

# Healing Los Angeles with an Equity-Based City Budget

**COALITION OF  
LA CITY UNIONS**

Across the globe, the COVID-19 pandemic created the worst economic and social welfare crisis in living memory, but post-pandemic life is on the horizon.

COVID-19 cases are at all-time low and Angelenos are getting vaccinated throughout the City — leading to a rapid reopening of the region and the beginning of a badly needed economic recovery.

Thanks in part to our City Civilian Workforce— who sacrificed plenty over the year — and the American Rescue Plan that's brought over \$1 Billion to our City — now is the time to prioritize an economic recovery that:

**Strengthens our City's Financial Health**

**Restores our City Services**

**Commits to Equity through Targeted Local Hire and Apprenticeship**

**Invests in our Civilian Workers**

Our Coalition believes that we can accomplish these four goals and uplift the pandemic's hardest-hit segments of our community by working together to pass an equity-based budget that begins the healing from this pandemic.

## How Can We Strengthen our City's Financial Health?

### Track Potential Revenue Generators



Direct the CAO to report monthly on total vaccinations of Los Angeles County residents (and surrounding counties) and report monthly on key economic indicators

### Track City Revenues Monthly



Direct the CAO to report to the Budget & Finance Committee each month on City Revenues during the FY 2021-22 economic indicators

### Include Funding for the "Rainy Day Fund"



Add modest funding to start building back this fund

### Restore the Reserve Fund



Fund with monies left after filling the revenue shortfall

## How Can We Restore Our Services with Sustainable Apprenticeship Programs & Targeted Local Hire?

Prior to the pandemic, the City was barely making up for the service cuts from the Great Recession. That's why now more than ever, **the City needs to leverage our Targeted Local Hire (TLH) and Apprenticeship Programs.**

Our Coalition has been at the forefront of pushing this City to develop hiring policies and establish programs to recruit, hire, and train a new generation of Civilian Workers from historically marginalized communities.

Since the implementation of TLH in the 2017/18 Fiscal Year, **the City has hired 1,022 unemployed or underemployed local residents from predominately Black and Brown communities.** These employees are fulfilling much-needed City services and collectively lifting thousands of families out of poverty, while reinvesting their earnings into the local economy by supporting local businesses and creating the economic foundation for the next generation to succeed.

We support the expansion of Targeted Local Hire and other innovative workforce development strategies including Trades Apprenticeship Programs that will sustain long-term workforce development needs. We believe that we can balance the odds and overcome historic inequities via these programs.

**That's why we're proposing that the City appropriate money to fund the restoration of city services and:**

Approve money to fund positions for Trades apprenticeship at 5% of the total Trades budgeted positions.

Approve a goal of 750 Target Local Hires each year over the next two years.

Provide funding for health and retirement benefits for part-time City employees.

## Civilian Workers were Heroes During Unprecedented Times — Invest in Them.

During this pandemic, our Civilian Workers sacrificed salary through unpaid days and by extending their contracts and raises by 18 months. These sacrifices, along with the Separation Incentive Program (SIP), were monumental in giving the city immediate relief and reducing the deficit.

On top of that, these workers carried out heroic tasks and services during this pandemic despite insufficient PPE.

Now is the time to prioritize the safety and protection of our Civilian Workers, and invest in our Civilian Workers who will now go two years without a cost of living adjustment (COLA). **The City should invest in a COLA for these City workers in January 2022 and provide benefits to all part time workers employed by the City.**

**We strongly believe an equity-based City budget is within reach.**