

# 770



**UNITED FOOD  
AND COMMERCIAL  
WORKERS UNION**

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Huntington Park  
Santa Barbara  
Santa Clarita

May 3, 2019

Via Email Only

Honorable Mayor Eric Garcetti  
Honorable Council President Herb Wesson  
Honorable Councilmember Paul Krekorian  
Los Angeles City Hall  
200 North Main Street  
Los Angeles, CA 90012

Date: 5.3.19  
Submitted in BF Committee  
Council File No: 19-0600  
Item No.: 1.  
Deputy: Public Comment

Dear Mayor Garcetti and members of the City Council Budget and Finance Committee:

We commend the City Council and Mayor for responding to the will of voters and communities throughout Los Angeles in setting forward a broad vision of a well-regulated cannabis market that prioritizes social equity. This year's budget represents a crucial "make or break" moment for a regulated, equitable cannabis industry.

United Food and Commercial Workers (UFCW) Local 770 represents hundreds of cannabis workers in the City of Los Angeles, as well as more than 31,000 workers in healthcare, retail health, grocery, packing and cannabis. The United Cannabis Business Association is the largest and most active trade association for legal cannabis business operators in Los Angeles. Our current and future cannabis workers are looking to the City for a regulated market and equitable pathways to opportunity. Our members and community allies belong to neighborhoods that were hard hit by the war on drugs and looking to the City for a regulated industry and reinvestment to repair the decades of the punitive war on drugs.

The Department of Cannabis Regulation (DCR) has been working overtime, with a small but dedicated staff, to enact the vision set forward in Proposition 64 (2016) and the 2017 city regulations that enshrined one of the nation's first social equity programs. In numerous public reports, DCR has been realistic about the fact that they have been minimally resourced for such a large and profound mission. Even so, they have done more than could ever be expected, and have set forward ambitious plans to move LA forward in 2019-2020.

UFCW 770, UCBA, and many community allies have continually come forward to ask for genuine resourcing. Now is our chance to meet the needs DCR has outlined so they can fulfill their mission - and LA can live up to its promise as a model of equity with a thriving industry.

Mayor Garcetti and members of the City Council Budget and Finance Committee

May 3, 2019

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If DCR continues to be hamstrung, so too will legitimate unionized cannabis employers who want to play by the rules. If DCR continues to lack real resources, so too will the future small business owners from low-income, hard-hit communities that the social equity program was meant to benefit. Perhaps most invisible are thousands of employees in both current shops that respect labor rights and future social equity businesses whose livelihoods are on the line. They, too, are often from social equity communities and look to cannabis for a high-road job and professional pathways. Their neighbors, families and communities will benefit when we wholly invest in a regulated market.

To serve businesses, workers and hard-hit communities who want a well-regulated market, we need a fully-funded and well-staffed Department of Cannabis Regulation. Cannabis tax funds should go first and foremost to run the department that makes these resources possible, and to repair the harms of the war on drugs. DCR knows best how to implement robust pathways to licensing and to enforce current regulation without criminalization, and it's time to listen.

We need to support funding for other city departments that are working in collaboration with DCR to regulate the cannabis industry and to eliminate the illicit market that is hurting workers and our communities. The LA Fire Department (LAFD) is essential for executing compliance and inspection departments, the Bureau of Contract Administration (BCA) ensures that employers are complying with local and state laws regulating wages and employment, and the LA Department of Water and Power (LADWP) are critical for ongoing measures to shut off utilities and impose civil penalties on landlords leasing to illegal shops.

Further, this letter calls on the City to increase its commitment to funding DCR and enforcement against unlicensed, illegal operators. We believe that expenditures related to enforcement matters will generate revenues by increasing taxes from legal operators and protect and create good paying jobs. We recommend increases in funding for enforcement by LAPD, opportunities for additional state resources and expanded funding to support the Los Angeles Fire Department's inspection program as outlined below.

1. **Business, Licensing, and Compliance (BLC) Program: \$3 million annually for three years.** The 2019-20 Proposed Budget includes a new General Fund appropriation of \$1.5 million to support the BLC Program. (As outlined in the department's letter, dated April 23, 2019)
2. **Cannabis Enforcement Resources (LAPD - \$10 Million):** We support an additional Ten Million dollars for investigating and enforcing laws against illegal cannabis businesses, but request specific allocations within LAPD that are dedicated to solely to cannabis enforcement and the City's efforts to disconnect power and fine property owners. This request would ensure that overtime allocations are not spent on other priorities that may occur during the fiscal year.

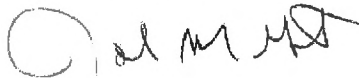
Mayor Garcetti and members of the City Council Budget and Finance Committee  
May 3, 2019  
Page 3

3. **State Resources for Cannabis Enforcement (State of California - \$10 Million):** We urge the City to continue to find available funding opportunities for cannabis enforcement that may exist with the State. Additionally, we would support the City seeking grant funding from the Attorney General's office specifically for cannabis enforcement.
  
4. **Cannabis Enforcement Program Expenses (Los Angeles Fire Department - \$444,650):** The LAFD has requested additional resources in their budget letter to this committee specifically for expenses related to vehicles, inspection field equipment and mobile devices for their inspections of the 1,2000 illegal cannabis operations in the City.

The nation is watching. What we do in Los Angeles when it comes to cannabis sets the tone for the rest of the cities in the county - and across the US. Other cities are referencing both the shortcomings and successes of the City of LA's regulation and equity program, which is the largest and most ambitious in the US. Let's have them focus on the successes for generations to come.

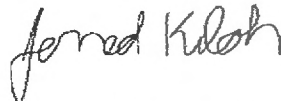
Thank you for your consideration,

UFCW LOCAL 770



John M. Grant, President

UNITED CANNABIS BUSINESS ASSOCIATION



Jerred Kiloh, President

JMG:JK:le

cc: Miguel Sagalang, Deputy Mayor for Budget and Innovation  
William Chun, Deputy Mayor for Economic Development  
Richard Llewellyn, City Administrative Officer  
Sharon Tso, Chief Legislative Analyst



# ENGINEERS & ARCHITECTS ASSOCIATION

May 6, 2019

Honorable Councilmember Paul Krekorian  
Chairperson Budget & Finance Committee  
Los Angeles City Council  
200 N. Spring St  
Los Angeles CA. 90012

Honorable Paul Krekorian,

As you know the Engineers and Architects Association (EAA) represents over 5000 Los Angeles City employees in every City department. EAA members belong to MOU1, MOU 19, MOU 20 and MOU 21.

For the past seven years EAA members sacrificed monetarily during the budget crisis times in order for the City to balance their budget and help reduce health care costs. In doing so EAA was promised that other Unions would share equally in the sacrifice. This never happened.

In considering the Mayors 2019-20 budget EAA is requesting that the Budget & Finance Committee be the first to recognize the sacrifices made by EAA members. This can be accomplished by setting aside additional funds to not only make EAA members whole but to provide them with restitution for the sacrifices they made while others did not.

Negotiations with the CAO are on-going at this time; therefore we are unable to provide the Committee with a monetary amount. EAA is requesting that the Committee identify funds to place in the unappropriated balance to meet this need.

EAA has always appreciated their working relationship with Department Management, the City Council and the Mayor and we look forward to continuing that relationship.

Very Truly Yours,

Bill Violante  
Executive Director

cc: Honorable Curren D. Price, Jr.  
Honorable Paul Koretz  
Honorable Bob Blumenfield  
Honorable Mike Bonin

To: Honorable Members of the Budget and Finance Committee

**Executive Summary, Budget Advocates White Paper for L.A. Animal Services Department, pages 26-29, <http://ncbala.com/wp-content/uploads/2019/03/White-Paper-2019-Final.pdf>**

By Jeffrey Mausner, Budget Advocate, Region 3.

After many years in which thousands of animals were killed in our City shelters for lack of space, the City has finally reached No-Kill for dogs. This is a monumental achievement, for which Los Angeles Animal Services Department (LAAS), the City Council, the Mayor, and the entire City can be very proud. But this accomplishment will be jeopardized if there is insufficient funding for spay/neuter programs -- the shelters will once again be killing dogs for lack of space. And the City has not yet gotten to No-Kill for cats.

LAAS receives less than half a percent of the City Budget (about a quarter percent of the appropriated City budget), to provide protection and care of all animals in the City, including operation of the six City animal shelters. In order to achieve and maintain the Mayor's and City Council's goal of No-Kill, provide humane treatment for the animals in the City shelters, and provide adequate services to the public, the LAAS budget should be modestly increased to include the following:

1. **Funding of Spay/Neuter.** The annual transfer of \$1.1 million (approximately one ten thousandths of the City budget) from the General Fund to the Animal Sterilization Fund should be reinstated. This transfer did not take place for several years. To make up for years in which there was no funding or reduced funding of the Animal Sterilization Fund, additional funds may be necessary this year. **Spay/neuter is the key to reaching and maintaining No-Kill. As well as being the only humane way of dealing with the overpopulation of animals in the City, spay/neuter also saves the City a tremendous amount of money in the long run. It is much cheaper to spay/neuter dogs, cats, and rabbits than it is to care for the generations of offspring of those animals at the City shelters and ultimately have to put them to death when the shelters run out of space for them.** See Budget Advocates White Paper, pages 27-28.

**At this time (5-2-2019), it appears that LAAS is requesting an additional \$498,000 over what is in the Mayor's budget proposal. LAAS has determined that failure to provide this amount will result in 4,790 less spay/neuter surgeries in 2019-20 than in the current fiscal year. What does that mean? It means tens of thousands of additional unwanted animals in the streets of Los Angeles and in the City Shelters over the next few years. It means many more animals killed in car accidents on the streets, many more animals put to death in our shelters because of lack of space. I urge you to provide this funding, which LAAS has determined is necessary.**

2. **Personnel.** The Budget Advocates' proposals relating to personnel, to help achieve and maintain No-Kill, increase volunteer support for the shelters, and provide better services to the public, are set forth in the White Paper, pages 28-29. For example, in 2018 volunteers put in over 91,000 hours of service, the equivalent of 46 full-time employees; but the City and the animals are still losing out on thousands of free volunteer hours because of lack of adequate staffing. Increasing the number of volunteers and volunteer hours provides an exponential benefit of free labor to the City and improvement of quality of life for the animals, as well as improved and more efficient services for City residents patronizing the shelters. **Recently, an Animal Care Technician (ACT) at**

each shelter was assigned to act as a Volunteer Liaison. This helped to increase the number of volunteers and volunteer hours. In order to continue that success, the Volunteer Liaison positions should be made permanent, and 6 additional Animal Care Technicians (ACTs) are needed to make up for the ACTs who have been designated Volunteer Liaisons. The same is true for the newly designated Life Saving Liaisons; those positions should be made permanent, and 6 additional Animal Care Technicians (ACTs) are needed to make up for the ACTs who have been designated Life Saving Liaisons.

**3. Cost Savings:** Adequately fund spay/neuter as discussed above (this will save the City tens of millions of dollars in the future); provide adequate staffing to increase volunteer hours.

**4. Revenue:** Increase collections of licensing fees through hiring canvassers; increase donations through the hiring of a Public Information Director.

Please see Budget Advocates White Paper, pages 26-29, for further details and proposals. Thank you for your consideration of these matters.

Sincerely, Jeffrey Mausner

(For identification purposes)

Board of Directors and 2nd Vice President, Tarzana Neighborhood Council

Chairman, Tarzana Neighborhood Council Animal Welfare Committee

Neighborhood Council Liaison to Los Angeles Animal Services Department

Neighborhood Council Budget Representative and Budget Advocate

Volunteer, West Valley Animal Shelter

Email: [Jeff@MausnerLaw.com](mailto:Jeff@MausnerLaw.com); [J.Mausner@TarzanaNC.org](mailto:J.Mausner@TarzanaNC.org) Cell phone: (310) 617-8100



**LOS ANGELES  
BLACK WORKER  
CENTER**

5350 Crenshaw Blvd  
Los Angeles, CA 90043  
(323) 752-7287  
lablackworkercenter.org

May 6, 2016

Honorable Members of the City Council Budget and Finance Committee  
c/o Andrew Choi, City Clerk  
200 N. Spring Street, Room 340  
Los Angeles, CA 90012

Re: Council File 18-0086, "Los Angeles's Civil and Human Rights Ordinance" Ordinance No. 186084

Dear Honorable Members,

We are disappointed to see the Mayor's proposed budget for the City's new Civil and Human Rights Commission, which lacks sufficient funding to make a discrimination free Los Angeles a reality. We respectfully request your approval of \$3 million for fiscal year 2019-2020, as reported by the City Administrative Office in its February 1, 2019 report. That's enough to cover:

- 25 positions, including 15 volunteer commissioners, 4 investigators, and 6 City Attorney staff;
- \$250,000 in community groups for outreach and education in hard-to-reach communities.

Members of the Los Angeles Black Worker Center and various community, worker-side, and faith-based organizations help workers find resources when they face employment discrimination or other forms of discrimination, and we know that *this investment matches the scale of the problem.*

***Employment Discrimination Limits Access to Family Sustainable Jobs for Black Workers and Workers of Color***

Although Black people make up less than 9 percent of the population in Los Angeles, fifty percent of Black people residing in Los Angeles are unemployed or underemployed due to discrimination. Studies show that racial discrimination remains a key force in the labor market. In a 2004 study, "Are Emily and Greg more employable than Lakisha and Jamal: A Field Experiment on Labor Market Discrimination," researchers randomly assigned names and quality to resumes and sent them to over 1,300 employment advertisements.<sup>1</sup> Their results revealed significant differences in the number of callbacks each resume received based on whether the name sounded white or African American. More recent research indicates that this bias persists. A study from 2013 submitted fake resumes of nonexistent recent college graduates through online job applications for positions based in Atlanta, Baltimore, Portland, Oregon, Los

<sup>1</sup> Source: [http://www2.econ.iastate.edu/classes/econ321/Orazem/bertrand\\_emily.pdf](http://www2.econ.iastate.edu/classes/econ321/Orazem/bertrand_emily.pdf)

Angeles, Boston, and Minneapolis. African-Americans were 16% less likely to get called in for an interview.<sup>2</sup> Similarly, a 2017 meta-analysis of field experiments on employment discrimination since 1989 found that white Americans applying for jobs receive on average 36% more callbacks than African Americans and 24% more callbacks than Latinos. Employment outcomes also vary between immigrant groups from different regions. A 2007 study found that immigrants from Latin America and the Caribbean earned an average hourly wage rate of \$14, compared to \$24 among other immigrants, and \$20.4 for non-immigrants.<sup>3</sup>

In a research brief published in 2017, *Ready to Work, Uprooting Inequity: Black Workers in California*,<sup>4</sup> the experience of the Black community in California through a labor and employment lens is explored. This report is based on an analysis of the current and historical census data of Black workers in Los Angeles County. Among other findings, the study finds:

- Since the 1980s, the Black population in Los Angeles has declined by over 100,000 residents from 13% to 8% while the Inland Empire has gained over 250,000 Black residents
- Black workers with a high school or less education experience unemployment at almost double the rate as white workers at the same education level.
- Black workers are underrepresented in professional jobs and have lower rates in manager and supervisory positions.
- Whether working full or part time, Black workers earn only three-quarters of what white workers earn. For Black women, the wage gap is even more severe.
- Black workers experience a myriad of negative health outcomes due to racial discrimination in employment

The study calls for a stabilization of Black families and communities through the creation of well-paying, quality accessible jobs. The creation of well-paying, quality accessible jobs is attainable by creating a discrimination free Los Angeles. The investment into the Civil and Human Rights Commission ensures that this trend of discrimination will be turned around.

### ***The Civil and Human Rights Commission Will Pay For Itself Over Time***

Finally, we believe investing in discrimination protection pays for itself by recovering lost tax revenue from rampant discrimination and fueling the local economy by ensuring family sustainable jobs for residents of Los Angeles.

### ***Community Outreach and Education Efforts Are Vital***

Community outreach and education efforts through community organizations ensure successful investigations. Enforcing labor rights is impossible in a climate of ignorance and fear. Black workers, immigrants, women, and other workers of color are disproportionately impacted by discrimination.

For all these reasons, the LA Coalition Against Wage Theft supports the BCA's budget augmentation request. Thank you for your consideration.

<sup>2</sup> Source: <http://fortune.com/2014/11/04/hiring-racial-bias/>

<sup>3</sup> Source:

[https://www.researchgate.net/publication/4997293\\_How\\_Do\\_Migrants\\_from\\_Latin\\_America\\_and\\_the\\_Caribbean\\_Fare\\_in\\_the\\_US\\_Labour\\_Market](https://www.researchgate.net/publication/4997293_How_Do_Migrants_from_Latin_America_and_the_Caribbean_Fare_in_the_US_Labour_Market)

<sup>4</sup> Source: <https://www.labor.ucla.edu/publication/ready-to-work-uprooting-inequity-black-workers-in-los-angeles-county/>



Sincerely,

Janel Bailey  
Co- Director  
Los Angeles Black Worker Center

Mindy Garland  
Lead Organizer  
Los Angeles Black Worker Center

5350 Crenshaw Boulevard  
Los Angeles, CA 90043  
323-752-7287  
[www.lablackworkercenter.org](http://www.lablackworkercenter.org)

Structural Deficit  
Budget and Finance Committee  
Neighborhood Council Budget Advocates  
May 6, 2019

The Four Year Budget Outlook prepared by the City Administrative Officer.

FYE June 30,	2020	2021	2022	2023	2024	Cumulative
<b>Revenue (CAO)</b>	<b>6,530</b>	<b>6,673</b>	<b>6,852</b>	<b>7,047</b>	<b>7,247</b>	
Increase		143	178	196	200	
% Increase		2.2%	2.7%	2.9%	2.8%	
<b>Budget Gap (CAO)</b>	<b>7</b>	<b>1</b>	<b>35</b>	<b>49</b>	<b>92</b>	

The Budget Outlook does not contain any raises for City workers unless they are pursuant to an existing labor agreement. There are no raises for the civilian workers for 2022 and beyond. Raises are assumed to be \$40 million a year. Police contract expires on June 30, 2019. Raises included in 2020 budget. Increases are \$25 million a year thereafter. Firefighters contract expires on June 30, 2019. Increases are \$10 million a year.

Civilian Raises	-	-	40	80	120	
Police Raises	-	25	50	75	100	
Firefighter Raises	10	20	30	40	50	
Subtotal of Raises	10	45	120	195	270	630
<b>Adjusted Budget Gap</b>	<b>(10)</b>	<b>(38)</b>	<b>(119)</b>	<b>(160)</b>	<b>(221)</b>	<b>(538)</b>

The City is underfunding the repair and maintenance of its infrastructure by at least \$250 million a year. Assumes increase of \$50 million a year for Reserve Fund and BSF to reach 10% level recommended by GOFA and CAO. The unfunded pension liability increases by \$6 billion if the discount rate is lowered to 6.25%. The cost to amortize this increased liability is at least \$500 million per year.

Infrastructure	250	250	250	250	250	1,000
Buildup of Reserves (10%)	50	50	50	50	50	200
Pensions (6.25%)	500	500	500	500	500	2,000
Subtotal	800	800	800	800	800	3,200
<b>Total</b>	<b>(838)</b>	<b>(919)</b>	<b>(960)</b>	<b>(1,021)</b>	<b>(1,021)</b>	<b>(3,738)</b>

My name is Otilia May - I am a resident of South Central Los Angeles and have lived there for 14 years in District 9. I am a member of SAJE and I want to tell you that in December and again in April, the owner of the building sent me a letter telling me that I would have to pay him a reimbursement for the cost of a lawyer if he took me to court to evict me for rent that I had already paid.

I was distressed and sad when my 9-year-old girl asked me if we were going to sleep under a highway bridge. She worried about her toys and clothes that were going to get wet because in those days it was raining hard.

I showed proof to the owner that I had already paid, but he did not care and sent me an eviction notice immediately.

I went to SAJÉ and they told me to seek help from a lawyer in court.

When the day of the court arrived, the owner of the building did not show up because he did not have proof to evict me. And only with the help of a lawyer was it possible to avoid the eviction of my husband and my two children.

Two weeks ago the owner sent us the same letter to me and to the neighbors, I am sure we're going to need a lawyer again because the owner is not going to give up on evicting us; because we have lived there a long time and pay little rent.

I think it's fair that the tenants have legal representation and the right to a lawyer, because the owners have money to pay for lawyers, but the tenants and I, cannot afford a lawyer. So today I demand and I ask to you give us the right to a lawyer.

Mi nombre es Otilia May – Soy residente del Sur Centro de Los Ángeles y he vivido allí por 14 años en el distrito 9. Soy miembro de SAJE y quiero contarles que en diciembre y otra vez en abril, el dueño del edificio me envió una carta diciéndome que yo tendría que pagarle a él un re-embolso del costo de un abogado si el me llevaba a corte para desalojarme por renta que ya había pagado.

Me afligía y entristecía cuando mi niña de 9 años me preguntaba si íbamos a dormir bajo de un puente de la autopista. Ella se preocupaba de sus juguetes y su ropa que se le iban a mojar porque en esos días estaba lloviendo fuerte.

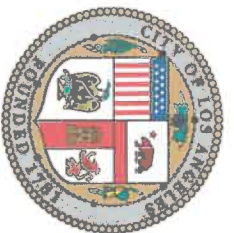
Yo le enseñe pruebas al dueño que ya había pagado, pero a él no le importo y me mando una notificación de desalojo inmediatamente.

Acudí a SAJÉ y ellos me dijeron que buscara ayuda de un abogado en la corte.

Cuando llego el día de la corte el dueño del edificio, **no** se presentó a corte porque él no tenía pruebas para desalojarme. Y solamente con la ayuda de un abogado, fue como pudimos evitar el desalojo de mi esposo y mis dos niños.

Hace dos semanas el dueño volvió a mandarnos la misma carta a mí y a los vecinos, estoy segura que vamos a necesitar ayuda de un abogado porque el dueño no se dará por vencido hasta desalojarnos porque tenemos mucho tiempo viviendo allí y pagamos poco de renta.

Yo pienso que es justo que los inquilinos tengamos representación legal y el derecho a un abogado, porque los dueños tienen dinero para pagar un abogado, pero los inquilinos y so no podemos pagar un abogado. Así que hoy les exijo y pido el derecho a un abogado.



## Trespass Warning

**602.1 (b)** An individual who does any of the following will be asked to leave the premises: interferes with an employee in the performance of the employee's city duties; or obstructs or intimidates patrons; or enters non-public areas without authorization. Individuals refusing to leave after such a request will be subject to arrest and prosecution under California Penal Code.

**602.1 (d)** This section shall not apply to any of the following persons:

(1) Any person engaged in lawful labor union activities or (2) any person on the premises who is engaging in activities protected by the California Constitution or the United States Constitution.

## Aviso: Prohibido El Paso

**602.1 (b)** Toda persona que intervenga en alguna de las siguientes actividades, se le pedirá que abandone las instalaciones si: interfiere con algún empleado en el desempeño de sus labores para la ciudad, u obstruya o intimide a los clientes, o entre a areas prohibidas sin autorización. Quien se rehuse a abandonar el lugar después de dicho aviso, quedara sujeto a ser procesado y arrestado bajo el Código Penal de California.

**602.1 (d)** Este artículo excluye a: (1) personal que participe en actividades sindicales legítimas, o (2) a quienes estén en el sitio desempeñando actividades protegidas por la Constitución de California y de Los Estados Unidos.

Date: 5.3.19

Submitted in BF Committee

Council File No: 19-0600

Item No.: 1

Deputy: Police Comment.

April 24, 2019

Honorable Paul Krekorian  
Chairman  
City Council Budget & Finance Committee  
200 N. Spring Street  
Los Angeles, CA 90012

Dear Chairman Krekorian:

As the newly elected President of United Firefighters of Los Angeles City (UFLAC) Local 112, let me first reiterate the same level of gratitude that my predecessors Frank Lima and Tony Gamboa repeatedly expressed to the Los Angeles City Council and Mayor Eric Garcetti for the support that you have shown over the past six years in making the Los Angeles Fire Department a top priority in the City of Los Angeles.

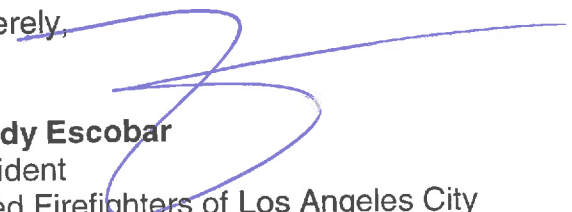
The Mayor's Fiscal Year 2019-20 LAFD Proposed Budget demonstrates that our elected city leaders continue to make public safety and the LAFD a top priority in Los Angeles. UFLAC is thankful for the funding that is included in the Proposed 2019-20 Budget that will continue to provide funding for additional Drill Tower classes in the coming Fiscal Year to add desperately needed new Firefighters to the ranks of the LAFD.

As we have done for the past several years, UFLAC worked closely with Chief Terrazas and his leadership team and together we have come to mutual agreement on our priorities for additional funding requests for the LAFD as you move forward with the City Council budget process. I know that Chief Terrazas has submitted his budget letter that includes 13 additional priority requests for your consideration to be funded in the 2019-20 Fiscal Year budget. **The purpose of this letter is to make it clear that UFLAC has worked hand in hand with both Chief Terrazas and his team along with the Chief Officers Association and to inform you that we agree with the priorities that have been set forth in the Chief's letter.** I have attached a copy of the Chief's 2019-20 Budget Committee letter for your reference.

Finally, UFLAC would like to thank you in particular, Chairman Krekorian, for consistently being a strong supporter of the resources, equipment, and sworn Firefighters that we need in the LAFD to keep the people of our city safe. You have been a steadfast supporter of our Firefighters since your first day as a Los Angeles City Councilmember, and our members appreciate that a great deal.

Please feel free to contact me any time if you have questions or comments regarding the proposed LAFD 2019-20 budget or the supplemental requests that have been made by Chief Terrazas and that are supported by UFLAC Local 112.

Sincerely,



**Freddy Escobar**  
President  
United Firefighters of Los Angeles City  
IAFF Local 112

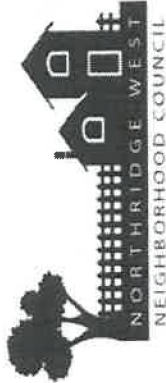
CC:           Honorable Mayor Eric Garcetti  
                Honorable Budget & Finance Committee Members  
                Jeff Gorell, Deputy Mayor for Public Safety  
                LAFD Fire Chief Ralph Terrazas  
                LAFD Chief Officers Association

Attachment: 2019 Chief Terrazas Budget Letter

*We would like to thank our partners in this endeavor!*



CANOGA PARK  
NEIGHBORHOOD COUNCIL



Parents, Educators/Teachers and Students in Action for Better Schools

Help reduce hate incidents one step at a time!

To find out more about PESA or to make a donation please visit our website:

<http://parentsinactionforbeterschools.org/>

OR

Contact us directly:

PESA

18017 Chatsworth Street, Suite 337  
Granada Hills Ca, 91344  
(800)894-7201

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**HATE INCIDENTS** happen when people bully each other because of their identity.

The best way to prevent hate incidents are by being **TOLERANT!**

## WHAT IS TOLERANCE?

Tolerance is accepting people for who they are.



## 5 Ways to be Tolerant!

1. Don't spread hurtful rumors about others.
2. Treat others how you would like to be treated.
3. Find things in common with kids who seem different than you.
4. If you think you've been mean to someone, apologize.
5. If something is unclear, ask a teacher in order to better understand.



## PESA ANNUAL REPORT ON TOLERANCE PROGRAMS - 2018

Government agencies as well as universities have issued reports documenting a large increase in incidents of hate and bias during 2017; clearly news accounts indicate a continued rise of these incidents during 2018. One of the recommendations made in these reports suggested that school based programs be implemented to act proactively in confronting these incidents of hate and bias.

Due to this, Parents, Educators/Teachers & Students in Action (PESA) responded by appropriately implementing presentations countywide to address issues of bias, prejudice and harassment. As the supporting non-profit of the Judge David S. Wesley LASC Teen Court program, PESA is active on 42 school campuses with an aggregate school population of over 100,000 students in Los Angeles County.

### City of Angels



"My name is Stacy. I get bullied and called mean names by the other kids, and telling me to do their homework for them. Kids think that because my family came from Korea, I am smart and that all I do is study. But I like toys and games just like everyone else. In fact, I love soccer just like them and I play Midfielder."

During 2018, PESA introduced its **City of Angels** presentation. The City of Angels presentation fosters a discussion of the value of embracing those different than ourselves. The demonstration commences with the participants reading a story created by the Anti-Defamation League (ADL) that has individual children describing how they have been bullied because they

are different. Each child relays how they like to play soccer, emphasizing the theme of the story "That we are all different but the same." The participants engage in a discussion about what to do when they observe another student who is alone or has been bullied. A handout is distributed to the participants that provides them with simple suggestions of how they can stand up for others in a manner that embraces others different from themselves.

Data collected from the presentations reveal that on a scale of one to five (one being the lowest and five being the highest), the participants have rated the presentations at an average of 4.35.

Over 87% of the participants answered in the affirmative that the presentation helped them better understand other people's challenges. Over 94% of the participants answered in the affirmative that programs like this are good for the community. Over 87% of the participants answered in the affirmative that they found the presentation helpful in addressing the issue of hate and bias incidents in our community.

The presentation was presented 14 times to over 200 students. The administrators and teachers observing the presentation have voiced their support of the presentations and have requested that more students at their schools be exposed to the presentation. In the coming year, PESA will be expanding the number of presentations as a result of the favorable responses received.

### EDUCATING THE COMMUNITY CONCERNING GENOCIDES

This past year saw a continuation of PESA's educational community events with presentations that include information about genocides such as the Holocaust and the Armenian Genocide. Two events were hosted this year.

The first event occurred in January 2018. Several presentations were made by Teen Court high school students. The subject matter included information on hate and bias incidents, genocides and the lasting effect they have on the

community. The audience engaged in art projects that allowed them to creatively express their feelings about incidents of hate and bias.

### Student Participants



Over 47% of the attendees described themselves as Hispanic descent, less than 1% identified themselves as Jewish. Over 73% of the attendees answered in the affirmative that they learned more about the Holocaust because of the event. Over 77% of the attendees answered in the affirmative that they learned more about the Armenian Genocide because of this event. Over 93% of the attendees answered in the affirmative that because of the event they learned more about genocides in general. Over 85%

of the attendees found the event helpful in addressing the issue of hate and bias incidents in our community. Over 90% of the attendees felt programs like this were beneficial to our community. In addition, PESA conducted these educational presentations at numerous schools in our community exposing more individuals to this significant information.

In May 2018, PESA held its "Community in Action" event. The event opened with a slide show on hate and bias incidents that have happened both recently and in the past. The attendees were divided into groups to have discussions on incidents they have witnessed concerning bullying and hate. The audience then was engaged in an art project allowing them to express their feelings about bullying and intolerance.



100% of the attendees answered in the affirmative that PESA should host more programs like this in the future. Over 91% of the attendees answered in the affirmative that because of the event they had become more tolerant of others. On a scale of 1 to 10, the attendees rated the event a 9.

The combined total of attendees for these programs was over 500. In 2019, PESA hopes to expand the number of events to reach even more community members. The amount of funding obtained will determine the bandwidth of available resources.



For more information on the City of Angels and Genocide Education programs or PESA, please contact us.

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