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Chief Executive Office.

COUNTY OF LOS ANGELES
Kenneth Hahn Hall of Administration
500 West Temple Street, Room 713, Los Angeles, CA 90012
(213) 973-1101 ceo.lacounty.gov

CHIEF EXECUTIVE OFFICER
Joseph M. Nicchitta

"To Enrich Lives Through Effective and Caring Service"

September 29, 2026

ADOPTED
BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES

28 September 29, 2026

EDWARD YEN
EXECUTIVE OFFICER

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, California 90012

Dear Supervisors:

CLASSIFICATION/COMPENSATION ACTIONS
ETHICS COMMISSION AND OFFICE OF ETHICS COMPLIANCE
(ALL DISTRICTS) (3-VOTES)

SUBJECT

The purpose of this letter and the accompanying ordinance is to update the table of classes by adding four (4) new unclassified classifications and one (1) new employee classification.

IT IS RECOMMENDED THAT THE BOARD:

Approve the accompanying ordinance amending Title 6-Salaries, of the Los Angeles County (County) Code to add four (4) new unclassified classifications and one (1) new employee classification.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

On May 19, 2026, the Board of Supervisors (Board) directed County Counsel to place a draft ordinance on June 30, 2026, Board agenda to establish the Ethics Commission (Commission) and the Office of Ethics Compliance (Office). The ordinance was to be developed in alignment with the best practice recommendations outlined in the Governance Reform Task Force's (GRTF) proposed charter language while remaining consistent with the current County Charter. Additionally, the motion directed several departments to begin implementing recommendations from the GRTF report and to initiate the startup activities required to establish the Commission and the Office.

Directive No. 3 instructed the Chief Executive Officer to review the GRTF recommendations, consider the information provided under Directive No. 1, and allocate any funding necessary to

implement Phase I of the Commission and the Office in Fiscal Year 2026–2027, with the goal of establishing both entities in 2026 in accordance with Measure G.

To support implementation, we recommend the creation of an Ethics Compliance Officer (UC) (Item No. 1046), Chief Deputy Director Ethics Compliance (UC) (Item No. 1047), Assistant Deputy Director, Ethics Compliance (UC) (Item No. 1049), and Special Counsel, Ethics Compliance (UC) (Item No. 1050) to establish the new Office. In addition, we are recommending the creation of the Member, Ethics Commission (Item No. 9509) (Attachment). Our office provided advance notice of our recommendations via the GRTF support team.

The Ethics Compliance Officer (UC) (Officer) position will serve as the Chief Executive of the Office and provide executive level support to the Commission in carrying out its duties. The Officer will oversee the impartial and effective administration of laws related to campaign finance, lobbying, conflicts of interest, governmental ethics, and other responsibilities set forth in the County Charter and County Code.

The Chief Deputy Director, Ethics Compliance (UC) position will manage executive and administrative functions, including accounting, auditing, enforcement, and information technology (IT), in support of the Commission and the Office.

The Assistant Deputy Director, Ethics Compliance (UC), a broadly defined classification will oversee major operational segments of the Office. Positions will lead functions such as Enforcement, Auditing, Education, IT, and Regulatory Affairs.

Special Counsel, Ethics Compliance (UC) is an attorney position that will provide legal representation, advice, and support to the Office and the Commission.

The Chief Deputy Director, Ethics Compliance (UC), Assistant Deputy Director, Ethics Compliance (UC), and Special Counsel, Ethics Compliance (UC) report to the Ethics Compliance Officer, (UC).

Finally, we recommend establishing a new classification, Member, Ethics Commission, for the seven (7) forthcoming Commission member positions.

Implementation of Strategic Plan Goals

These recommended actions support the County's Strategic Plan North Star 3 – Realize Tomorrow's Government Today, Focus Area Goal B – Diverse and Inclusive Workforce, Strategy 2 –Fairness and Equity.

FISCAL IMPACT/FINANCING

No additional funding is required.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

The County Charter authorizes the establishment and maintenance of "a classification plan and the classification of all positions." This responsibility is further delineated in Civil Service Rule 5.

Appropriate notifications have been made to the impacted employee organizations regarding the recommended classification actions. The accompanying ordinance implementing amendments to

Title 6-Salaries of the County Code has been approved as to form by County Counsel.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

Approval of these classification and compensation recommendations will enhance the operational effectiveness of the departments through the proper classification and compensation of positions.

Respectfully submitted,

Joseph M. Nicchitta
Chief Executive Officer

JMN:JG:NV
AE:JR:AS:lm

Enclosures

c: Executive Office, Board of Supervisors
County Counsel
Auditor-Controller
Human Resources
Affected Departments

ATTACHMENT

UNCLASSIFIED CLASSIFICATIONS RECOMMENDED FOR ADDITION TO THE CLASSIFICATION PLAN

Proposed Savings/ Cafeteria Benefit Plan	Item No.	Title	Recommended Salary Schedule and Level	
Savings/ Megaflex	1049	Assistant Deputy Director, Ethics Compliance (UC)	N23	R14
Savings/ Megaflex	1047	Chief Deputy Director, Ethics Compliance (UC)	N23	R16
Savings/ Megaflex	1046	Ethics Compliance Officer (UC)	N23	R18
Savings/ Megaflex	1050	Special Counsel, Ethics Compliance (UC)	N23	R15

CLASSIFICATION SUBJECT TO SPECIAL PAY PROVISIONS RECOMMENDED FOR ADDITION

Item No.	Title
9509	Member, Ethics Commission

ANALYSIS

This ordinance amends Title 6 – Salaries of the Los Angeles County Code by:

- Adding and establishing the salaries for four (4) new unclassified classifications; and

- Amending Section 6.28.060 (Table of positions without compensation and positions paid in accordance with special provisions in Chapters 6.02 – 6.24 and Division 3) to add and establish one (1) classification with a special pay provision.

DAWYN R. HARRISON
County Counsel

By: Graeme Sharpe
GRAEME E. SHARPE
Senior Deputy County Counsel
Labor & Employment Division

GES:gr

Requested: 8/17/26
Revised: 8/27/26

ORDINANCE NO._____

An ordinance amending Title 6 – Salaries of the Los Angeles County Code to add and establish four (4) new unclassified classifications; and add and establish one (1) classification with a special pay provision.

The Board of Supervisors of the County of Los Angeles ordains as follows:

SECTION 1. Section 6.28.050 (Tables of Classes of Positions with Salary Schedule and Level) is hereby amended to add the following classes:

ITEM NO.	TITLE	EFFECTIVE DATE	SALARY OR SALARY SCHEDULE AND LEVEL	
1049	ASST DEP DIR,ETHICS COMPL(UC)	_____*	N23	R14
		10/01/2026	N23	R14
		10/01/2027	N23	R14
1047	CHF DEP DIR,ETHICS COMPL(UC)	_____*	N23	R16
		10/01/2026	N23	R16
		10/01/2027	N23	R16
1046	ETHICS COMPLIANCE OFFICER(UC)	_____*	N23	R18
		10/01/2026	N23	R18
		10/01/2027	N23	R18
1050	SPECIAL COUNSEL,ETHICS COMPL(UC)	_____*	N23	R15
		10/01/2026	N23	R15
		10/01/2027	N23	R15

*The Executive Office/Clerk of the Board of Supervisors shall insert the effective date for the salary or salary schedule and level in the space provided for the classifications added to Section 6.28.050 of the County Code.

SECTION 2. Section 6.28.060 (Table of positions without compensation and positions paid in accordance with special provisions in Chapters 6.02 – 6.24 and Division 3) is hereby amended to add the following class:

ITEM NO.	TITLE
9509	MEMBER,ETHICS COMMISSION

SECTION 3. Pursuant to Government Code section 25123(f), this ordinance shall take effect immediately upon final passage.

[**ETHICSCOMM/OFFICECOMPLVACEO**]