

Communication from Public

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Comments for Public Posting: Dear Councilmembers, I write to offer my sincere congratulations to Anabel Cuevas on her appointment to the Civil Service Commission. I hope her knowledge and experience will advance meaningful reforms and reinforce protections for our city's non-sworn personnel. I also encourage Ms. Cuevas to thoroughly examine opportunities to modernize the Civil Service system and expand access to City employment for Angelenos. Civil Service protections are fundamental to maintaining a fair, professional, and politically independent workforce. These safeguards help ensure that employees can perform their duties without fear of retaliation from elected officials, department leadership, or other City entities. Strengthening these protections is essential to preserving the integrity and stability of City government. At the same time, the current Civil Service hiring framework is outdated and no longer aligns with the needs of a modern City. The examination process is slow, often difficult to navigate, and frequently disconnected from the skills required for today's positions. These delays contribute to staffing shortfalls and make it more challenging for qualified Angelenos to pursue City careers. Additionally, internal mobility remains unnecessarily complex. Transfers between departments and divisions should be efficient, transparent, and readily accessible. When mobility is cumbersome, it discourages career development and can slow essential City operations. I also wish to emphasize the importance of the Targeted Local Hire (TLH) program. TLH has become one of the City's most effective pathways for recruiting diverse, community-based talent. It provides opportunities for individuals who have historically been excluded from traditional hiring pipelines. For that reason, TLH should be enshrined in the City Charter and provided full Civil Service protections, ensuring program permanence and affirming the City's commitment to equitable hiring. Finally, Civil Service reform should strengthen, not erode, worker protections. Modernization should promote fairness, transparency, and accountability while updating outdated systems to reflect the realities of today's workforce. By updating the Charter accordingly, the Commission can help build a City government that is more responsive, more equitable, and better positioned to serve all Angelenos. Thank you for your consideration. Respectfully submitted, Lionel Mares, MPA