

MOTION

PERSONNEL AND HIRING

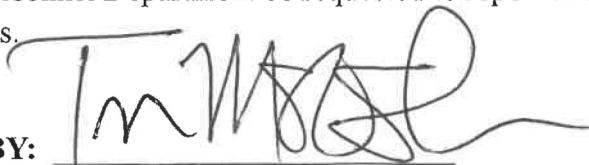
The City of Los Angeles continues to face significant shortages of attorneys across multiple divisions of the Office of the City Attorney, impacting the City’s ability to manage litigation, provide timely legal advice to departments, support major initiatives, and meet ongoing Charter-mandated responsibilities. The Council has previously raised concerns about attorney staffing levels and workload pressures in various motions and Council Files related to budget priorities, legal risk management, increasing outside counsel costs and requests, and departmental hiring constraints. Despite these efforts, the need for a focused and coordinated discussion on long-term City Attorney staffing remains urgent.

I THEREFORE MOVE that the City Council request the Office of the City Attorney, with assistance from the City Administrative Officer (CAO), Personnel Department, and the City Attorneys Association and other relevant bargaining groups, report to the Budget and Finance Committee and the Personnel and Hiring Committee with:


- A comprehensive staffing plan for the Office of the City Attorney that details current and projected staffing needs and is designed to significantly reduce the City’s reliance on outside counsel costs. The plan should include:
 - the number of new positions required across litigation, advisory, and specialized units, and the respective recommended class codes and job classifications;
 - the proposed salary ranges and compensation adjustments needed to remain competitive for the positions and class codes/classifications;
 - recruitment timelines, hiring strategies, and any Civil Service or Council action required, as well as budgetary steps required to achieve the staffing plan; and
 - the projected fiscal impacts and long-term savings associated with shifting work from outside counsel to in-house legal teams.
- General hiring barriers affecting the recruitment and retention of qualified attorneys;
- Workload impacts on litigation, advisory, and municipal law functions; and
- Budgetary, structural, or policy changes needed to ensure the Office is adequately staffed to meet the legal needs of the City of Los Angeles.

I FURTHER MOVE that this report include and build upon issues raised in prior Council actions (specifically Council File 25-1023) concerning City Attorney staffing, workload, reliance on outside counsel, and hiring capacity, and that the Office of the City Attorney, the CAO, and the Personnel Department be requested to report and provide relevant data and recommendations.

PRESENTED BY:

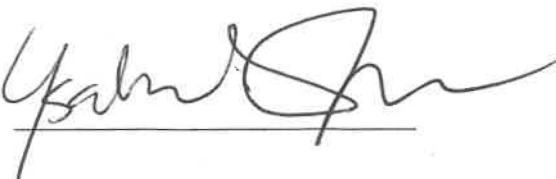


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SECONDED BY:




JAN 13 2026

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