



Los Angeles County
**Professional
Peace Officers
Association**

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July 6, 2020

Via email and regular mail

Sheriff Alex Villanueva
Los Angeles Sheriff's Department
211 W. Temple Street
Los Angeles, California 90012

Re: *Temporary Overtime Reduction Assignment (TORA)*

Dear Sheriff Villanueva,

The Board of Supervisors has mandated \$145.4 million in cuts for Fiscal Year 2020-2021 to the already underfunded Sheriff's Department. In an attempt to meet this mandate, the Department is proposing two programs that have been used in the past: The Cadre of Administrative Reserve Personnel (CARP) and the Temporary Overtime Reduction Assignment (TORA). The Department has started the meet and confer process with PPOA and provided some information relative to the implementation of these programs. However, the information provided raises more questions than answers. PPOA requests that the Department provide answer to the following questions and concerns:

BUDGET SHORTFALL

- Since the anticipated total savings realized from these two programs will be approximately \$53M, what is the Department's plan to address the remaining \$92M of shortfall?
- The plan presented to PPOA (updated 7/2/20) seems to freeze certain positions and transfer the incumbents to other assignments for the purpose of reducing overtime. Does the Department intend to eliminate the frozen positions, making the resulting reassignments permanent?
- Does the Department have a savings plan drafted to allow for additional fiscal savings while awaiting presentation of the Supplemental Budget in September? If so, please provide.

RIGHT OF RESTORATION

- The Points of Agreement document presented to PPOA references a right of restoration. Absent any special circumstances, do members of the Department transferred under TORA have a restoration right; and if so, what specifically is that right?



- Will members of the Department who are given a TORA have the right to return to their prior assignment before anyone else is placed into that assignment?
- Absent special circumstances, Is the restoration right indefinite?
- If the process is a TORA (*i.e.* temporary in nature), what is the sunset date when the affected persons will be allowed to return to their job assignments?
- Is the Department opposed to a sunset date for TORA?
- What is the justification for displaced TORA affected members to lose their right to restoration merely by voluntarily transferring from their TORA assignment?
- If hiring continues, what is the Department's plan to return affected TORA personnel to their previous assignments if the TORA position is still frozen? Where do the affected personnel go?

FREEZE

- The perceived success of the TORAs of the past included a hiring freeze which was necessary to recognize any salary savings accrued. When is the Department going to freeze hiring for the proposed TORA, without which, only a percentage of the salary savings, if any, will be recognized?

THE PROCESS

- How were units and number of items to be included in the TORA identified?
- Who were the final decision makers before the plan was submitted to the Sheriff?

DOCUMENTS

Much of the information received by PPOA regarding this proposal is dated, incomplete, inaccurate, or missing. For that reason, we are requesting:

- All documents that were used by the Department in reaching its decision to use TORA, updated as of July 6, 2020.
- Employee Rosters and list of affected members from Custody Services Divisions and Court Services Division.

MEMBERS AFFECTED

- Please identify units and persons affected to be updated as of July 6, 2020 (*i.e.* Population Management Bureau no longer exists, Parks Bureau v. Parks Zone, Forgery/Fraud v. Fraud/Cyber Crimes)
- If affected persons are assigned to Custody Services Divisions, are they subject to the minimum assignment timelines/restrictions?
- With reduction in hiring already identified, will those involved in the hiring process (background investigators and academy instructors) participate in the TORA?
- Will TORA affected personnel be "hard transferred" utilizing a JDIC announcement?
- What are the criteria for granting a request to be transferred out of a TORA prior to the completion of one year?

BONUS AND SKILL PAY

- The proposed current Points of Agreement document states that bonuses will end after 90 days. On the other hand, you have stated that no affected members will lose their bonuses, which was received as a validation of all parties retaining their bonuses. Since this information is contradictory, please let PPOA know if the affected members will lose their bonuses and/or skill pay after 90 days as a part of this process?

120-DAY EMPLOYEES

- How many 120-Day employees are currently funded and filled by the Department?
- What is the hourly rate of a 120-Day employee working as a Deputy Sheriff?
- By individual, where are the 120-Day employees assigned and what items are being utilized for their funding/employment?

TORA AND JOB FAIRS

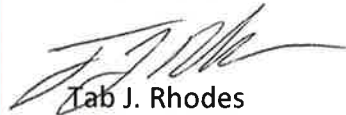
- Will there be more than one TORA?
- Will there be more than one job fair?
- Will the TORA job fair currently scheduled include the 26 Security Officers of Countywide Services Bureau, and their items?
- Is organizational attendance at the job fair limited to certified representatives of Department personnel?

TIME IS OF THE ESSENCE

PPOA would request the above information by close of business, Thursday, July 9, 2020, with a face to face, properly social distanced, on Friday, July 10, 2020, with the Department subject matter experts and decision makers.

Thank you in advance for your courtesy and cooperation in providing this information.

Very truly yours,



Tab J. Rhodes
President, PPOA

cc: Dana A. Chemnitzer, Captain
Wayne Quint (via email only)
Dennis J. Hayes (via email only)