



ERIC GARCETTI  
MAYOR

## **MEMORANDUM**

**To:** All City Department General Managers (except Airports, Harbor, Water & Power, LACERS, and Fire & Police Pensions)

**From:** Mayor Eric Garcetti

**Subject:** Cancellation of Furloughs

**Date:** January 12, 2021

On October 13, 2020, the City Council approved Letters of Agreement (LOA) with civilian labor organizations which generated additional cost savings, thereby allowing for the deferral of 11 furlough days until no earlier than January 17, 2021. Over the past few weeks, the City Administrative Officer (CAO), in close collaboration with my office and the office of the Council President, has continued to work with our civilian labor partners to identify alternate solutions to furloughs.

Through these bargaining discussions, the CAO has reached a tentative agreement with most civilian bargaining units to cancel furloughs and guarantee no layoffs for the remainder of this Fiscal Year 2020-21 in exchange for the deferral of cost of living wage increases until the end of FY 2021-22 and other cost savings. Additional details will be provided in a forthcoming CAO report. **I hereby instruct all General Managers of affected City departments to suspend their furlough plans for all civilian employees until further instructions are provided.** If the contract amendments are ratified by the various bargaining units and subsequently approved by the City Council, then furloughs will be canceled for the remainder of the Fiscal Year for employees in those respective bargaining units. If any bargaining unit fails to ratify the amendments, I will issue additional furlough instructions in order to generate the savings originally planned.

Furloughs severely hamper our ability to deliver basic City services while also having a financial impact on our employees, many of whom are essential workers, or have

served on the front lines as Disaster Service Workers. The cancellation of furloughs this Fiscal Year will help alleviate the impact on our City employees and ensure the City's ability to respond to the needs of our residents.

As we begin preparations on the Fiscal Year 2021-22 Proposed Budget, I have asked my budget director to develop a proposal that avoids the use of furloughs. While we look forward to a robust economic recovery, the impacts of the pandemic are constantly evolving. Thus, the pace and magnitude of that recovery, and that of our economically sensitive revenues, is yet to be determined. Nevertheless, my goal will be to work towards a balanced budget that maximizes the use of our resources in serving all Angelenos.

cc: Honorable Members of the City Council  
Honorable Ron Galperin, City Controller  
Honorable Mike Feuer, City Attorney  
Richard Llewelyn, City Administrative Officer  
Sharon Tso, Chief Legislative Analyst