

Communication from Public

Name: LIONEL MARES

Date Submitted: 05/07/2026 11:35 PM

Council File No: 26-0600

Comments for Public Posting: Los Angeles continues to face serious service gaps — from public safety to sanitation to infrastructure — and a major driver is the city’s outdated, slow, and overly rigid hiring system. This isn’t a new problem; it’s been documented repeatedly by internal audits, external reviews, and the lived experience of departments struggling to fill essential roles. That’s why it’s so concerning that the final report doesn’t meaningfully address the city’s personnel and hiring process at all. We can’t expect better outcomes without modernizing the systems that staff the work. Ignoring the structural issues behind chronic vacancies only guarantees more of the same: delayed services, operational strain, and missed opportunities to serve Angelenos effectively. If we want a more responsive, resilient city, reforming the hiring and personnel framework has to be part of the conversation. In her new CityWatch LA op?ed, Commissioner Mona Field’s opinion letter in CityWatch LA argues that Los Angeles’ hiring system is outdated, inefficient, and was largely ignored in the city’s recent charter reform process; that leaves jobs vacant for months while services decline. “Despite ample evidence that LA’s hiring process is an antiquated disaster, leading to gaps in services that the city should provide all of us, nothing in the final report deals with LA’s hiring and personnel process.” If we want safer streets, cleaner parks, and a functioning city, fixing hiring isn’t optional — it’s urgent. For Reference: No Fix for LA’s Broken Hiring System in Charter Reform Plan by Mona Field
<https://www.citywatchla.com/los-angeles/32658-no-fix-for-las-broken-hiring-system-in-charter-reform-plan>

No Fix for LA's Broken Hiring System in Charter Reform Plan

MONA FIELD / MAY 04 2026



Comments

IN MY VIEW - My first caveat in writing this comment is to say that this is my individual and personal view and this in no way reflects the Charter Commission or any other organization with which I am affiliated.

I sat on the charter reform commission, appointed by then council president Paul Krekorian, and spent a very hectic eight months developing numerous proposals to improve the functioning of the city.

Folks are encouraged to go to the website and see the final report, 301 pages, including over 60 proposals for the city.

The commission's work is now in the hands of the City Council Rules committee, which is holding meetings in order to send to the full council items that they think should appear on our November ballot.

Despite ample evidence that LA's hiring process is an antiquated disaster, leading to gaps in services that the city should provide all of us, nothing in the final report deals with LA's hiring and personnel process.

You might ask why this huge omission? Well, the fingers are pointing.

The personnel department, led by General manager Malaika Billups, offered a number of proposals to the commission, but due to labor laws, the department decided they needed to "meet and confer" with all the unions. Even though that is true, I believe the commission should have moved forward with recommendations, and let meet and confer follow.

Meanwhile, there was one initial presentation from the coalition of city unions, in which the speaker, upon my question, made clear that the unions want no changes except to have more people work in the personnel department.

They are apparently very happy with all the protections given them in the Charter, and sadly, the leadership of those city unions appear not to care about the extraordinary difficulties in the hiring and promotion process which were amply documented for the commission through public comment.

At least one union leader I spoke with privately claims that the unions offered to meet and confer and the personnel department said they were not ready.

There is ample finger-pointing to go around.

Whose fault is it really that the commission never made any sensible suggestions to the council regarding our inefficient hiring process in which people can spend a full year waiting to see if they have become a city employee? (This being a process in which antiquated testing mechanisms dominate, and applicants go through a byzantine process to even be considered for employment.)

Meanwhile, our parks deteriorate, our streets are unpaved, and that does not even mention the understaffing in the police department.

If there were enough public pressure, which seems unlikely, perhaps the Council on its own could create some ballot language to deal with this terrible situation.

Unfortunately, we will probably be stuck with no reform or improvement in our city hiring process until another charter reform commission is created, probably in 2035.

Let's just hope that the City Council puts some of the other sensible suggestions on the ballot for city voters in November.

*(**Mona Field** served as a member of the Charter reform commission. She has a long background in local government and politics, having served on the board of trustees of the Los Angeles community college District, taught California politics for many years at Glendale community college, and authored Bestselling college textbook, California Government and Politics Today, 15th ed.)*

Communication from Public

Name:

Date Submitted: 05/07/2026 02:05 PM

Council File No: 26-0600

Comments for Public Posting: Please fully fund the Dogs Playing for Life contract in the 2026-27 budget. DPFL playgroups are the only structured out-of-kennel time most LA shelter dogs ever get. Without them, dogs sit in concrete kennels 24 hours a day - no walks, no play, no joy. Playgroups are how LAAS learns the most important thing about every dog: how they behave with other dogs. That single data point drives adoptions, rescue pulls, and every lifesaving decision. The DPFL contract costs less than 1/100th of 1% of LA's \$14.85B budget. Cutting it costs the city every claim to being a Humane LA. Fully fund DPFL's contract in the June 6 budget. Don't let it lapse July 1.

Communication from Public

Name:

Date Submitted: 05/07/2026 04:44 PM

Council File No: 26-0600

Comments for Public Posting: Dear Council Member, I am a tax payer and resident of Los Angeles. I am extremely concerned and strongly opposed to the proposal to cut food and medical spending and the funding for Dogs Playing For Life contract at our animal shelters. Please restore the FOOD AND MEDICAL budget and fully fund the DOGS PLAYING FOR LIFE contract in the 2026-27 budget. DFL playgroups are the only structured out-of-kennel time most LA shelter dogs ever get. Without them, dogs sit in concrete kennels 24 hours a day — no walks, no play, no joy. Playgroups are how LAAS learns the most important thing about every dog: how they behave with other dogs. That single data point drives adoptions, rescue pulls, and every lifesaving decision. The DPFL contract costs less than 1/100th of 1% of LA's \$14.85B budget. Cutting it costs the city every claim to being a Humane LA. Fully fund DPFL's contract in the June 6 budget. Don't let it lapse July 1st. Please do the RIGHT thing- rare though it may be in this day and age. Animal welfare is non-negotiable. Head's up to all elected officials and "wannabes".

Communication from Public

Name: Carmen

Date Submitted: 05/07/2026 06:24 PM

Council File No: 26-0600

Comments for Public Posting: Dear City Council Members, I am writing to strongly oppose any cuts to the animal food program at our shelters. This program serves a vital purpose by helping keep animals fed, healthy, and out of overcrowded shelters. For many struggling residents, access to pet food assistance is the difference between keeping a beloved companion or being forced to surrender the animal due to financial hardship. It is unacceptable that programs directly benefiting vulnerable animals are being considered for cuts while the city continues spending billions on questionable projects and awarding lucrative contracts to political contributors and insiders. Residents are tired of seeing essential community services targeted while wasteful spending continues elsewhere without accountability. Reducing funding for the animal food program will only increase animal abandonment, place additional strain on shelters and rescues, and create greater long-term costs for the city. Preventive support programs like this are practical, humane, and cost-effective. A compassionate city should not balance its budget on the backs of animals that cannot speak for themselves. I urge you to preserve and protect full funding for the animal food program and focus instead on eliminating waste, favoritism, and unnecessary expenditures elsewhere in the budget. Thank you for your attention and consideration. Sincerely, Carmen (a very concerned and upset constituent)

Communication from Public

Name: JR

Date Submitted: 05/07/2026 06:33 PM

Council File No: 26-0600

Comments for Public Posting: Please fully fund the Dogs Playing for Life contract in the 2026-27 budget. DPFL playgroups are the only structured out of kennel time ost L.A. shelter dogs ever get. Without them, dogs sit in concrete kennels 24 hours a day- No walks, no play, no joy. Play groups are how LAAS learns the most important thing about every dog: how they behave with other dogs! That single data point drives adoptions, rescue pulls, & every life-saving decision. The DPFL contract cost less than 1/100th of 1% of L.A.'s \$14.85B budget. Cutting it costs the city every claim to being a Humane L.A. Please fully fund DPFL's contract in the June 6th budget. Don't let it lapse July 1st!