

Council File: 20-0600-S56 - Public comment - Separation Incentive Program

1 message

Torres, Elizabeth <Elizabeth.Torres@lacers.org>
To: "clerk.cps@lacity.org" <clerk.cps@lacity.org>

Wed, Jun 24, 2020 at 3:33 PM

Name: Liz Torres

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Council File: 20-0600-S56

Public Comment:

Recently, the CAO and various unions agreed to a Separation Incentive Program (SIP), which is now before you for review and approval. The City, as well as its employees, have been facing challenging times in recent months. I understand that the City is facing a significant financial shortfall, and SIP will possibly provide some financial relief, as well as eliminating future furloughs for some City employees. Because I work for a department that will not be subjected to furloughs, the CAO with approval from my union, has denied me the opportunity to participate in the SIP. My department is not subjected to a citywide hiring freeze. My and my co-workers' retirements would result in vacancies that would have to be backfilled due to the impact of the upcoming influx of retirees. This would open up the possibility of these vacancies being filled with employees (transfer/promotional) from general funded departments, resulting in vacancies and/or elimination of positions in those departments. The same can be said for employees from proprietary departments, who if given the SIP opportunity, their retirements would also result in vacancies that can be filled with employees from general funded departments. A domino effect! A minimum of 1,300 City employees have to file for SIP in order for the CAO's savings projections to work. It's my understanding that 1,600 employees will be excluded from SIP simply because they will not be subjected to furloughs. This criteria is unfair and aims to exclude many hard-working individuals that have dedicated themselves as Civil Service employees. I myself, have worked for the City for almost 30 years. This is a hastily rushed plan that the unions agreed to in order to avoid some employees from being furloughed. I'm requesting that the City Council reconsider the qualifying criteria for SIP and that a re-evaluation of this program is conducted, including how the domino effect can be useful in tackling the City's budget. It's important that decisions that affect all employees are also equitable for all employees. Thank you for your consideration.

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RE: Submitting Public Comments

1 message

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Wed, Jun 24, 2020 at 3:55 PM

Thank you very much for finding me a way to post my comment.

PLEASE POST MY COMMENT BELOW (in blue font below) FOR COUNCIL FILE 20-0600-S56 (Separation Incentive Program).

Also appreciate providing info for getting a Notification.

Thank you

Hello,

My name is Mikyong Jang, a city employee working in LACERS for 22 years.

Excluding Separation Incentive Program (SIP) Offer to the employees working in certain departments and bureaus is really UNFAIR in terms of EMPLOYEES EQUITY for those excluded EMPLOYEES.

I felt this is another form of DISCRIMINATION.

As an employer, shouldn't the City give the EQUAL opportunity for SIP to all civilian employees who meet the Regular Retirement criteria?

Per CAO's report to the Council, the required number of SIP applicants should be 1,300 or more. Otherwise, further action may be needed.

What kind of further action if that happens? Sweeten the deal or what?

Instead, why doesn't offer SIP to all eligible employees regardless of where they work currently in order to achieve minimum number easily?

Some affected employees plan to move to other Eligible Departments, and retire there soon with SIP.

Many of City's previous decisions to differentiate employee groups' benefit faced legal challenges and City had to rescind/revert/compensate.

Please reconsider the EXCLUSION provision before your approval.

Thank you.