

PERSONNEL AND HIRING and PUBLIC SAFETY COMMITTEES REPORT relative to prohibiting off-duty secondary employment with US Immigration and Customs Enforcement (ICE), US Customs and Border Protection (CBP), the US Department of Homeland Security, or any entity engaged in civil immigration enforcement.

Recommendation for Council action:

NOTE and FILE the Motion (Rodriguez – Lee – Soto-Martinez) relative to prohibiting off-duty secondary employment with ICE, CBP, the US Department of Homeland Security, or any entity engaged in civil immigration enforcement.

Fiscal Impact Statement: Not applicable.

Community Impact Statement: Yes

For:

Los Feliz Neighborhood Council
North Westwood Neighborhood Council

For, if amended:

Reseda Neighborhood Council

Summary:

On September 12, 2025, the Personnel and Hiring (PH) Committee considered a Motion (Rodriguez – Lee – Soto-Martinez) relative to prohibiting off-duty secondary employment with ICE, CBP, the US Department of Homeland Security, or any entity engaged in civil immigration enforcement. According to the Motion, currently, the Los Angeles Police Department (LAPD) requires sworn officers to submit Secondary Employment Requests that are subsequently reviewed by a commanding officer. These policies limit the nature and total hours of secondary employment to ensure public trust, safety, and performance.

Existing application forms and checkboxes restrict employment in certain categories including: alcohol-serving venues and labor job action sites, but the application does not currently identify immigration enforcement agencies such as ICE or CBP as prohibited employers. Without explicit prohibition, officers may apply to work for ICE or CBP without disclosure, or fail to report such employment, posing a conflict with the City of Los Angeles Sanctuary City policy, California Senate Bill 54 (SB 54), and Special Order 40, which states that LAPD may not assist with civil immigration enforcement unless required by law. After consideration and having provided an opportunity for public comment, the PH Committee moved to Note and File the Motion inasmuch as this matter is being taken up more fully under Council File No. 25-1004.

Subsequently, on September 17, 2025, the Public Safety Committee also considered this matter. After consideration and having provided an opportunity for public comment, the Public Safety Committee moved to concur with the PH Committee. This matter is now forwarded to Council for its consideration.

Respectfully Submitted,

Personnel and Hiring Committee

COUNCILMEMBER VOTE

McOSKER: YES
RODRIGUEZ: YES
HUTT: YES

Public Safety Committee

COUNCILMEMBER VOTE

LEE: YES
PRICE: YES
McOSKER: YES
SOTO-MARTINEZ: YES
PARK: YES

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9/17/25

-NOT OFFICIAL UNTIL COUNCIL ACTS-