

## MOTION

The City has a number of Joint Labor-Management Committees, whose goal is to provide a forum for management and labor to meet and discuss issues of mutual concern. These committees generally are made up of workers from particular groups within departments, such as the DOT's traffic officers or the Bureau of Sanitation's wastewater division.

The City Charter calls for the promotion of Joint-Labor Management Partnerships (Section 234) and states as their mission to "set goals, encourage agreements, solve problems, create incentives for outstanding individual or team performance, and encourage flexibility and innovation." The only issues they cannot discuss are collective bargaining and discipline.

As General Managers prepare to implement service cuts due to funding reductions in the newly adopted 2009-10 City Budget, now is a critical time to generate ideas for ways to cut costs without negatively impacting City services for our constituents. Time is of the essence as we near the July 1 start of the new Fiscal Year and implementation of layoffs.

Workers have a real incentive to help management find these savings because they know the jobs of their colleagues, and perhaps their own, may well be on the line. The Coalition of L.A. City Unions has proposed numerous changes in City policy or department practice that have the potential to save significant resources that can mitigate the need for cuts.

We need to tap into this know-how quickly by encouraging greater communication between City department leaders and their workers. Perhaps the Mayor should hold a Budget Day, similar to the one he holds each year for Neighborhood Council leaders, and invite representatives from every City department to attend and help brainstorm.

The consequence of inaction will be thousands of civilian workers being laid off, many of them among our most productive employees. The quality of City services will inevitably decline and the public will be greatly displeased. This is what we are trying to avoid and why extraordinary efforts are called for to address this historic challenge.

I THEREFORE MOVE that each City department's General Manager and their employees, in conjunction with their Union representatives, be strongly encouraged to set up one or more Joint Labor Management Committee(s), if they do not already have any in place.

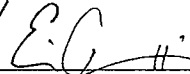
I FURTHER MOVE that these committees be requested to confer on the best way to implement any cuts that are needed, with a goal of reducing layoffs and maintaining as high a service level as possible given the resources that are available to each department.

PRESENTED BY: \_\_\_\_\_

  
**JOSE HUIZAR**

Councilmember, 14<sup>th</sup> District

SECONDED BY: \_\_\_\_\_



## MOTION

In 2003, after the City had implemented a hiring freeze due to budget constraints, the Council passed a Motion (#03-1673) instructing the CAO to report back on the number of small contracts executed and an analysis of whether the work could have been performed by City staff. The CAO found in their report that an average of 750 small contracts were executed in calendar years 2001 through 2003, with an average total value of over \$200 million.

As part of its report back, the CAO conducted an analysis of the service contracts with a value over \$10,000 that were executed by Council-controlled departments and recommended strengthening compliance with the City's contracting procedure so that service contracts were not entered into at the expense of City jobs, unless a determination was first made that it is more economic and feasible to contract out the work. The CAO's recommendations were adopted in 2004.

Now that we are facing an unprecedented budget deficit, which is expected to result in large scale layoffs, the City should once again analyze all service contracts that currently exist in any City department and determine if the work can be performed by City staff. General Managers should consult with their staffs in determining which contracts to focus on scrutinizing for necessity.

For instance, in the case of work that is currently contracted out, but routinely performed by other departments, Departments should be encouraged to engage in a process to create efficiencies by providing these critical services for one another. A prime example is custodial work in police stations, which is currently performed by the Department of General Services. Contracting guidelines should facilitate the development of partnerships between departments.

Departments are required to file a "Notification of Intent to Contract" whenever they decide to seek a contract for City work with a vendor. City Charter Section 1022 requires that the Personnel Department prepare a Contract Review Report stating that there is no existing City position classification with the expertise to do the work that is being proposed to contract out.

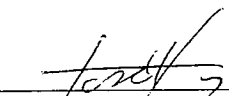
During discussion of the City's FY 2009-2010 Budget, Council adopted a Motion (Huizar-Hahn) that instructs the CAO, CLA, and the proprietary departments to report on opportunities for the cost-effective contracting in of services at DWP, the Airport and Harbor. The City should also consider the benefits of contracting-in certain services at non-proprietary departments.

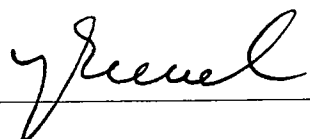
I THEREFORE MOVE that the CAO be instructed to conduct an analysis of City service contracts executed over the last two calendar years and first half of 2009 to determine whether the current procedures properly regulate departments' compliance with the contracting process.

I FURTHER MOVE that the CAO include in its analysis total contracting per year, amount spent on each contract by department, geographical and demographic information regarding contractors, and any and all contracting documents created by departments.

I FURTHER MOVE that the CAO be requested to work in partnership with all City non-proprietary departments to determine if any existing service contracts should be eliminated to allow City employees to perform the work, so long as the cost to do so is less or similar.

I FURTHER MOVE that all City departments be requested to halt execution of any discretionary contracts that are not critical to their high priority services and work with their employee groups to determine which work currently being contracted out could be handled by City workers.

PRESENTED BY:   
**JOSE HUIZAR**  
Councilmember, 14<sup>th</sup> District

SECONDED BY: 

## MOTION

The low-income neighborhoods of Los Angeles stand to be particularly hard hit by cuts in City and State services that are being discussed currently in City Hall and the Capitol. Examples include reductions in book purchases at local libraries, closure of State parks and "clustering" of staff for local Recreation & Parks facilities, and the end of City programs to install speed humps or replace damaged sidewalks on residential streets.

As General Managers begin to contemplate further budgetary reductions in the case that sufficient "Shared Sacrifice" funds are identified and agreed upon to make up the entire budget gap, the Council needs to ensure that before any further cuts are enacted we take into consideration the cumulative impact of service reductions, which tend to place a greater and unfair burden on poorer neighborhoods, which have fewer alternatives.

Although across the board cuts may sound fair, they often result in a disparate impact on those with the least amount of resources. We must take this into account when we are making cuts to services. For example, some children and families in Los Angeles cannot afford to purchase books, and libraries provide their sole access to reading materials outside the school system. An across the board cut in library hours would do far more harm to those families and neighborhoods than cuts in the wealthier areas of the City.

Each General Manager should take into consideration the resources in the surrounding neighborhoods. Demographic information is available on such factors as family income, proximity to parks, and educational level achieved. This and the availability of private organizations in the area that offer services similar to those being reduced by the City should be analyzed in order to ensure that as holistic a view as possible is taken.

No City employee or City resident wants to see cuts made to public services. We should have an appreciation of the big picture to help us determine which areas can least afford a service reduction. This is a value that should be part of our thinking as we move into the 2009-10 Fiscal Year and the many fiscal challenges we expect in the next few years.

I THEREFORE MOVE that the City Administrative Officer and General Managers of all non-proprietary Departments be requested to take into consideration the resources in the surrounding neighborhoods when they consider how to implement any cuts in public services and that they not implement across the board cuts where lower income neighborhoods would be negatively impacted to a greater extent than other areas.

PRESENTED BY: \_\_\_\_\_

  
**JOSE HUIZAR**

Councilmember, 14<sup>th</sup> District

SECONDED BY: \_\_\_\_\_

