

MOTION

In Los Angeles's haste to address the homelessness crisis, the City has directly driven the rapid expansion of the homeless services industry across the City and County. Wanting to be a part of the solution, idealistic Angelenos have chosen to take jobs in homeless services at a variety of levels. Many have found this work to be rewarding however many have also experienced physical and verbal abuse, mental health challenges, serious burnout, and housing insecurity as a result. We have seen these realities lead to rapid job turnover and challenges staffing up. We as a City Council cannot claim to be taking the issues of homelessness seriously if the solutions we offer are, in practice, keeping thousands of workers in the homeless services industry in a state of economic precarity.

I THEREFORE MOVE that the City Council request the City Administrative Officer, the Chief Legislative Analyst, the Los Angeles Homeless Services Authority (LAHSA), and the City Attorney work together to prepare an analysis of the factors that determine wages and working conditions for workers at all levels of the Homeless Services Industry and a path forward for ensuring a true living wage for workers in this field. This analysis should include consideration of the following but is not limited to:

- Average retention of employees, at each level, for contracted service providers and LAHSA workers who directly interface with Persons Experiencing Homelessness (PEH) and those who do not
- Percentage of workers employed directly with LAHSA or contracted through a service provider, those who directly interface with PEH and those who do not, who are considered "rent burdened"
- Actual cost of services vs. amount paid by LAHSA for contracted service providers who do outreach and those at all housing sites receiving City funding
- Impact of yearly contract duration and funding, and less than yearly contracts and funding, on ability of contracted service providers for interim and permanent housing sites as well as outreach services to adequately compensate their employees
- Cost and legislative changes necessary to execute multi-year contracts with service providers for interim and permanent housing sites as well as outreach services
- Cost for LAHSA to cover the entire cost of services for service providers
- Analysis of the report from RAND, "Living Wages in Los Angeles County's Homeless Response Sector" including the cost and legislative path forward to implement the changes suggested in the aforementioned report.

PRESENTED BY:

SECONDED BY:

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ORIGINAL

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