

ORDINANCE NO. 188903

An ordinance adding Article 13 to Chapter 7, Division 4 of the Los Angeles Administrative Code to explicitly prohibit city officials and employees (civilian and sworn) from engaging in civil immigration enforcement as part of any compensated outside employment, activity, or enterprise.

WHEREAS, the City of Los Angeles is home to some 1.35 million immigrants, comprising approximately one-third of the city's population;

WHEREAS, a majority of school children in the Los Angeles metro area, including both U.S. citizens and non-citizens, have at least one immigrant parent;

WHEREAS, immigrants are a vital part of the city's labor force and an integral part of Los Angeles' diverse communities;

WHEREAS, the City has affirmed its commitment to supporting its immigrant communities several times over the past years, including via the adoption of Ordinance No. 188441, which prohibits City resources, including, but not limited to, City personnel and City property, from being utilized to, among other things, investigate, cite, arrest, hold, transfer, or detain any person for the purpose of immigration enforcement, except as authorized under California Government Code Section 7284.6(b)(1), along with the execution of Mayor Eric Garcetti's Executive Directive 20 and Mayor Karen Bass's Executive Directive 12 and Executive Directive 17, each of which limit the City's engagement with civil immigration authorities;

WHEREAS, since June 2025, Los Angeles has experienced an increase in civil immigration enforcement activity, including in the form of raids and roving patrols in violation of the Constitution and federal law, which has spread fear and uncertainty among residents, disrupted families and businesses, and damaged community trust in City institutions;

WHEREAS, residents impacted by these raids and other civil immigration enforcement activities, as well as protestors exercising their First Amendment rights against the raids, have mistaken not only police officers, but also social workers, firefighters, and building inspectors, for immigration agents;

WHEREAS, the trust and relationships that the City and its employees have built with local communities, and immigrant communities in particular, have been deeply undermined by this enforcement activity, especially when residents and protestors confuse the City's first responders with immigration enforcement agents;

WHEREAS, the erosion of trust and the public's confusion over the identities of actual immigration agents has compromised the ability of City employees to perform their duties safely, as these employees now face accusations, threats, and non-cooperation from the public, impairing the City's ability to deliver services to its residents;

WHEREAS, the City has lost and continues to lose meaningful tax revenue because of the ongoing immigration raids and related civil immigration enforcement activity, while simultaneously bearing significant General Fund costs, including more than ten million dollars in direct expenses, like police overtime;

WHEREAS, the City is responsible for local affairs and certain core public functions, including providing for public safety, public services, and the health and welfare of the residents within its municipal jurisdiction;

WHEREAS, the City finds a need to establish clear boundaries between municipal operations and civil immigration enforcement so that all residents can feel safe accessing City services, reporting crimes, seeking emergency assistance, and participating fully in civic life without fear that their engagement is with City personnel who participate in outside civil immigration enforcement for another employer;

WHEREAS, the City finds a need to protect City personnel from divided loyalty and to avoid actual and apparent conflicts of interest in its workforce that could impair the delivery of City services to its residents;

WHEREAS, California Government Code Section 1126 states that a local agency officer or employee shall not engage in any employment, activity, or enterprise for compensation which is inconsistent, incompatible, in conflict with, or inimical to his or her duties as a local agency officer or employee; and

WHEREAS, the California Supreme Court, in *Long Beach Police Officers Assn. v. City of Long Beach* (1988) 46 Cal. 3d 736, 738, held that Government Code Section 1126 was intended merely to illustrate the types of outside employment activities that may be subject to local-agency control and does not limit a local agency's power to impose additional restrictions on outside employment activities that are not specifically delineated in the statute.

NOW, THEREFORE,

**THE PEOPLE OF THE CITY OF LOS ANGELES
DO ORDAIN AS FOLLOWS:**

Section 1. Article 13 is added to Chapter 7, Division 4 of the Los Angeles Administrative Code to read as follows:

ARTICLE 13

INCOMPATIBLE OUTSIDE EMPLOYMENT ACTIVITIES

Sec. 4.710. Definitions.

The words and terms defined in this section shall have the following meanings as used in this article.

(a) **“Employee”** means and includes full, part-time, and as-needed City employees, regardless of appointment type, as well as hiring hall, appointed officers, and 120-day retired employees.

(b) **“Civil Immigration Enforcement”** means any and all employment, activity, enterprise, work, service, or counsel, for compensation, to investigate or assist in the investigation, or to enforce or assist in the enforcement, of any civil immigration law against natural persons, which shall include, but is not limited to, any and all employment, activity, enterprise, work, service, or counsel, for compensation, related to the detention or administrative confinement of natural persons while those natural persons await a decision on their immigration status, potential removal, or potential deportation.

Sec. 4.711. Civil Immigration Enforcement Is an Incompatible Activity.

No Employee may engage in any Civil Immigration Enforcement outside of their City employment.

Sec. 4.712. Procedures.

(a) To the extent that any Employee is not subject to an existing process that sets forth a method for providing notice of the outside employment restriction and of disciplinary action to be taken against employees for engaging in the prohibited conduct, the Personnel Department shall create such a process, and make such process available to all City appointing authorities.

(b) An Employee shall have the right to request a review by their appointing authority of a determination that the Employee has engaged in Civil Immigration Enforcement in violation of Section 4.711, to be evaluated on a case-by-case basis, consistent with procedures formulated by the appointing authority, or, consistent with Subsection (a), above, by the Personnel Department.

(c) The determination under review shall stand if the appointing authority determines that the Employee has engaged in Civil Immigration Enforcement, as such activity would be inconsistent, incompatible, or in conflict with, or inimical to, the Employee's official duties, functions, or responsibilities.

Sec. 4.713. Applicability.

- (a) This article shall apply to all departments, offices, and bureaus of the City.
- (b) This article is not intended to conflict with any other provision of City law and shall be interpreted to be compatible with, and in addition to, enactments of this Code and the Los Angeles Municipal Code.
- (c) The prohibition in this article shall not apply to any contract or agreement obligating an Employee to perform Civil Immigration Enforcement if that contract or agreement was entered into prior to the effective date of this ordinance. Nothing in this subsection exempts from the application of this article: an Employee from exercising or authorizing a discretionary option to extend a contract or agreement that was entered into prior to the effective date of this ordinance; or any preexisting at-will employment.

Sec. 4.714. Severability.

If any subsection, sentence, clause, or phrase of this article is for any reason held to be invalid or unconstitutional by a court of competent jurisdiction, such decision shall not affect the validity of the remaining portions of this chapter. The City Council hereby declares that it would have adopted this chapter, and each and every subsection, sentence, clause, and phrase thereof not declared invalid or unconstitutional, without regard to whether any portion of the chapter would be subsequently declared invalid or unconstitutional.

Sec. 2. **URGENCY CLAUSE.** Since June 2025, Los Angeles has experienced an unprecedented increase in federal civil immigration enforcement activity, marked by highly visible operations that have taken place in neighborhoods, near workplaces, and in public spaces. These actions continue to spread fear and uncertainty among residents, disrupt families and businesses, and damage community trust in government institutions. These actions by the federal government, federal government contractors, and related actors also raise serious concerns regarding the conduct and accountability of those operating within the City, and the need to establish clear boundaries between municipal operations and civil immigration enforcement operations.

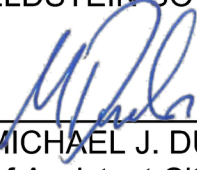
The trust and relationships that the City and its employees have built with local communities, and immigrant communities in particular, have been deeply undermined by this civil immigration enforcement activity, especially when residents and protesters confuse the City's employees with immigration enforcement agents. This trust is further eroded when those City personnel engage in outside employment related to or in furtherance of these civil immigration enforcement activities. There is a need to establish clear boundaries between municipal operations and incompatible civil immigration enforcement so that all residents can feel safe accessing City services, reporting crimes, seeking emergency assistance, and participating fully in civic life without fear that their engagement is with City personnel who happen to participate in outside civil immigration enforcement for another employer.

Therefore, the City Council finds and declares that the ordinance is required for the immediate protection of the public peace, health, and safety. The policies set forth in this ordinance are rooted in a commitment to the principle that all of Los Angeles is safer when our City personnel maintain a relationship of trust, respect, and cooperation with City residents and the commitment to protect City personnel from divided loyalty and to avoid actual and apparent conflicts of interest that could impair the delivery of City services to its residents. The City's positive relationships with its residents will not continue if immigrant communities see City personnel as agents of federal immigration authorities because such fear reduces cooperation with the City and erodes the relationship between the City and its communities. The City Council adopts this ordinance to become effective upon publication pursuant to Los Angeles City Charter Section 253.

Sec. 3. The City Clerk shall certify to the passage of this ordinance and have it published in accordance with Council policy, either in a daily newspaper circulated in the City of Los Angeles or by posting for ten days in three public places in the City of Los Angeles: one copy on the bulletin board located at the Main Street entrance to the Los Angeles City Hall; one copy on the bulletin board located at the Main Street entrance to the Los Angeles City Hall East; and one copy on the bulletin board located at the Temple Street entrance to the Los Angeles County Hall of Records.

Approved as to Form and Legality

HYDEE FELDSTEIN SOTO, City Attorney

By 
MICHAEL J. DUNDAS
Chief Assistant City Attorney

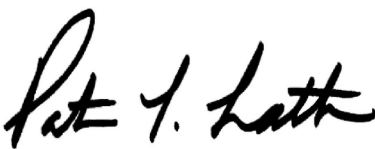
Date March 24, 2026

File No. 25-1004

[M:\Muni Counsel\REPORTS\Ordinance - Revised Incompatible Outside Employment - Immigration Enforcement - Final.docx]

The Clerk of the City of Los Angeles hereby certifies that the foregoing ordinance was passed by the Council of the City of Los Angeles, **by a vote of not less than three-fourths** of all its members.

CITY CLERK



MAYOR



Ordinance Passed March 25, 2026

Approved 04/06/2026

Ordinance Published: 04/10/2026
Ordinance Effective Date: 04/10/2026