

REVISED MOTION BY SUPERVISORS JANICE HAHN AND
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September 15, 2021

Workforce Plan and Protocol for Homekey Employees

In July 2020, the Governor announced Homekey (PHK), which made \$800 million available for local jurisdictions to purchase hotels, motels, and other properties to be used as interim housing and permanent supportive housing (PSH) for people experiencing homelessness (PEH). The County of Los Angeles (County) was awarded a total of \$108 million in operating and capital funds through the PHK program. The County used \$90 million in capital funds to purchase 10 properties with a total of approximately 850 rooms, which closed escrow in November and December 2020.

The acquisition of these sites has made a much-needed contribution to efforts to increase the supply of affordable and supportive housing in Los Angeles County. One PHK site is currently operating as PSH, and nine PHK sites are currently operating as interim housing, providing temporary shelter to PEH, with a priority for those who are highly vulnerable to COVID-19 and those exiting Project Roomkey, a local program that has provided non-congregate shelter to vulnerable PEH during the pandemic.

Given the success of “Homekey 1.0”, the State has budgeted an additional \$1.45 billion for Homekey 2.0 in FY2021-22, and another \$1.3 billion in FY2022-23. In addition,

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the County through its American Rescue Plan Act (ARPA) funds has allocated \$115 million towards new acquisitions. The success of Homekey 1.0, included the rapid housing of residents highly vulnerable to COVID-19 while providing income to hotel and motel operators and owners. However, as the County closed escrow and selected homeless services providers to operate the Homekey sites there was not a plan in place to support the workers employed by the former operators or property owners of the PHK sites.

In some cases, workers at the acquired Homekey sites were not informed of the sale until the properties were sold. This lack of communication caused fear and uncertainty to the workers of the many hotels and motels. The workers were also not absorbed into other employment opportunities with their existing employers. Through the efforts of the Chief Executive Office's (CEO) Homeless Initiative and our homeless services providers, 50 employees were subsequently hired by the homeless service providers contracted to operate the Homekey programs. The 50 employees were hired at their former site of employment. As the current Homekey sites are converted to PSH and the County acquires more properties through Homekey 2.0, it is essential that the County work diligently to provide opportunities for workers currently employed at Homekey interim housing sites or at properties to be purchased as a part of Homekey 2.0.

WE, THEREFORE MOVE that the Board of Supervisors:

1. Direct the CEO, Department of Health Services, Housing for Health, The Los Angeles Homeless Services Authority (LAHSA) and Workforce Development, Aging and Community Services (WDACS) to establish a protocol for alternative employment plans for all employees who had been working at current and future Homekey sites at the time of acquisition that cannot be absorbed by their former employers.

- a. Further direct WDACS, through its America's Job Centers of California and network of partners, including LAHSA, to develop career pathway opportunities to upskill and/or prepare unretained Homekey employees for career pathways that are in line with individual interest and/or new family-sustaining career opportunities. This includes enrolling these displaced workers in appropriate workforce and employment services, as needed.
2. Direct Department of Health Services, Housing for Health, in concert with CEO Homeless Initiative, LAHSA and WDACS to provide a report of the number of total employees employed at Homekey 1.0 sites at the time of acquisition by the County, the number still employed at current Homekey sites, and additional relevant demographic, placement and retention information to the Board within 60 days.
3. Direct the CEO to require that any future Homekey homeless service provider give priority to the retention and employment of existing workers at newly acquired Homekey sites to the extent that workers possess the requisite skills and experience needed to serve at interim housing or PSH sites.
4. Direct the CEO to urge any property owners it is negotiating with to provide proper and timely communication during the escrow period to their employees of the status of their employment and the potential sale of the property for use as a Homekey site to the County of Los Angeles.
5. Direct the CEO to inform Councils of Governments of any plans to purchase properties within their jurisdiction within 45 days.
6. Direct CEO's Homeless Initiative to report back in 60 days on how directives 1 to 4 will be implemented.

7. Direct the CEO to require that any future Homekey homeless service providers not hinder labor union organization or collective bargaining activities consistent with applicable County contracting requirements and labor laws.

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