PERSONNEL AND HIRING COMMITTEE REPORT

Council File: 25-0073-S1
Meeting Date: October 28, 2026

PERSONNEL AND HIRING COMMITTEE REPORT relative to funding options, including a voluntary or involuntary contribution from Workday, for the development and implementation of a new staff scheduling system for the Los Angeles Fire Department (LAFD).

Recommendation for Council action, pursuant to Motion (McOsker - Park):

INSTRUCT the City Administrative Officer (CAO) to report to the Personnel & Hiring Committee on funding options, including a voluntary or involuntary contribution from Workday, for the development and implementation of a new staff scheduling system for the Los Angeles Fire Department (LAFD), in order to provide an accurate and seamless interface with the City's new payroll system.

Fiscal Impact Statement: Neither the CAO nor the Chief Legislative Analyst has completed a financial analysis of this report.

Community Impact Statement: None submitted

SUMMARY

On February 12, 2026, your Committee considered a Motion (McOsker - Park) relative to funding options, including a voluntary or involuntary contribution from Workday, for the development and implementation of a new staff scheduling system for the LAFD. According to the Motion, On January 18, 2025, the Controller issued a communication outlining issues with the LAFD payroll system, which has led to numerous pay discrepancies for sworn personnel. Due to the unique complexities of the LAFD's work assignments and staffing, the department operates its own personnel tracking system, the Network Staffing Schedule (NSS). Since transitioning to Workday, integration challenges between NSS and Workday have resulted in significant manual processing for the LAFD payroll team each pay period, leading to errors and delayed entries. To resolve these challenges, the Controller recommends that the LAFD replace NSS with a new software solution that will be compatible with Workday, at an estimated cost of $1,500,000. This upgrade would streamline and make the payroll operation more accurate. After consideration and having provided an opportunity for public comment, the Committee moved to continue the matter.

Subsequently, one October 28, 2026, the Committee further considered this matter. After further consideration and having provided an opportunity for public comment, the Committee moved to approve the Motion. This matter is now submitted to the Council for consideration.

Respectfully Submitted,

PERSONNEL AND HIRING COMMITTEE

MEMBER	VOTE
TIM MCOSKER	YES
MONICA RODRIGUEZ	YES
HUGO SOTO-MARTÍNEZ	YES

Ayes: 3 · Noes: 0 · Absent: 0

Result: Approved

Vote 1 note: Approved Motion

AL 10/30/26

-NOT OFFICIAL UNTIL COUNCIL ACTS-