

PERSONNEL AND HIRING COMMITTEE REPORT relative to amending Los Angeles Administrative Code (LAAC) Section 49.5.7 to explicitly prohibit City officials and employees (civilian and sworn) from engaging in outside employment with the US Immigration and Customs Enforcement (ICE), US Customs and Border Protection (CBP), US Department of Homeland Security, or any entity and/or subcontractor engaged in civil immigration enforcement.

Recommendation for Council action, pursuant to Motion (Rodriguez – Jurado):

REQUEST the City Attorney, with assistance from the Chief Legislative Analyst (CLA) and City Administrative Officer (CAO), to prepare and present an Ordinance amending LAAC Section 49.5.7 in connection with honoraria and outside employment to explicitly prohibit City officials and employees (civilian and sworn) from engaging in outside employment with ICE, CBP, the US Department of Homeland Security, or any entity and/or subcontractor engaged in civil immigration enforcement.

Fiscal Impact Statement: Not applicable.

Community Impact Statement: None submitted.

Summary:

On September 12, 2025, your Committee considered a Motion (Rodriguez – Jurado) relative to amending LAAC Section 49.5.7 to explicitly prohibit City officials and employees (civilian and sworn) from engaging in outside employment with the ICE, CBP, US Department of Homeland Security, or any entity and/or subcontractor engaged in civil immigration enforcement. According to the Motion, LAAC Section 49.5.7 states that City officials, other than elected City officers and part-time board and commission members, shall not accept a payment for honoraria or other outside earned income or employment without prior written approval. This approval must first be obtained from the general manager or chief administrative officer of the City official's Department. The LAAC is silent, however, relative to any restrictions related to work with immigration enforcement agencies, such as ICE, CBP, and the U.S. Department of Homeland Security. Types of secondary employment related to immigration enforcement may include law enforcement support and/or contractual work such as data analysis, legal support, community outreach, or advocacy. Ensuring that City employees do not participate in immigration enforcement agency actions is critical to maintaining community trust and ensuring legal compliance with City and State policies. After consideration and having provided an opportunity for public comment, the Committee moved to note and file the Motion. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Personnel and Hiring Committee

COUNCILMEMBER VOTE

McOSKER: YES

RODRIGUEZ: YES

HUTT: YES

ARL

9/12/25

-NOT OFFICIAL UNTIL COUNCIL ACTS-