

**COALITION OF  
LA CITY UNIONS**



# LA CITY 10 YEARS AFTER THE CRASH

Date: 5/3/18  
Submitted in Budget & Finance Committee  
Council File No: 18-0600  
Item No.: (  
Communication from  
the Coalition of  
LA City Unions

**PRESENTATION TO THE CITY OF LOS ANGELES  
BUDGET AND FINANCE COMMITTEE. MAY 3, 2018**

**COALITION OF  
LA CITY UNIONS**

**Fix LA**  


**LA CITY  
10 YEARS  
AFTER  
THE CRASH**

**PRESENTATION TO THE CITY OF LOS ANGELES  
BUDGET AND FINANCE COMMITTEE. MAY 3, 2018**

# EQUITY PROFILE OF THE LOS ANGELES REGION

- Income inequality, rank #7 out of #150 metro regions with worst inequalities
- Losing middle-wage jobs
- Black and Latinos living below the poverty line are close to 25% each (24.5% and 23.7% percent).
- Youth of color are still far less likely to finish high school than their white counterparts.
- "If racial gaps in income and employment were closed, the L.A. economy would be nearly \$380 billion stronger," said Angela Glover Blackwell, CEO of PolicyLink. "We call this the 'racial equity dividend.' Full inclusion benefits all Angelenos."
- PolicyLink and USC Study, 2017.

# RICH GETTING RICHER

Stories last March:

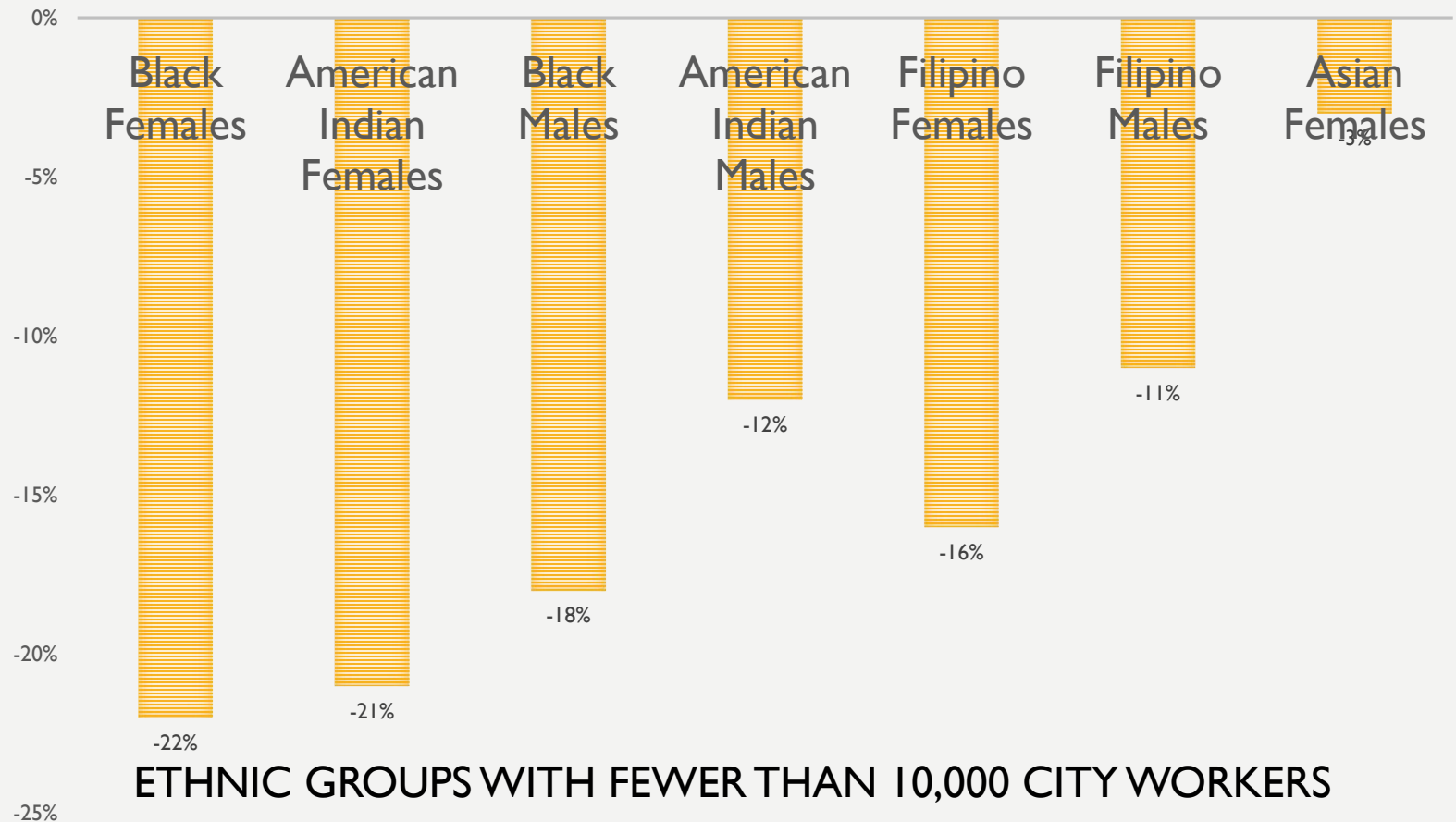
Wall Street Journal: “Bankers Get Biggest Raise in Four Years”

Washington Post: “Wall Street’s average bonus in 2017? Three times what most U.S. households made all year... \$184,220”

NY Times: 17% increase for Wall Street

# WHAT THE CRASH DID TO LA CITY WORKER DIVERSITY

CHANGE FROM FY 2008 TO 2018 1<sup>ST</sup> Q



ETHNIC GROUPS WITH FEWER THAN 10,000 CITY WORKERS

Data Source: City of Los Angeles Personnel Department Workforce Analysis reports



**FIX LA  
COMMUNITY  
PARTNER  
TESTIMONY**

# BLACK WORKERS CENTER



# COCO





# ACCE



# SCOPE



# POWER

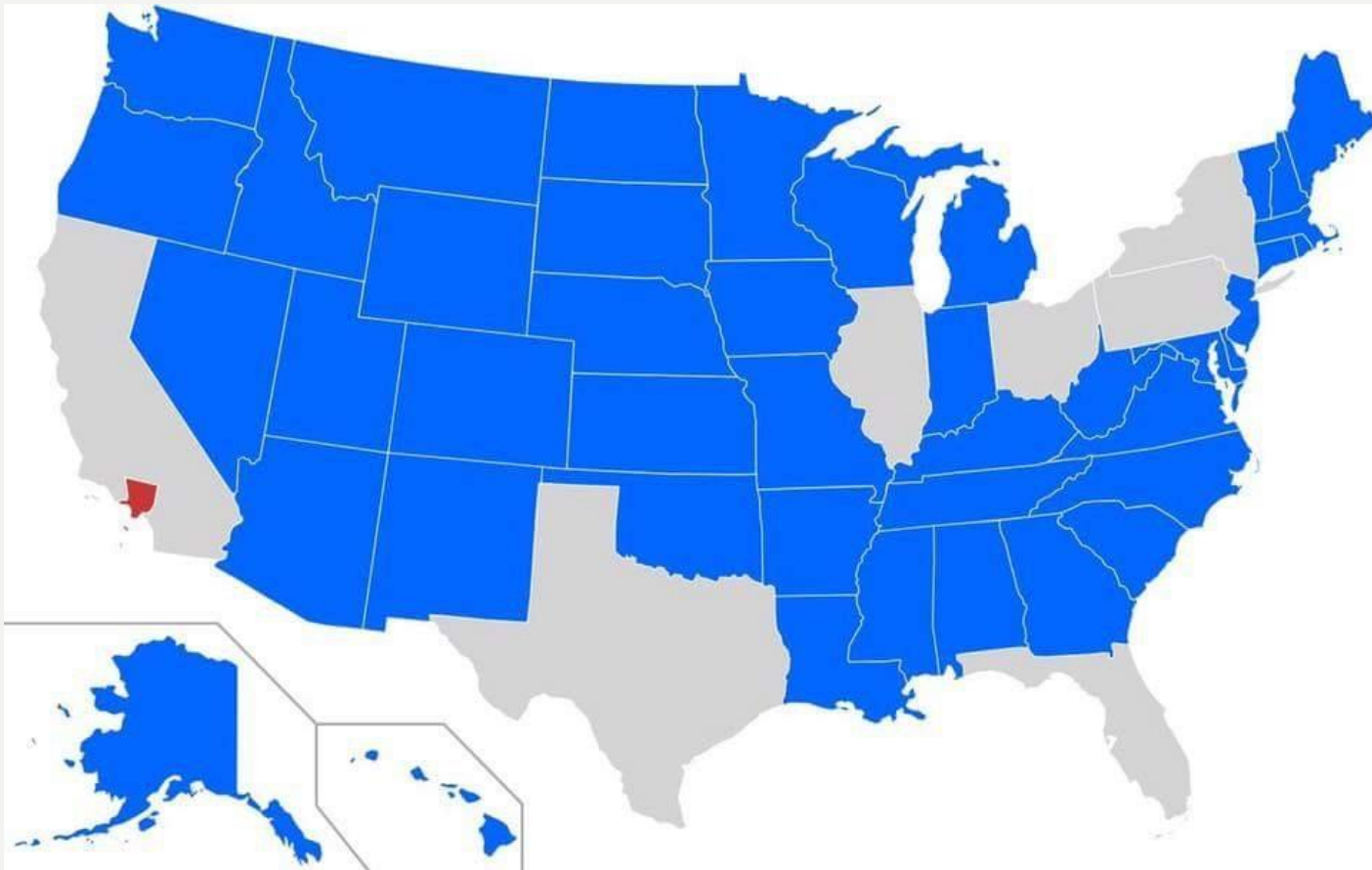




# **MACRO VIEW OF JOBS AND THE LA ECONOMY**

# BIGGER POPULATION THAN 43 STATES

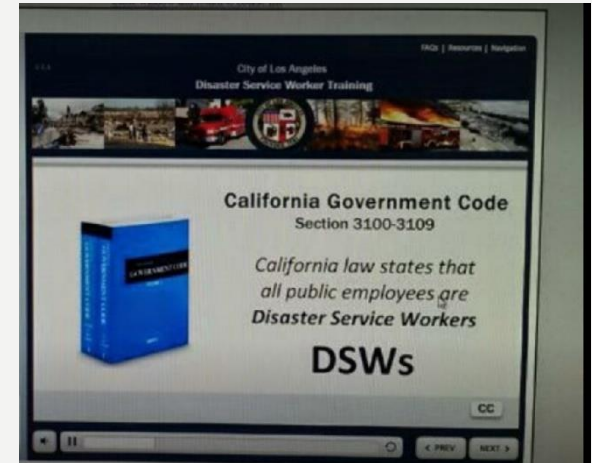
One in 30 Americans lives in LA County



# CITY OF LA = THIRD LARGEST EMPLOYER IN LA COUNTY

- Power of Economic development through city jobs
- Workforce countywide = 5.1 million people
- County job growth positive since 2011, averaging 2.5% annually, expected to slow to 1.9% for the next two years.
- Rise in Personal Income real per capita income
  - \$48,790 in 2016
  - \$50,650 predicted in 2017, rise in real per capita income to continue,
  - \$52,080 predicted in 2019.

# CITY WORKERS, MORE THAN AN EXPENDITURE



- Department of Emergency Services has 26 positions.
- ALL Civil Service city employees are on call for disasters
- Services without a profit motive
- Direct control & accountability over service quality
- Consumers in local economy
  - Over half in Coalition of LA Unions are residents too



# **INTO THE WEEDS: CASH FLOW & JOB TRACKING**

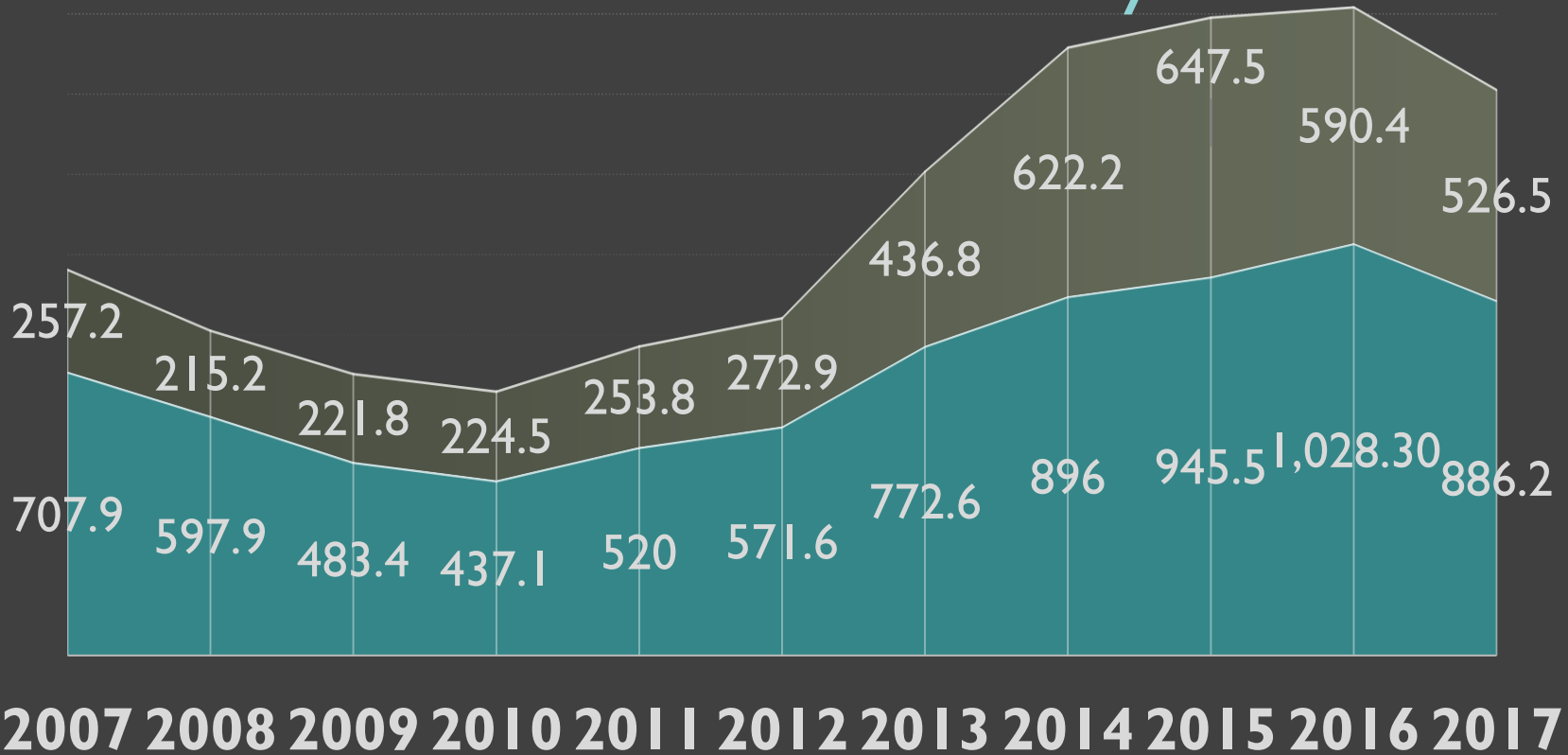


# GENERAL FUND CASH ON HAND AT YEAR'S END (IN MILLIONS)

Fund Balances - Governmental Funds in CAFR by Fiscal Year

■ Total General Fund Cash on Hand at FY end ■ Unassigned Funds

No structural deficit in actual city cash flow.



# 2017 CAFR SHOWS **-3,825** CIVILIAN FTE SHORT OF 5,000

| CAFR June 30, 2017 Number of Government Employees FTE |                  |        |        |        |        |        |
|---|------------------|--------|--------|--------|--------|--------|
|   | Goal to<br>5,000 | 2017   | 2016   | 2015   | 2014   | 2008   |
| General Government                                    |                  | 32,100 | 31,306 | 30,606 | 30,316 | 36,100 |
| Fire Sworn  |                  | 3,311  | 3,265  | 3,140  | 3,181  | 3,730  |
| Police Sworn  |                  | 9,948  | 9,866  | 9,856  | 9,739  | 9,704  |
| Total Sworn   |                  | 13,259 | 13,259 | 13,259 | 13,259 | 13,434 |
| Civilian General Government                           | -3,825           | 18,841 | 18,047 | 17,347 | 17,057 | 22,666 |

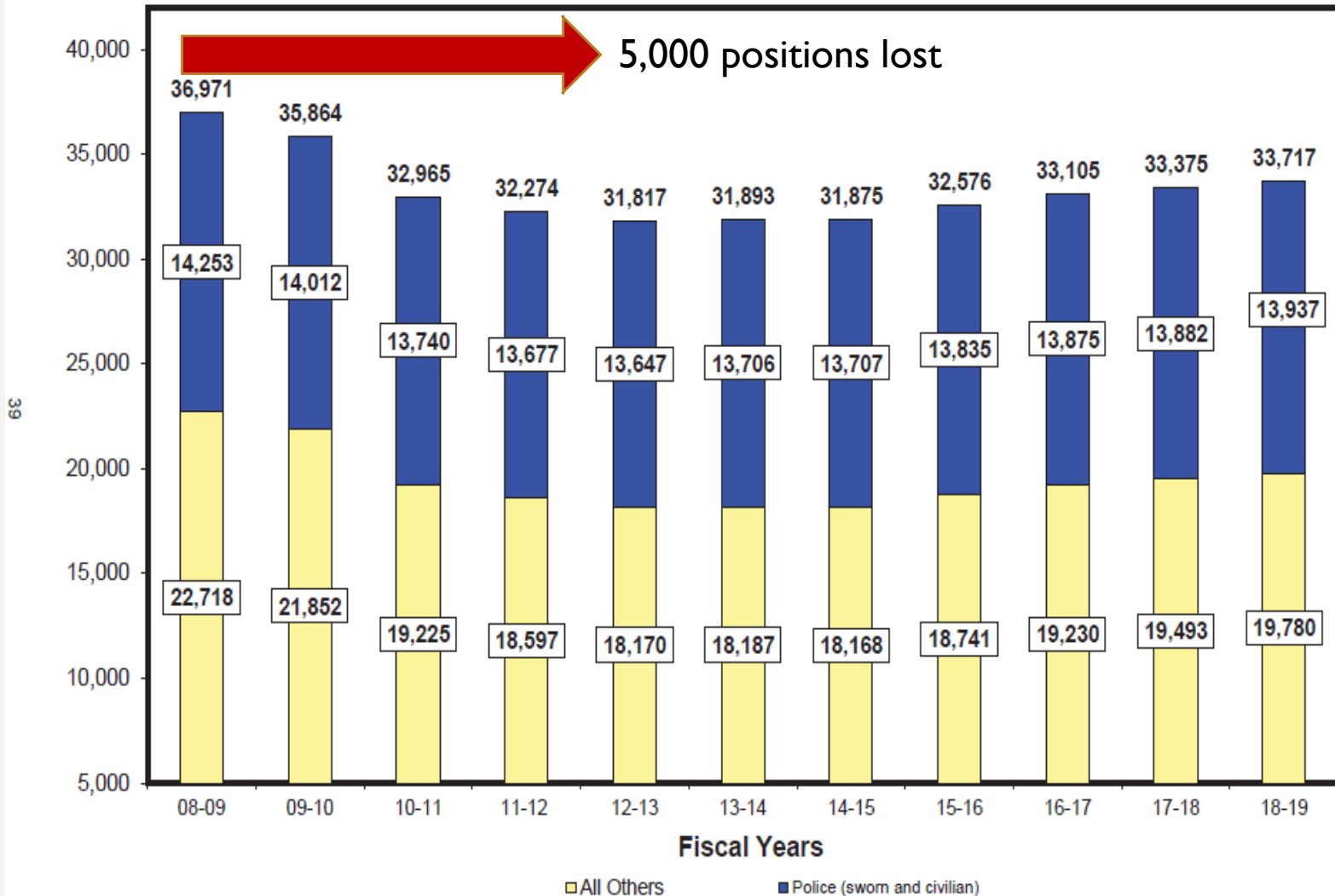
# **PAYROLL CIVILIAN JOB COUNT 1<sup>ST</sup> QUARTER 2017-18**

- Controller online payroll data
- Likely includes individuals who aren't working
- 24,656 Civilian Full Time individuals
- 11,825 Civilian Part Time individuals

# Exhibit F AUTHORIZED CITY STAFFING

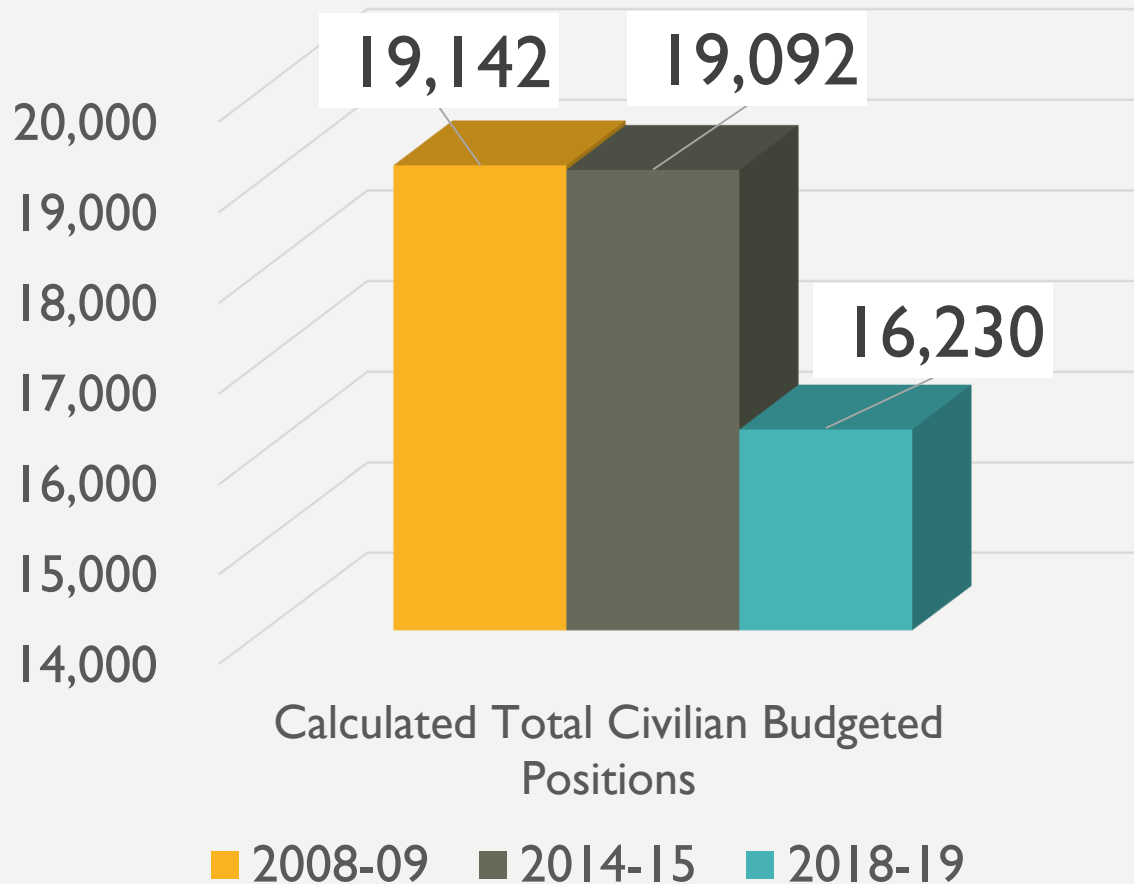
Not including Proprietary Departments

Positions



Authorized City Staffing includes all regular position authorities, excluding Commissioner position authorities. In addition to the regular position authorities reflected in the chart, the 2018-19 Proposed Budget includes 2,266 resolution authorities. This exhibit does not include positions in the Department of Airports, Los Angeles City Employees' Retirement System, Harbor Department, Department of Pensions, and Department of Water and Power.

# BUDGETED CIVILIAN REGULAR POSITIONS **-2,912** AWAY FROM 5,000 NEW SPOTS



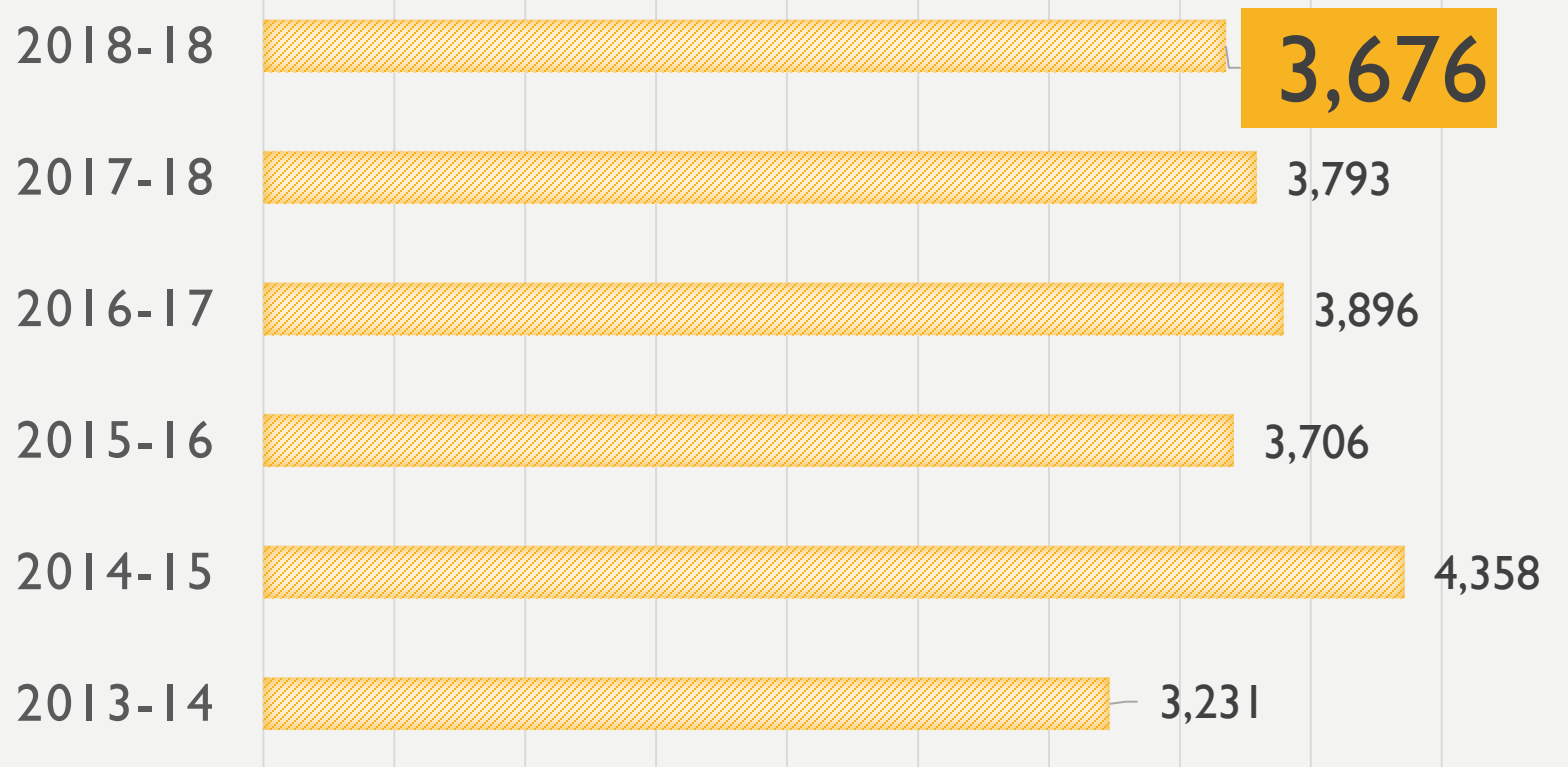
# THE MATH FOR CIVILIAN POSITIONS IN EXHIBIT F

## Drilling into Exhibit F: Budgeted Position History

|                                      | 2008-09 | 2014-15 | 2018-19 |
|--------------------------------------|---------|---------|---------|
| Police Department                    | 14,243  | 13,156  | 13,937  |
| Sworn Police                         | -10,467 | -10,480 | -10,547 |
| Calculated Police Civilian           | 3,776   | 2,676   | 3,390   |
| All Other Council Controlled Depart. | 22,718  | 22,324  | 19,780  |
| Sworn Fire                           | -3,576  | -3,232  | -3,550  |
| Calculated Total Civilian            | 19,142  | 19,092  | 16,230  |

# 3,676 VACANCIES PROJECTED

PROJECTED VACANCIES ON JULY 1



# WHAT JOBS ARE VACANT?

- ? No list in the Budget
- Precision in service restoration should include vacancy transparency
- County produces monthly lists
- CAO made list for PAWS several months ago
- Request Report back of a list by department and job classification
- Future payroll improvement must include position control





**QUALITY JOBS  
BACK TO BASICS**

# TARGETED LOCAL HIRE (TLH)

253 new city workers brought in one year and one month

Robust program needs more city positions to hire Angelenos

Personnel needs relief of 1% from salary savings for hiring broadly

## 2018-19 PROPOSED BUDGET TARGETED LOCAL HIRE PROGRAM

Total Employees Hired through the Targeted Local Hire Program, by Department and Classification\*  
Includes all hires from the Program's inception (February 2017) through a start date of March 31, 2018\*\*

| Department                                   | Office Trainee<br>(Administrative Clerk) | Vocational Worker<br>(Custodian) | Vocational Worker<br>(Gardener Caretaker) | Vocational Worker<br>(Maintenance Laborer) | Vocational Worker<br>(Garage Attendant) | Vocational Worker<br>(Tree Surgeon Assistant) | Total      |
|--|--|----------------------------------|---|--|---|---|------------|
| Airports                                     | 15                                       | 48                               |   |  |   |   | 63         |
| Animal Services                              | 4  |                                  |   |  |   |   | 4          |
| Building and Safety                          | 15                                       |                                  |   |  |   |   | 15         |
| Chief Legislative Analyst                    | 3  |                                  |   |  |   |   | 3          |
| City Administrative Officer                  | 1  |                                  |   |  |   |   | 1          |
| City Employees' Retirement System Controller | 7  |                                  |   |  |   |   | 7          |
| Finance                                      | 3  |                                  |   |  |   |   | 3          |
| Fire and Police Pensions                     | 6  |                                  |   |  |   |   | 6          |
| General Services                             | 1  |                                  |   |  |   |   | 1          |
| Harbor                                       | 2  |                                  |   |  | 1                                       |   | 3          |
| Housing and Community Investment             | 17                                       |                                  |   |  |   |   | 17         |
| Library                                      | 27                                       |                                  |   |  |   |   | 27         |
| Personnel                                    | 12                                       |                                  |   |  |   |   | 12         |
| Planning                                     | 6  |                                  |   |  |   |   | 6          |
| Police                                       | 20                                       |                                  |   |  |   |   | 20         |
| Public Works, Contract Administration        | 3  |                                  |   |  |   |   | 3          |
| Public Works, Sanitation                     | 5  |                                  |   |  |   |   | 5          |
| Public Works, Street Lighting                |  |                                  |   | 2  |   |   | 2          |
| Public Works, Street Services                | 9  |                                  |   | 2  |   |   | 11         |
| Recreation and Parks                         | 9  |                                  | 17  |  |   |   | 26         |
| Transportation                               | 7  |                                  |   | 5  |   |   | 12         |
| Zoo  |  | 2                                |   | 1  |   |   | 3          |
| <b>Total</b>                                 | <b>175</b>                               | <b>50</b>                        | <b>17</b>                                 | <b>10</b>                                  | <b>1</b>                                | <b>-</b>                                      | <b>253</b> |

\* Departments not listed did not hire any employees through the Targeted Local Hire Program.

\*\* Lists all employees hired, including those who subsequently resigned (6), promoted (1), or were terminated (8).

# LA CITY & LOCAL 501 APPRENTICESHIP PROGRAM

- Connected to TLH
- Building Operating Engineer
  - Run power plants and boiler operations, maintain building system operations
- Succession plan for skilled workers
- State certified apprenticeship program
- Individuals over 18, high school diploma or equivalent, pass state test (8<sup>th</sup> grade)
- Status update
  - Language in new MOU
  - Program will commence
  - LAWA, Harbor and GSD minimum four apprentice positions

# BRING BACK CITY CUSTODIANS VIA TLH

- General Services Department (GSD) custodian staffing proposes 197 custodial positions
- Pre-recession there were over 400 budgeted custodial positions
- \$5+m budgeted for private contractors. Custodial contracts expire June 30, 2018
- GSD fall proposed budget included what they need to run it, 4 positions. Need SEIU 721 permission for the part time training program.

## CUSTODIAL SERVICES DIVISION

|   |   |
|---|---|
| 1. Local Hiring Program                 | Funding a local hiring program would allow the department to meet the Mayor's initiative of local hiring, bring contract buildings back in-house and have more control over the services, expectations. This program requires four additional positions, one Sr. Custodian and three Custodians, and a reallocation of a Management Analyst position to a Sr. Management Analyst (add/delete). The four new positions will handle the work needed in buildings that are transferred from contractor to City staff while the SMA will run the program, write policies and procedures, and design and make changes to the program as necessary. Adding the supervisory positions will ensure that administration, training and oversight are embodied as part of this unskilled worker hiring effort. |
| 2. Continuance of PTWV Training Program | Continuing and expanding the Part Time Vocational Worker Training Program will benefit the Custodial Services Division as it allows the division to fill critical vacancies, eliminate the use of full-time positions in areas that do not require 40 hours of working time per week, reduce overtime by filling employees on Compensated Time Off with As Needed workers, and save the City fringe benefits expenses. This program trains and develops workers who may eventually become regular City employees.   |

- GSD currently not in compliance with MOU staffing levels per work assignment and work locations.
- Lack of budgeted positions creates a self made crisis and need to hiring inferior contracted custodial services (written complaints from city clients are available).
- GSD cut some remedial cleaning duties and abandoned some city facilities altogether.

# INFRASTRUCTURE SUMMARY

- Public Works Jobs
- \$41m for Sidewalks
- Clean Streets
- Urban Forestry needs Street Tree Superintendent I. Some crew restoration but still contractor gouging
- PW Contract Administration only regulates construction contracts.
- GSD, Street Services, Sanitation etc. have **NO OVERSIGHT** for any of the anti-poverty ordinances city has, not minimum wage, wage theft etc.

# SIDEWALK REPAIR PROGRAM

- \$41.1M proposed. Increase of \$10M from the Special Gas Tax Improvement Fund (SB I) to accelerate the Access Request Program.
- \$4M allocated for as-needed contractual services, an increase of \$2M over the prior year contractual services allocation.
- What is the actual numbers of real PEOPLE?
- Use funds to increase hiring of City employees
- Repair crews are hybrid crews and not dedicated teams. Assigned classes include maintenance laborers, construction helpers, and DOT staff for painting curs and signage (TLH)
- This work is thirty years of career ladder jobs for Angelenos

# URBAN FORESTRY

- We need the unfunded Street Tree Superintendent I.
- Community Forest Advisory Committee (CFAC) recommended a new position of Director of Community Forestry (Citywide Street Tree Coordinator) to oversee, coordinate, and communicate urban forestry related issues in the City.
- CFAC also recommended adding 5 new crews within UFD under the Bureau of Street Services (\$1.3 million).
  - 2 tree watering crews; 1 tree planting crews; and 2 root pruning/stump removal crews for the Sidewalk Repair Program (please see the attachment 2 for details).

# ANSWER THE PHONE! CALL CENTER NEEDS

- Sanitation
- 311
- 911
- Animal Services needs call staffing





# RESTORE PARK SERVICES

- Budget aspirational in programming new services for 200,000 youth program opportunities
- Rec and Parks cut \$1 million fails to consider needed infrastructure
- Centers remain without leadership positions, restore Facilities Directors
- Non-seasonal Part timers need to be regularized
- 6% salary savings obstacle to clean parks
  - Facility Maintenance & custodial positions
  - Gardner caretaker all vacant positions

# RESTORE CIVILIAN SUPPORT

- LAPD moving officers off desk to field out of civilian jobs. But not enough civilians added to cover the work
- PSR calls increase with patrol increase
- Nine new detention officers--progress
- Property Rooms unstaffed wastes patrol time
  - Critical chain of custody
  - Of 19 locations, 12 unstaffed
  - Unsafe work conditions with crowded spaces filled with long term storage of narcotic seepage, smells, and exposure without adequate or required ventilation
  - Issues with recruitment and retention because of cumbersome and antiquated internal hiring processes



# CONCLUDING REMARKS

CHERYL PARISI