



JOINT LABOR-MANAGEMENT COMMITTEE – COMMUTE OPTIONS & PARKING (JLMC-COP)

Special Meeting Agenda June 10, 2021

2:00 p.m. to 3:00 p.m.

This meeting is conducted via teleconference only. To participate telephonically, please call (669) 900-6833 and enter Access Code 814 7221 1076#, and then press # again. All participants are reminded to mute their lines when not speaking.

INTRODUCTION

- (1) **Call to Order** – Members of the Committee will be attending the meeting by teleconference pursuant to Government Code Section 54953(b) and the Executive Orders of the Governor of California.
- (2) **Public Comments**

ADMINISTRATIVE ITEMS

- (3) **Committee Report 21-04: Commuter Support Initiatives** – Recommendation that JLMC-COP establish an Ad Hoc Interim Commuter Support Subcommittee to work with staff and the COMMUTEwell transportation benefits consultant, Steer, to propose interim changes to COMMUTEwell transportation benefits which would assist the City’s workforce in transitioning to a greater presence at City worksites.

JLMC-COP MEMBERS:

Employee Organizations

Carmen Hayes-Walker, AFSCME, Chair
Charles Leone, SEIU, First Provisional Chair
Victor Gordo, LIUNA
Scott Harrelson, LAPCOA

Management

Jay Kim, LADOT, Vice-Chair
Valerie Melloff, GSD, Second Provisional Chair
Paula Dayes, Personnel
Patricia Huber, CAO

Important Message to the Public

Members of the public desiring to speak on an agenda item should so inform the Committee Chair upon the Chair’s request for public comment. Upon recognition by the Chair, the speaker should identify themselves and limit his/her comments to the specific agenda item.

Notice to Paid Representatives

If you are compensated to monitor, attend, or speak at this meeting, City law may require you to register as a lobbyist and report your activity. See Los Angeles Municipal Code §§ 48.01 et seq. More information is available at ethics.lacity.org/lobbying. For assistance, please contact the Ethics Commission at (213) 978-1960 or ethics.commission@lacity.org.

Notes:

- (a) All written materials reviewed by the Committee are made part of the record.
- (b) Time will be provided for members of the public to address the Committee on items of interest to the public that are within the subject matter jurisdiction of the Committee, but not on the printed Agenda. Speaking time shall not exceed two (2) minutes for any one speaker. Members of the public interested in addressing the Committee regarding matters on the printed agenda should notify Committee staff prior to consideration of those items.
- (c) As a covered entity under Title II of the Americans with Disabilities Act, the City of Los Angeles does not discriminate on the basis of disability and, upon request, will provide reasonable accommodations to ensure equal access to its programs, services, and activities. Sign language interpreters, assistive listening devices, or other auxiliary aids and/or services may be provided upon request. To ensure availability, your request should be received at least 72 hours in advance of the need. For more information, contact the Employee Benefits Division at (213) 978-1588.
- (d) JLMC-COP agendas and documents disseminated at the meeting are available at 200 N. Spring Street (City Hall), Room 867, as well as on the Internet at <http://lacommutewell.com/governance>. Subscribe: <https://www.lacity.org/city-government/subscribe-meeting-agendas-and-more/departments-commissions-committees-boards>.
- (e) Please note that telephone usage charges and fees from your service provider may apply.

CONCLUDING ITEMS

- (4) Request for Future Agenda Items**
- (5) Next Meeting Date: July 8, 2021**
- (6) Adjournment**

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Joint Labor-Management Committee – Commute Options & Parking (JLMC-COP) **COMMITTEE REPORT 21-04**

Date: June 10, 2021

To: JLMC-COP

From: Staff

Subject: Commuter Support Initiatives

JLMC-COP MEMBERS:

Employee Organizations

Carmen Hayes-Walker, AFSCME, Chair
Charles Leone, SEIU, First Provisional Chair
Victor Gordo, LIUNA
Scott Harrelson, LAPCOA

Management

Jay Kim, LADOT, Vice-Chair
Valerie Melloff, GSD, Second Provisional Chair
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RECOMMENDATION:

That the Joint Labor-Management Committee – Commute Options and Parking (JLMC-COP) establish an Ad Hoc Interim Commuter Support Subcommittee to work with staff and the COMMUTEwell transportation benefits consultant, Steer, to propose interim changes to COMMUTEwell transportation benefits which would assist the City’s workforce in transitioning to a greater presence at City worksites.

DISCUSSION:

A. Background

At its **April 1, 2021** meeting, the JLMC-COP reviewed and provided feedback on a project plan update regarding the work being performed by the City’s new transportation benefits consultant, Steer Davies & Gleave, Inc. (Steer). At that meeting, staff indicated the project plan was being updated slightly in light of changes that had occurred since the project plan was originally presented to the JLMC-COP on September 1, 2020. Specifically, staff indicated that although the status of the City’s workforce had remained largely static during that time, the recent introduction of COVID vaccines was opening visibility into the issues needing to be addressed as the City’s workforce begins to envision its “new normal.” In addition, staff noted that the City had now developed a robust data set with respect to City employee telework prevalence derived from the City’s payroll system as well as the most recent employee transportation survey as required annually by the South Coast Air Quality Management District (SC-AQMD).

B. Proposed Project Plan Revision

Since the April 1, 2021 meeting, further discussions have been occurring throughout the City with respect to bringing more employees presently telecommuting back to working in City facilities. As a result of these discussions, both employees as well as elected official and City department stakeholders have begun posing questions to the Personnel Department regarding the City's commuting and parking benefits. A particular focus has been around the potential flexibility or adaptability of the City's commuting and parking benefits to a workforce transitioning from wide-scale telecommuting to a greater presence at City worksites.

As a result, staff has given consideration to whether it may be possible to consider and implement interim measures for City employees which can better support their needs during a transition period. Such measures would not limit options to be considered regarding changes to the long-term transportation benefit design which the JLMC-COP is presently working on in collaboration with staff and Steer. However, staff believes that interim changes, if they could be quickly developed, codified within the City's Special Memorandum of Understanding on Commute Options and Parking (Special MOU), and implemented, could provide welcome support to employees during this critical transition period.

Potential interim measures discussed by staff and by Steer include, but are not limited to, the following:

- Enhancing the prioritization and incentivization of carpools (including potentially prioritizing carpools with larger number of carpool partners)
- Relaxing carpooling residential proximity requirements (e.g. make it easier for employees to carpool if they don't reside close to one another but nevertheless follow similar commuting routes)
- Facilitating shared parking permits for employees coming to work on different days.
- Establishing shared pools of parking spaces for employees who are coming to worksites intermittently.
- Temporarily increasing transit reimbursement levels to encourage greater use of public transportation.
- Implementing a pilot Metro E-Pass option, which the JLMC-COP approved just prior to the onset of COVID but was suspended because employees subsequently by and large ceased taking public transportation.
- Marketing commuting alternatives and considering incentives for employees currently parking or submitting applications for parking.

It is important to note that these potential measures are concepts only and not all of them will prove to be practical or administratively feasible. In particular, the COMMUTEwell Program has for some time been significantly constrained in terms of available technology and recordkeeping resources for administering parking benefits. The current in-house system, which includes both permit recordkeeping as well as a participant user interface, has historically been unreliable

requiring the creation of a rudimentary temporary database to supplement the outdated in-house system. The participant user interface was abandoned and the temporary database has limited capabilities and cannot be relied upon to administer more complex arrangements such as shared parking permits. As a result, some of the more creative approaches will be dependent upon identifying intellectual and funding resources to adequately support and administer them.

Nevertheless, these and other options deserve further analysis. As the subcommittee approach has worked well in the past for other important JLMC-COP initiatives, staff recommends that the JLMC-COP establish an Ad Hoc Interim Commuter Support Subcommittee to work with staff and the COMMUTEwell transportation benefits consultant, Steer, to propose interim changes to COMMUTEwell transportation benefits which would assist the City's workforce in transitioning to a greater presence at City worksites. If the JLMC-COP approves this recommended action, staff would work with the Subcommittee to report back within approximately 30 days of the JLMC-COP meeting with recommendations for action. Given other required process steps (e.g., moving any proposed interim Special MOU changes through City Council), any transportation benefits as codified within the Special MOU could be made available within the third quarter of 2021.

Submitted by:



Steven Montagna, Chief Personnel Analyst