

Communication from Public

Name: Gipson Bachman

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Council File No: 24-0427-S4

Comments for Public Posting: ***** The full public comment is attached as a PDF. The text below is the Executive Summary only. ***** Personnel and Hiring Committee June 26, 2026 Re: Council File 24-0427-S4 — Proposed 5.5% Pensionable Bonus for Office of Wage Standards Staff Executive Summary I support the proposed 5.5% pensionable bonus for Office of Wage Standards (“OWS”) staff who perform wage theft enforcement functions. I respectfully ask the Committee and the City Administrative Officer (“CAO”) to follow up with Bureau of Contract Administration (“BCA”) management to confirm which classifications management deems critical to this work, and to expand eligibility accordingly. The bonus is tied to OWS's expanded enforcement responsibilities and to a retention problem the CAO Report dated June 5, 2026 describes as OWS-wide. The report notes that staff turnover has “hovered around 40% in each of the last five years” across OWS, then narrows the bonus to a subset of classifications. That narrowing overlooks the rest of the team that BCA management may “[deem] critical in enforcing wage theft throughout the City.” The CAO Report also ties the bonus to completing the training BCA management designs. I respectfully ask for clarification on which OWS team members, and their respective classifications, BCA management would want to complete that training, as well as who would support management in designing it. That clarification could help further define bonus eligibility.

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Personnel and Hiring Committee June 26, 2026

Re: Proposed 5.5% Pensionable Bonus for Office of Wage Standards Staff

Executive Summary

I support the proposed 5.5% pensionable bonus for Office of Wage Standards (“OWS”) staff who perform wage theft enforcement functions. I respectfully ask the Committee and the City Administrative Officer (“CAO”) to follow up with Bureau of Contract Administration (“BCA”) management to confirm which classifications management deems critical to this work, and to expand eligibility accordingly.

The bonus is tied to OWS's expanded enforcement responsibilities and to a retention problem the [CAO Report dated June 5, 2026](#) describes as OWS-wide. The report notes that staff turnover has “hovered around 40% in each of the last five years” across OWS, then narrows the bonus to a subset of classifications. That narrowing overlooks the rest of the team that BCA management may “[deem] critical in enforcing wage theft throughout the City.”

The CAO Report also ties the bonus to completing the training BCA management designs. I respectfully ask for clarification on which OWS team members, and their respective classifications, BCA management would want to complete that training, as well as who would support management in designing it. That clarification could help further define bonus eligibility.

Comment

Honorable Chair and Members of the Personnel and Hiring Committee,

My name is Gipson Bachman, and I am a Data Analyst I, Class Code 1779, assigned to the Office of Wage Standards (“OWS”) within the Department of Public Works, Bureau of Contract Administration (“BCA”).

I am submitting this comment regarding [Council File 24-0427-S4](#) and the proposed 5.5% pensionable bonus for OWS staff who perform wage theft enforcement work.

I support this bonus. The City is right to recognize the increased responsibilities, staffing pressures, and retention challenges tied to this work.

This effort began with the Council-adopted [motion under C.F. 23-0932](#), which directed the Chief Legislative Analyst (“CLA”), in consultation with BCA, to report back on increasing “the authority and capability of OWS to enforce claims against employers” for overtime, meal break, rest break, late pay, and tips and gratuities violations. In response, the CLA proposed to expand the purview of OWS to investigate these workplace violations, to build a process for managing the additional investigations, and to add positions to support the expanded duties.

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BCA management has indicated that meeting these expanded responsibilities is difficult because of recruitment and retention challenges. The [CAO Report dated June 5, 2026](#) states that OWS staff "turn-over rate has hovered around 40% in each of the last five years." The report then lists specific classifications with the highest recruitment and retention issues and narrows the bonus to those classifications.

My concern is that this narrowing overlooks the OWS-wide retention issue. The report describes a 40% turnover rate for OWS as a whole, not for a subset of it.

The report later sets out the standard for the bonus directly. It describes a training program providing information that "BCA management deems critical in enforcing wage theft throughout the City," and states that upon completion of that training, "a 5.5% pensionable bonus will be provided to employees who perform wage theft enforcement functions."

The deciding line is what "BCA management deems critical." If management deems a classification critical to enforcing wage theft, and an employee in that classification completes the training and "perform[s] wage theft enforcement functions," that employee should qualify. I respectfully ask the Committee and CAO to follow up with BCA management to clarify which classifications meet that standard before eligibility is finalized.

I can speak to my own role directly. The Data Analyst I classification is new to OWS and was brought on specifically to support the office in its expanded duties. The work builds the foundational infrastructure that wage theft enforcement at scale depends on, including enterprise-level case management, real-time reporting, and data-driven prioritization of cases. These are not functions adjacent to enforcement. They are the systems that determine which cases get worked, how investigations are tracked, and how the office measures whether it is meeting the mandate set out in [C.F. 23-0932](#) and the [Office of Wage Standards Ordinance \(No. 184319\)](#). Without this foundation, strategic enforcement at the scale the Council called for is not possible.

The same logic applies to other OWS classifications that support enforcement but fall outside the current language. Compliance Program Manager 9165 under MOU 36 coordinates program operations and compliance strategy that direct enforcement activity. Senior Administrative Clerk 1368 under MOU 3 provides the case processing and administrative support that keeps investigations moving. Enforcement is delivered by the full operational structure around it, including data, reporting, systems, case tracking, program coordination, administrative support, and compliance strategy, not by any single classification or bargaining unit.

This request is not to take anything away from the classifications already included. It is to align the bonus with the actual structure of the work and with the standard the CAO Report already sets.

Recommended Next Steps

First, I respectfully ask the Committee and CAO to follow up with BCA management to confirm which OWS classifications management deems critical to enforcing wage theft, consistent with the standard in the CAO Report.

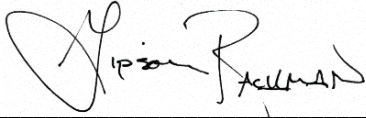
Second, because several OWS classifications appear to fall outside the current language, I ask the City to consult with the affected employee organizations before finalizing eligibility. This should include SEIU 721 for Data Analyst I 1779 under MOU 8, LAPMA for Compliance Program Manager 9165 under MOU 36, and AFSCME Council 36, Local 3090 for Senior Administrative Clerk 1368 under MOU 3.

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If the City's goal is to strengthen enforcement capacity, reduce turnover, and support retention, eligibility should reflect the full team that delivers that work.

Thank you for your consideration.

Respectfully submitted,



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