



**PUBLIC REQUEST TO ADDRESS
THE BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES, CALIFORNIA**

MEMBERS OF THE BOARD

HILDA L. SOLIS
HOLLY J. MITCHELL
LINDSEY P. HORVATH
JANICE HAHN
KATHRYN BARGER

Correspondence Received

		The following individuals submitted comments on agenda item:		
Agenda #	Relate To	Position	Name	Comments
Set Matter-1.		Oppose	David Yu	
			E Abdel-Ghany	<p>I am a lifelong born and raised LA County resident. I have worked in social services for 15 years, homeless services for 8 years and at LAHSA for 5 years. I am a proud member of SEIU 721. I am writing in opposition to the report back on Charter Section 56 3/4. It is not only insufficient, it is misleading verging on falsehoods, biased, lacking evidence, anti-labor, and blatantly non collaborative. None of our demands were addressed in good faith.</p> <p>The claim that it would take too long to incorporate existing, county funded, working, union represented LAHSA employees into the county is misleading. The work is already being done tirelessly by LAHSA staff. The rush to finalize staffing at HSH is artificial. It is predicated on a self-imposed deadline that can be moved if the board chooses. What is the rush really about? The rush is not rooted in what the community needs. We are doing the work even under threat of unjust layoff. We are doing the work to serve our unhoused community members regardless of the county's decisions or discussions. The rush to finalize staffing at HSH or even to create it in the first place has little to do with community need. What difference does it make to a person we serve if our badge says LAHSA or LA County? What is the real motivation behind this rush? I ask because the claim that 56 3/4 is too complicated and would take too long has been made several times without justification for this aggressive timeline. Why can't we continue doing the work while we craft a collaborative and equitable process whereby workers are respected and supported? So that we may continue our service to the community uninterrupted. What impact will a longer and more thoughtful have on the community ? Is that difference so great as to justify the displacement of hundreds of currently working homeless service staff? We say absolutely not.</p>
			Katie Sheng	<p>Written Public Comment Submitted by Katie Sheng</p> <p>To Supervisor Horvath:</p> <p>It has become clear that in the development of the ambitious new Department of Homeless Services and Housing (HSH), the perspectives and needs of rank-and-file employees at the Los Angeles Homeless Services Authority (LAHSA) were largely overlooked.</p> <p>Our asks have remained the same: for all LAHSA employees who would be laid off due to the creation of HSH to be directly transferred into a County position, with no gap in pay or benefits, and with the ability to maintain their years of service. For those who have devoted their careers to serving our unhoused neighbors and had no meaningful power or participation in the decision to forge a new department, job security does not seem like an</p>



**PUBLIC REQUEST TO ADDRESS
THE BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES, CALIFORNIA**

MEMBERS OF THE BOARD

HILDA L. SOLIS
HOLLY J. MITCHELL
LINDSEY P. HORVATH
JANICE HAHN
KATHRYN BARGER

Correspondence Received

unreasonable ask.

Instead of meeting this request, the County has simply packaged their own hiring process as an opportunity for LAHSA employees to maintain employment. Below are a list of concerns with the hiring process proposed in "Report Back on a Plan to Support Represented Los Angeles Housing Services Authority (LAHSA) Workers to Access Employment Opportunities at County Departments (Item No. 26, Agenda of November 18, 2025)":

-There is no guarantee that LAHSA employees who are/will be laid off due to the creation of HSH will be offered a County job. "However, while CEO and DHR can provide specific guidance on the method, process, and systems by which the new Homeless Services and Housing (HSH) and other County departments employ new staff, the Civil Service Rules vest County departments with ultimate responsibility for making specific hiring decisions for positions in the classified service." (pg. 8)

-Newly hired LAHSA employees will still be required to complete a probationary period if they are hired by the County. "Consistent with all County job appointments, a probationary period will still be required to further evaluate a candidate's fitness for the role after completion of the temporary 90-day appointment." (pg. 10)

-The emergency appointment model is not a guaranteed hiring process as 10% of people hired in the emergency appointment model do not get permanent placements. "Historically, the proportion of emergency appointees who do not transition to a permanent County position is approximately 10 percent." (pg. 10-11)

-There are a number of subjective reasons that LAHSA employees may be denied in the emergency appointment model. "In using specialty requirements and desirable qualifications, it is appropriate to ensure that candidates enter County service in good standing and demonstrate a baseline level of performance and reliability." (pg. 8)

-Finally, the concierge program is a welcomed service, but does not in any meaningful way increase the chance of LAHSA employees gaining County employment as DHR staff cannot impact the hiring process after an application is submitted. "The Concierge Program will further support LAHSA employees by offering personalized guidance on resumes, applications, test preparation, and interview practice so they can move through the hiring process with a solid system of support." (pg. 12)

In sum, the proposed hiring model does not allow for any sense of job security and, while it may provide the opportunity for new employment, it does so only with strings attached. LAHSA employees do not want to apply for their own jobs, do not want to be subject to arbitrary performance metrics, and do not want to undergo a probation period. Our ask remains the same: job security.

While it is recognized that Charter Section 56 ¾ is "significantly more complex, costly, and time consuming" (pg. 2), LAHSA employees deserve just that. For a systemic shift this drastic in the homeless service system, it seems



**PUBLIC REQUEST TO ADDRESS
THE BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES, CALIFORNIA**

MEMBERS OF THE BOARD

HILDA L. SOLIS
HOLLY J. MITCHELL
LINDSEY P. HORVATH
JANICE HAHN
KATHRYN BARGER

Correspondence Received

appropriate to take the extra time and attention to ensure that no jobs are lost in this transition.

I also want to take a moment to address the concerns raised regarding the Charter Section 56 ¾ in the report back:

-Cost Constraints: While costs are a factor, it is possible that some costs could be mitigated in negotiations, for instance in allowing buy-in options for LACERA, rather than requiring LAHSA to buy into the program on behalf of employees.

-Time Constraints: Charter Section 56 ¾ and the Emergency Appointment hiring model are not mutually exclusive. HSH can still hire on vital functions during negotiations. If the Charter Section is pursued at this time, it would likely not delay the programmatic functions of HSH, which are meant to begin on July 1, 2026.

-Competitive Hiring Concerns: The lack of available job openings in HSH may be mitigated by including other County Departments in the transfer agreement to take on additional LAHSA transfers (aligned with wording of the Board motion from 11/18 which states, "(LAHSA) workers to access employment opportunities at County Departments").

As a LAHSA employee and union steward, I want to make it clear: the current hiring model is anti-labor and not approved by the stewards or represented employees at LAHSA.

As for this statement: "We have shared this information with SEIU Local 721 (Labor), and they are receptive to this course of action." (pg 2), the LAHSA stewards were not informed of the contents of this report back until it was publicly released on Sunday, January 11th.

Supervisor Horvath, we encourage you and your team to work directly with LAHSA union stewards and engage represented staff in your decision making regarding this transition.

Finally, to all the Supervisors, you are creating a department to end homelessness. Please consider the potential that layoffs resulting from the creation of this new department may put folks at risk of homelessness themselves. Every job, every person, every family should be given the utmost concern if we are collectively trying to end homelessness in our county.

Thank you,
Katie Sheng

Monique Park

I'm asking you to take a hard pause. If this report needs to be acknowledged, I guess that's fine but it should go no further than that. We cannot continue layering on motions, initiatives, or spending that serves to protect the very system that created this crisis in the first place.

Every bit of energy, funding, and attention must shift immediately to outcomes that people can see and feel, safer, more livable communities. Anything that



**PUBLIC REQUEST TO ADDRESS
THE BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES, CALIFORNIA**

MEMBERS OF THE BOARD

HILDA L. SOLIS
HOLLY J. MITCHELL
LINDSEY P. HORVATH
JANICE HAHN
KATHRYN BARGER

Correspondence Received

		<p>prioritizes internal comfort over public results is unacceptable.</p> <p>The moment demands decisive action, not process, not protectionism, and not more bureaucracy insulating itself. People are beyond frustrated, they are demanding real change, and they are demanding it now.</p>
	P J Lace	<p>No more motions, no new programs, and no additional spending to protect or placate employees of a system that has demonstrably failed and is now being dismantled. Public resources are scarce we do not need more bureaucracy propping up bureaucracy. Vote NO. Be responsible with tax payer money.</p>
	paul burt	<p>Supervisors, Item 1 on your January 13 agenda — the report on a plan to help represented Los Angeles Housing Services Authority workers access County jobs — exemplifies everything wrong with how this Board frivolously dispenses taxpayer money, particularly during a budget crisis. As you "streamline" LAHSA by shifting hundreds of millions in funding and programs to the new Department of Homeless Services and Housing — a move meant to "cut bureaucracy, boost accountability", and finally deliver results after years of exploding costs and worsening street homelessness — you now devote staff time, resources, and a Board set matter to crafting special transition assistance for rank & file LAHSA employees who's union creates zero income, but rather specializes in siphoning off income earned by others, and in this example, income created by taxpayers! These "workers" - right - knew the risks when the Board voted last April to restructure the system. Yet here we are, prioritizing job placement pipelines for personnel from an agency long criticized for horrifically poor oversight and inefficiency, while tents, RVs, and encampments still infest our beaches, as they choke our sidewalks, streets, alleyways, parks, and freeways. Los Angeles County faces massive deficits, wildfire recovery costs in the billions, potential federal funding cuts, and a homelessness crisis that has devoured billions with far too little to show for it. Taxpayers are TIRED of watching their dollars fund endless administrative musical chairs instead of actual housing, enforcement, and outcomes that clear our streets.</p> <p>Receive and file this report if you must — but please, no more motions, no special programs, no further expenditure of scarce resources to cushion employees of a system we're rightly dismantling. Redirect every ounce of effort toward measurable results for the unhoused and the communities suffering from this crisis. Enough with the insider priorities. The public demands real change, not more bureaucracy protecting bureaucracy.</p>
Other	Liz Palomino	<p>I'm here in opposition to this report-back.</p> <p>The report dismisses Charter Section 56¾ as impractical, yet offers no alternative that protects seniority, continuity of service, or earned benefits. Speed is prioritized over fairness, and flexibility over worker security. This report was requested by Supervisor Horvath, and as written, it fails both the workforce and the community. It is anti-union in both structure and</p>

			<p>outcome. It replaces collective protections with emergency hiring, temporary appointments, new probationary periods, and discretionary decisions—without guarantees of permanent placement, seniority, or job stability. Supervisor Horvath has said, “We are LAHSA.” This plan sends the opposite message. It treats the workforce that built and sustained LAHSA as disposable.</p> <p>The County acknowledges 315 represented, County-funded LAHSA workers, yet commits to transitioning only 85—leaving hundreds in limbo. And as the County stands up HSH while sidelining workers with decades of institutional knowledge, it is setting that department up for failure.</p> <p>I urge the Board to reject this report and require enforceable commitments that protect all County-funded, represented LAHSA workers.</p>
		Item Total	7
Grand Total			7

Written Public Comment Submitted by Katie Sheng

To Supervisor Horvath:

It has become clear that in the development of the ambitious new Department of Homeless Services and Housing (HSH), the perspectives and needs of rank-and-file employees at the Los Angeles Homeless Services Authority (LAHSA) were largely overlooked.

Our asks have remained the same: for all LAHSA employees who would be laid off due to the creation of HSH to be directly transferred into a County position, with no gap in pay or benefits, and with the ability to maintain their years of service. For those who have devoted their careers to serving our unhoused neighbors and had no meaningful power or participation in the decision to forge a new department, job security does not seem like an unreasonable ask.

Instead of meeting this request, the County has simply packaged their own hiring process as an opportunity for LAHSA employees to maintain employment. Below are a list of concerns with the hiring process proposed in “Report Back on a Plan to Support Represented Los Angeles Housing Services Authority (LAHSA) Workers to Access Employment Opportunities at County Departments (Item No. 26, Agenda of November 18, 2025)”:

- There is no guarantee that LAHSA employees who are/will be laid off due to the creation of HSH will be offered a County job
 - “However, while CEO and DHR can provide specific guidance on the method, process, and systems by which the new Homeless Services and Housing (HSH) and other County departments employ new staff, the Civil Service Rules vest County departments with ultimate responsibility for making specific hiring decisions for positions in the classified service.” (pg. 8)
- Newly hired LAHSA employees will still be required to complete a probationary period if they are hired by the County
 - “Consistent with all County job appointments, a probationary period will still be required to further evaluate a candidate’s fitness for the role after completion of the temporary 90-day appointment.” (pg. 10)
- The emergency appointment model is not a guaranteed hiring process as 10% of people hired in the emergency appointment model do not get permanent placements
 - “Historically, the proportion of emergency appointees who do not transition to a permanent County position is approximately 10 percent.” (pg. 10-11)
- There are a number of subjective reasons that LAHSA employees may be denied in the emergency appointment model

- “In using specialty requirements and desirable qualifications, it is appropriate to ensure that candidates enter County service in good standing and demonstrate a baseline level of performance and reliability.” (pg. 8)
- Finally, the concierge program is a welcomed service, but does not in any meaningful way increase the chance of LAHSA employees gaining County employment as DHR staff cannot impact the hiring process after an application is submitted
 - “The Concierge Program will further support LAHSA employees by offering personalized guidance on resumes, applications, test preparation, and interview practice so they can move through the hiring process with a solid system of support.” (pg. 12)

In sum, the proposed hiring model does not allow for any sense of job security and, while it may provide the opportunity for new employment, it does so only with strings attached. LAHSA employees do not want to apply for their own jobs, do not want to be subject to arbitrary performance metrics, and do not want to undergo a probation period. Our ask remains the same: job security.

While it is recognized that Charter Section 56 ¾ is “significantly more complex, costly, and time consuming” (pg. 2), LAHSA employees deserve just that. For a systemic shift this drastic in the homeless service system, it seems appropriate to take the extra time and attention to ensure that no jobs are lost in this transition.

I also want to take a moment to address the concerns raised regarding the Charter Section 56 ¾ in the report back:

- **Cost Constraints:** While costs are a factor, it is possible that some costs could be mitigated in negotiations, for instance in allowing buy-in options for LACERA, rather than requiring LAHSA to buy into the program on behalf of employees.
- **Time Constraints:** Charter Section 56 ¾ and the Emergency Appointment hiring model are not mutually exclusive. HSH can still hire on vital functions during negotiations. If the Charter Section is pursued at this time, it would likely not delay the programmatic functions of HSH, which are meant to begin on July 1, 2026.
- **Competitive Hiring Concerns:** The lack of available job openings in HSH may be mitigated by including other County Departments in the transfer agreement to take on additional LAHSA transfers (aligned with wording of the Board motion from 11/18 which states, “(LAHSA) workers to access employment opportunities at County Departments”).

As a LAHSA employee and union steward, I want to make it clear: the current hiring model is anti-labor and not approved by the stewards or represented employees at LAHSA.

As for this statement: “We have shared this information with SEIU Local 721 (Labor), and they are receptive to this course of action.” (pg 2), the LAHSA stewards were not informed of the contents of this report back until it was publicly released on Sunday, January 11th.

Supervisor Horvath, we encourage you and your team to work directly with LAHSA union stewards and engage represented staff in your decision making regarding this transition.

Finally, to all the Supervisors, you are creating a department to end homelessness. Please consider the potential that layoffs resulting from the creation of this new department may put folks at risk of homelessness themselves. Every job, every person, every family should be given the utmost concern if we are collectively trying to end homelessness in our county.

Thank you,
Katie Sheng