

PERSONNEL AND HIRING COMMITTEE REPORT relative to a comprehensive staffing plan for the Office of the City Attorney with detailed current and projected staffing needs that is designed to significantly reduce the City's reliance on outside counsel costs.

Recommendations for Council action, pursuant to Motion (McOsker, Yaroslavsky – Jurado):

1. REQUEST the City Attorney, with assistance from the City Administrative Officer (CAO), Personnel Department, the City Attorneys Association, and other relevant bargaining groups, to report to the Budget and Finance Committee and the Personnel and Hiring Committee with the following:
  - a. 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:
    - i. The number of new positions required across litigation, advisory, and specialized units, and the respective recommended class codes and job classifications.
    - ii. The proposed salary ranges and compensation adjustments needed to remain competitive for the positions and class codes/classifications.
    - iii. Recruitment timelines, hiring strategies, and any Civil Service or Council action required, as well as budgetary steps required to achieve the staffing plan.
    - iv. The projected fiscal impacts and long-term savings associated with shifting work from outside counsel to in-house legal teams.
  - b. General hiring barriers affecting the recruitment and retention of qualified attorneys.
  - c. Workload impacts on litigation, advisory, and municipal law functions.
  - d. Budgetary, structural, or policy changes needed to ensure the Office of the City Attorney is adequately staffed to meet the legal needs of the City of Los Angeles.
2. REQUEST the City Attorney, CAO, and the Personnel Department to report on and provide relevant data and recommendations to include and build upon issues raised in prior Council actions (specifically Council File No. 25-1023) concerning City Attorney staffing, workload, reliance on outside counsel, and hiring capacity.

Fiscal Impact Statement: Neither the City Administrative Officer nor the Chief Legislative Analyst has completed a financial analysis of this report.

Community Impact Statement: None submitted.

**(Also referred to the Budget and Finance Committee)**

Summary:

On January 23, 2026, your Committee considered a Motion (McOsker, Yaroslavsky – Jurado) relative to comprehensive staffing plan for the Office of the City Attorney with detailed current and projected staffing needs that is designed to significantly reduce the City’s reliance on outside counsel costs. According to the Motion, the City 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. 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. After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the Motion. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Personnel and Hiring Committee

**COUNCILMEMBER VOTE**

McOSKER: YES

RODRIGUEZ: YES

SOTO-MARTINEZ: YES

ARL

1/23/26

**-NOT OFFICIAL UNTIL COUNCIL ACTS-**