the Personnel and Hiring Committee regarding the ongoing Citywide layoff process necessitated by the elimination of filled positions in the 2025-26 Adopted Budget. As employees are still occupying positions in the City's human resources and payroll application, Workday, that were eliminated as of July 1, this Office has issued substitute authority for the employees occupying these filled eliminated positions to provide employment authority for the employees while the City completes the layoff process. The Personnel Department and this Office continue to work with departments to identify opportunities to transition employees out of these positions to reduce layoffs.

The most recent data extract from Workday, as of February 12, 2026, determined that 184 employees remain in the substitute authority positions that were issued pending layoff processing. Therefore, the current number of potential layoffs is up to 184 as of February 12, 2026. Attachment 1 provides a summary of the eliminated filled positions by department. Attachment 2 provides a breakdown of the substitute authority positions issued for eliminated filled positions by classification.

Following the City Council's approval of the 2025-26 Adopted Budget, Letters of Agreement (LOAs) were signed by the Engineers and Architects (EAA) and the Coalition of Los Angeles City Unions (Coalition). These LOAs mandate that employees take no more than five unpaid holidays to generate savings used to fund the substitute authorities that were activated to continue employment for employees whose occupied positions were eliminated in the 2025-26 Adopted Budget. Therefore, all 184 of the potential layoffs are currently being held in abeyance, due to these approved LOAs. Based on the LOAs and a cost determination by the CAO, EAA members shall be required to take two unpaid holidays, and Coalition members shall be required to take one unpaid holiday. Both EAA and Coalition members took an unpaid holiday on Monday, February 9, 2026. EAA members will take a second unpaid holiday on Friday, March 27, 2026. The number of days is premised on a very limited number of exemptions granted, which has not been finalized. The more employees who take the unpaid holidays, the greater the savings in 2025-26. Conversely, savings decrease as the number of exemptions increases.

FISCAL IMPACT STATEMENT

There is no fiscal impact associated with approval of the recommendation to note and file this report.

FINANCIAL POLICIES STATEMENT

This report is in compliance with the City's Financial Policies.

MWS:RR:KJS:11260079

Attachment 1: Eliminated Filled Positions by Department

Attachment 2: Substitute Authority Positions Issued for Eliminated Filled Positions

Eliminated Filled Positions by Department

Department	2025-26 Budget Adoption	7/1/25	7/31/25	8/28/25	9/25/25	10/23/25	11/20/25	12/18/25	1/15/26	2/12/26
Aging	1	1	-	-	-	-	-	-	-	-
Animal Services	-	5	5	-	-	-	-	-	-	-
Building and Safety	9	9	-	-	-	-	-	-	-	-
City Administrative Officer	10	10	2	-	-	-	-	-	-	-
City Clerk	4	2	-	-	-	-	-	-	-	-
City Planning	14	12	-	-	-	-	-	-	-	-
Civil, Human Rights and Equity	7	5	4	3	2	2	2	2	2	2
Community Investment for Families	4	2	1	-	-	-	-	-	-	-
Disability	4	4	4	4	3	3	2	2	2	2
Economic and Workforce Development	2	3	-	-	-	-	-	-	-	-
Fire - Sworn*	41	44	-	-	-	-	-	-	-	-
General Services	33	38	28	22	15	14	1	1	-	-
Information Technology Agency	34	34	34	27	14	11	10	10	10	9
Neighborhood Empowerment	4	4	4	3	3	2	2	2	2	2
Personnel	57	55	50	49	41	27	17	11	10	8
Police	248	236	226	219	209	205	200	195	187	152
PW Board	2	2	2	2	2	1	1	1	1	-
PW Contract Administration	4	8	-	-	-	-	-	-	-	-
PW Engineering	23	7	-	-	-	-	-	-	-	-
PW Sanitation	44	49	22	10	9	9	9	8	8	8
PW Street Lighting	8	8	8	7	-	-	-	-	-	-
PW Street Services	24	13	1	-	-	-	-	-	-	-
Recreation and Parks	-	1	-	-	-	-	-	-	-	-
Transportation	29	34	-	-	-	-	-	-	-	-
Youth Development	8	8	3	3	2	1	1	1	1	1
Zoo	-	1	-	-	-	-	-	-	-	-
Total	614	595	394	349	300	275	245	233	223	184

*Fire - Sworn: As Fire sworn employees will not be subject to layoffs, they have been removed from this list as of the July 17, 2025 update. As of the August 14, 2025 update, there are no eliminated filled positions in the Fire Department.

Substitute Authority Positions Issued for Eliminated Filled Positions
as of February 12, 2026

Department	Classification	MOU	No. of Positions
Civil, Human Rights and Equity	0602-1 - Special Investigator I	MOU 01	2
Disability	1537-0 - Project Coordinator	MOU 01	2
Information Technology Agency	1461-2 - Communications Information Representative II	MOU 03	7
Information Technology Agency	1461-3 - Communications Information Representative III	MOU 03	2
Neighborhood Empowerment	1537-0 - Project Coordinator	MOU 01	2
Personnel	1358-0 - Administrative Clerk	MOU 03	4
Personnel	1731-0 - Personnel Analyst	MOU 01	1
Personnel	1129-0 - Personnel Records Supervisor	MOU 20	1
Personnel	1201-0 - Principal Clerk	MOU 20	1
Personnel	9167-2 - Senior Personnel Analyst II	MOU 00	1
Police	1358-0 - Administrative Clerk	MOU 03	51
Police	2236-1 - Crime & Intelligence Analyst I	MOU 01	1
Police	1508-0 - Management Aide	MOU 01	4
Police	9184-0 - Management Analyst	MOU 01	23
Police	1539-0 - Management Assistant	MOU 01	8
Police	3687-2 - Police Surveillance Specialist II	MOU 13	2
Police	1152-2 - Principal Clerk Police II	MOU 20	2
Police	1116-0 - Secretary	MOU 03	6
Police	1368-0 - Senior Administrative Clerk	MOU 03	46
Police	9171-1 - Senior Management Analyst I	MOU 20	3
Police	9171-2 - Senior Management Analyst II	MOU 20	6
PW Sanitation	1785-2 - Public Relations Specialist II	MOU 01	1
PW Sanitation	4293-0 - Senior Environmental Compliance Inspector	MOU 19	7
Youth Development	1786-0 - Principal Public Relations Representative	MOU 20	1
Total			184