AGN. NO.

MOTION BY SUPERVISOR HOLLY J. MITCHELL November 10, 2026

Protecting Residents Facing H.R. 1 Work Requirements

On July 4, 2025, H.R. 1 was signed into law, imposing new work requirements on Medicaid (known as Medi-Cal in California) and the Supplemental Nutrition Assistance Program (SNAP, known as CalFresh in California). As of June 1, 2026, CalFresh recipients ages 18 through 64 who do not qualify for an exemption must complete 80 hours per month of work, volunteering, or job training to maintain their benefits. For workfare assignments, required hours depend on the household's CalFresh allotment divided by the minimum wage. Beginning January 1, 2027, adults ages 19 through 64 enrolled in Medi-Cal through the Affordable Care Act expansion must work, volunteer, or attend school for at least 80 hours a month, or have monthly income of at least $580 to retain their health coverage, unless they qualify for an exemption, such as being the parent of a child 13 or younger.[1]

Although the Medi-Cal work requirements do not take effect until January 1, 2027, Los Angeles County (County) has already seen significant caseload declines since H.R. 1 was enacted. Between July 2025 and September 2026, the County lost roughly 393,000 full-scope Medi-Cal enrollees, an 11.3 percent decrease, and approximately 140,000

[1] DHCS, "Medi-Cal Changes," dhcs.ca.gov/medi-cal/updates/medi-cal-changes.

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residents lost their CalFresh benefits.[2] The Department of Public Social Services (DPSS) estimates that more than 280,000 CalFresh participants and 1.3 million Medi-Cal enrollees in the County will be subject to the new work requirements,[3] and the Legislative Analyst's Office projects that between 333,300 and 666,600 Medi-Cal beneficiaries are at risk of losing their health coverage through 2029-2030.[4]

Loss of Medi-Cal coverage reduces revenue for clinics and hospitals and increases emergency room usage as residents lose access to non-emergency health care. Loss of CalFresh benefits increases food insecurity and places additional strain on food banks. These impacts affect every community in the County. Children represent nearly 20 percent of those losing full-scope Medi-Cal and 44 percent of those losing CalFresh.[5] Many adults at risk of losing benefits are working or seeking work but cannot find enough consistent hours to meet the new thresholds.

For residents without sufficient paid work, volunteering and workfare assignments are among the few remaining pathways to keep their benefits, but only if enough opportunities exist. Today, the supply of volunteer and workfare opportunities falls far short of need. As of October 2026, the County's Workfare/Community Service Recruitment Hub, operated by Community Partners via County contract in partnership with DPSS, had interest from 75 organizations offering roughly 2,100 to 2,200 volunteer slots. However, many of these organizations have not completed the DPSS onboarding process to become official workfare sites. The Department of Economic Opportunity has found that the County's existing workforce system, which currently serves more than 100,000 jobseekers annually, is unlikely to absorb the volume of residents now needing

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[2] Los Angeles County Department of Public Social Services, Statistical Analysis Reports from July 2025 – September 2026, DPSSAt-A-Glance
[3] Los Angeles County Department of Economic Opportunity, *Public Workforce Support for HR1*, updated September 24, 2026, p. 1
[4] Legislative Analyst's Office, *Key Impacts of H.R.1 on Medi-Cal and CalFresh* from February 11, 2026
[5] Los Angeles County Department of Public Social Services, Statistical Analysis Reports from July 2025 – September 2026, DPSSAt-A-Glance

work or volunteer hours. The Board of Supervisors has already called on local businesses, nonprofits, faith organizations, and schools to step up, and directed County departments to identify and expand volunteer and workfare opportunities.[6]

The County must strengthen its volunteer infrastructure to support residents in meeting the new requirements while also enhancing the public services volunteers help deliver. Since 1981, the County's Volunteer Program has successfully engaged tens of thousands of community members in meaningful volunteer work each year, ranging from elections support to animal care. This long-standing program demonstrates the community's willingness to help support public sector services. However, many departments face challenges onboarding new volunteers, particularly when they are unfamiliar with the County's Volunteer Program and related recruitment and screening processes.

Under the Department of Human Resources (DHR) Policies, Procedures, and Guidelines No. 514 (PPG 514), background checks (Live Scan) are only required for positions designated as sensitive. Volunteers in non-sensitive roles, such as landscaping and waste removal, or those serving fewer than three days per event, are exempt. Despite this, many County departments still require a Live Scan background check for *every* volunteer, regardless of duties. This practice is costly, time-consuming, and unnecessarily excludes residents from opportunities like park and beach cleanups.

With Medi-Cal work requirements taking effect on January 1, 2027, the County must act now and lead by example by creating an enhanced volunteer pipeline so that interested residents can learn about and access available volunteer opportunities. Unnecessary, burdensome, and expensive background checks should be eliminated to allow more residents to keep their Medi-Cal and CalFresh benefits, consistent with the County's Fair Chance commitments. Departments should require background checks only for sensitive positions, in alignment with the County's Fair Chance Ordinance and internal Fair Chance Policy.

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[6] https://file.lacounty.gov/SDSInter/bos/supdocs/206094.pdf
https://file.lacounty.gov/SDSInter/bos/supdocs/208808.pdf

A thoughtful, coordinated approach is needed to identify, create, and promote appropriate volunteer opportunities that enable Medi-Cal recipients to quickly engage with County departments and programs. This includes streamlining existing departmental volunteer outreach and onboarding practices, and fully utilizing the consolidated volunteer opportunities platform supported by DHR. By proactively expanding non-sensitive volunteer roles, the County can continue to build a system that is efficient, fair, and welcoming. This will allow the County to help Medi-Cal and CalFresh recipients meet work and volunteer requirements while strengthening essential public services.

Better data will be needed to understand who is at risk and whether the County interventions are effective. While DPSS has reported 28 County workfare sites, it lacks a geographic breakdown and clear information on available volunteer opportunities at each site. This information is particularly important because DPSS plans to launch the Work Requirement Application System in mid-2027 to help residents find volunteer and workfare sites. This online platform will allow organizations to submit work hours directly to DPSS, so that residents get credit for completed work.

At the same time, residents need pathways not only to volunteering but also to paid employment and training. The County already offers a pipeline into County service through Preparing Los Angeles for County Employment (PLACE). The implementation of H.R. 1 creates an opportunity to expand these pathways through PLACE, partnerships with businesses and nonprofits, and the broader workforce system. Additionally, County policies, including Board Policy 9.120, *Employment of Qualified GAIN/START Participants*, directs departments to provide priority consideration to qualified participants in County workforce development programs when filling clerical and administrative positions. Strengthening these pathways will help residents maintain benefits while advancing toward stable, meaningful employment.

I THEREFORE MOVE THAT THE BOARD OF SUPERVISORS:

1. Direct the Director of the Department of Public Social Services (DPSS) to report back to the Board in writing in 14 days with:

a. An assessment of the current volunteer opportunities that meet CalFresh and Medi-Cal work requirements for County residents. Those opportunities should be broken down by County and non-County positions, geographic location (Service Planning Area and Supervisorial District), the potential number of total volunteer hours available per month at each site, and the type of work and skills required, if known; and

b. An updated estimate of CalFresh and Medi-Cal recipients who must meet work requirements, disaggregated by Service Planning Area and Supervisorial District.

2. Direct the Director of the Department of Human Resources (DHR) to:

a. Work with departments to review volunteer positions currently designated as sensitive; provide guidance assessing whether those positions meet the criteria for sensitive positions under Policies, Procedures, and Guidelines 514 (PPG 514); and require the removal of unnecessary background checks where appropriate. Departments should also be advised to develop and modify volunteer roles by limiting assigned duties to non-sensitive tasks that do not require Live Scan under PPG 514, and to clarify that the supervised use of County supplies, such as office materials or outdoor equipment, does not classify a role as sensitive;

b. Develop a standard volunteer role template for positions not subject to Live Scan that departments can adopt; and

c. Report back to the Board in writing in 14 days with a breakdown of the current volunteer positions that do not meet PPG 514, including a description each of role and its geographic location by Service Planning Area and Supervisorial District.

3. Direct the Directors of the Department of Economic Opportunity and DHR to report back on current paid employment opportunities within the County connected to the PLACE program and other County employment pathways, for residents subject to work requirements, including which positions require Live Scan.

4. Direct the Director of DPSS to continue applying CalFresh and Medi-Cal work requirements in the least restrictive manner permitted by law. This includes screening all participants for exemptions, including physical or mental unfitness, before any discontinuance, and accepting self-attestation and third-party verification where permitted.
5. Direct the Directors of DPSS and DHR to verbally present to the Board on November 17th on the above directives.

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(EA/MR/YV/WG/CT)