

MOTION BY SUPERVISOR JANICE HAHN

Enhancing Worker Benefits and Modernizing Custodial Service Contracting in Los Angeles County

The County of Los Angeles (County) Board of Supervisors (Board) has long affirmed its commitment to supporting workers, advancing fair labor practices, and promoting equitable treatment of individuals employed by the County’s contractors and suppliers. Through a series of Board actions over the years, the County has established policies that strengthen worker protections, encourage the provision of competitive wages, and expand access to meaningful employee benefits for those who support the County’s operations through contracted services. On April 4,¹ 2023 and December 5, 2023², the Board adopted two motions focusing on healthcare benefits for contracted employees. On November 4, 2025³ to expand a Labor Peace Agreement requirement to janitorial and security services agreements. These actions reflect the Board’s continued dedication to fostering a stable, skilled, and well-supported workforce across all sectors of County-procured services.

The Internal Services Department (ISD) provides custodial services to County departments across thousands of County-owned facilities and plays a central role in

¹ <https://file.lacounty.gov/SDSInter/bos/supdocs/179390.pdf>
² <https://file.lacounty.gov/SDSInter/bos/supdocs/186419.pdf>
³ <https://file.lacounty.gov/SDSInter/bos/supdocs/209378.pdf>

MOTION

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upholding these values. ISD's custodial team, which deploys its services through a mix of County and contractor resources, ensures the safety, cleanliness, and functionality of County facilities, allowing departments to operate effectively and the public to receive essential services in welcoming and well-maintained environments. As ISD prepares for future solicitations related to custodial and related support services, it is uniquely positioned to incorporate innovative methods that advance the County's workforce principles while balancing cost-efficiency. These may include updated contract requirements that encourage enhanced employee benefits, support training and career pathways, incentivize high-quality service delivery, and integrate modern technologies and operational practices that improve effectiveness while maintaining equity and worker protections.

The solicitation for ISD's Custodial Regions 26, 27, and 29 through 32 were issued prior to the recent Board actions and discussions related to enhanced employee benefits or gold-standard healthcare coverage and, therefore, did not include such options. Consistent with this Board's commitment to valuing workers, promoting responsible contracting practices, and ensuring high-quality services, this motion directs ISD to rebid these contracts with those options included for consideration to support our employees while continuing to manage public resources responsibly.

I, THEREFORE, MOVE that the Board of Supervisors direct the Internal Services Department (ISD) to develop and implement a new request for proposals for custodial services that incorporates innovative service delivery models and options for enhanced contractor employee benefits, including a gold standard healthcare benefits option for contractor employees.

I, FUTHER, MOVE that the Board of Supervisors direct the Internal Services

Department (ISD) to take all necessary actions to ensure continuity of services for current ISD contracts beyond June 30, 2026 by negotiating costs to adjust the contracts' sums/payments without a Proposition A cost analysis, execute contract extensions with the flexibility to add and delete facilities amongst the current custodial contractors and other contractors as necessary, make necessary changes to the scope of services, revise the terms and conditions to align with Board policy changes and directives, and execute any additional applicable contract amendments thereafter to the existing ISD custodial services contracts for 18 months for Regions 26, 27, and 29 through 32 currently provided under six (6) contracts awarded to NMS Management, Inc., Pride Industries One, Inc., and Servicon Systems, Inc.

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JH:dp