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December 30, 2022

The Honorable Karen Bass
Mayor, City of Los Angeles
200 N. Spring Street, Room 303
Los Angeles, CA 90012

Attention: Ms. Heleen Ramirez, Office of the Mayor

**RE: REPORT TO THE CITY COUNCIL REGARDING DEPARTMENT OF ANIMAL SERVICES
PLAN TO ENSURE THAT A JOINT LABOR-MANAGEMENT COMMITTEE IS FULLY AND
REGULARLY OPERATIONAL TO ENHANCE DEPARTMENT PERFORMANCE**

Recommendation for Council Action, subject to the approval of the Mayor:

NOTE AND FILE this Memorandum as this Memorandum is for informational purposes only

Discussion:

This report is provided in response to the October 7, 2022 Council Motion (CF# 22-1185) that requested the Department of Animal Services (Department) report back with a plan to ensure that a Joint Labor-Management Committee is fully and regularly operational to enhance Department performance.

The Department of Animal Services' Joint Labor-Management Committee (JLMC) has met regularly, on a quarterly basis since its inception in 2014. The meeting includes representatives from the Department's executive management and all labor organizations representing the classifications employed with the Department and staff are able to attend.

Meetings cover a range of topics and issues on which staff and management work together to resolve. In addition to the JLMC meetings, staff is always free to meet with supervisors or other managers as needed.

Obtaining staff feedback and allowing staff to have regular communication with managers is of paramount importance as it gives managers insight into staff's experience and Department morale. Many policy and procedural changes have occurred due to management's direct communication with

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SUBJECT: REPORT TO THE CITY COUNCIL REGARDING DEPARTMENT OF ANIMAL SERVICES PLAN TO ENSURE THAT A JOINT LABOR-MANAGEMENT COMMITTEE IS FULLY AND REGULARLY OPERATIONAL TO ENHANCE DEPARTMENT PERFORMANCE

members of the team – changes that have created efficiencies and improved the experiences for staff, the animals and our customers as they engage with the Department.

Fiscal Impact:

This report is for informational purposes only. As presented, there is no impact on the City's General Fund.

If you have any questions on this matter, please contact Curtis Watts, Assistant General Manager via e-mail at curtis.watts@lacity.org.

Respectfully submitted,



Annette G. Ramirez
Interim General Manager