

MOTION

Council and Mayoral staff are typically exempt employees, not represented by a union and are considered at-will employees for the City of Los Angeles. Often times, these employees carry with them a breadth of knowledge regarding the inner workings of the City's bureaucracy. Many staffers have worked incredibly close with all the City departments and have a very strong understanding of departmental procedures along with close relationships with long time departmental staff.

Sometimes these valuable Los Angeles City employees are lost to other legislative bodies, governmental agencies or to the private sector whether it be due to term limits here in the City of Los Angeles or difficulties obtaining civil service status in order to be able to continue their service within one of the many City departments.

It would be of great benefit to the City of Los Angeles and its residents to retain these talented employees and public servants for the entirety of their careers. It is time to explore the possibility of offering exempt Council and Mayoral staffers a path towards civil service status that is based upon their extensive knowledge of the City that they have undoubtedly obtained as a Council or Mayoral staffer.

I THEREFORE MOVE that the City Administrative Officer (CAO) and the Chief Legislative Analyst (CLA) with the assistance of the Personnel Department be instructed to report on the feasibility of establishing a process by which exempt Council or Mayoral staff with five years of service or more to the City of Los Angeles can transfer to a Civil Service Position within one of the many City Departments.

PRESENTED BY Wesson 4 Smith  
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Councilmember, 12<sup>th</sup> District

SECONDED BY RAH

ORIGINAL

AUG 27 2019

