

LETTER OF AGREEMENT
SERVICE AND WORKFORCE RESTORATION

**BETWEEN THE COALITION OF LOS ANGELES CITY UNIONS AND
THE CITY OF LOS ANGELES**

WHEREAS, the Coalition of Los Angeles City Unions ("Coalition") and the City of Los Angeles ("City") share a commitment to delivering high quality public services to the residents of the City of Los Angeles.

WHEREAS, in order to meet growing service demands and explore opportunities for future service enhancements, the City and the Coalition commit to work together to research and develop innovative workforce development strategies to meet the needs of City residents and stakeholders.

WHEREAS, the Parties are mutually committed to strengthen the delivery of City services, and to provide career opportunities to local residents and leverage federal, state and private resources to meet the City's future workforce requirements.

THEREFORE, THE CITY AND THE COALITION MUTUALLY AGREE AS FOLLOWS:

1. The City commits to a goal of hiring 5,000 civilian employees by the end of fiscal year 2017-2018.
2. The City agrees to establish a Strategic Workforce Development Task Force ("Task Force") within sixty (60) days of the adoption of Memoranda of Understanding ("MOU") with bargaining units included in the Coalition.
 - A. The City will provide resources to support a process of research, analysis and policy development to pursue the mutual goal of strengthening the delivery of City services.
 - B. The Task Force members will consist of union representatives, the City Administrative Officer ("CAO") or designee, the Chief Legislative Analyst ("CLA") or designee, the General Manager of the Personnel Department or designee, the General Manager of the Economic and Workforce Development Department or designee, representatives of the relevant Council Committees, representatives of the Mayor's office, and other General Managers or designees as determined by the Task Force.
 - C. The first order of business shall be to develop recommendations to the Mayor and Council regarding the hiring of the civilian positions added in the fiscal year 2015-16 budget with a focus on the

Exhibit 8

following departments/bureaus: City Clerk, City Planning, General Services, Information Technology, Police, Contract Administration, Sanitation, Street Services and Recreation and Parks.

- D. The Task Force will also develop a City-wide Plan (“Plan”) to strengthen all City services.
 - i. The Plan will prioritize the needs of each department, emphasizing front-line services and service restoration e.g. Recreation and Parks, civilian positions in the Police Department, Public Works, General Services, Crossing Guards.
 - ii. The Plan will recommend appropriate staffing levels and hiring plans for each department.
 - iii. The Plan will examine the extent to which civilian employees are not working in the appropriate classification and/or sworn personnel are performing work that can be done more cost effectively by civilians.
 - E. The Task Force will analyze the impact of anticipated retirements in City departments and assist the Personnel Department to develop succession plans that may include the use of bridge classifications and supervisory training and development.
 - F. The Task Force will report at least semi-annually to the Council, appropriate Council Committees, and the Mayor’s Budget Team.
3. The City will establish a Targeted Local Hire Working Group (“Working Group”) within sixty (60) days of the adoption of the MOUs with the bargaining units in the Coalition.
- A. The goal of this Working Group shall be to develop a plan to provide job opportunities to the residents of the City of Los Angeles, specifically in under-served communities.
 - B. The Working Group will develop recommendations to the City Council and Mayor on the formulation and implementation of a Targeted Local Hire Program (“Program”) to recruit, train and hire local residents and recent graduates of secondary, post-secondary,

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and career technical education programs within the City of Los Angeles.

- C. The Working Group will consist of union representatives, the CAO or designee, the CLA or designee, the General Manager of the Personnel Department or designee, the General Manager of the Economic and Workforce Development Department or designee, representatives of relevant Council Committees, representatives of the Mayor's office, and General Managers or designees of operational departments as determined by the Working Group.
 - D. The Working Group shall invite representatives of the Los Angeles Community College District, the Los Angeles Unified School District, and representatives of community-based organizations.
 - E. The Working Group will report at least semi-annually to the Council and appropriate Council Committees and the Mayor's Budget Team.
- 4. The Coalition and the City agree that in order to achieve the hiring goal of 5,000 new civilian employees by the end of FY 17-18, the City will need to utilize trainee-level positions and programs to create alternate pathways into Civil Service careers offering promotional opportunities for City of Los Angeles residents.
 - 5. The City will leverage outside training resources including federal and state Workforce Innovation Act dollars and partnerships with the Community Colleges, other education institutions and certified apprenticeship programs.
 - 6. Specific promotional pathways will be developed by mutual agreement between the Parties for each department and occupational series.
 - 7. Trainee-level positions will be part of the appropriate existing Coalition bargaining unit. Nothing in this agreement is intended to undermine Civil Service standards and procedure.
 - 8. Certified Apprenticeship programs will be maintained and not modified by this Agreement.


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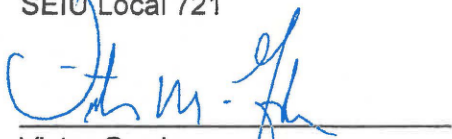
9. The City and Coalition of Unions will negotiate any elements of the Strategic Workforce Development Plan and Targeted Local Hire Working Group Program requiring meet and confer in order to implement.
10. The MOUs shall be amended as follows:
 - A. The City and Coalition will mutually designate trainee-level positions in applicable bargaining units and design training programs for targeted entry-level Civil Service classifications including but not limited to:

Maintenance Laborer, Clerk Typist, Tree Surgeon Assistant, Gardener Caretaker, Communications Information Representative, Engineering Aide, Animal Care Technician, Garage Attendant, Truck Operator, Equipment Operator, Maintenance and Construction Helper, Animal License Canvasser, Street Services Worker, Water Utility Worker.
 - B. Trainee-level positions will only be used by mutual agreement of the parties, contingent and specifically conditioned on the City funding Civil Service positions in department budgets.

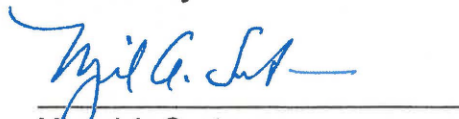
For the Coalition:

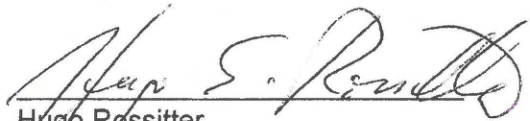

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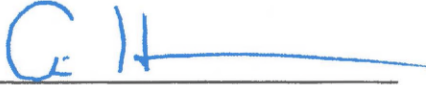

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