



Board of Supervisors

Operations Cluster Agenda

Review Meeting

DATE: January 7, 2026

TIME: 2:00 p.m. – 4:00 p.m.

MEETING CHAIR: Tami Omoto-Frias, 1st Supervisorial District

CEO MEETING FACILITATOR: Dardy Chen

THIS MEETING IS HELD UNDER THE GUIDELINES OF BOARD POLICY 3.055

To participate in this meeting in-person, the meeting location is:

Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, California 90012
Room 374-A

To participate in this meeting virtually, please call teleconference number

1 (323) 776-6996 and enter the following 359163428# or [Click here to join the meeting](#)

Teams Meeting ID: 296 429 091 989 41

Passcode: jZ9Ch2sJ

For Spanish Interpretation, the Public should send emails within 48 hours in advance of the meeting to ClusterAccommodationRequest@bos.lacounty.gov.

Members of the Public may address the Operations Cluster on any agenda item during General Public Comment.

The meeting chair will determine the amount of time allowed for each item.

THIS TELECONFERENCE WILL BE MUTED FOR ALL CALLERS. PLEASE DIAL *6 TO UNMUTE YOUR PHONE WHEN IT IS YOUR TIME TO SPEAK.

1. CALL TO ORDER

2. INFORMATIONAL ITEM(S):

[Any informational item is subject to discussion and/or presentation at the request of two or more Board offices with advance notification]

None.

3. BOARD MOTION ITEM(S):

A) SD4 - PROTECTED LEAVE PROGRAMS AWARENESS MONTH

4. DISCUSSION/PRESENTATION ITEM(S):

None.

5. PUBLIC COMMENT

6. ADJOURNMENT

UPCOMING ITEMS FOR JANUARY 14, 2026:

A) Board memo:

CHIEF EXECUTIVE OFFICE RISK MANAGEMENT ANNUAL REPORT,
FISCAL YEAR 2024-25
CEO/RM - Destiny Castro, Assistant Chief Executive Officer and
Roberto Chavez, Manager

IF YOU WOULD LIKE TO EMAIL A COMMENT ON AN ITEM ON THE
OPERATIONS CLUSTER AGENDA, PLEASE USE THE FOLLOWING EMAIL
AND INCLUDE THE AGENDA NUMBER YOU ARE COMMENTING ON:

OPS_CLUSTER_COMMENTS@CEO.LACOUNTY.GOV

AGN. NO.

MOTION BY SUPERVISOR JANICE HAHN

January 13, 26

Protected Leave Programs Awareness Month

Los Angeles (County) places the highest value on its workforce and acknowledges the vital contributions of its employees as dedicated public servants. The County remains steadfast in its commitment to protecting employee rights and ensuring that all staff are well-informed of the benefits, programs, and services available to support their personal well-being and that of their families.

In alignment with this commitment, the County maintains full compliance with all applicable federal and California State laws governing employee leave, including the Family and Medical Leave Act (FMLA), the California Family Rights Act (CFRA), California's Pregnancy Disability Leave (PDL), and other protected leave programs. These statutory provisions are designed to provide eligible employees with the necessary time to address personal medical needs or to care for family members requiring support.

Furthermore, the County extends protected leave under FMLA and CFRA to eligible employees for purposes such as adoption, foster care placement, and circumstances involving a qualifying act of violence—ensuring that employees have the opportunity to focus on recovery and family care without jeopardizing their employment rights.

California has long been at the forefront of employee job protection and continues

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to introduce new programs in this area. Most recently, as of October 1, 2025, Assembly Bill 2499, the Victims of Violence Act, broadened the definition of a “qualifying act of violence.” The expanded definition now encompasses incidents of domestic violence, sexual assault, stalking, and other acts that cause or threaten bodily injury or death. Under this legislation, employees may utilize paid sick leave and job-protected unpaid leave for an expanded range of circumstances that include, but are not limited to, obtaining medical care, securing relocation, or enrolling a child in a new school as related to being a victim of such acts. The law further extends these protections to family members who are victims of qualifying acts of violence. Additionally, employers are now required to provide employees with written notice of their rights under the law and to engage in a good-faith interactive process to identify and implement reasonable accommodation(s) where applicable.

The County is committed to ensuring its employees are fully informed about the various protected leave options available to them and how to access these benefits, in addition to ensuring that supervisors and managers Countywide understand their legal obligations and provide the necessary support to employees during their protected time away from work.

I, THEREFORE, MOVE that the Board of Supervisors:

1. Proclaim the month of February 2026 as “Protected Leave Programs Awareness Month” in the County of Los Angeles.
2. Instruct the Director of Personnel to continue promoting awareness, education, and advocacy initiatives related to protected leave policies and other family-friendly leave programs for employees Countywide.
3. Instruct the Director of Personnel to host the Annual Protected Leaves Symposium

during the Protected Leave Programs Awareness Month to enhance training and capacity-building for Protected Leave Coordinators Countywide.

4. Direct all Department Heads to support the effort by educating their employees on the benefits of protected leave programs and how to access them when necessary.
5. Encourage managers and supervisors Countywide to become familiar with the protected leave programs available to County employees under the law and to ensure they fulfill their responsibilities to assist employees in accessing and utilizing these benefits as needed.

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JH:gs