

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: June 17, 2026

To: The City Council

From: Matthew W. Szabo, City Administrative Officer



Subject: **PROPOSALS TO REFORM VARIOUS SECTIONS OF ARTICLE X
(EMPLOYMENT PROVISIONS) OF THE LOS ANGELES CITY CHARTER**

RECOMMENDATION

If the City Council has an interest in proceeding with amending various sections of Article X (Employment Provisions) of the Los Angeles City Charter (Charter) as presented and discussed in this report, then the Office of the City Administrative Officer (CAO) recommends that the City Council request the City Attorney, with the assistance of the Personnel Department and the CAO, to prepare amending language consistent with the attachments identified below and discussed herein for an appropriate ballot measure or measures for consideration by the City Council ahead of legal deadlines required for placement on the November 3, 2026 ballot.

1. Attachment 1 amends Charter Section 1001.
2. Attachment 2 amends Charter Section 1005.
3. Attachment 3 amends Charter Sections 1006 and 1009.
4. Attachment 4 amends Charter Sections 1003, 1013, and 1014.

DISCUSSION

Since early March 2026, representatives of the Personnel Department and the CAO (Management) have bargained with various labor organizations over proposed amendments to Civil Service provisions contained in the Charter. Management announced a clarion call to all recognized employee organizations (including civilian, sworn, and those representing employees of the Los Angeles Department of Water and Power) to bargain on February 23, 2026, followed by subsequent communications on April 17, 2026, May 19, 2026, and June 11, 2026, during which time bargaining occurred with labor organizations that responded to the call to bargain. The Personnel Department's report dated June 11, 2026 ([CHARTER REFORM RECOMMENDATIONS - CIVIL SERVICE PROVISIONS](#)) filed under Council file [26-0489](#) provides details of those bargaining sessions and a summary of the bargaining topics.

Bargaining culminated in the issuance of a Last, Best, and Final Offer (LBFO) on June 11, 2026, and based on discussions subsequent to that LBFO, an amended LBFO was issued on June 16, 2026. A complete record of email messages and accompanying attachments distributed to labor organizations is provided in an addendum to this report (filed under Council file [26-0489](#)).

Attachments 1 through 4 to this report are actionable items for consideration by the City Council, which correspond to the Personnel Department's June 11, 2026, report referenced above.

- Attachment 1 (Exemptions) addresses proposed Charter amendments regarding positions exempt for Civil Service provisions as provided for in Charter Section 1001.
- Attachment 2 (Examination) addresses proposed Charter amendments regarding examinations for employment as provided for in Charter Section 1005.
- Attachment 3 (Assessment and Ranking of Applicants) addresses proposed Charter amendments regarding the rules for assessing and rating applicants for employment as provided for in Charter Sections 1006 and 1009.
- Attachment 4 (Authority Transfer: Civil Service Commission to Personnel General Manager) addresses proposed Charter amendments regarding the transfer of authority from the Board of Civil Service Commission to the General Manager Personnel Department to create new classes and allocate positions (Charter Section 1003), approve temporary/emergency appointments (Charter Section 1013), and approve special classification reassignments (Charter Section 1014).

The CAO recommends that the City Council consider each of the four attachments separately in determining whether to proceed with advancing Charter amendments to the November 2026 ballot.

FISCAL IMPACT

The Charter amendments discussed herein have no anticipated immediate impact on the General Fund.

MWS:PAG:0726515

Attachments

Section 1001. Exemptions.

(a) (4) ~~Two~~ **All** positions in the class of Assistant General Manager or Deputy Director in each office or department, **with the exception of the Department of Water and Power. The number of exempt positions shall be limited to one Senior Assistant General Manager and two Assistant General Managers in each of the Department of Water and Power's systems: Water, Joint and Power.** positions in the class of Assistant Director in each of the Public Works Bureau, Bureau of Administration, Engineering, Sanitation, Street Lighting and Street Services, and in the class of Deputy Controller in the Office of Controller.

(a) (19) Persons specially employed by the City Clerk **and the Department of Empowerment**, as authorized by the provisions of Section 405 of the Charter, to conduct or to conduct of any election.

(b) Management, Professional, Scientific or Expert Services. In addition to the positions described in subsections (a), (c) and (d) of this section, up to 150 persons ~~1% authorized positions of the City departments~~ to provide management services or to render professional, scientific or expert services of an exceptional character to offices or departments **excluding the Department of Water and Power, Harbor Department, and the Department of Airports for purposes of this section and its subparts (b)(1), (2), and (3). The Department of Airports shall be eligible for additional positions approved by Council under subpart (b)(4), including the Proprietary Departments. The number of regular authorized positions shall be determined annually by the City Administrative Officer. Should a subsequent determination of the number of authorized positions decrease from the number of exempt positions, the exempt position shall lose their exempt position for this purpose except as provided in this subsection.** Appointments under this subsection shall be subject to the following:

(c) Proprietary Department Positions. In addition to the exempt positions in the Department of Water and Power and in the Harbor Department and in the Department of Airports created by subsections (a), (b) ~~(1), (2), (3)~~ **(4)** and (d) of this section, **40** positions in the Department of Water and Power and ~~up to 3% of ten~~ **10** positions in the Harbor Department and ~~the 3% of 50 positions in the~~ Department of Airports for the employment of persons to provide management services or to render professional, scientific or expert services of an exceptional character. **The number of regular authorized positions shall be determined annually by the City Administrative Officer. Should a subsequent determination of the number of authorized positions decrease from the number of exempt positions, the exempt position shall lose their exempt position for this purpose except as provided in this subsection.** Exemption of these positions shall be subject to the following:

(d) (1) positions of **vocational workers, apprenticeships, and trainee classes and laborers, including drivers:**

(d) (3) any position requiring the services of one individual for not more than half time **(1,040 hours in a service year) and paying a salary not to exceed three-fourths of the salary of a full-time position in the same class.**

Section 1005. Examinations.

Positions in the classified civil service shall be filled through competitive examination ~~merit for the job classification~~ subject to exceptions as indicated under Civil Service Rule 4.3. Positions identified under Civil Service Rule 4.3 may be filled through ~~assessment based on merit demonstrated by meeting examination requirements~~ shall be subject to review of **education**, experience, **qualification**, **skill**, **ability**, character and may be disqualified if it is determined specified requirements are not met. Examinations shall be practical and shall relate to those matters that will fairly test the relative capacity of the persons examined to discharge the duties of the position. ~~Examinations shall be practical and shall relate to those matters that will fairly test the relative capacity of the persons examined to discharge the duties of the position.~~ **applicants** seek to be appointed and, when appropriate, shall include or exclusive of physical qualifications, and manual skill. ~~No limitation or restriction whatsoever shall be placed on the age of persons eligible for examination, excepting to the extent permitted by applicable state or federal law in the departments of fire and police, fixing a maximum age in excess of which persons shall be deprived of the right to take examinations for or being employed in the classified civil service. The provisions regarding discrimination on the basis of age shall not prohibit fixing a maximum age in the departments of fire and police if otherwise authorized by this section.~~

Section 1006. Credit for Military Service.

(a-e) Increase from 5% to 10%.

Section 1009. Promotion.

~~The general manager of the Personnel Department through the classification process will determine the filing basis for each assessment~~ board shall by its promotion in the classified civil service on the basis of ascertained merit and seniority and examination, and shall provide, in all cases where it is practicable, that vacancies be filled by promotion, **except where the appointing authority requests and the Personnel General Manager approves, based on the education, experience, qualifications and ability required for a position, that a vacancy may reasonably be filled by open candidates. Such determination must be approved by the Board of Civil Service Commissioners.** All ~~assessments~~ examinations for promotion shall be competitive ~~merit, including an appropriate measure of knowledge, skill, experience, and ability~~ **merit, including an appropriate measure of knowledge, skill, experience, and ability** ~~those individuals~~ members of lower ranks who apply for the ~~assessment~~ examination shall have the experience and qualifications ~~required by the board~~ as a prerequisite for the ~~assessment~~ **assessment** examination. The general manager of the Personnel Department shall be the appointing authority for each promotion the names of eligible applicants in accordance with Section 1010 (Certification). (Section 1009)

In rating eligible candidates, the board shall make an allowance of credits for past service. ~~announcement of the examination shall state that credits will be given for past service of eligible candidates, the board shall make an allowance of credits for past service~~ **announcement of the examination shall state that credits will be given for past service of eligible candidates, the board shall make an allowance of credits for past service** ~~written request of the appointing authority, and approval of the general manager of the Personnel Department, the Board of Civil Service Commissioners~~ **written request of the appointing authority, and approval of the general manager of the Personnel Department, the Board of Civil Service Commissioners** ~~general manager of the Personnel Department~~ may 1) certify the names of those applicants having the highest ratings on the open competitive eligible list whose scores before adjustment for preferential credits are higher than the score of the highest available applicant on the promotional eligible register or whose past service have been added or 2) **certify the names of those open and competitive eligible applicants having the highest ratings** on the ~~assessment examination on the register of eligibles.~~ **assessment examination on the register of eligibles.** Names of candidates ~~shall may~~ be removed from the register after they have remained on the register for two years without re-examination. (Section 1009)

Section 1003. Classification of Positions.

The ~~general manager of the Personnel Department~~ **Board of Civil Service Commissioners** shall establish classes for all positions. Each class shall be given an appropriate title and shall include all positions sufficient in respect to duties and responsibilities and that have the same requirements as to education, experience, knowledge and ability; the same tests of fitness; and to which the same compensation may apply with fairness.

The ~~positions classified by the~~ **general manager of the Personnel Department** ~~allocate all positions to constitute~~ the classified civil service of the City, and no other than any of these positions shall be made except in accordance with the rules adopted by the **Board of Civil Service Commissioners** under the authority of this Article (the civil service rules).

Section 1013. Temporary Appointment.

(a) Length of Appointment. To prevent stoppage of public business or to meet emergency exigencies, any appointing authority may make temporary appointments to classes in accordance with civil service rules that the board shall prescribe. The ~~board~~ **general manager of the Personnel Department** shall have the power to authorize such temporary appointments from an eligible list is established, but for no longer than one year.

(b) Termination. Any temporary appointment shall terminate immediately when the temporary appointment can be made unless the ~~board~~ **general manager of the Personnel Department** finds that for a specified period it is necessary that the temporary employee orient or train the new regular appointee.

Temporary and Intermittent Appointments. The civil service rules shall provide that persons appointed from a register of eligibles to positions determined by the ~~board~~ **general manager of the Personnel Department** to be temporary or intermittent in character. Rules adopted pursuant to this subsection shall provide that when appointment is made permanent, determined to be temporary or intermittent, the provisions of Section 1011 with respect to probation and completion of appointment shall not apply.

Section 1014. Special Reassignments.

(a) Reassignment Without Examination. In addition to and notwithstanding the provisions of Section 1015, the ~~board~~ **general manager of the Personnel Department** may by rule provide for status and seniority for civil service employees in classes other than those for which they were examined, where: