

Date: 5/2/16

Submitted in Budget+finance Committee

Council File No: 16-0600

Item No.: 1

~~Item~~ Communication from
Coalition of LA City Unions

FROM BARGAINING

COALITION OF
LA CITY UNIONS

TO BUDGETING TO FIX LA

BUDGET AND FINANCE COMMITTEE PRESENTATION

MAY 2, 2016

PRESENTATION OVERVIEW

1. Getting to Yes. Union, Community, City Labor Negotiations 2013-15
 - Service crisis
 - Good jobs crisis
2. Equitable Jobs and Service Restoration
 - Structures created in the Letter of Agreement
 - Insourcing Opportunities for Equitable Jobs
 - Smart Public Safety Staffing
 - Part Time Employees: As needed review
 - Needed Data: Actual Filled Positions and Salary Savings Rates
3. Revenue Commission
4. Recommendation summary
5. Discussion

1.

UNION, COMMUNITY, CITY LABOR NEGOTIATIONS 2013-15

COALITION OF
LA CITY UNIONS

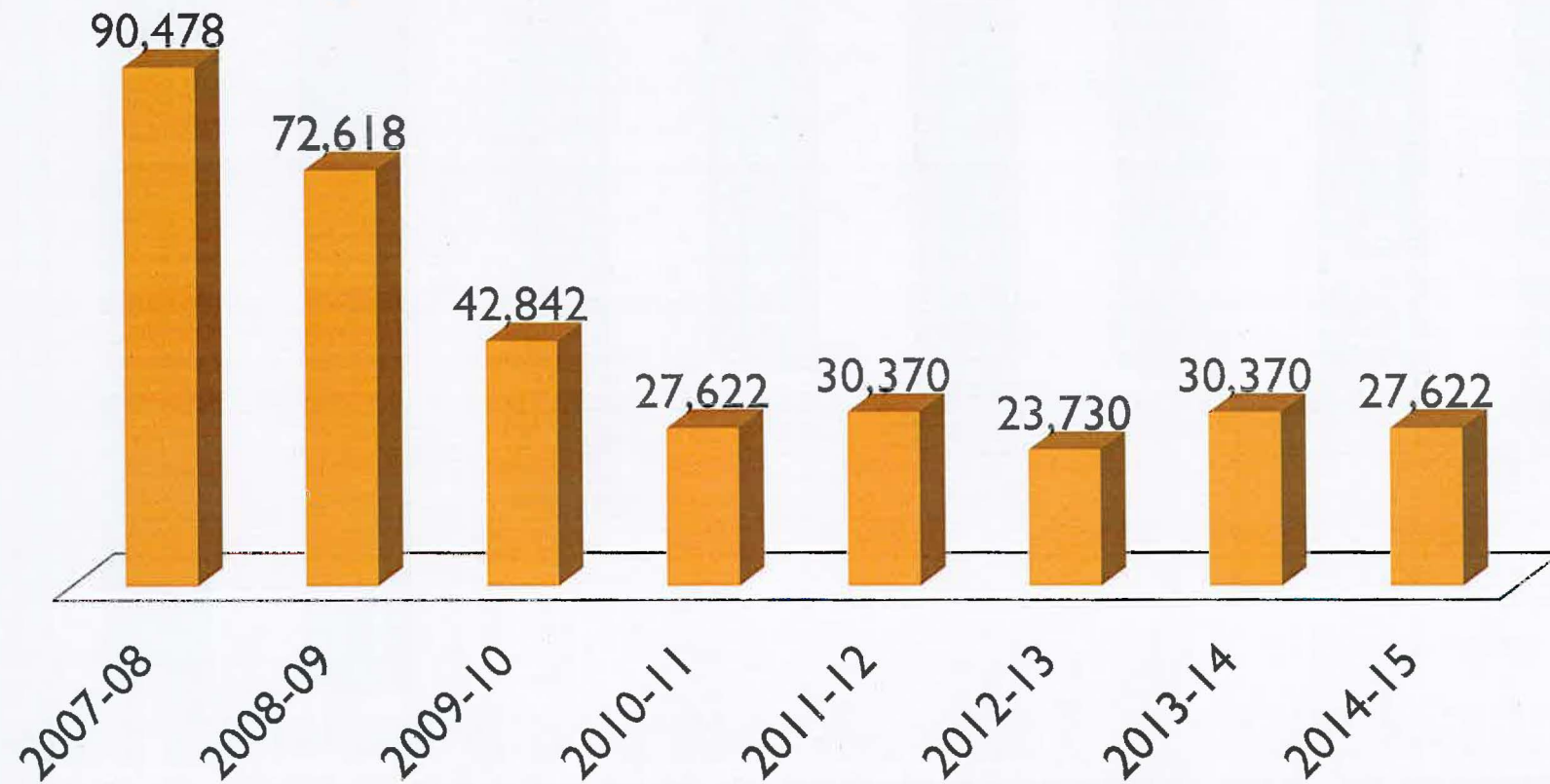
Fix LA

MOLLY RHODES, PH.D., SEIU 721
TIM MCDANIEL, ACCE
SIRENA PEREZ, TRANSLATOR MAYRA VEGA,
SCOPE

FIX LA COMMUNITY PARTNERS

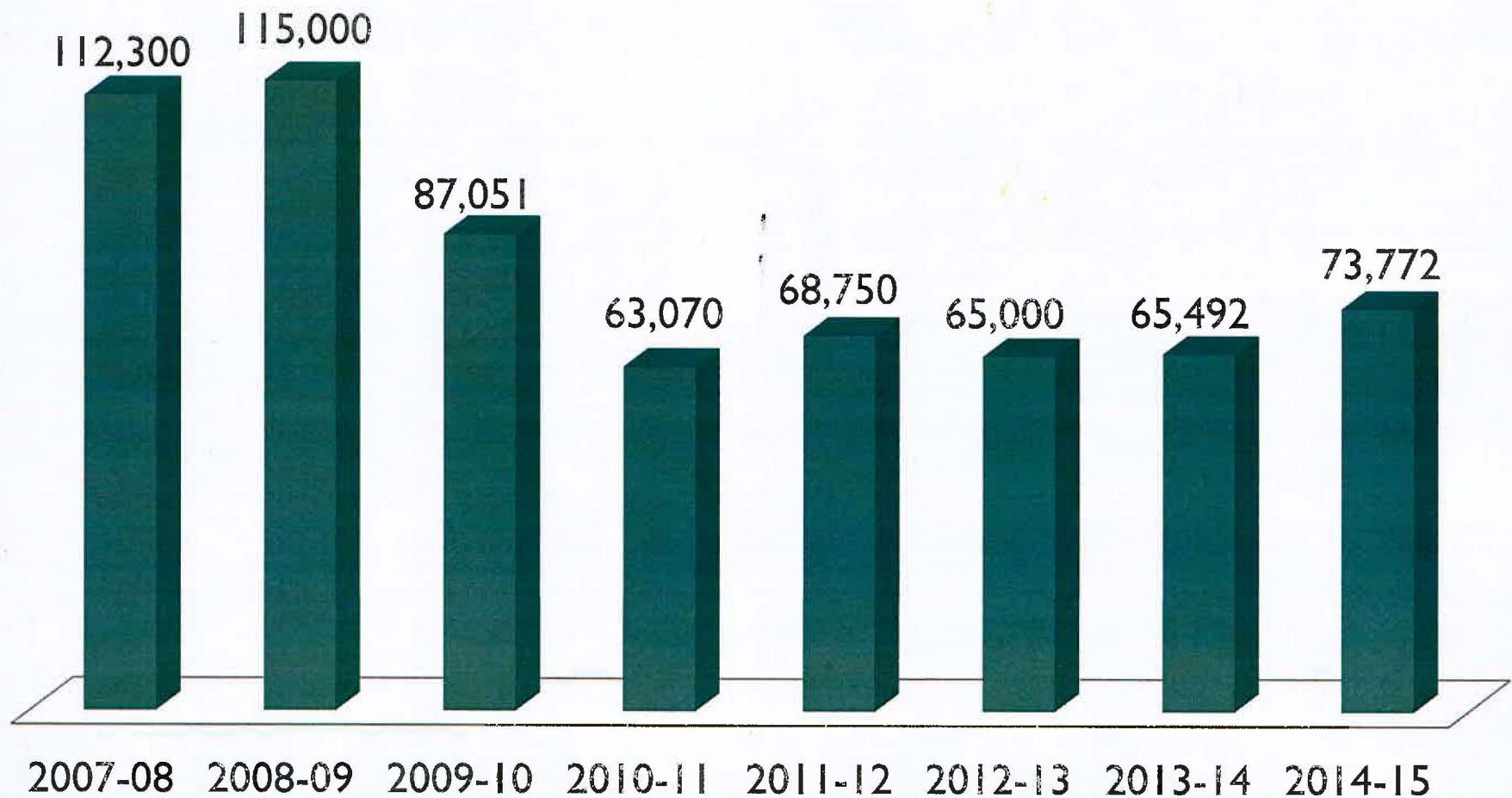


INTERSECTION CONTROL HOURS



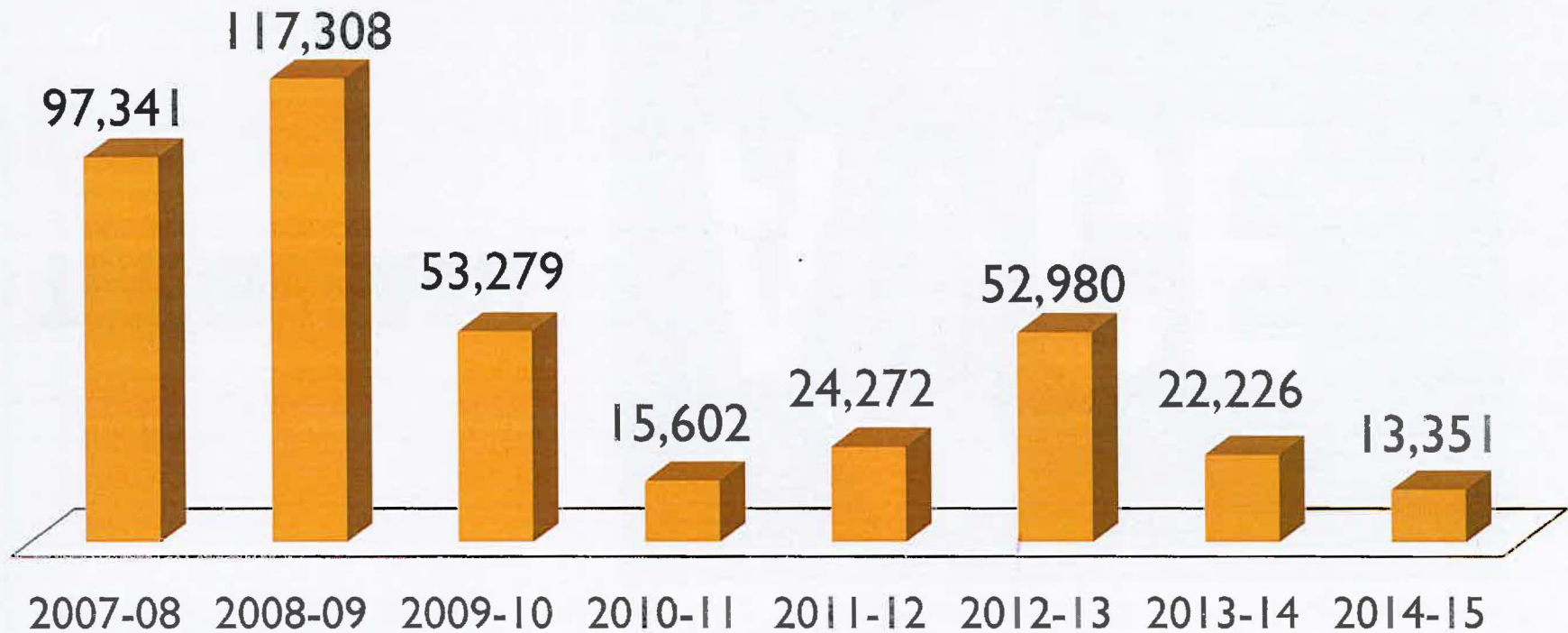
Source: City CAFRs

FLOOD CONTROL CATCH BASIN CLEANING



Source: City CAFRs

TREES TRIMMED



Source: City CAFRs

NEEDS FOR SERVICE RESTORATION: COMMUNITY TESTIMONY

TIM MCDANIEL



NEED FOR PUBLIC SECTOR JOB RESTORATION

- LA City = Economic development engine as an employer.
- City of Los Angeles = Third largest employer in the County.
- City of Los Angeles = Largest employer in LA City limits.
- Public sector is the largest and slowest industry to recover from the recession nationally and in Los Angeles.
- At least 5,000 good City jobs were lost in the recession, with early retirement and hiring freeze.
- Harmful economic impact to region and families.

ANGELENOS NEEDS FOR GOOD JOBS: COMMUNITY TESTIMONY

SIRENA PEREZ Y TRANSLATOR MAYRA VEGA

SCOPE

GETTING TO YES

- Two years at the negotiating table and activists on the street
- Community participation formulating bargaining proposals
- Key Fix LA Demands:
 - Restore public services
 - Create good jobs for Angelenos
 - Reclaim revenue
 - Smart Public Safety Strategies

THE YES TO FIX LA: LETTERS OF AGREEMENT

- Equitable Jobs and Service Restoration
- Outsourcing and Insourcing
- Part Time Employment
- Revenue Commission

2.

EQUITABLE JOBS AND SERVICE RESTORATION

1. **TERESA SANCHEZ, AFSCME DISTRICT 36**
2. **DAVID SANDERS, SEIU 721**
3. **CHERYL PARISI, AFSCME DISTRICT 36**

**COALITION OF
LA CITY UNIONS**

Fix LA

AGREEMENT CONTENTS: EQUITABLE JOBS AND SERVICE RESTORATION

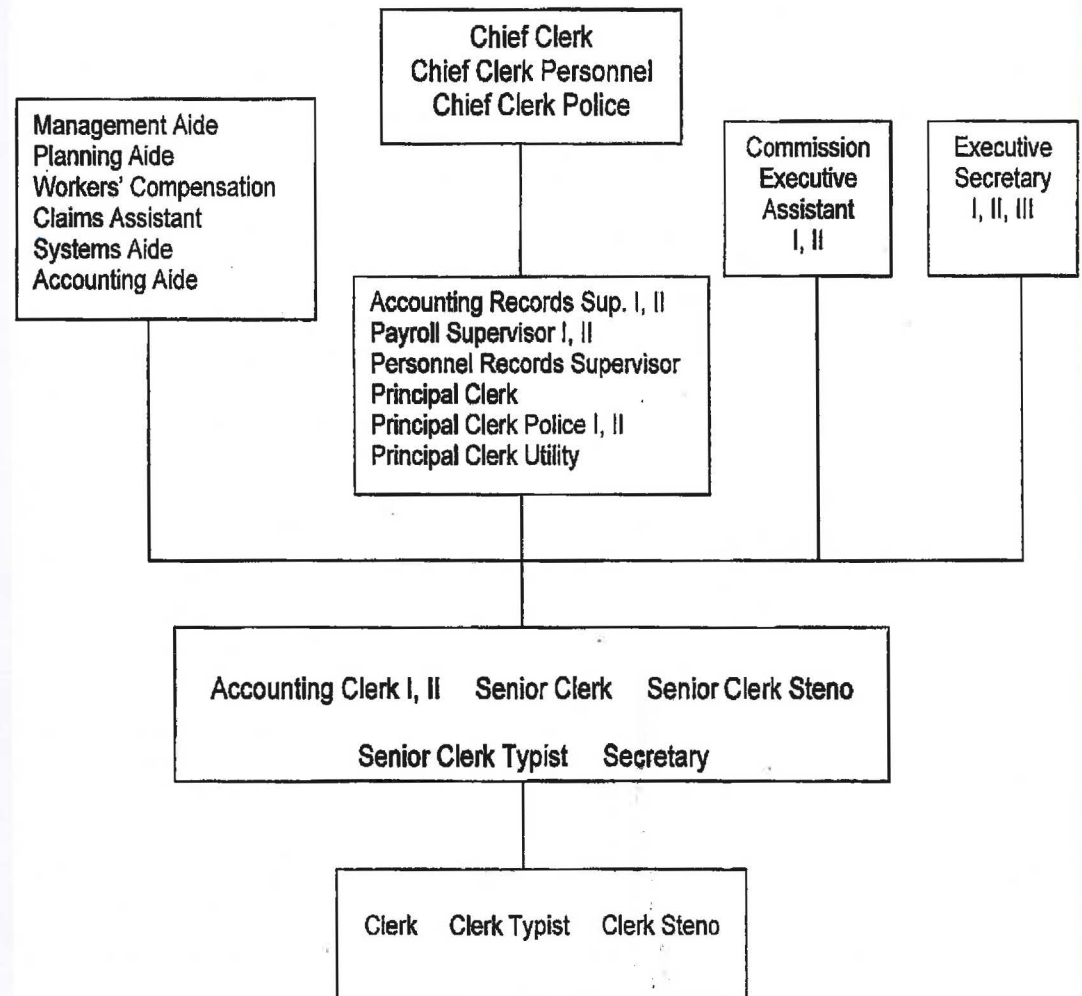
TERESA SANCHEZ

- Process: Mix of Public and Joint Labor Management meetings
 - Strategic Workforce Development Task Force
 - Targeted Local Hire Working Group
- Mayor consultant Jackie Goldberg
- Leverage City's existing Workforce Development Infrastructure:
 - LAUSD, LA Community College District, 17 Worksource Centers, Community Based Organizations
- Training programs customized for city via contract with Community Colleges and High Schools

**CITY JOB =
CAREER PATH**

**VALUE OF CIVIL
SERVICE JOBS**

**ADMINISTRATIVE
CLERK TITLE
CAREER LADDER**



MAINTENANCE LABORER CAREER LADDER



TARGETED LOCAL HIRE CAREERS IN LOA

INITIAL ASSISTANT JOB TITLES

Maintenance Laborer, Clerk Typist, Tree Surgeon, Gardener Caretaker, Communications Information, Representative, Engineering Aide, Animal Care Technician, Garage Attendant, Truck Operator, Equipment Operator, Maintenance and Construction Helper, Animal License Canvasser, Street Services Worker, Water Utility Worker.

<https://www.governmentjobs.com/careers/lacity/classspecs>

DEPARTMENTS

Sanitation
Streets Services
Recreation and Parks
General Services
Los Angeles World
Airports
Harbor: Port of LA

ANGELENOS CAN START TRAINING NOW AT TRADE TECH

- The City and Trade Tech have curriculum to become a trainee.
- Street Services just hired graduates now paving our streets.
- It's time to close a workforce gender gap. Women especially encouraged to apply!
- <http://college.lattc.edu/bridges/city-of-la/>

MOVE SWORN OFFICERS OUT OF CIVILIAN JOBS

ALICE GOFF

- Budgeted Police staff: Civilian 3,330; Sworn 10,540
- Police hiring plan estimates 656 Sworn recruits netting 525 graduates, budgeting exceeds 10,000 positions.
- *Civilian 2011-12 vacancy rate budgeted at 11%. Now 15.14%.*
- Controller audit estimates
 - Placement of civilians where sworn are performing civilian work = \$21m cost savings
 - Currently 458 Sworn Officers perform civilian duties
 - Actual Civilian positions lost since 2008 = 526, leaving 2,825
- **Recommendation: Hire at least 250 civilian employees, by moving Sworn from Civilian positions, reducing Sworn hiring need. Review Controller report.**

INSOURCING OPPORTUNITIES FOR EQUITABLE JOBS

DAVID SANDERS

- Sidewalks
- Tree Trimming
- Custodial Services



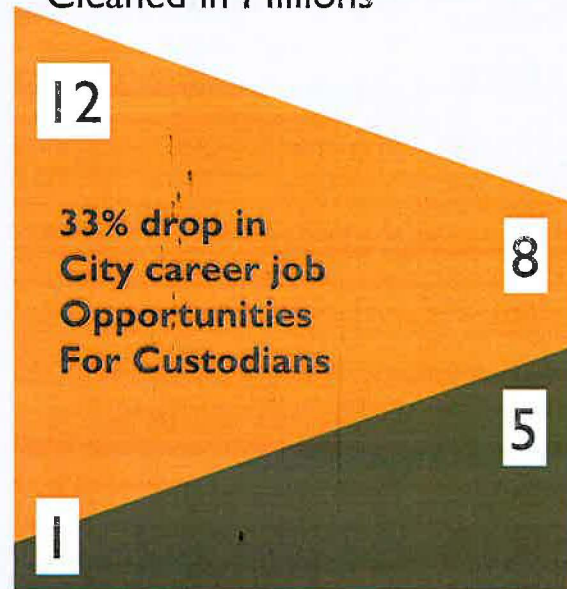
SIDEWALK INSOURCING

- \$31 million budget a year for 30 years
- Huge potential with City trainee and apprenticeship programs
- Street Services: 4 crews ADA curb cuts; 1 crew high liability
- Street Services \$11m Sidewalk access ramps
- Engineering: \$1.19m . All work contracted out. Meet and confer not completed. Additional outside consulting as needed
- **Recommendation: report back from Street Services and Engineering for the potential city staffing to create City jobs for Angelenos**

RECESSION PUSHED CUSTODIANS OFF CITY CAREER LADDER

■ City Custodian annual SF Cleaned in Millions

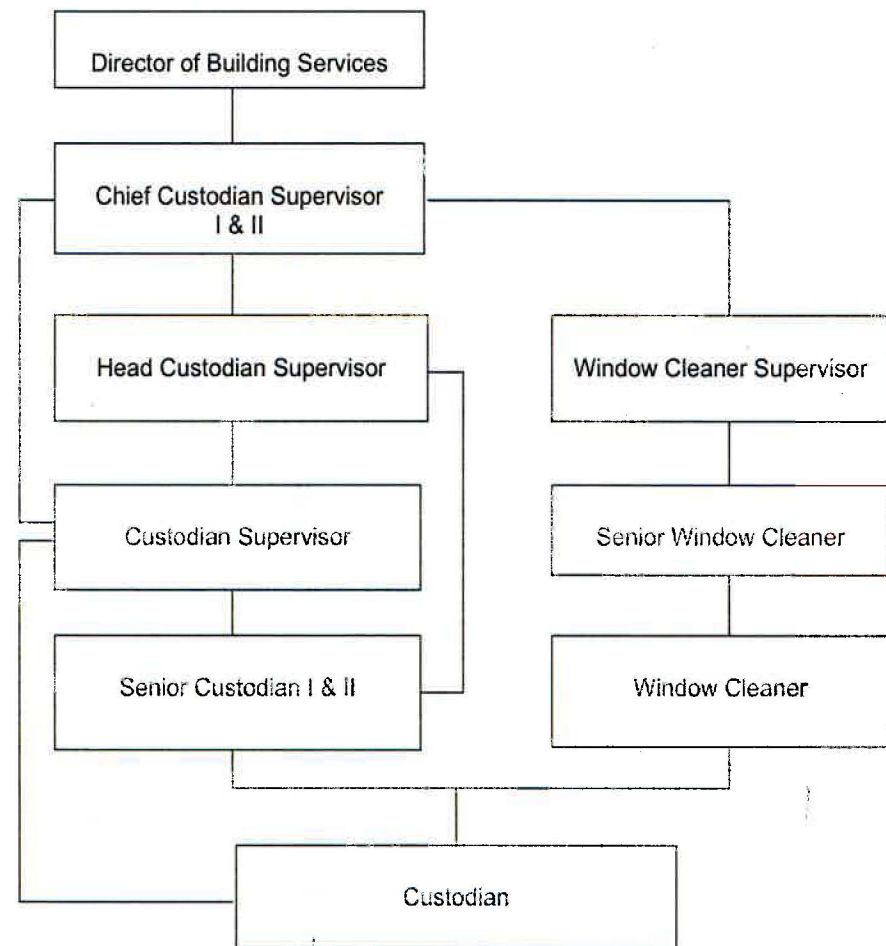
■ Private Sector Janitor annual SF Cleaned in Millions



2008-09

2014-15

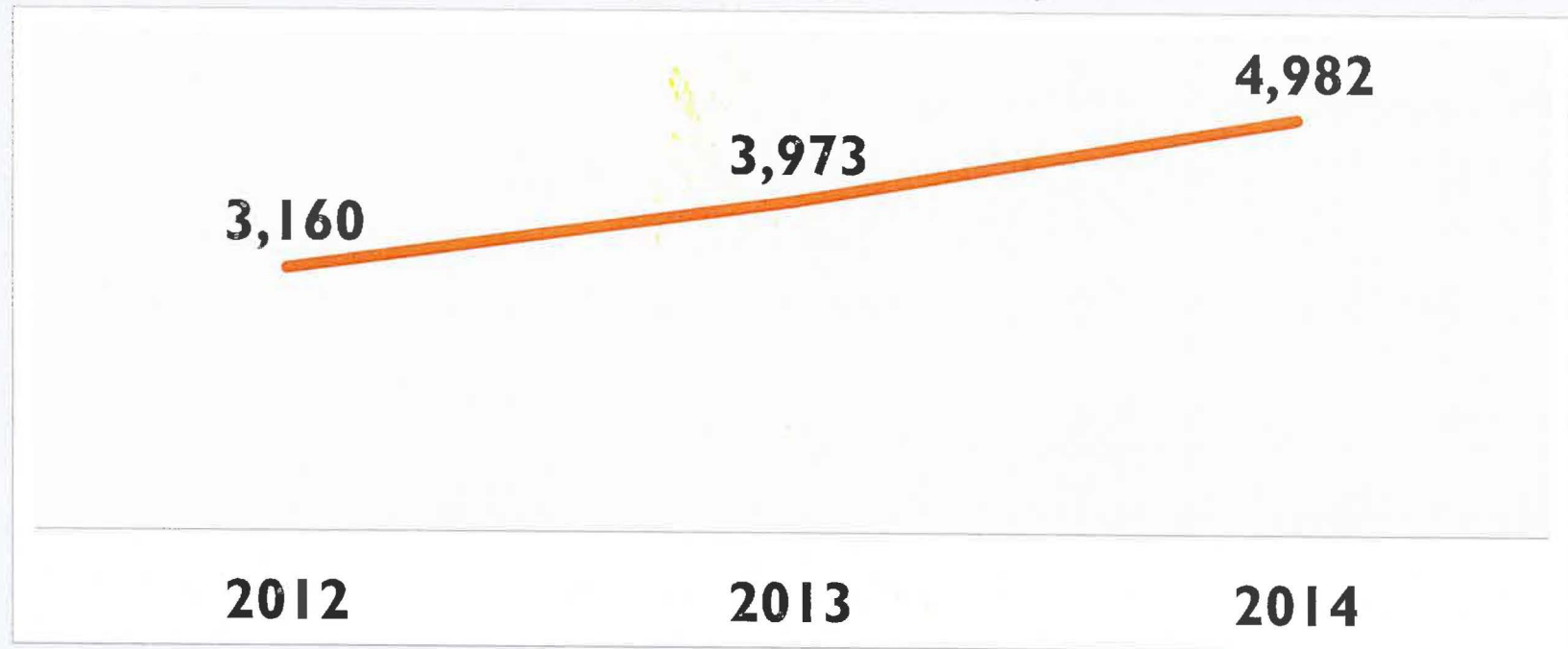
Source: CAFRs



USE OF PART TIME JOBS

CHERYL PARISI

- 58% increase in “As Needed” part time jobs among actual workers in our



EQUITABLE JOBS AND SERVICE RESTORATION

- LOA and Mayoral Directive instructed General Managers to review reliance on unbenefited “As Needed” part time jobs and promote to half-time or full time where operationally feasible.
- **Recommendation: Require department report backs that propose to increase As Needed positions, including:**
 - **Transportation: Part Time Traffic Officers \$1.7m. Limited to only to ticketing.**
 - **Sanitation: Communication Information Representatives and Maintenance Laborers**
 - **Recreation and Parks: Recreation Assistants, Special Program Assistants**
 - **Zoo: multiple titles. Connect review with report back previously requested on GLAZA revenue**

DATA NEED: ACTUAL VS. BUDGETED POSITIONS

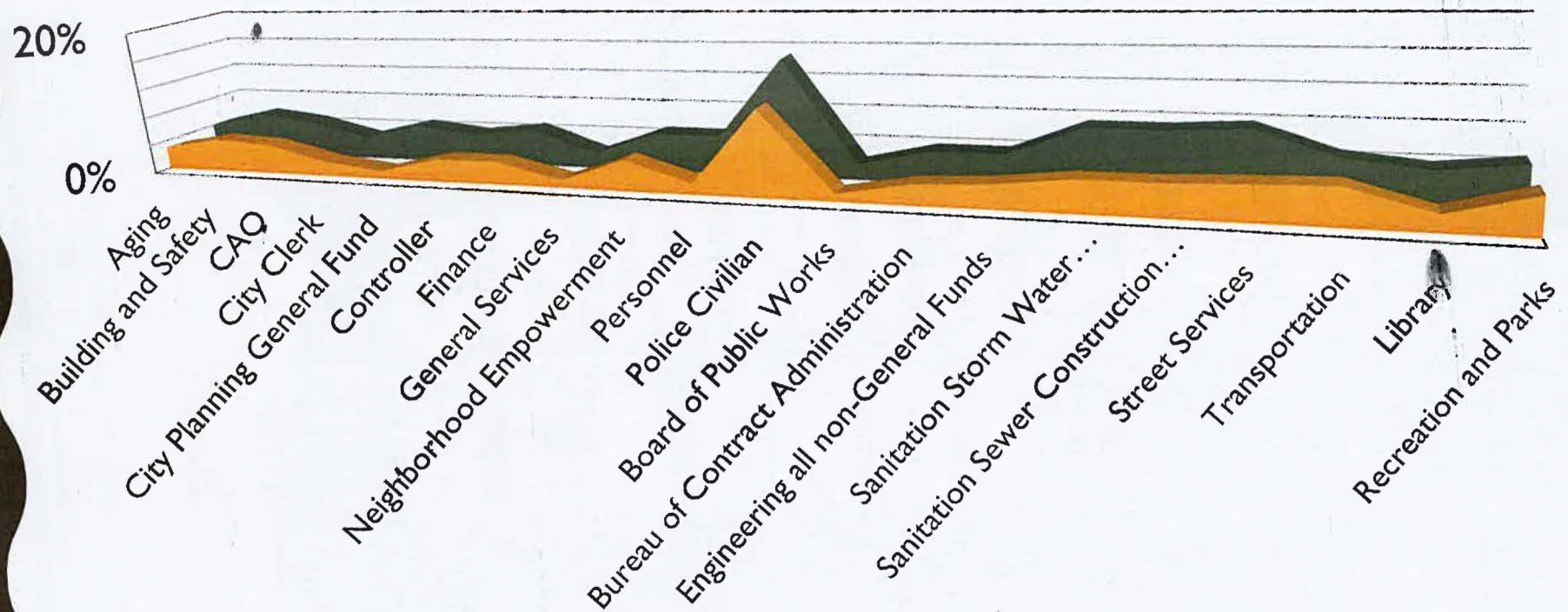
- Implementing the LOA requires knowledge of budgeted vacant positions
- Budget shows departmental vacancy rates only, no title information
- Budget shows vacancy rates that are almost a year old, July 1, 2015
- Regular and Resolution positions included in same calculation
- Lack of data impairs full understanding of actual hiring potential
- Actual position data by department available in Payroll
- **Recommendation:**
 - 1. Produce current list of actual positions by Department/Bureau AND job title during the budget
 - 2. Budget to implement 1/3 of the 5,000 jobs

DATA NEED: SALARY SAVINGS CLARITY

- During the fiscal emergency, Departments told to withhold spending from salary accounts in hiring freeze.
- Budget books show this is still a practice, despite the need to hire.
- ***Police = 15.14% salary savings rate on Civilian jobs.***
- Some Departments are even exceeding the savings amounts imposed in the fiscal emergency. (See chart next slide.)
- **Recommendation: Request report backs on why salary savings are used to balance the budget in a time when the City needs to hire, especially focusing on departments where the salary savings percentage exceeds 2011-12 levels.**

SALARY SAVINGS % ABOVE RECESSION LEVELS

■ 2011-12 ■ 2016-17 Proposed



Departments proposed budget exceeds recession level salary savings

Source: Supplemental Budget Book page 171 and for Police Civilian page 142

3.

REVENUE COMMISSION

LISA CODY, ABD, SEIU 721

**COALITION OF
LA CITY UNIONS**

Fix LA

REVENUE COMMISSION

- Letter of Agreement negotiated as part of Coalition Unions Fix LA contract bargaining
- Largely born of national crisis that profited financial institutions at the expense of working people
- Purpose: create new funding sources to generate "a level of revenue sufficient to provide high quality City services that are consistent across the City."

REVENUE COMMISSION STRUCTURE

- Mayoral Commission to be formed. 24 months.
- 15 members. Mayor chooses 8 independently. Coalition of LA Unions submits 20 candidates from which the Mayor chooses another 7.
- Inspector General to staff the Commission
- Funded \$500,000 \$500,000 to cover all administrative matters, including additional staff, requested studies, development of reports, offsite meetings
- Appointees will be dynamic individuals from community based organizations, academia, business people, and representatives of the Coalition of LA Unions.
- Will report quarterly in Council Budget and Finance meetings and to the Mayor's Budget Team

REVENUE COMMISSION AREAS

- Billboard revenue generation
- Commercial property reassessments and tax loopholes
- Shared economy tax collection
- Blight inspection and enforcement
- Residential Real Estate Speculation Revenue Enhancements
- Financial Services Transparency and Evaluation
- Business Tax simplification and evaluation
- Recreation and parks funding enhancements

REVENUE COMMISSION RECOMMENDATION

- Fund the Commission per the Letter of Agreement
- \$500,000 “to cover all administrative matters, including additional staff, requested studies, development of reports, offsite meetings”

4.

RECOMMENDATION SUMMARY

MOLLY RHODES, PH.D., SEIU 721

**COALITION OF
LA CITY UNIONS**

Fix LA

RECOMMENDATION RECAP: 1-4

1. Report back produce current list of actual positions by Department/Bureau AND job title during the budget.
2. Budget to implement 1/3 of the 5,000 jobs. Refer to CLA report and updated revenue summaries.
3. Budget to hire at least 250 civilian employees, by moving Sworn from Civilian positions, reducing Sworn hiring need. (See Controller report.)
4. Fund hiring in “low hanging fruit” trainee positions for Custodial work, and for major infrastructure projects such as Sidewalks, Tree Trimming, Great Streets.

RECOMMENDATION RECAP: 5-8

5. Report back from Street Services and Engineering for the potential city staffing to create equitable City jobs for Angelenos
6. Require department report backs that propose to increase As Needed positions:
 - Transportation: 150 Part Time Traffic Officers taking \$1.7m from Full Time.
 - Sanitation: Communication Information Representatives and Maintenance Laborers
 - Recreation and Parks: Recreation Assistants, Special Program Assistants
 - Zoo: Custodians, and multiple other titles
7. Request report backs on why salary savings are used to balance the budget in a time when the City needs to hire, especially focusing on departments where the salary savings percentage exceeds 2011-12 levels.
8. Fund the Commission per the Letter of Agreement, as signed by the City, providing \$500,000, “to cover all administrative matters, including additional staff, requested studies, development of reports, offsite meetings.”

5. DISCUSSION