



County of Los Angeles CHIEF EXECUTIVE OFFICE

Kenneth Hahn Hall of Administration
500 West Temple Street, Room 713, Los Angeles, California 90012
(213) 974-1101
<http://ceo.lacounty.gov>

FESIA A. DAVENPORT
Chief Executive Officer

Board of Supervisors
HILDA L. SOLIS
First District

HOLLY J. MITCHELL
Second District

SHEILA KUEHL
Third District

JANICE HAHN
Fourth District

KATHRYN BARGER
Fifth District

September 29, 2022

Hans Liang, President
AFSCME Local 685
3701 Wilshire Blvd Suite 510
Los Angeles, CA 90012

Dear Mr. Liang:

This letter is intended to notify you of the County of Los Angeles' (County) plan to pay individuals within your bargaining unit working in the juvenile detention halls a temporary emergency manpower shortage rate for a limited period due to an ongoing staffing emergency at the juvenile halls within the Probation Department.

This limited action is being taken pursuant to County Code 6.10.150.C. "Various special rates."

Whenever a department head reports to the chief administrative officer that there exists a severe manpower shortage in a class in which such shortage poses an immediate threat to the public peace, health or safety and the chief administrative officer concurs that such shortage adversely affects the public peace, health or safety, the chief administrative officer may authorize payment to any designated individual of up to twice the compensation set forth in this code for his position for the period that such shortage exists.

The staffing emergency was outlined in Deputy Chief Karen Fletcher's September 23, 2022, email and reiterated in the Chief Probation Officer's letter dated September 27, 2022. This crisis adversely affects public peace, health and safety and could create a risk to the general population within the County. As such, these man power shortage based incentives are intended to help encourage employee attendance to alleviate this staffing emergency and insure the health and safety of all.

The economic incentives will last sixty (60) days initially and will be re-evaluated at the end of the initial sixty (60) day period.

Beginning Saturday, October 1, 2022, employees in your bargaining unit working in the juvenile detention halls will receive an increase of 20% above their normal rate of pay for hours worked in one of the two juvenile halls. Additionally, overtime worked in the juvenile halls will be paid at a “double time” rate instead of the traditional “time and a half.”¹

Information on how these temporary adjustments will be operationalized and timecoded will be forthcoming.

Please call or email if you have questions about any of the information provided.

Sincerely,

Tim Pescatello

Tim Pescatello
Senior Manager, CEO Benefits and Employee Relations

¹ That is, the double overtime time pay rate will be composed of: (1) an overtime rate of one and one and one-half (1 ½) times the regular rate of pay as provided for by the FLSA, **and** (2) an additional overtime worked rate of one-half (½) the regular rate of pay.