

PERSONNEL AND ANIMAL WELFARE COMMITTEE REPORT relative to the City's greying workforce.

Recommendation for Council action:

NOTE and FILE the March 16, 2016 Controller report relative to the City's greying workforce.

Fiscal Impact Statement: Not applicable.

Community Impact Statement: None submitted.

Summary:

On April 20, 2016, your Committee considered a March 16, 2016 Controller report relative to the City's greying workforce. According to the Controller, at a February 17, 2016 meeting of the Personnel and Animal Welfare Committee, the Committee raised the question of the likelihood of actual retirements. After consulting the 2015 actuarial report in which retirement rates prepared for LACERS by Segal Consulting. In this report, retirement rates were set forth by age and length of service. The Controller applied that data to payroll records from early 2016 for all 22,836 full-time civilian employees and identified as LACERS members.

Within this group of LACERS members, it was found that:

- 8,929, or 40%, would be eligible to retire by the end of 2018.
- Of those eligible for retirement, 5,703 would be eligible for normal retirement and 3,226 would be eligible for early retirement.
- Of those eligible for normal retirement, 22 percent- or 1,259 employees- would be expected to retire by the end of 2018.
- Of those eligible for early retirement, six percent - or 198 employees -- would be expected to retire by the end of 2018.
- All told, 1,457 - or 16 percent of those eligible to retire-would be expected to retire by the end of 2018.
- The expected retirees would represent seven percent of the overall workforce sampled.

Using the same actuarial measures, the Controller found that some substantial job categories would be harder hit than others. Those expected to retire by the end of 2018 would include:

- 34 percent of the City's 32 background investigators
- 28 percent of its 37 civil engineering drafting technicians

- 17 percent of its 80 senior accountants
- 14 percent of its 120 accountants
- 17 percent of its 37 light equipment operators
- 15 percent of its 47 assistant city attorneys
- 10 percent of its 145 deputy city attorney IVs
- 13 percent of its 38 instrument mechanics
- 13 percent of its 39 senior building mechanical inspectors
- 12 percent of its 132 building mechanical inspectors
- 12 percent of its 105 communications electricians
- 12 percent of its 168 construction inspectors and another 12% of its 67 senior construction inspectors
- 12 percent of its 89 housing inspectors
- 12 percent of its 98 environmental compliance inspectors
- 12 percent of its 84 senior librarians

Applying the same actuarial measures to Departments, it was found that five departments would likely lose more than 100 employees each to retirements by the end of 2018:

Los Angeles World Airports	208 employees
Bureau of Sanitation	147 employees
Los Angeles Police Department Civilians	142 employees
Department of Recreation and Parks	108 employees
Department of General Services	107 employees

After consideration and having provided an opportunity for public comment, the Committee moved to note and file the March 16, 2016 Controller report inasmuch as it is for information only and no Council action is required.

Respectfully Submitted,

PERSONNEL AND ANIMAL WELFARE COMMITTEE



<u>MEMBER</u>	<u>VOTE</u>
KORETZ:	YES
RYU:	YES
HARRIS-DAWSON:	YES

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4/20/16

-NOT OFFICIAL UNTIL COUNCIL ACTS-