PERSONNEL AND HIRING

MOTION

The City of Los Angeles depends on its employees to deliver essential services, yet faces a growing number of retirement-age workers, increasing competition for talent, and evolving staffing needs. Long-range workforce planning is essential to ensure the City has the talent, skills, leadership, and institutional knowledge to effectively meet the needs of all Angelenos. It is also an opportunity to examine the need for further investment in City employees, by expanding access to training and professional development, creating meaningful career advancement opportunities, and providing workers with the support they need to grow and succeed in their careers.

While the Personnel Department regularly reviews its client services and employee support programs, it is critical that the City take a step back and fully assess whether it is doing enough to provide the tools necessary to develop its existing and future workforce. A proactive workforce strategy can strengthen employee retention, prepare the next generation of City leaders, and ensure employees are equipped to meet the City's evolving needs.

I THEREFORE MOVE that the City Council instruct the Personnel Department, with the assistance of the City Administrative Officer and the Chief Legislative Analyst, to develop a long-range City Workforce Framework Plan, including implementation timelines and measurable outcomes, that identifies critical leadership roles and specialized positions that are essential to daily stability, incorporates efforts to capture institutional knowledge, evaluates and strengthens employee training and professional development, expands career pathways and advancement opportunities, provides strong mentorship and leadership programs, expands recruitment and retention activities, and explores future workforce needs, including employee succession planning.

I FURTHER MOVE that the City Council instruct the Personnel Department to report on the potential need, scope, and anticipated cost of hiring an outside consultant or subject-matter expert to assist with this work.

PRESENTED BY: _____
TIM McOSKER
Councilmember, 15th District

SECONDED BY: _____

ORIGINAL

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OCT 23 2026