

PERSONNEL, AUDITS, AND HIRING COMMITTEE REPORT relative to modifying the Special Memorandum of Understanding on commute options and parking.

Recommendation for Council action:

APPROVE the proposed Letter of Agreement modifying the Special Memorandum of Understanding on Commute Options and Parking providing terms and conditions for temporarily suspending employee parking fees for eight pay periods.

Fiscal Impact Statement: None submitted by the Personnel Department. Neither the City Administrative Officer (CAO) nor the Chief Legislative Analyst has completed a financial analysis of this report.

Community Impact Statement: None submitted.

Summary:

On February 21, 2023, your Committee considered a February 3, 2023 Personnel Department report relative to modifying the Special Memorandum of Understanding on commute options and parking. According to the Personnel Department, the City offers a variety of transportation benefits to eligible employees through what the Personnel Department has branded the COMMUTEwell Program. Transportation benefits include ridesharing programs as well as City-sponsored parking. Transportation benefits are established within the City's Special Memorandum of Understanding on Commute Options and Parking (Special Parking MOU) and overseen by the City's Joint Labor-Management Committee on Commute Options and Parking (JLMC-COP).

The JLMC-COP includes four management member representatives – the Personnel Department, General Services Department (GSD), City Administrative Officer (CAO), and Los Angeles Department of Transportation (LADOT) and four employee organization representatives – the American Federation of State, County and Municipal Employees (AFSCME), Laborers' International Union of North America (LIUNA 777), Los Angeles Police Command Officers Association (LAPCOA), and Service Employees International Union, Local 721 (SEIU 721).

The City's civilian and sworn Police/Fire employees are eligible for the COMMUTEwell Program (excluding employees of the Los Angeles World Airports (LAWA), Harbor Department, and Los Angeles Department of Water and Power (LADWP), each of which offers their own transportation benefit programs). The Personnel Department's Employee Benefits Division/Commute Options and Parking Section (Employee Benefits) administers the COMMUTEwell Program. Employee Benefits has the ongoing responsibility of administering and promoting greater utilization of the City's existing ridesharing benefits as well as administering parking benefits.

Parking permits and monthly parking fees are issued in accordance with the provisions of the Special Parking MOU. There is no provision in the Special Parking MOU providing the ability to temporarily stop or refund City employees for not using their parking permits due to an emergency situation such as that posed by the COVID-19 pandemic. However, the unusual circumstances created by the prolonged emergency response to COVID-19 suggest that interim options be exercised.

After reviewing the current status of the Fund and assessing the projected revenue and expenditures, the JLMC-COP determined that the Fund could sustain the cost of a second parking fee suspension for eight pay periods. The JLMC-COP also determined that doing so would be responsive to employee concerns about the fairness of continuing to pay for parking permits while some employees are able to park for free. Based on these findings, the JLMC-COP approved a proposed LOA providing terms and conditions for temporarily suspending employee parking fees for eight pay periods.

The LOA provides for the following key provisions:

- Suspension of parking fees for parking deduction payroll codes for eight consecutive pay periods (not including no-deduction paychecks) beginning as soon as administratively practical.
- Review of the status of the parking fee suspension by the JLMC-COP within approximately sixty days from the effective start date of the suspension.
- An option to extend the parking fee suspension for an additional period of time upon further action by the JLMC-COP.

As the City looks toward the prevalence of COVID-19 cases diminishing, long-term changes to the ways employees commute may still endure. Employee Benefits staff in partnership with the JLMC-COP are considering the ways those changes should influence the City's parking and transit offers. Changes to the City's parking and transit programs, if any, will be effectuated through revisions to the Special Parking MOU, which would be ratified by the City Council. While the JLMC-COP evaluates long-term responses to the changing commuter landscape, interim measures like the one described in this report help to provide relief to employees in the near-term. Accordingly, the JLMC-COP recommends that Council approve the proposed LOA modifying the Special Memorandum of Understanding on Commute Options and Parking, providing terms and conditions for temporarily suspending employee parking fees for eight pay periods. After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the Letter of Agreement. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "T. M. S. J.", is written over a horizontal line.

Personnel, Audits, and Hiring Committee

COUNCILMEMBER	VOTE
McOSKER:	YES
PRICE:	YES
SOTO-MARTINEZ:	YES

ARL  
2/21/23

**-NOT OFFICIAL UNTIL COUNCIL ACTS-**