

PERSONNEL AND HIRING COMMITTEE REPORT relative to Citywide Layoff Management.

Recommendations for Council action:

1. INSTRUCT the Personnel Department to cease layoff processing for employees occupying positions eliminated in the 2025-26 Budget, as the 2026-27 Adopted Budget includes sufficient vacant positions and funding to avoid layoffs.
2. NOTE and FILE all reports attached to Council File No. 25-0660 with the exception of the June 5, 2026 City Administrative Officer (CAO) report.

Fiscal Impact Statement: The CAO reports that there is no fiscal impact associated with approval of the recommendation in the June 5, 2026 CAO report, attached to the Council File.

Financial Policies Statement: The CAO reports that the June 5, 2026 CAO report, attached to the Council File, is in compliance with the City's Financial Policies.

Community Impact Statement: Yes

For, If Amended:  
Sherman Oaks Neighborhood Council.

Summary:

For the period from June 27, 2025 through April 24, 2026, your Committee has considered on an ongoing basis a number of reports from various City Departments, principally the CAO and Personnel Department, relative to Citywide Layoff Management. Subsequently, on June 12, 2026, your Committee considered a June 5, 5, 2026 CAO report in connection with this matter. According to the CAO, in collaboration with the Personnel Department, the CAO 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 Budget.

As employees were still occupying positions in the City's human resources and payroll application, Workday, that were eliminated as of July 1, this Office issued substitute authority for the employees occupying these filled eliminated positions to provide employment authority for the employees while the Personnel Department and the CAO have worked with Departments to identify opportunities to transition employees out of these positions to prevent and reduce layoffs.

The most recent data extract from Workday, as of June 4, 2026, indicates 70 employees remain in the substitute authority positions issued pending layoff processing within the following departments: Civil, Human Rights and Equity Department (2), Department on

Disability (2), Information Technology Agency (8), Department of Neighborhood Empowerment (2), Personnel (3), Police Department (45), Public Works, Bureau of Sanitation (7), and Youth Development Department (1).

Attachment 1 of the June 5, 2026 CAO report provides a summary of the eliminated filled positions by department. Attachment 2 of the CAO report 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 Budget, Letters of Agreement (LOAs) were signed by the Engineers and Architects (EAA) and the Coalition of Los Angeles City Unions (Coalition). These LOAs mandated 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. All potential layoffs were held in abeyance, due to these approved LOAs. This abeyance expires July 1, 2026. Through anticipated attrition, promotions, available vacancies, and actions taken in the 2026-27 Adopted Budget, the CAO anticipates that all individuals in substitute authorities for filled eliminated positions will be able to move into authorized positions.

After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the recommendation contained in the June 5, 2026 CAO report. Also, the Committee moved to note and file all other reports on this file. 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

ARL

6/12/26

**-NOT OFFICIAL UNTIL COUNCIL ACTS-**