

PERSONNEL, AUDITS, AND HIRING COMMITTEE REPORT relative to the retention bonus offered to Assistant Environmental Compliance Inspectors serving on CARE/CARE+ teams.

Recommendation for Council action:

NOTE and FILE the October 19, 2023 Bureau of Sanitation (BOS) report relative to the retention bonus offered to Assistant Environmental Compliance Inspectors serving on CARE/CARE+ teams, inasmuch as this report is for information only and no Council action is required.

Fiscal Impact Statement: Not applicable.

Community Impact Statement: None submitted.

Summary:

On October 24, 2023, your Committee considered an October 19, 2023 BOS report relative to the retention bonus offered to Assistant Environmental Compliance Inspectors serving on CARE/CARE+ teams. According to the BOS, its Livability Services Division (LSD) programs focus on the livability of the City, and its programs promote the protection of public health and the environment. The LSD programs include CARE/CARE+, Illegal Dumping, Altered Shift (3:00 PM - 11:30 PM shift), Mobile Hygiene Unit (MHU), Public Street Receptacle, and CleanStat. These programs are closely aligned, providing support and resources such as inter-program transfers, co-mingling of personnel, and fleet based on operational needs such as the requirement to complete non-deferrable work.

Services to persons experiencing homelessness are a focal point for the programs. Some work related to homelessness includes providing cleaning services at encampment locations, collecting trash from the deployed trash receptacles on the public right-of-way at encampment locations, providing bathroom and shower services to the unhoused, collecting encampment data used to deploy resources, and removing high volume trash and debris or burned RVs.

Some classifications employed by the LSD are already receiving a two premium level (5.5%) bonus for performing work related to homelessness or illegal dumping.¹ Currently, only nine out of 24 classifications within the LSD are receiving two premium levels at 5.5%. As all work done by LSD is related to homelessness and illegal dumping, all classifications in LSD should be receiving this premium level bonus. The BOS is also requesting to apply this bonus to staff in the Administration and Financial Management Divisions who work directly with LSD performing work related to homelessness and illegal dumping. Moreover, due to the nature of the work in LSD, the BOS struggles to not only hire but retain critical staff. The current bonus related to homelessness and illegal dumping has not provided enough incentive to retain staff and has, instead, adversely

created a pay disparity within the division that creates inequity among the staff. Thus, the LSD is also asking an additional two premium levels at 5.5% to help alleviate the low staff retention and high vacancy rates. The LSD is aware that other Departments have similar bonuses. The Department with the most similar bonus structure LSD is requesting is the City Administrative Officer (CAO). For these reasons, LSD asks that all classifications within the LSD, be granted a similar bonus structure currently being provided to the bargaining units employed by the CAO and/or those who work for the CAO Homelessness Group. Implementing the same premium level bonuses to LSD staff will address the challenges, inequities, and concerns regarding employee retention and equity. After consideration and having provided an opportunity for public comment, the Committee moved to note and file the BOS report. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Personnel, Audits, and Hiring Committee

COUNCILMEMBER VOTE

McOSKER: YES

PADILLA: YES

SOTO-MARTINEZ: YES

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10/24/23

-NOT OFFICIAL UNTIL COUNCIL ACTS-