

**BOARD OF CIVIL SERVICE
COMMISSIONERS**

Room 360, PERSONNEL BUILDING

GUY LIPA
PRESIDENT
KARLA M. GOULD
VICE PRESIDENT
JEANNE A. FUGATE
MONIKA KIRENGA
NANCY P. McCLELLAND
COMMISSIONERS

BRUCE E. WHIDDEN
COMMISSION EXECUTIVE DIRECTOR

**CITY OF LOS ANGELES
CALIFORNIA**



KAREN BASS
MAYOR

PERSONNEL DEPARTMENT

PERSONNEL BUILDING
700 EAST TEMPLE STREET
LOS ANGELES, CA 90012

MALAIKA BILLUPS
GENERAL MANAGER

April 21, 2026

Budget and Finance Committee
Los Angeles City Council
Room 340, City Hall
Los Angeles, CA 90012

RE: PERSONNEL DEPARTMENT FISCAL YEAR 2026-27 PROPOSED BUDGET

Dear Honorable Members:

The Personnel Department appreciates the Mayor's Fiscal Year 2026-27 proposed budget. With the resources in the Mayor's 2026-27 proposed budget, the Personnel Department will be able to maintain critical services, and make significant progress on several fronts including sworn and civilian hiring and employment liability mitigation.

[MOST SIGNIFICANT DEPARTMENT LEVEL CHANGES FROM FY 2025-26 ADOPTED BUDGET](#)

In FY 2025-26, the most significant change for the Personnel Department was the loss of a total of 116 positions - 109 regular authority positions were deleted and 7 resolution authority positions were not continued. Below is a summary of the most significant position and expense funding changes from the FY 2025-26 Adopted Budget.

1. Salaries, As-Needed Base Budget Funding
 - FY 2025-26 Adopted Budget - The Salaries, As-Needed budget was reduced by \$1.57 million or 41% impacting several divisions but most significantly Custody Medical Care, requiring a mid-year interim transfer of \$1.53 million (\$550k in the FY 2025-26 Mid-Year Financial Status Report) and \$980k via a separate Council report (C.F. 25-0607) to keep the City's three jail dispensaries operational 24/7 through the end of the fiscal year.
 - FY 2026-27 Proposed Budget - The Salaries, As-Needed base budget has been restored to the prior fiscal year base budget level allowing the department to continue to keep the City's three jail dispensaries operational 24/7.
2. Overtime Salaries Base Budget Funding
 - FY 2025-26 Adopted Budget - One-time reduction in the Overtime Salaries base budget of \$100k from \$154k to \$54k.
 - FY 2026-27 Proposed Budget - Restoration of Overtime Salaries base budget funding to \$154k.
3. Public Safety Employment
 - FY 2025-26 Adopted Budget - Deletion of 20 regular authority positions, one-time Salaries, As-Needed funding reduced by \$450k from \$550k to \$100k, one-time expense funding of \$200k for sworn recruitment not continued, and one-time expense

funding of \$50k for the Police Officer Recruitment Incentive Program (PORIP) not continued.

- FY 2026-27 Proposed Budget - Continuation of four resolution authority positions approved interim in FY 2025-26 (C.F. 25-0600-S129), including adding one-time Salaries, As-Needed funding of \$240k, and one-time expense funding of \$100k for sworn recruitment. In addition, the FY 2026-27 Proposed Budget includes the addition of five new resolution authority positions to support the Police Hiring Division.

4. Employee Selection

- FY 2025-26 Adopted Budget - Deletion of 28 regular authority positions, and 7 resolution authorities (3 of which were dedicated to the Civilian Recruitment Program) not continued. In addition, one-time expense funding of \$200k for civilian recruitment was not continued.
- FY 2026-27 Proposed Budget - Addition of eight new resolution authority positions to support the Department of Water and Power (fully reimbursed by DWP), and two new resolution authority positions to provide administrative support for the Civil Service Commission.

5. Workers' Compensation and Safety

- FY 2025-26 Adopted Budget - Deletion of eight regular authority Workers' Compensation Analyst positions and two Accounting positions supporting the Workers' Compensation Division.
- FY 2026-27 Proposed Budget - Addition of three new resolution authority Workers' Compensation Analyst positions to support the Workers' Compensation Division.

6. Employee Benefits

- FY 2025-26 Adopted Budget - Deletion of two regular authority positions, and addition of one regular authority position to support the City's Deferred Compensation Plan (DCP).
- FY 2026-27 Proposed Budget - Add regular authority for two positions supporting the City's DCP, and addition of one new resolution authority position to support the City's Pension Savings Plan.

7. Occupational Health

- FY 2025-26 Adopted Budget - Deletion of four regular authority positions.
- FY 2026-27 Proposed Budget - Addition of two new resolution authority positions to provide administrative support for the Medical Services Division.

8. Custody Medical Care

- FY 2025-26 Adopted Budget - Deletion of four regular authority positions.
- FY 2026-27 Proposed Budget - No changes.

9. Office of Workplace Equity

- FY 2025-26 Adopted Budget - Deletion of one regular authority position and one-time expense funding for MyVoice LA licenses not continued.
- FY 2026-27 Proposed Budget - Restoration of one-time expense funding for MyVoice LA licenses.

10. Employee Training and Development

- FY 2025-26 Adopted Budget - Deletion of three regular authority positions. In addition, base budget contractual services funding of \$300k for performance management and succession planning software, and \$47.5k for executive management training deleted one-time.
- FY 2026-27 Proposed Budget - Base budget contractual services funding for performance management and succession planning software reduced one-time by

\$112k from \$300k to \$188k, and base budget contractual services funding of \$47.5k for executive management training deleted one-time (please see section below requesting to restore this funding).

11. Client Services

- FY 2025-26 Adopted Budget - Deletion of 35 regular authority positions.
- FY 2026-27 Proposed Budget - Addition of 16 resolution authority positions to provide the following support services:
 - Human Resources Support for Consolidated Departments - 14
 - Human Resources and Payroll Project Management - 2

12. Technology Support and General Administration and Support (GASP)

- FY 2025-26 Adopted Budget - Deletion of two regular authority positions.
- FY 2026-27 Proposed Budget - No changes.

REQUESTS FOR NEW OR RESTORED PROGRAM SUPPORT

PRIORITY #1 - PUBLIC SAFETY EMPLOYMENT (POLICE HIRING)

We appreciate the proposed allocation of resources to our new police hiring unit; it provides a necessary foundation for our expanded recruitment efforts. However, the Personnel Department is facing an unprecedented hiring mandate. The last time the City hired over 500 officers in a fiscal year was in FY 2021-22 when LAPD hired 547 Police Officers during the pandemic. This was an atypical hiring year as classes were held and then later consolidated and moved through together.

Under the proposed budget and in light of Executive Directive No. 14, Personnel would be expected to hire 510 candidates and ensure each candidate’s process takes no longer than 6 months. This hiring increase and expedited deadline will require more than our recently developed process changes, existing resources, and the new investment proposed in the budget. The following additional staffing is essential to bridge the gap between our current capacity and the City’s specific goals, even as we move to reimagine the hiring process. To this end, obtaining staffing for this unit is our top priority.

<u>Job Classification</u>	<u>Qty.</u>	<u>9-Months Salary</u>
Chief Human Resources Specialist	1	\$192,208
Senior Personnel Analyst I	1	\$115,169
Systems Administrator II	1	\$ 86,409
Senior Administrative Clerk	2	\$115,788
Administrative Clerk	2	\$ 82,778
Total Positions and Direct Salary Costs	7	\$592,352

PRIORITY #2 - PUBLIC SAFETY EMPLOYMENT (BACKGROUND INVESTIGATIONS)

Increase one-time Salaries, As-Needed funding by \$210k from \$100k to \$310k for public safety background investigations.

In the FY 2023-24 and FY 2024-25 Adopted Budget, one-time Salaries, As-Needed funding of \$550k was provided for public safety background investigations. In the FY 2025-26 Adopted Budget, this one-time Salaries, As-Needed funding was reduced by \$450k from \$550k to \$100k. While the FY 2026-27 Proposed Budget includes one-time Salaries, As-Needed funding of \$100k for public safety background investigations, and \$240k for supporting the Police Hiring Division (total - \$340k), the Personnel Department requests increasing the one-time Salaries, As-Needed funding by \$210k to restore the \$550k funding level previously held in FY 2023-24 and FY 2024-25 for public safety employment.

The FY 2026-27 Proposed Budget includes funding for two Fire academy classes and 510 police officers. To meet the increased LAFD and LAPD hiring demands, the Personnel Department requires sufficient Salaries, As-Needed funding to complement full-time positions and provide coverage gaps caused by full-time employee absences or when individual as-needed hours are exhausted, without incurring the time and expense of repeated onboarding.

Salaries, As-Needed Funding for Public Safety Background Investigations	\$210,000
Total Salaries, As-Needed Funding	\$210,000

PRIORITY #3 - WORKERS' COMPENSATION & SAFETY

Add one (1) Senior Industrial Hygienist to restore the Personnel Department's Industrial Hygiene Program managed by the Occupational Health and Safety Division.

We are grateful for the critical staffing positions proposed in the budget to support the Workers' Compensation Division to address the significant workload. However, we are requesting assistance restoring our ability to mitigate injury and liability through our Occupational Safety and Health Division. Restoring a single industrial hygiene position will allow the Department to restore its Industrial Hygiene Program. Specifically, a Senior Industrial Hygienist serving as a management advisor would provide services to reduce workers' compensation claims through proactively identifying, assessing, and recommending control measures to mitigate potential exposure risks related to carcinogens such as lead, asbestos, and silica, and to perform noise, mold, indoor air quality, and ventilation assessments.

<u>Job Classification</u>	<u>Qty.</u>	<u>9-Months Salary</u>
Senior Industrial Hygienist	1	\$92,635
Total Positions and Direct Salary Costs	1	\$92,635

PRIORITY #4 - EMPLOYEE TRAINING AND DEVELOPMENT

Restore contractual services funding of \$47,500 for Executive Management Training.

The Personnel Department's base budget includes contractual services funding of \$47,500 for executive management training. Due to the City's challenging fiscal situation, this funding was deleted one-time in the FY 2025-26 Adopted Budget and again in the FY 2026-27 Proposed Budget. The Personnel Department is asking for this funding to be restored to provide support to City department leadership and Council Offices for establishing a training program and coaching for senior management and executive staff.

Executive Management Training Funding	\$47,500
Total Contractual Services Expense Funding	\$47,500

REQUESTED STRUCTURAL CHANGES

PRIORITY #1 - CLIENT SERVICES

To support the consolidation of the new Community Investment Department (CID), the Personnel Department proposes realigning client services staffing and funding currently shared across several departments. This requires a three-part restructure:

1. Transition twelve (12) full-time positions originally split between the Los Angeles Housing Department (LAHD), Community Investment for Families Department (CIFD), and Youth Development Department (YDD) for 100% support of the Los Angeles Housing Department (LAHD) expansion under Measure United to House LA (ULA). Funding for all 12 positions would need to be realigned in the FY 2026-27 proposed budget as follows:

1) CODE (Fund 41M) - 42%, 2) RENT (Fund 440) - 14% , 3) ULA (Fund 66M) - 20%, 4) MHFF (Fund 815) - 9%, 5) JCO (Fund 67W): 7%, 6) HITF (Fund 59T): 2%, 7) HOME (Fund 561): 6%. LAHD supports this proposal.

2. Add one (1) new Senior Personnel Analyst I position funded by CDBG, replacing the previous piecemeal service model provided by shared staff serving LAHD, CIFD, and YDD, to ensure dedicated support for the newly formed CID.
3. Upgrade one (1) Personnel Director I position to a Personnel Director II to manage the increased complexity and employee headcount resulting from the merger of the Economic and Workforce Development and Aging departments into the CID.

These adjustments result in a net General Fund savings of **\$80,085**, as the General Fund salaries cost for the portion of staff salaries previously supporting YDD and the additional cost of the upgraded Director position are offset by the LAHD funding realignment. Overall, this proposal aims to streamline human resources services while ensuring that funding sources accurately reflect the specific departments served within the new organizational structure.

PRIORITY #2 - OCCUPATIONAL HEALTH

- Delete one (1) Occupational Psychologist II - **(\$199,297)**
- Add one (1) Chief Occupational Psychologist - \$237,744
- **Total Direct Salary Cost Difference - \$38,447**

CA Senate Bill 553 requires the City of Los Angeles to increase its existing workplace violence training, reporting, and planning work for City employees. In [Council File 24-1086](#), the City Council tasked the Personnel Department to create additional mandatory workplace violence training, a workplace violence reporting link, and a Workplace Violence Prevention Plan for the entire City workforce. This additional work and these responsibilities require a change in the existing Occupational Psychologist leadership structure within the Medical Services Division by adding a Chief Occupational Psychologist position. The Personnel Department requests to delete one Occupational Psychologist II in order to add the Chief Occupational Psychologist position.

We respectfully request the Committee to favorably consider the Personnel Department's proposals and to instruct the Personnel Department to work with the Chief Legislative Analyst and City Administrative Officer on finding solutions to address the Department's critical needs, while improving overall service for the residents of the City of Los Angeles.

We look forward to continuing the discussion during our departmental budget hearing.

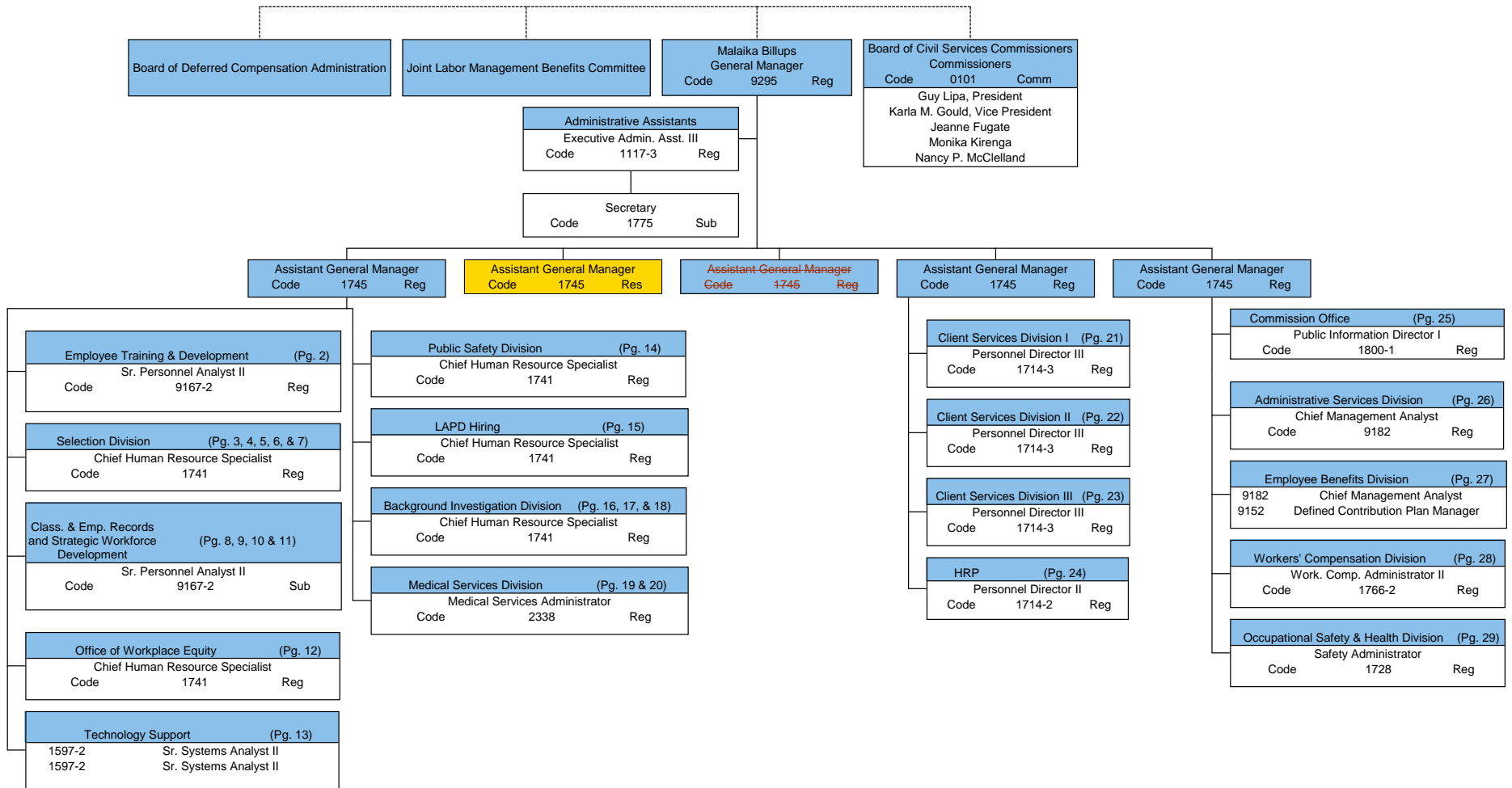
Respectfully,



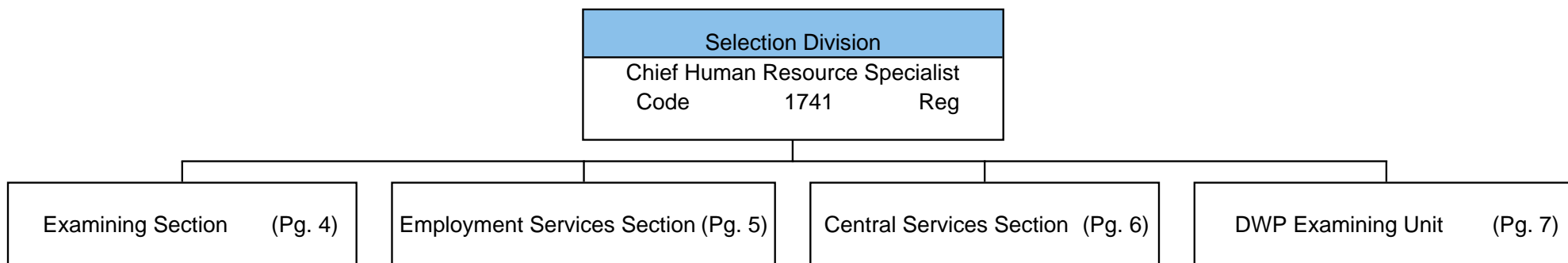
MALAIKA BILLUPS
General Manager

Attachment - Personnel Department FY 2026-27 Proposed Budget Organizational Chart

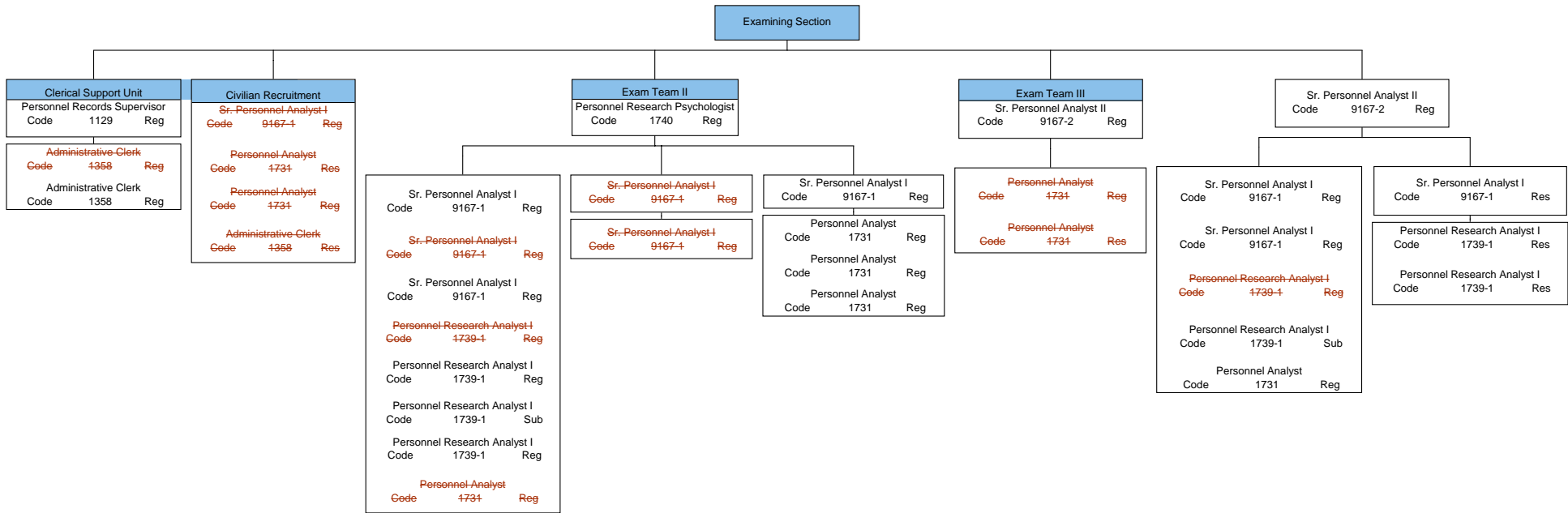
cc:
Honorable Katy Yaroslavsky, Chair
Honorable Bob Blumenfeld
Honorable Heather Hutt
Honorable Tim McOsker
Honorable Eunisses Hernandez
Mitch Kamin, Chief of Staff and Senior Advisor, Mayor's Office
Matt Hale, Deputy Mayor of Finance, Operations and Innovation, Mayor's Office
Sharon Tso, Chief Legislative Analyst



- FY 2026-27 Proposed Budget
- Resolution Authority Regularized in FY 2026-27 Proposed Budget
- Strikeout - Deleted Positions in FY 2025-26 Adopted Budget
- Approved Interim FY 2025-26 and Continued in FY 2026-27 Proposed Budget
- Laid Off Substitute Authority (Pending Move to Regular Authority)



■	FY 2026-27 Proposed Budget
■	Resolution Authority Regularized in FY 2026-27 Proposed Budget
■	Strikeout - Deleted Positions in FY 2025-26 Adopted Budget
■	Approved Interim FY 2025-26 and Continued in FY 2026-27 Proposed Budget
■	Laid Off Substitute Authority (Pending Move to Regular Authority)

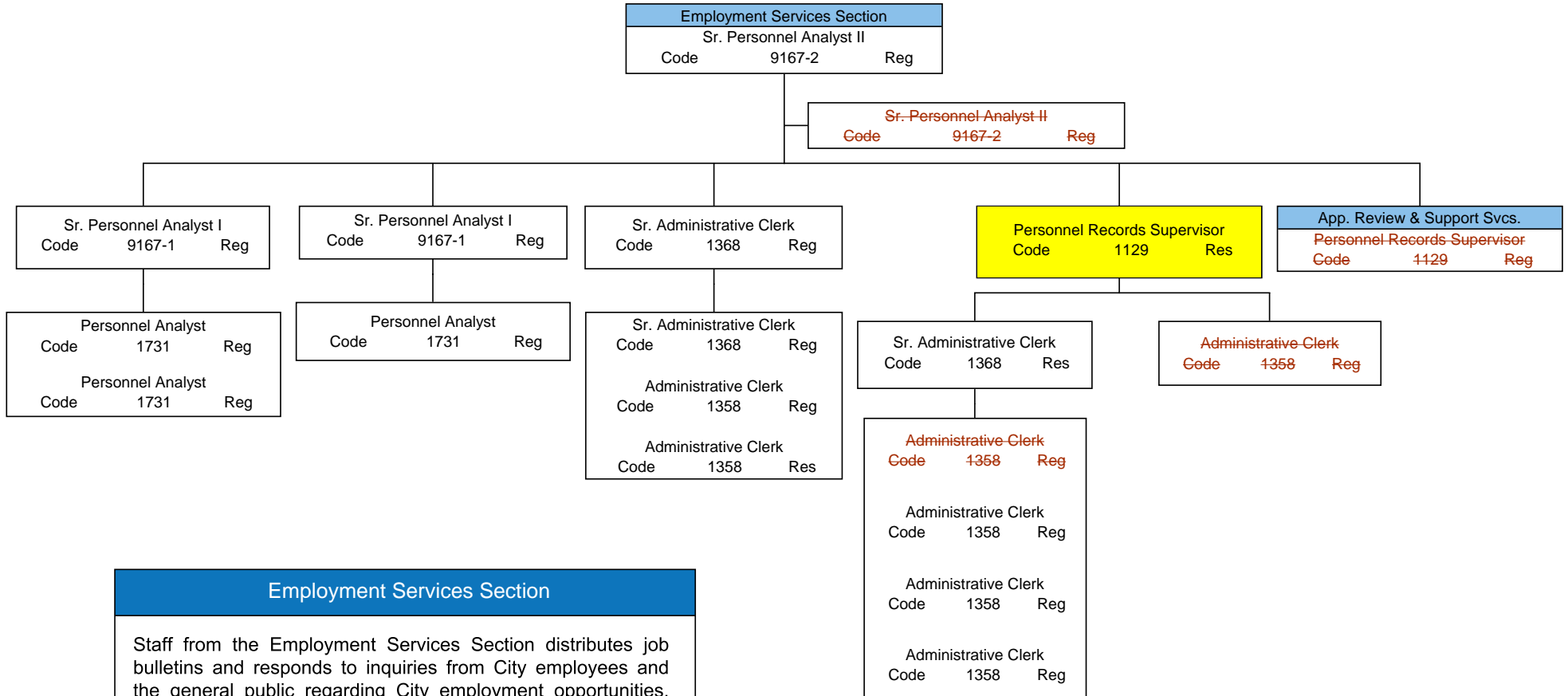


Examining Section

The Examining Section is responsible for the civil service examinations for civilian classifications, which total over 900. These examinations result in producing eligible lists that serve the hiring needs of departments throughout the City, including all proprietary departments. Additionally, this section handles candidate claims against examinations, works with subject matter experts from City departments in exam development and test validation, develops job analyses through competency modeling for City classes, administers contracts with test vendors, and conducts other selection related research to incorporate the use of innovative selection methods and new or emerging technologies for assessments.

FY 2026-27 Proposed Budget Contractual Services Funding - \$624,407

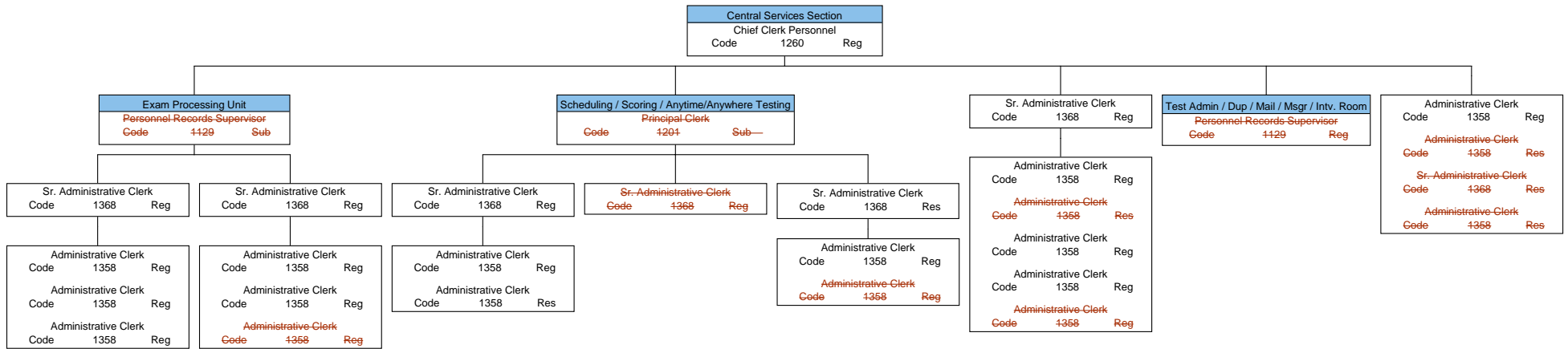
- FY 2026-27 Proposed Budget
- Resolution Authority Regularized in FY 2026-27 Proposed Budget
- Strikeout - Deleted Positions in FY 2025-26 Adopted Budget
- Approved Interim FY 2025-26 and Continued in FY 2026-27 Proposed Budget
- Laid Off Substitute Authority (Pending Move to Regular Authority)



Employment Services Section

Staff from the Employment Services Section distributes job bulletins and responds to inquiries from City employees and the general public regarding City employment opportunities. Staff utilizes the Personnel Department's on-line application system to accept and process applications for City employment and determines if applicants meet minimum qualifications. The section is responsible for interpreting bulletin requirements, as well as analyzing and responding to applicant appeals.

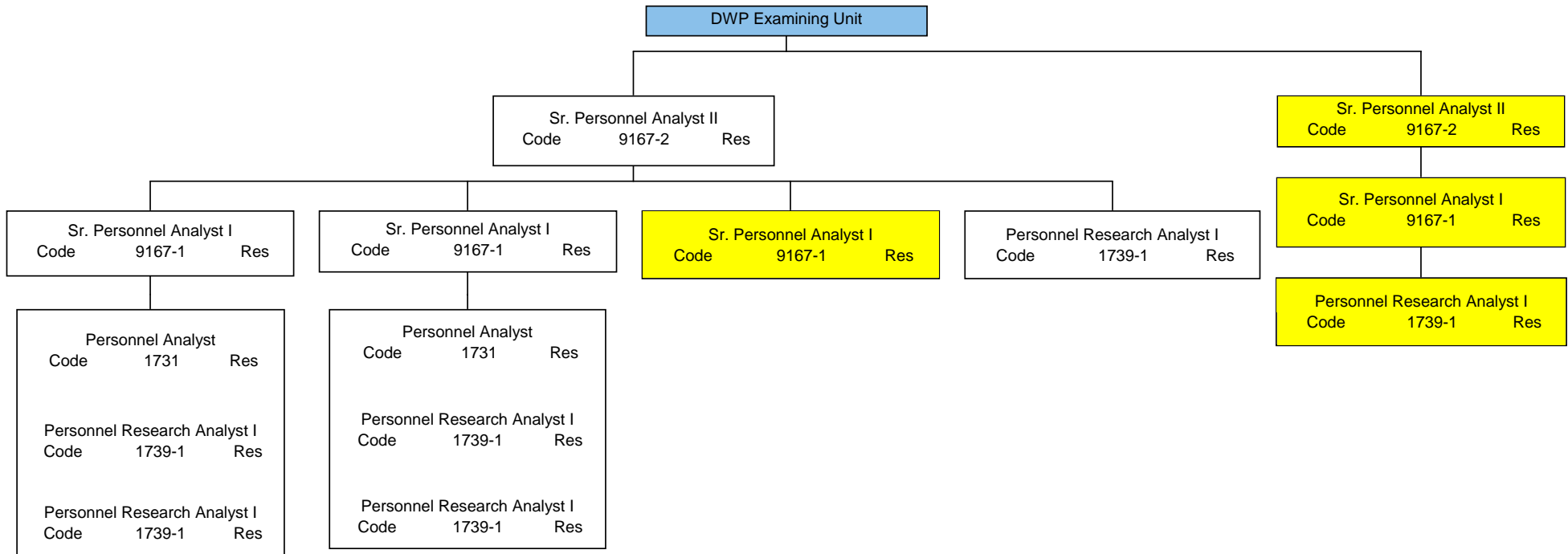
- FY 2026-27 Proposed Budget
- Resolution Authority Regularized in FY 2026-27 Proposed Budget
- Strikeout - Deleted Positions in FY 2025-26 Adopted Budget
- Approved Interim FY 2025-26 and Continued in FY 2026-27 Proposed Budget
- Laid Off Substitute Authority (Pending Move to Regular Authority)



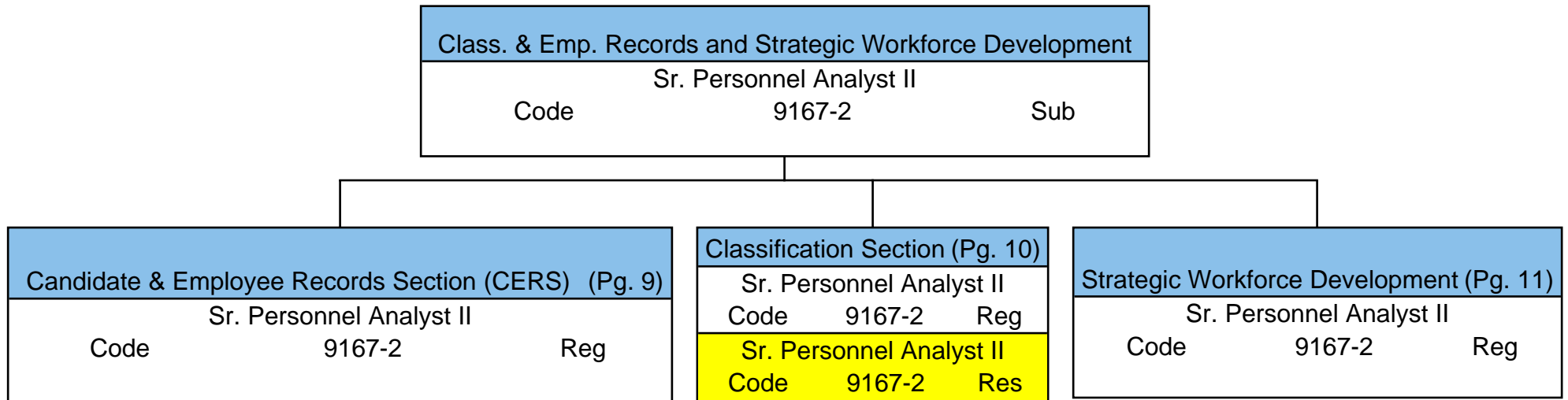
Central Services Section

The Central Services Section provides support functions related to the administration and processing of all civil service examinations, including scheduling candidates, duplicating test materials, scoring, data entry, record keeping, securing test locations, proctoring, reviewing videos for test disqualifications, staffing the interview room, and producing eligible lists.

- FY 2026-27 Proposed Budget
- Resolution Authority Regularized in FY 2026-27 Proposed Budget
- Strikeout - Deleted Positions in FY 2025-26 Adopted Budget
- Approved Interim FY 2025-26 and Continued in FY 2026-27 Proposed Budget
- Laid Off Substitute Authority (Pending Move to Regular Authority)



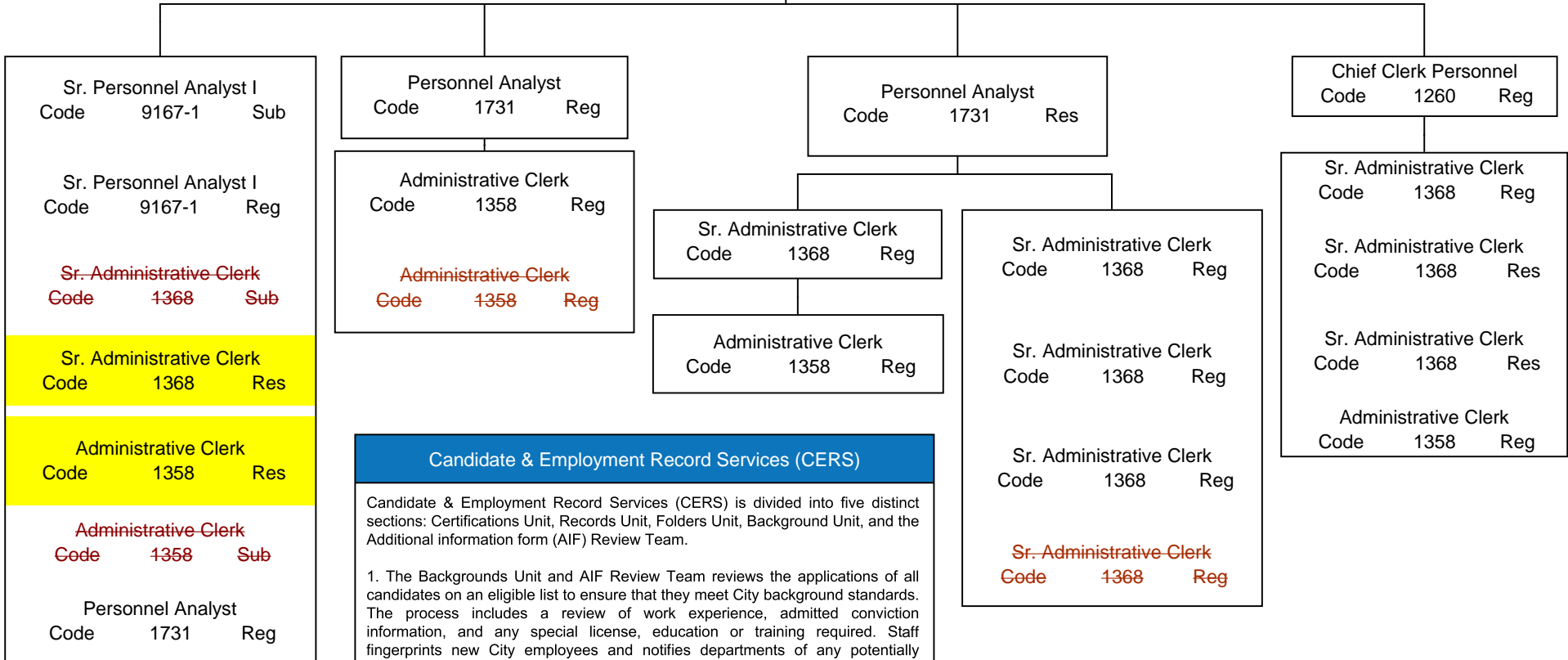
- FY 2026-27 Proposed Budget
- Resolution Authority Regularized in FY 2026-27 Proposed Budget
- Strikeout - Deleted Positions in FY 2025-26 Adopted Budget
- Approved Interim FY 2025-26 and Continued in FY 2026-27 Proposed Budget
- Laid Off Substitute Authority (Pending Move to Regular Authority)



	FY 2026-27 Proposed Budget
	Resolution Authority Regularized in FY 2026-27 Proposed Budget
	Strikeout - Deleted Positions in FY 2025-26 Adopted Budget
	Approved Interim FY 2025-26 and Continued in FY 2026-27 Proposed Budget
	Laid Off Substitute Authority (Pending Move to Regular Authority)



Candidate & Employee Records Section (CERS)
 Sr. Personnel Analyst II
 Code 9167-2 Reg



Candidate & Employment Record Services (CERS)

Candidate & Employment Record Services (CERS) is divided into five distinct sections: Certifications Unit, Records Unit, Folders Unit, Background Unit, and the Additional information form (AIF) Review Team.

1. The Backgrounds Unit and AIF Review Team reviews the applications of all candidates on an eligible list to ensure that they meet City background standards. The process includes a review of work experience, admitted conviction information, and any special license, education or training required. Staff fingerprints new City employees and notifies departments of any potentially disqualifying criminal history information received from the Department of Justice.
2. The Certifications Unit receives requests from City departments to certify eligible lists and generates certification lists by utilizing Neogov, the online certification process.
3. The Employee Folders Unit maintains the civil service folders for all active City employees and the Civil Service and departmental folders of terminated employees. Staff is responsible for maintaining the employee work history database, and filing, copying, and maintaining employment-related documents in employee folders.
4. The Records Unit reviews and processes a variety of personnel transactions, such as transfers, leave of absences, suspensions and terminations of City employees to ensure compliance with Civil Service Rules and Personnel Policies. Staff reviews the disposition of all certifications to ensure appointments are in accordance with the Rule of Three Whole Scores.

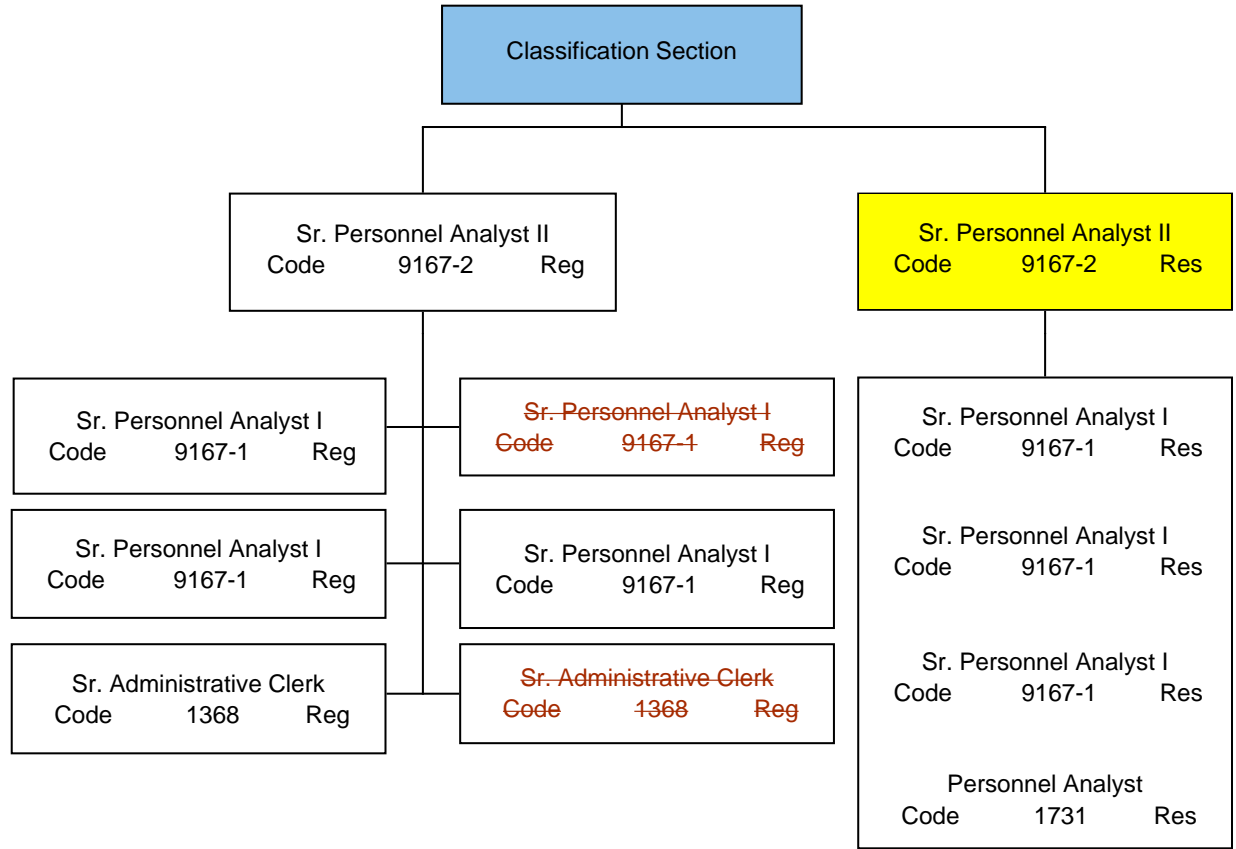
- FY 2026-27 Proposed Budget
- Resolution Authority Regularized in FY 2026-27 Proposed Budget
- Strikeout - Deleted Positions in FY 2025-26 Adopted Budget
- Approved Interim FY 2025-26 and Continued in FY 2026-27 Proposed Budget
- Laid Off Substitute Authority (Pending Move to Regular Authority)



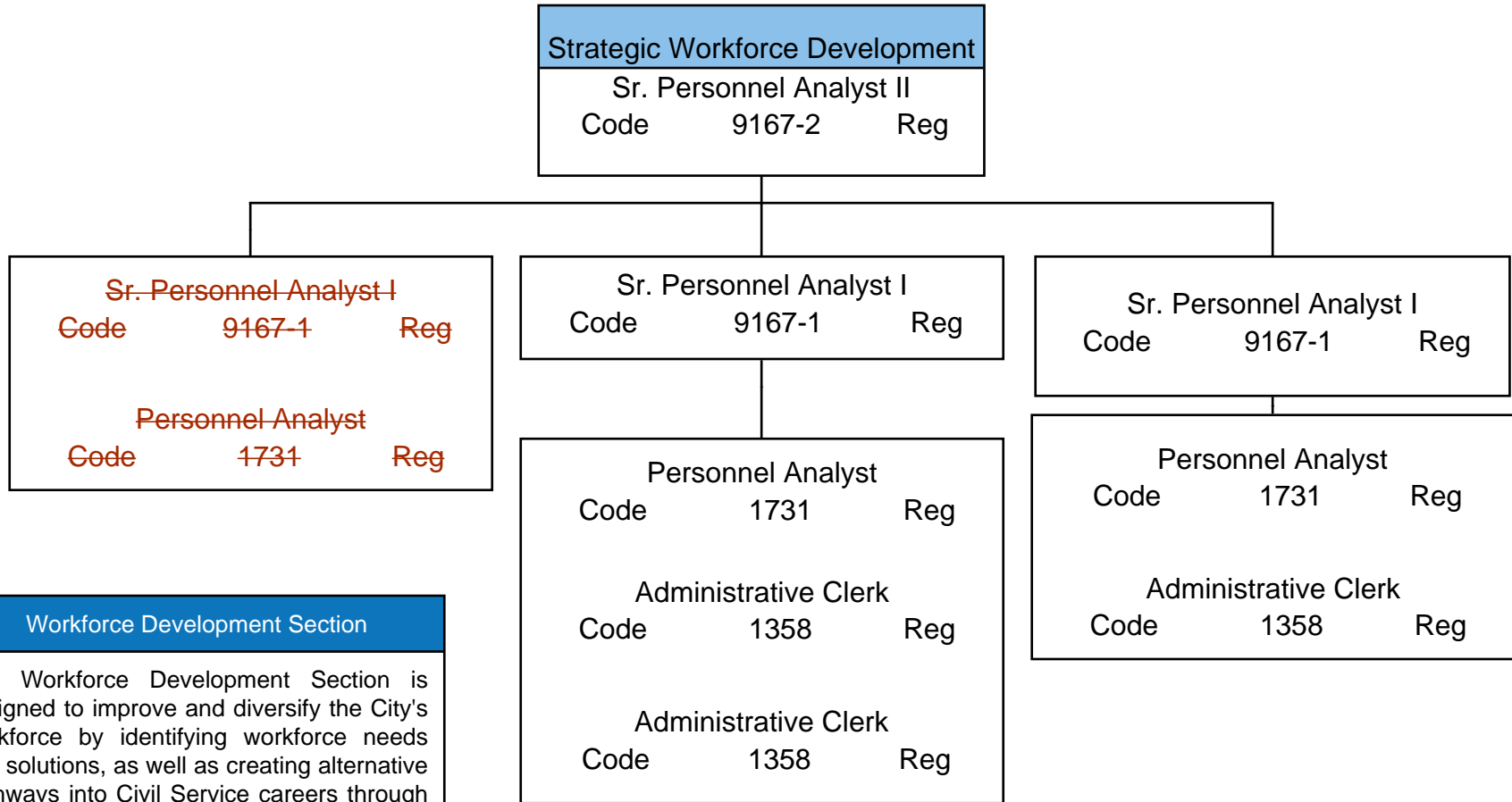
Classification

The Classification division works with operating departments to address various workforce planning issues which may include evaluation of functions, reclassification of positions, staffing, and reorganization; and provides technical assistance to operating departments in resolving various personnel issues. Classification determines minimum requirements and duties for job bulletins for City positions, responds to employee requests for reinstatement following probationary termination, investigates out-of-class complaints and responds to the Employee Relations Board on unit determination requests.

Classification also reviews and determines the proper allocation and reallocation of positions for City departments; creates and revises class specifications; consolidates, splits, and/or abolishes classes; conducts class surveys; and designates positions or classes as temporary training, Safety Sensitive, or Management classes. Prepares status and assignment rights determinations; determines class group for purposes of Layoff or Displacement; tracks and reviews exemption requests pursuant to Charter Section 1001 (b), (c), and (d), and reviews all citywide personnel services contracts in accordance with Charter Section 1022. In addition, this Division approves the Citywide transfers, voluntary reversions and Charter Section 1014 requests



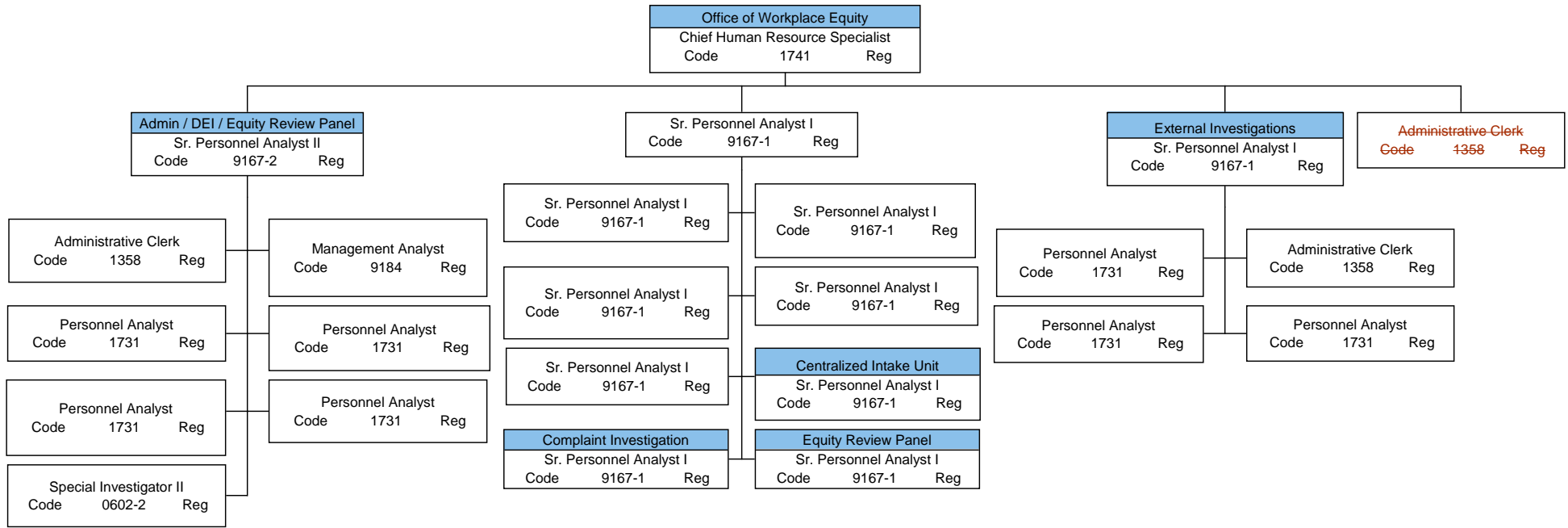
- FY 2026-27 Proposed Budget
- Resolution Authority Regularized in FY 2026-27 Proposed Budget
- Strikeout - Deleted Positions in FY 2025-26 Adopted Budget
- Approved Interim FY 2025-26 and Continued in FY 2026-27 Proposed Budget
- Laid Off Substitute Authority (Pending Move to Regular Authority)



Workforce Development Section

The Workforce Development Section is designed to improve and diversify the City's workforce by identifying workforce needs and solutions, as well as creating alternative pathways into Civil Service careers through the LA Local Hire programs and Workforce Planning efforts.

- FY 2026-27 Proposed Budget
- Resolution Authority Regularized in FY 2026-27 Proposed Budget
- Strikeout - Deleted Positions in FY 2025-26 Adopted Budget
- Approved Interim FY 2025-26 and Continued in FY 2026-27 Proposed Budget
- Laid Off Substitute Authority (Pending Move to Regular Authority)

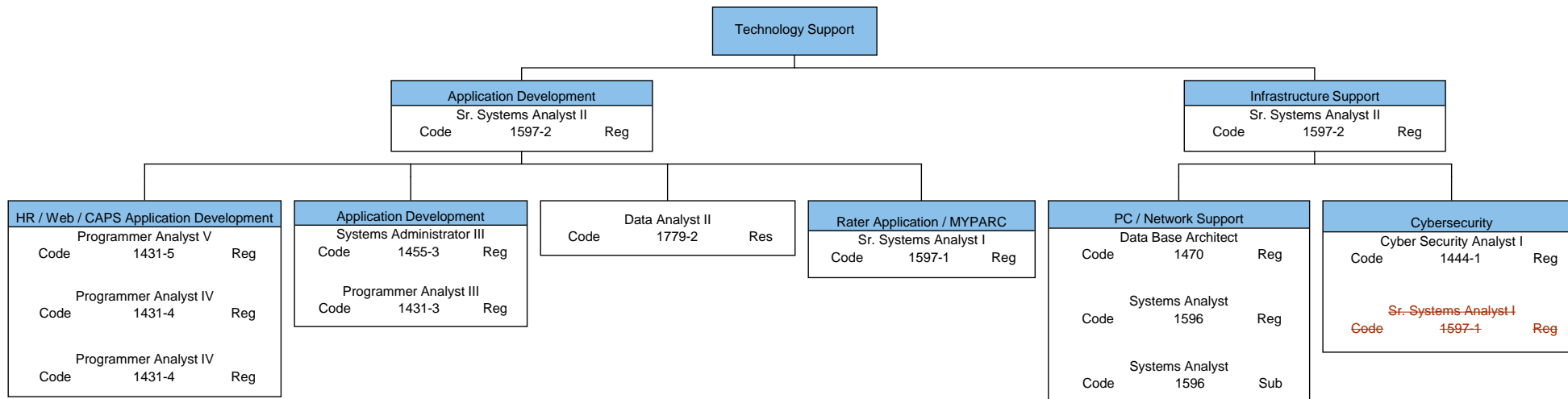


Office of Workplace Equity

The Office of Workplace Equity (OWE) was created to support the Diversity, Equity, and Inclusion (DEI) efforts Citywide by developing new policies and procedures, investigating reports of Equity Violations, leading the City's Integrated Disability Management, partnering with departments to advise and assist their DEI efforts, and developing and sourcing training programs that instruct and inspire new ways of working more inclusively and equitably.

FY 2026-27 Proposed Budget Contractual Services Funding - \$32,392

- FY 2026-27 Proposed Budget
- Resolution Authority Regularized in FY 2026-27 Proposed Budget
- Strikeout - Deleted Positions in FY 2025-26 Adopted Budget
- Approved Interim FY 2025-26 and Continued in FY 2026-27 Proposed Budget
- Laid Off Substitute Authority (Pending Move to Regular Authority)



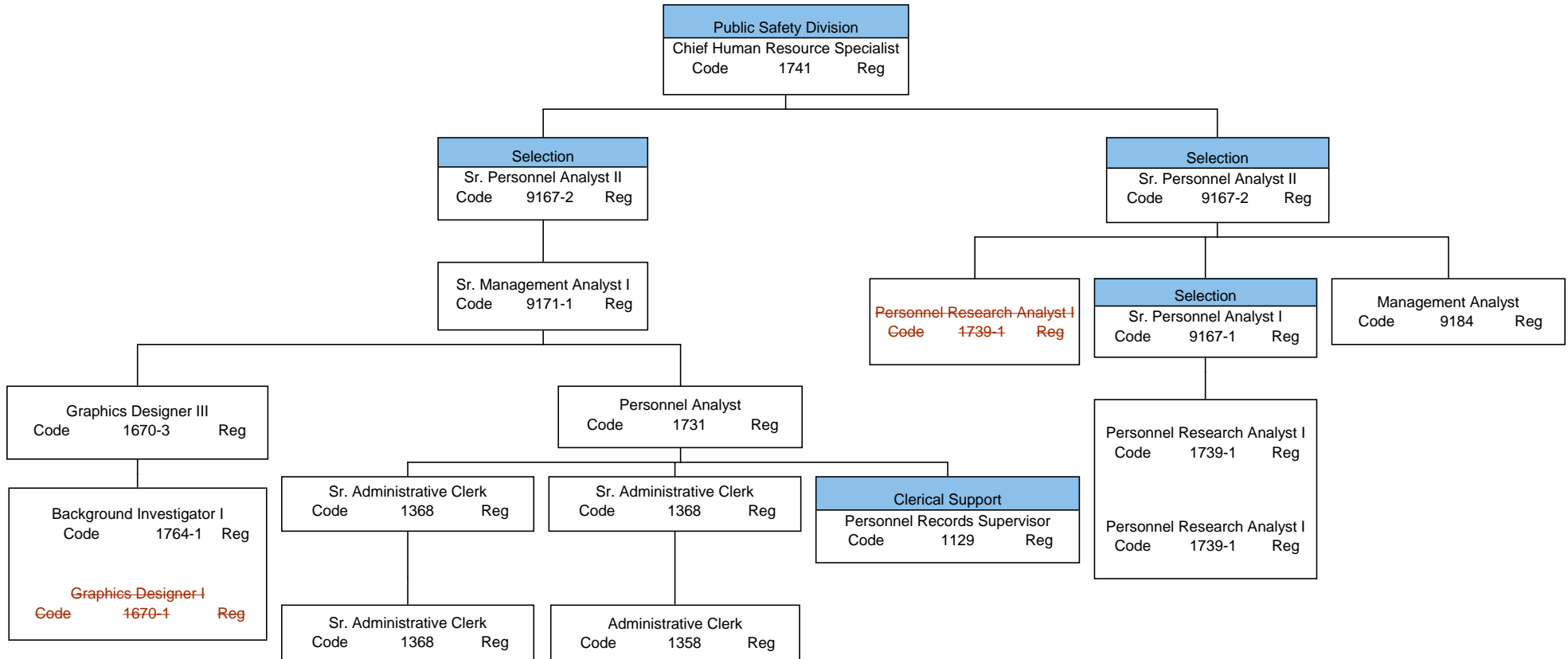
Technology Support

The Personnel Department's Technology section comprises two teams; Application Development and Infrastructure.

The Application Development team creates and maintains the department's software requirements. This includes both the Intranet as well as the public facing website. The Application Development team also develops tailored applications in order to support the unique operations performed by Personnel employees.

The Infrastructure team is responsible for managing and maintaining the department's hardware and technology assets. This includes the deployment of computers, cell phones, and the administration of servers and the network. They also oversee the department's cybersecurity and are tasked with procuring IT solutions that optimize and streamline the various functions within the Personnel Department.

- FY 2026-27 Proposed Budget
- Resolution Authority Regularized in FY 2026-27 Proposed Budget
- Strikeout - Deleted Positions in FY 2025-26 Adopted Budget
- Approved Interim FY 2025-26 and Continued in FY 2026-27 Proposed Budget
- Laid Off Substitute Authority (Pending Move to Regular Authority)



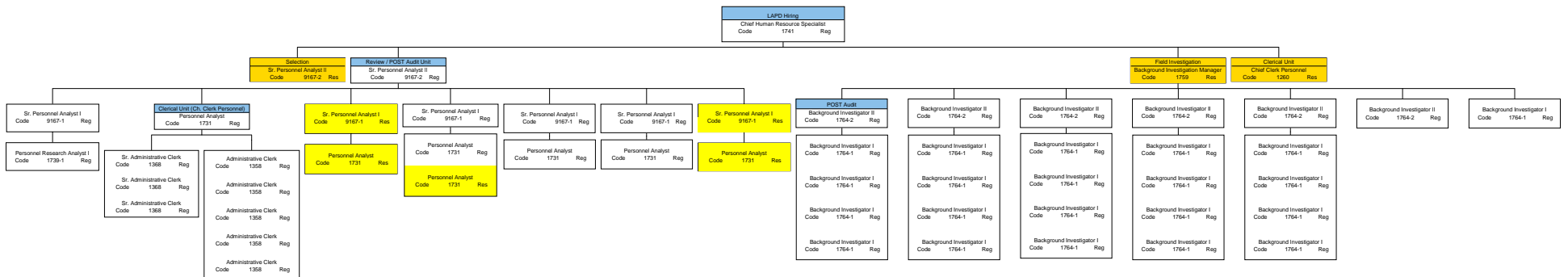
- FY 2026-27 Proposed Budget
- Resolution Authority Regularized in FY 2026-27 Proposed Budget
- Strikeout - Deleted Positions in FY 2025-26 Adopted Budget
- Approved Interim FY 2025-26 and Continued in FY 2026-27 Proposed Budget
- Laid Off Substitute Authority (Pending Move to Regular Authority)

Public Safety

The Public Safety Division manages the recruitment and selection of entry and promotional-level public safety employees to ensure that City departments have a sufficient pool of qualified and diverse public safety candidates from which to select. It is also responsible for Personnel Department's Emergency Management and Preparedness functions.

1. Recruitment: Advertises and recruits for public safety entry-level classifications throughout the City. Largest clients: LAPD (sworn and civilian) and LAFD.
2. Selection Section: Designs and conducts examinations to establish List of Eligible Candidates. Main clients: LAPD, LAFD, Airport, Harbor Department, Department of Transportation, Animal Services, Recreation & Parks.
3. Emergency Management and Preparedness Section: Carries out Personnel Department's role in Citywide emergency operations, and administer the City's Disaster Service Worker Program.

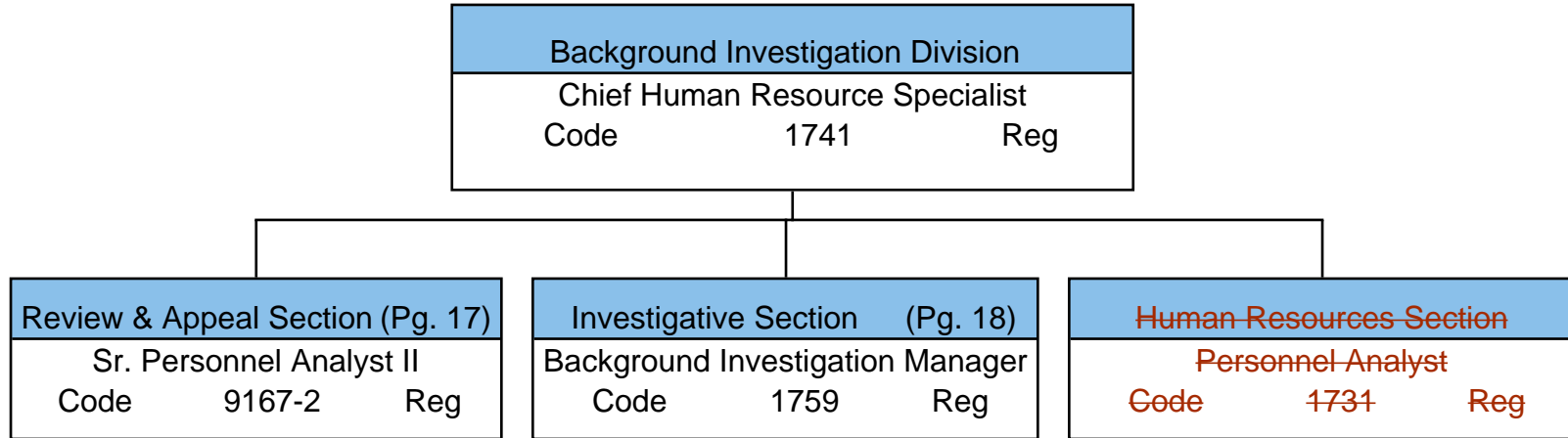
FY 2026-27 Proposed Budget Contractual Services Funding - \$458,129



LAPD Hiring Division

The new LAPD Hiring Division provides managerial, supervision, and administrative personnel-related support to meet the Police Officer hiring goals and benchmarks outlined in the Mayor's Executive Directive No. 14.

- FY 2026-27 Proposed Budget
- Resolution Authority Regularized in FY 2026-27 Proposed Budget
- Strikeout - Deleted Positions in FY 2025-26 Adopted Budget
- Approved Interim FY 2025-26 and Continued in FY 2026-27 Proposed Budget
- Laid Off Substitute Authority (Pending Move to Regular Authority)

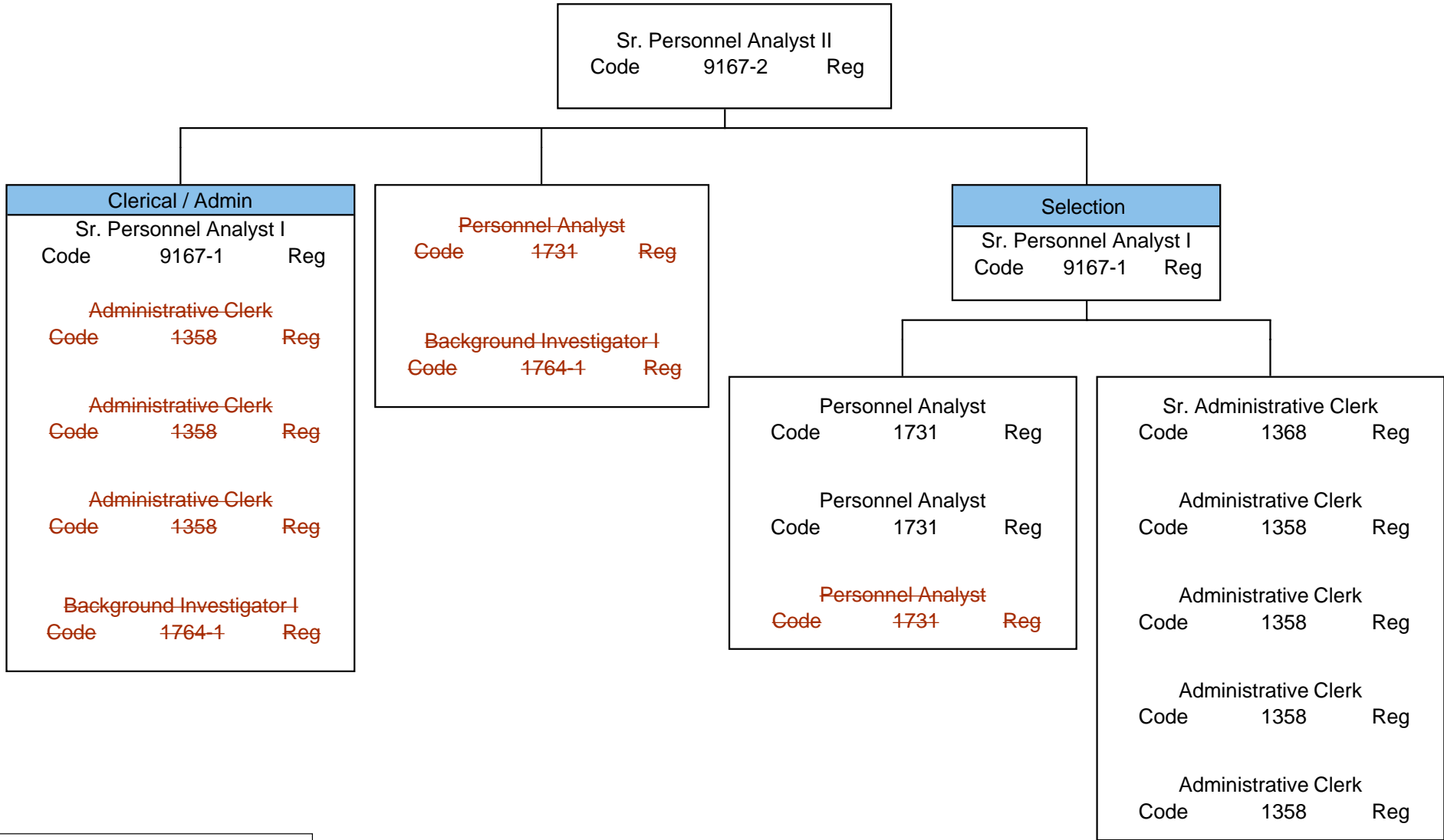


Background Investigation Division

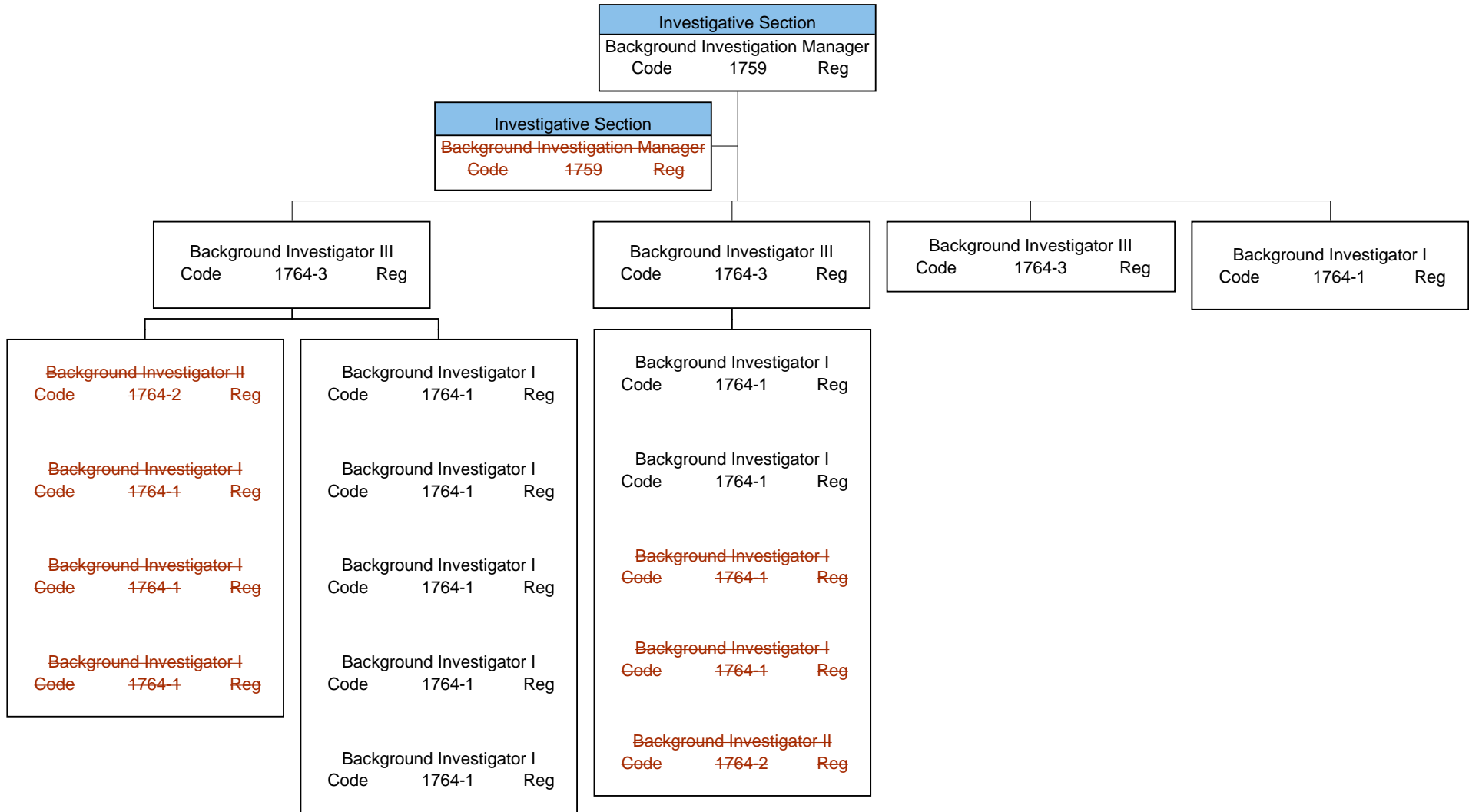
The Background Investigation Division (BID) of the Personnel Department is responsible for conducting comprehensive pre-employment background checks to assess candidates' suitability for peace officer and public safety positions. This process ensures compliance with legal and organizational standards, supporting the hiring of highly qualified individuals.

FY 2026-27 Proposed Budget Contractual Services Funding - \$43,295

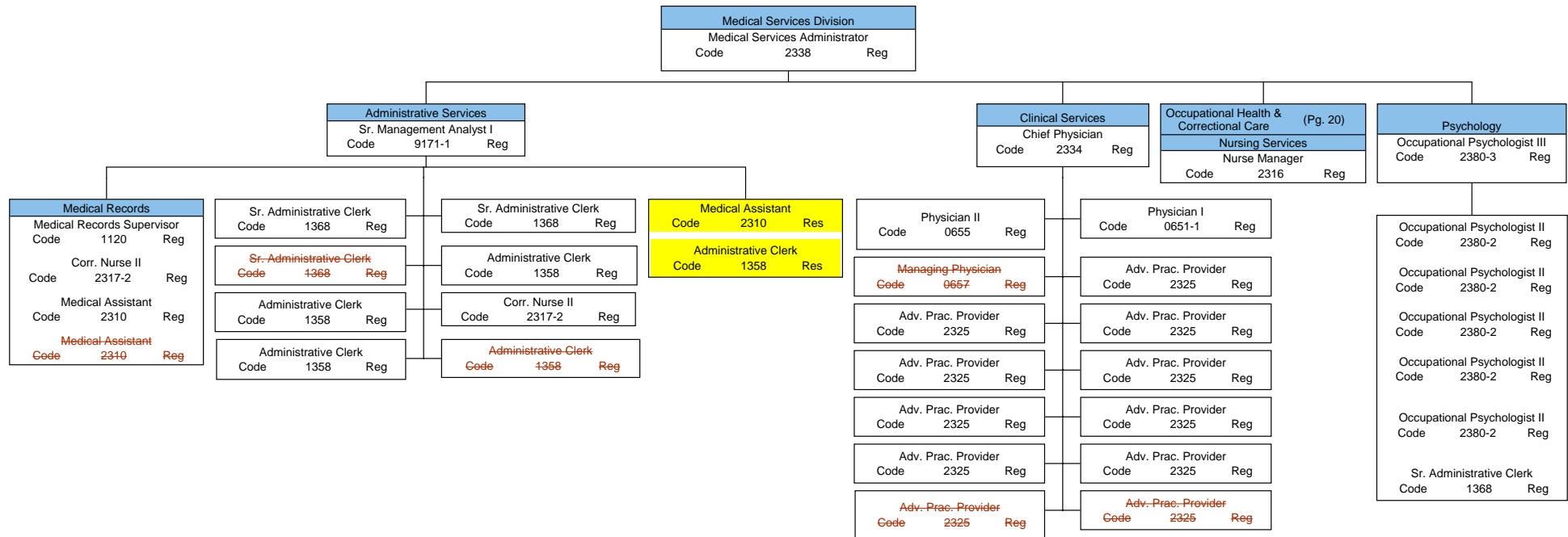
- FY 2026-27 Proposed Budget
- Resolution Authority Regularized in FY 2026-27 Proposed Budget
- Strikeout - Deleted Positions in FY 2025-26 Adopted Budget
- Approved Interim FY 2025-26 and Continued in FY 2026-27 Proposed Budget
- Laid Off Substitute Authority (Pending Move to Regular Authority)



- FY 2026-27 Proposed Budget
- Resolution Authority Regularized in FY 2026-27 Proposed Budget
- Strikeout - Deleted Positions in FY 2025-26 Adopted Budget
- Approved Interim FY 2025-26 and Continued in FY 2026-27 Proposed Budget
- Laid Off Substitute Authority (Pending Move to Regular Authority)



- FY 2026-27 Proposed Budget
- Resolution Authority Regularized in FY 2026-27 Proposed Budget
- Strikeout - Deleted Positions in FY 2025-26 Adopted Budget
- Approved Interim FY 2025-26 and Continued in FY 2026-27 Proposed Budget
- Laid Off Substitute Authority (Pending Move to Regular Authority)



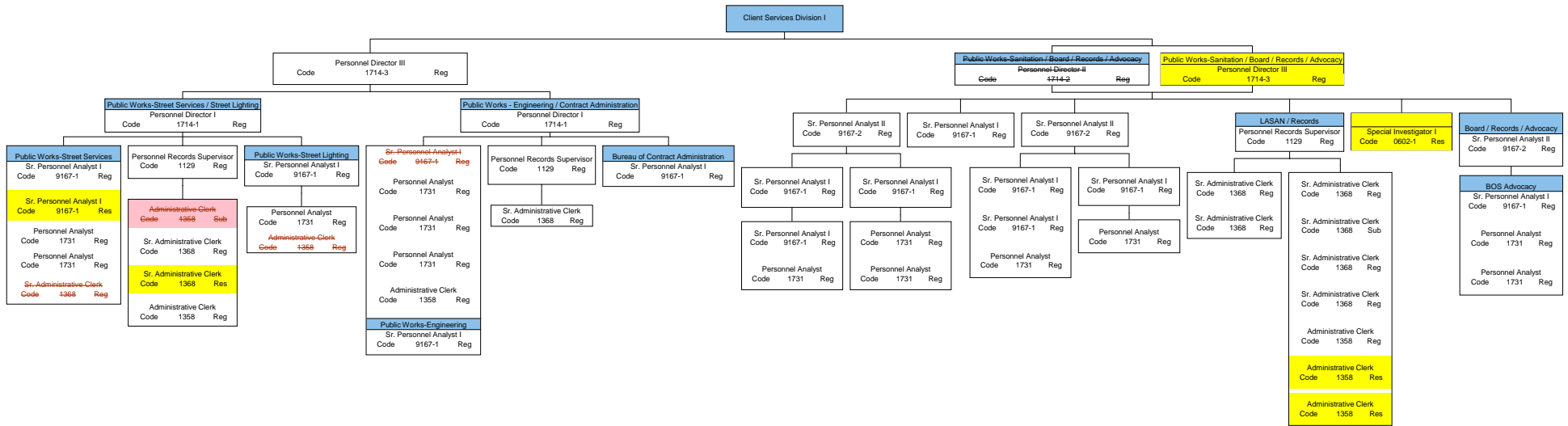
Medical Services Division

The Medical Services Division is divided into three distinct sections: Correctional Care, Occupational Health, and Psychology. The primary goal is to provide quality medical and specialty care services to the populations served in compliance with local, state and federal regulations.

Psychology Section

The purpose of the Psychology Section is to evaluate individuals to maintain a safe and healthy workforce, to evaluate threats of workplace violence, to provide postcritical incident assessments, and provide expert consultation. Extensive psychological assessments and testing are performed as necessary by a highly skilled staff of psychologists. Services are available to all City employees upon request.

- FY 2026-27 Proposed Budget
- Resolution Authority Regularized in FY 2026-27 Proposed Budget
- Strikeout - Deleted Positions in FY 2025-26 Adopted Budget
- Approved Interim FY 2025-26 and Continued in FY 2026-27 Proposed Budget
- Laid Off Substitute Authority (Pending Move to Regular Authority)

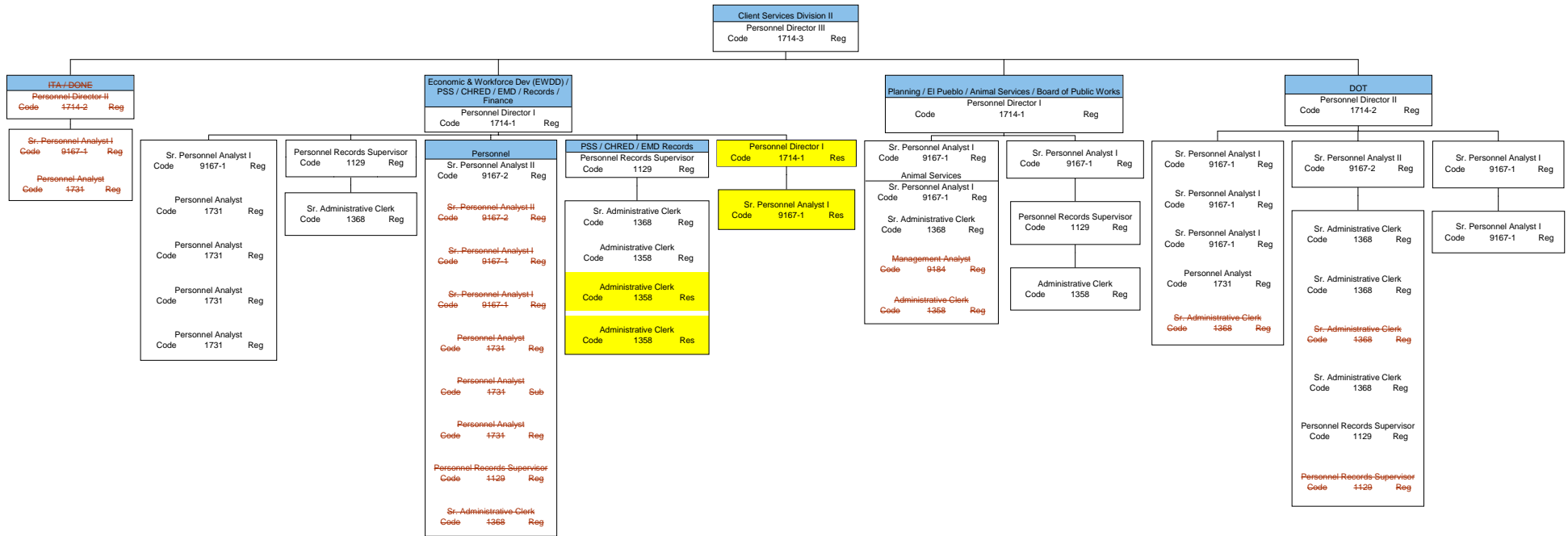


Client Services

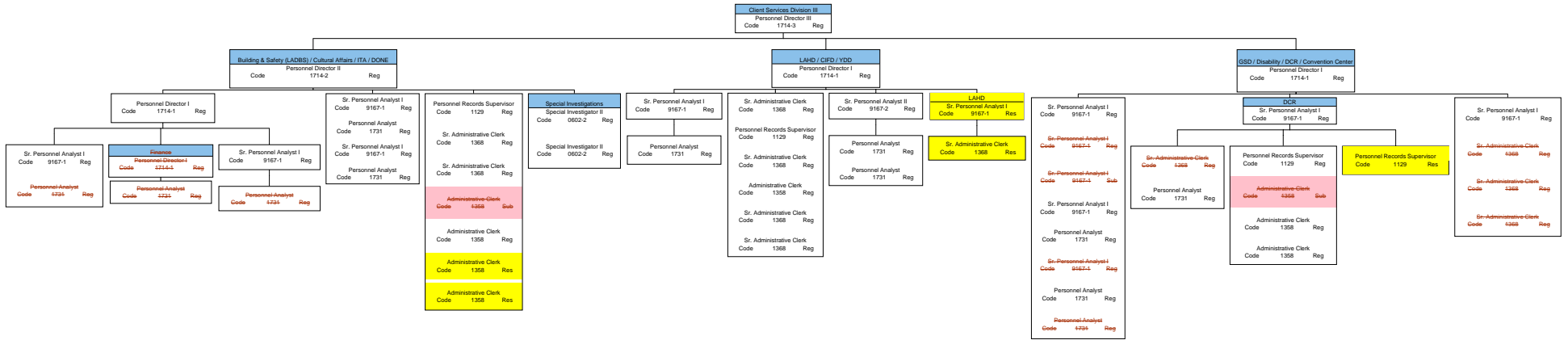
Client Services is divided into three Divisions, each headed by a Personnel Director III. Each Client Services Division provides Human Resources services to various Departments. Client Services is responsible for Human Resources functions such as discipline, grievances, facilitating Departmental hiring needs, EEO investigations, reasonable accommodations and other specialized functions that may be time-consuming and may require specific expertise. Client Services staff is trained, knowledgeable, and dedicated in handling various critical Human Resources functions.

FY 2026-27 Proposed Budget Contractual Services Funding - \$11,400

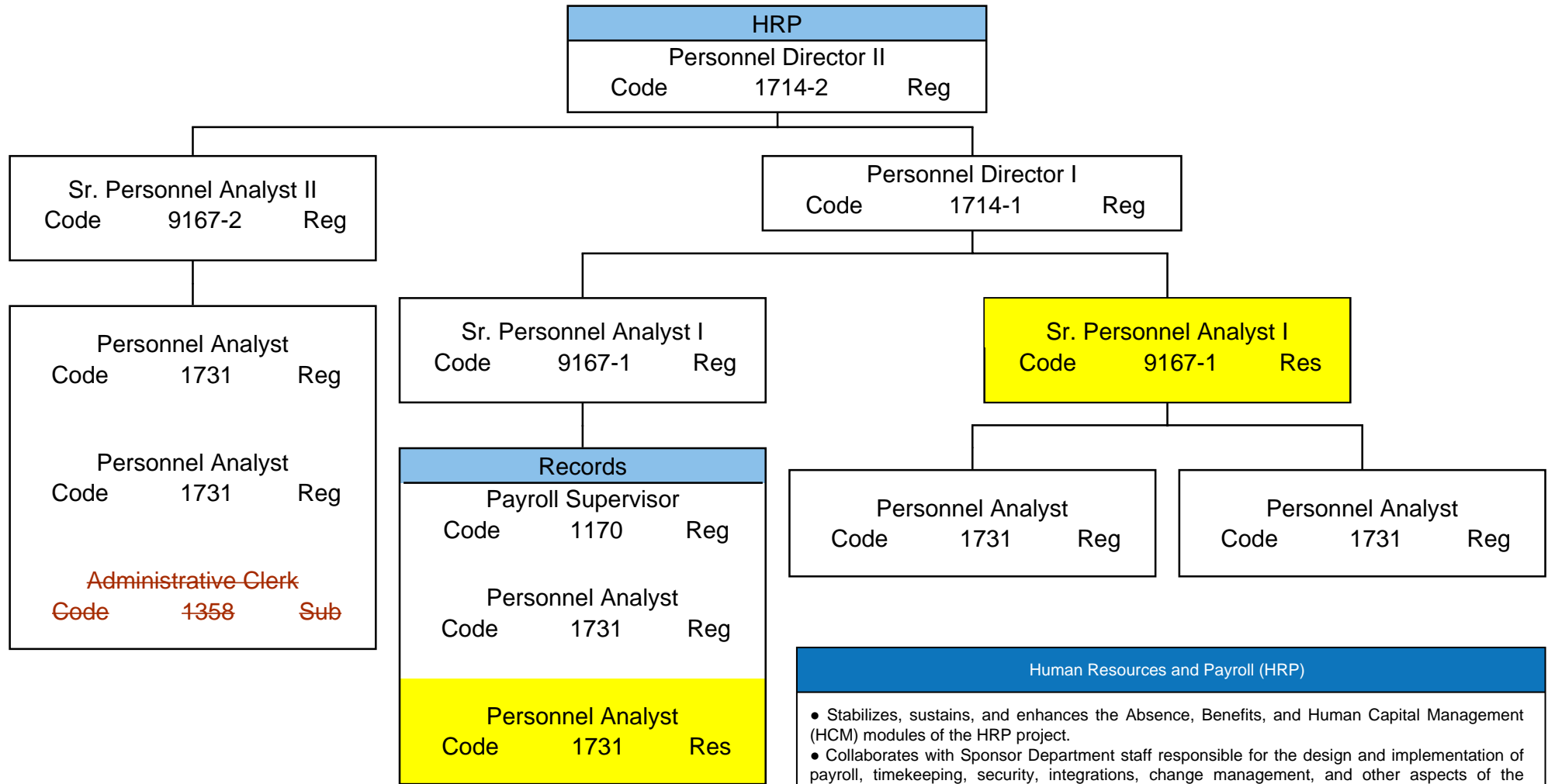
- FY 2026-27 Proposed Budget
- Resolution Authority Regularized in FY 2026-27 Proposed Budget
- Strikeout - Deleted Positions in FY 2025-26 Adopted Budget
- Approved Interim FY 2025-26 and Continued in FY 2026-27 Proposed Budget
- Laid Off Substitute Authority (Pending Move to Regular Authority)



- FY 2026-27 Proposed Budget
- Resolution Authority Regularized in FY 2026-27 Proposed Budget
- Strikeout - Deleted Positions in FY 2025-26 Adopted Budget
- Approved Interim FY 2025-26 and Continued in FY 2026-27 Proposed Budget
- Laid Off Substitute Authority (Pending Move to Regular Authority)



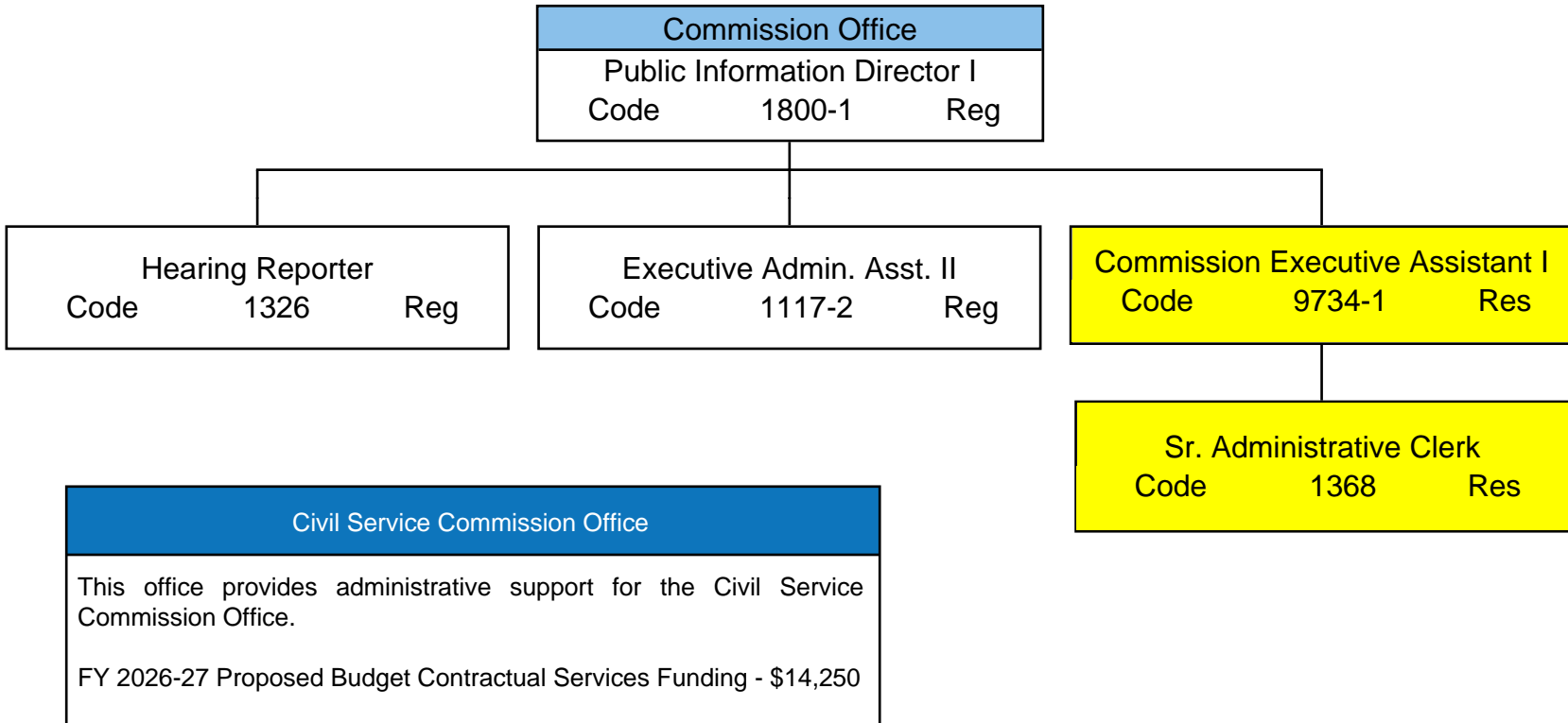
- FY 2026-27 Proposed Budget
- Resolution Authority Regularized in FY 2026-27 Proposed Budget
- Strikeout - Deleted Positions in FY 2025-26 Adopted Budget
- Approved Interim FY 2025-26 and Continued in FY 2026-27 Proposed Budget
- Laid Off Substitute Authority (Pending Move to Regular Authority)



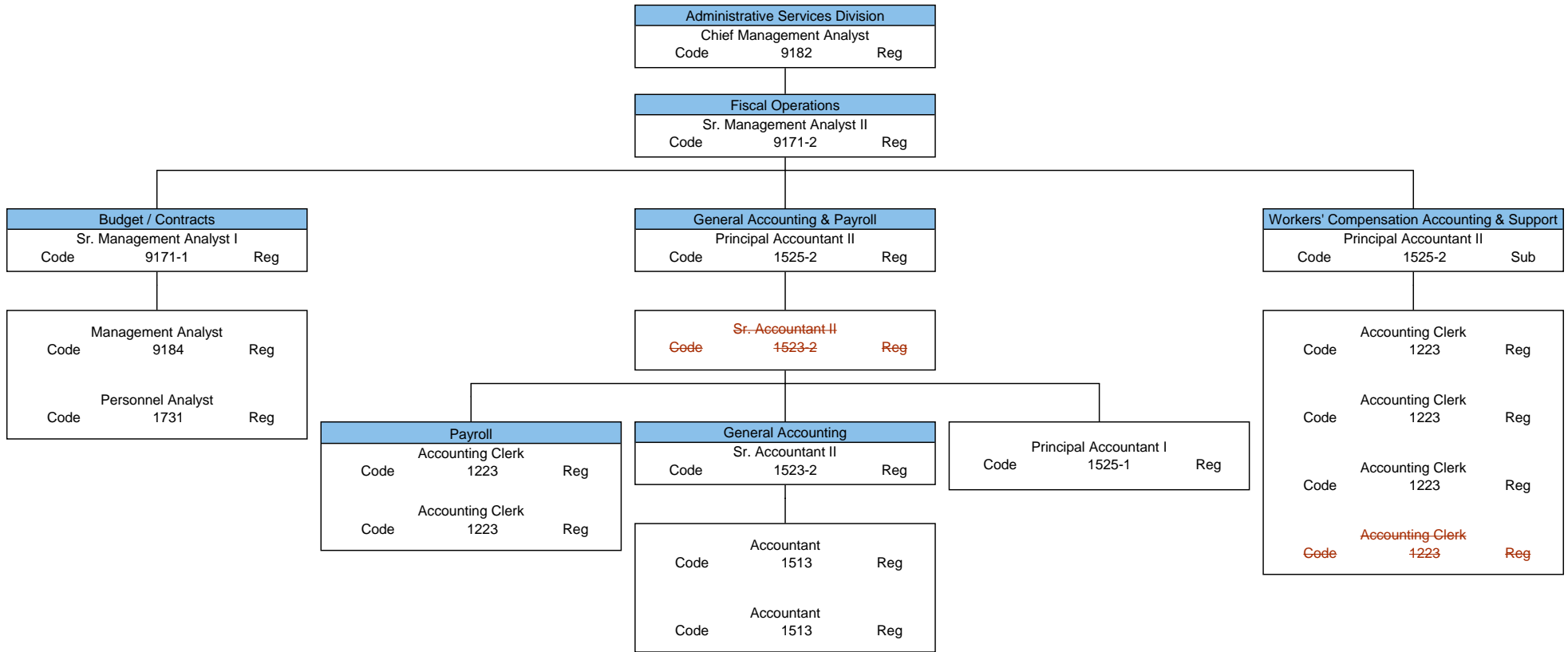
Human Resources and Payroll (HRP)

- Stabilizes, sustains, and enhances the Absence, Benefits, and Human Capital Management (HCM) modules of the HRP project.
- Collaborates with Sponsor Department staff responsible for the design and implementation of payroll, timekeeping, security, integrations, change management, and other aspects of the project
- Provides ongoing user support and training for HRP, and manages system design changes necessary to ensure the system meets the City's operational needs
- Transition the City's scanned employee personnel folders to the HRP system from the previous outdated system, in partnership with ITA, enabling authorized users to access the scanned records through HRP.

- FY 2026-27 Proposed Budget
- Resolution Authority Regularized in FY 2026-27 Proposed Budget
- Strikeout - Deleted Positions in FY 2025-26 Adopted Budget
- Approved Interim FY 2025-26 and Continued in FY 2026-27 Proposed Budget
- Laid Off Substitute Authority (Pending Move to Regular Authority)



- FY 2026-27 Proposed Budget
- Resolution Authority Regularized in FY 2026-27 Proposed Budget
- Strikeout - Deleted Positions in FY 2025-26 Adopted Budget
- Approved Interim FY 2025-26 and Continued in FY 2026-27 Proposed Budget
- Laid Off Substitute Authority (Pending Move to Regular Authority)

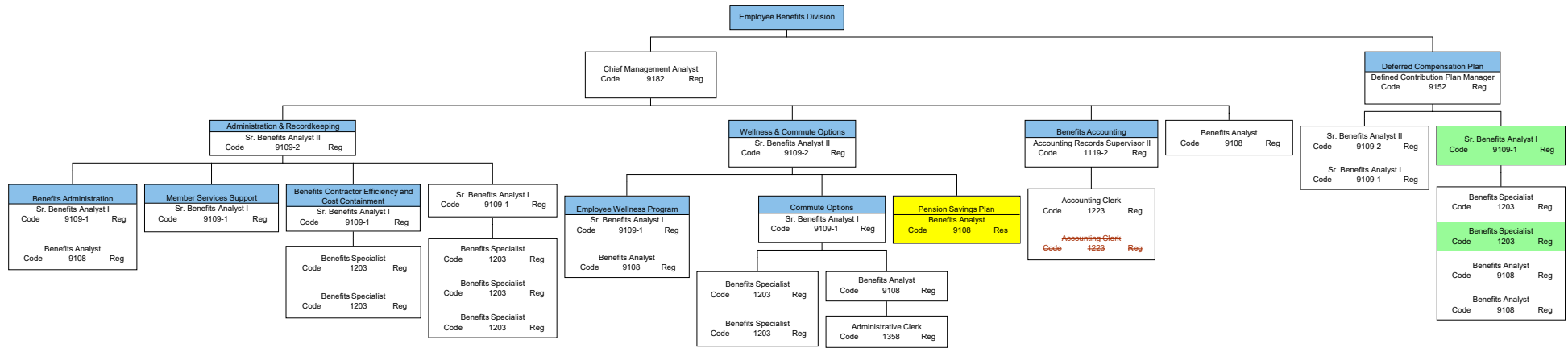


Administrative Services Division (ASD)

ASD)is an internal service division responsible for the Personnel Department's budget, contracts, purchasing, payroll, accounting (general and workers' compensation), administrative services, and facilities maintenance.

FY 2026-27 Proposed Budget Contractual Services Funding - \$242,118

- FY 2026-27 Proposed Budget
- Resolution Authority Regularized in FY 2026-27 Proposed Budget
- Strikeout - Deleted Positions in FY 2025-26 Adopted Budget
- Approved Interim FY 2025-26 and Continued in FY 2026-27 Proposed Budget
- Laid Off Substitute Authority (Pending Move to Regular Authority)



Employee Benefits

Employee Benefits supports the health and wellbeing of Los Angeles City employees and their families. The City of Los Angeles Personnel Department's Employee Benefits Division administers the following programs:

1. LAwell, the Civilian Employee Benefits Program
2. LIVEwell, the Civilian Employee Wellness Program
3. COMMUTEwell, the Commute Options & Parking Program
4. The Pension Savings Plan (for part-time, temporary, and seasonal employees)

FY 2026-27 Proposed Budget Contractual Services Funding - \$1,553,393

Deferred Compensation

The City of Los Angeles Personnel Department's Deferred Compensation Division administers the Deferred Compensation Plan (DCP) for full-time and half-time employees.

The DCP is a voluntary, tax-advantaged 457(b) retirement savings plan meant to supplement an employee's pension from one of the three retirement systems: LACERS, LAFPP, and WPERP. Employees may choose to contribute pre-tax and/or Roth (after-tax dollars) to their DCP account, electing investment options based on their personal risk tolerance.

DCP staff provide support to the Board of Deferred Compensation Administration and ensure successful day-to-day operations of the plan, which include participant services, payroll processing, operations, administration, communications, compliance, contracting, and working with various consultants/vendors.

- FY 2026-27 Proposed Budget
- Resolution Authority Regularized in FY 2026-27 Proposed Budget
- Strikeout - Deleted Positions in FY 2025-26 Adopted Budget
- Approved Interim FY 2025-26 and Continued in FY 2026-27 Proposed Budget
- Laid Off Substitute Authority (Pending Move to Regular Authority)



Occupational Safety & Health Division		
Safety Administrator		
Code	1728	Reg

Sr. Personnel Analyst I		
Code	9167-1	Reg

Safety Program		
Safety Engineer		
Code	1727	Reg
Safety Engineer		
Code	1727	Reg
Safety Engineer		
Code	1727	Reg
Safety Engineering Assc. II		
Code	1726-2	Reg

Ergonomics Section		
Ergonomist		
Code	1743	Reg

Occupational Safety and Health	
The mission of the Occupational Safety & Health Division (OSHD) is to maintain a safe and healthy workplace for all City employees, City contractors, volunteers, and vendors. OSHD works collaboratively with all City departments. We achieve our mission through support and guidance, outreach and training, compliance assistance, and technical expertise.	
FY 2026-27 Proposed Budget Contractual Services Funding - \$66,311	

■	FY 2026-27 Proposed Budget
■	Resolution Authority Regularized in FY 2026-27 Proposed Budget
■	Strikeout - Deleted Positions in FY 2025-26 Adopted Budget
■	Approved Interim FY 2025-26 and Continued in FY 2026-27 Proposed Budget
■	Laid Off Substitute Authority (Pending Move to Regular Authority)