

PERSONNEL AND HIRING COMMITTEE REPORT relative to City personnel emergency assistance programs.

Recommendations for Council action, as initiated by Motion (Soto–Martinez – McOsker – Price et al.):

1. DIRECT the Personnel Department and the City Administrative Officer (CAO), in consultation with the City Attorney, to consult and work with the City's labor partners to identify City employees affected by the January 2025 fires- who experienced damage or destruction of their property or a negative impact on their family's financial situation due to living or working in a mandatory evacuation area, and verbally report to the Council as soon as possible with potential assistance and support programs that the City can provide to our affected employees, including, but not limited to:
 - a. Creation of a fund to assist City employees with recovery.
 - b. Flexibility in the use of sick time to address necessary work absences.
 - c. Provision of an additional 80 to 160 hours of paid leave.
 - d. Expansion or creation of employee leave banks allowing City employees to donate banked time to City employees impacted by the wildfire emergency.
 - e. Expansion of telecommuting options.
 - f. Access to FEMA to provide assistance at a City facility, as previously provided to public sector employees.
 - g. Any other assistance program responses that the City has implemented in the past in other local emergencies and natural disasters such as with the Northridge Earthquake.
2. DIRECT the CAO, in consultation with the City Attorney, to report on the feasibility of providing a minimum of \$10,000 for each employee of the City of Los Angeles who has lost their home.

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 January 24, 2025, your Committee considered a Motion (Soto-Martinez – McOske – Price et al.) relative to City personnel emergency assistance programs. According to the Motion, the recent wildfires that swept across Los Angeles County have left the region deeply devastated, impacting countless lives, including those of our City employees. Many of our dedicated workers and their families were forced to evacuate, with some tragically losing their homes. Beyond the immediate loss of housing, families of these employees have also faced significant economic hardship, including job losses and the destruction of livelihoods as businesses burned. As an employer deeply concerned about our employees' well-being, City leaders must step up to assist impacted employees and support the continuity of City operations. After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the Motion, as amended. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Personnel and Hiring Committee

COUNCILMEMBER VOTE

McOSKER: YES

RODRIGUEZ: YES

HUTT: YES

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1/24/25

-NOT OFFICIAL UNTIL COUNCIL ACTS-