

COMMUNICATION FROM CHAIR, PERSONNEL AND HIRING COMMITTEE relative to the City's existing whistleblower and anti-retaliation policies and procedures.

Recommendations for Council action, pursuant to Motion (Rodriguez – Soto-Martinez):

1. INSTRUCT the Personnel Department, with the assistance of the City Attorney, and other relevant Departments, to report on the City's existing whistleblower and anti-retaliation policies and procedures, including:
 - a. The process for employees to report misconduct and the confidentiality or anonymity protections available.
 - b. Protections against retaliation, including how complaints are investigated and what remedies are available.
 - c. Safeguards to ensure performance evaluations, discipline, assignments, promotions, and other employment decisions are not retaliatory.
 - d. Options for independent review of adverse employment actions involving employees who have made protected disclosures.
 - e. Training and guidance provided to employees and supervisors regarding whistleblower protections.
 - f. Lawful options for employees to document and preserve evidence of misconduct or retaliation, including audio or other recordings.
2. INSTRUCT the Personnel Department, with the assistance of the City Attorney, report with recommendations for strengthening the City's whistleblower protections, including any proposed policies, procedures, oversight mechanisms, or legislative changes necessary to provide employees with meaningful safeguards against retaliation and reduce potential liability to the City.

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

Summary:

On September 9, 2026, the Committee Chair considered a Motion (Rodriguez – Soto-Martinez) relative to the City's existing whistleblower and anti-retaliation policies and procedures. According to the Motion, the City of Los Angeles relies on its employees to identify and report misconduct, violations of law, and other activities that may undermine the integrity of City government. Employees must be able to raise legitimate concerns

through appropriate channels without fear that doing so will jeopardize their employment, professional reputation, performance evaluations, promotional opportunities, or future career with the City. The City has established processes for reporting certain allegations through the Office of the Controller, Ethics Commission, Personnel Department's Office of Workplace Equity, and individual City departments. Existing City policies also prohibit retaliation against employees for engaging in certain protected activities. However, employees should have clear information regarding where and how concerns should be reported, what protections apply after a report is made, and what mechanisms exist to identify and address retaliation if it occurs. Of particular concern is retaliation through employment decisions such as performance evaluations, discipline, assignments, or promotional opportunities.

The City should strengthen safeguards in place to protect employees who make disclosures and provide clear guidance on how employees may lawfully document and preserve evidence of potential misconduct or retaliation, including, where permissible, audio or other recordings. Strong whistleblower protections are not only essential to maintaining employee confidence and government accountability, but also serve the City's interests by allowing misconduct to be identified and addressed before it escalates. Effective reporting and anti-retaliation procedures can therefore help reduce the City's exposure to employment claims, litigation, settlements, and other potential liabilities. After consideration, the Committee Chair moved to recommend approval of the Motion. This matter is now forwarded to the Council for its consideration.

Respectfully Submitted,

Councilmember Tim McOsker, Chair
Personnel and Hiring Committee

COUNCILMEMBER VOTE

McOSKER: YES
RODRIGUEZ: ABSENT
SOTO-MARTINEZ: ABSENT

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-NOT OFFICIAL UNTIL COUNCIL ACTS-