TIM McOSKER
Councilmember, 15th District

November 16, 2026

Honorable Marqueece Harris-Dawson
Council President
Honorable Councilmembers
Los Angeles City Hall
200 N. Spring Street
Los Angeles, CA 90012

RE: Charter Review Work Plan and Anticipated Committee Schedule (CF 26-1238)

Dear Council President and Councilmembers,

The Ad Hoc Committee on Charter Review is developing a preliminary work plan to guide its consideration of pending Charter reform proposals and recommendations in advance of the 2028 election cycle. The Committee looks forward to presenting this work plan to the full City Council for review and consideration at the outset of this process. As our work progresses, we will bring forward findings, recommendations, and any proposed Charter amendments for further Council consideration.

The work plan, maintained in the Committee's master Council File (CF 26-1238), establishes a general framework for reviewing outstanding Council Files, recommendations from the Charter Reform Commission, and other Charter-related matters. The file includes a matrix of pending proposals and recommendations, as well as the general schedule outlined below. The Committee intends to organize its discussions around four overarching themes, with individual topics and proposals considered throughout the coming year.

Theme 1: Who Governs? Separation of Powers & Institutional Structure (September–December 2026)

- History of Charter reform and pending recommendations
- Principles and methodology for evaluating Charter amendments
- Mayor and Council separation of powers
- Executive authority, oversight, checks and balances
- General Manager authority and accountability

Theme 2: How Are Angelenos Represented? Elections, Representation & Public Trust (January 2027–March 2027)

- Council and legislative modernization
- Council expansion, boroughs, and representation

- Regional governance and neighborhood-level representation
- Intergovernmental coordination and shared services
- Elections, vacancies, and democratic processes

Theme 3: Delivery of Services— Departments, Commissions & Accountability (April–June 2027)

- Departmental structure, operations, and accountability
- Department consolidation, realignment, and service delivery
- Boards, commissions, and appointment authority
- Independent oversight and accountability mechanisms

Theme 4: How Does the City Sustain Its Operations? Workforce, Pensions & Fiscal Governance (July–December 2027)

- Civil service, hiring, and personnel administration
- Civil service modernization and recruitment
- Employee discipline, accountability, and labor relations
- Public safety personnel systems
- Pension systems, fiscal governance, and budgetary authority

Following these discussions, the Committee anticipates using January through June 2028 to review preliminary recommendations, resolve outstanding policy questions, and identify potential Charter amendments for City Council consideration. Recognizing that some proposals will require additional legal, fiscal, operational, and labor analysis, including actuarial studies that may take 12 to 18 months for pension-related matters, the Committee will allow sufficient time for this work to be completed before advancing recommendations to the City Council for final review and approval ahead of the November 2028 election.

The proposed schedule is intended to provide a general framework rather than a fixed hearing calendar. Topics may be revisited, combined, or adjusted as additional reports become available and as the Committee identifies areas requiring further consideration. We will continue to work closely with the Chief Legislative Analyst, City Administrative Officer, City Attorney, City Clerk, and relevant departments to evaluate pending matters and develop recommendations for Council consideration.

This process aims to ensure a thoughtful, comprehensive, and transparent review of the City's Charter that allows sufficient time for public engagement and departmental analysis. The Committee looks forward to continuing collaboration with community stakeholders throughout this effort to identify opportunities for meaningful reform and develop recommendations that strengthen the City's governance, improve service delivery, and ensure Los Angeles is prepared to meet the needs of its residents in the years ahead.

Sincerely,

TIM McOSKER
Councilmember, 15th District