



**PUBLIC REQUEST TO ADDRESS
THE BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES, CALIFORNIA**

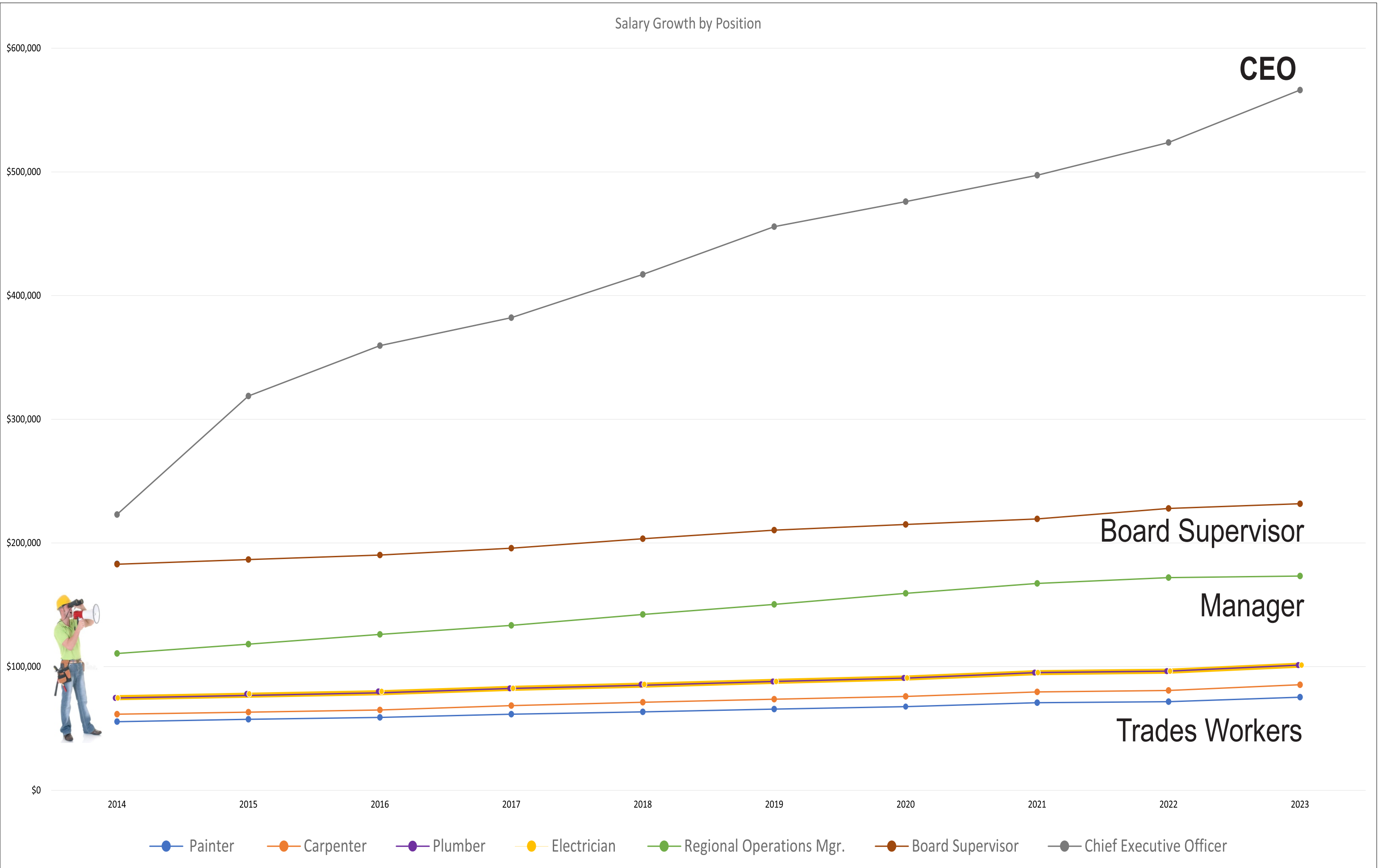
MEMBERS OF THE BOARD

HILDA L. SOLIS
HOLLY J. MITCHELL
LINDSEY P. HORVATH
JANICE HAHN
KATHRYN BARGER

Correspondence Received

The following individuals submitted comments on agenda item:				
Agenda #	Relate To	Position	Name	Comments
CS-6.		Other	Leon B Evans	Please consider my comment letter and chart. Thank you.
		Item Total	1	
Grand Total			1	

Salary Growth by Position



CEO

Board Supervisor

Manager

Trades Workers



Dear Board of Supervisors / Negotiating Team,

I am writing in my capacity as a supervisor within the County's skilled trades workforce regarding the status of MOU agreements 411 and 412, which have now been expired for approximately one year.

During this time, Local 721 has successfully reached a three-year agreement that included bonus compensation, some of which has already been distributed. While we recognize the outcome of those negotiations, the delay in reaching a similar agreement for trades classifications has been a growing concern among our workforce.

Historically, Mega Flex (blue card) employees have received agreements consistent with those negotiated by Local 721. Given that precedent, the absence of a comparable resolution for skilled trades employees raises questions about equity and consistency in compensation practices. Additionally, it is difficult to reconcile the practice of management classifications receiving compensation increases ahead of the resolution of all MOU agreements. A more equitable approach would be to ensure that all represented groups reach agreement before management compensation is adjusted, a principle that many would agree promotes fairness and accountability in both organizational and broader public-sector settings.

It is also important to recognize that throughout the COVID-19 pandemic, trades workers remained fully on-site to maintain critical County services. Unlike many other classifications, telework was not an option for our workforce. Additionally, many employees continue to commute daily while facing increasing fuel and housing costs, without the benefit of alternative work schedules or recent compensation adjustments.

For your reference, I have attached a chart illustrating compensation trends across classifications. As reflected in the data, the pay scale for skilled trades workers has remained relatively flat over time, while other groups have experienced more substantial upward growth. As a result, the compensation gap continues to widen, further impacting the County's ability to retain and fairly compensate experienced trades personnel.

Over time, the County has demonstrated a commitment to wage growth across various sectors. However, from the perspective of skilled trades employees, the lack of progress in current negotiations creates concern about maintaining competitive and fair compensation for highly trained and essential personnel.

We recognize and respect the County's responsibility to remain accountable to taxpayers and to manage public funds responsibly. At the same time, it is important to acknowledge that County employees, including skilled trades workers, are also taxpayers who contribute to and rely on these same public systems. Ensuring fair and competitive compensation is not only an investment in the workforce, but also a reflection of the County's commitment to treating its employees with the same consideration afforded to the public it serves.

Our workforce takes pride in delivering quality work that directly supports County operations and public services. We respectfully request that negotiations be brought to a timely and equitable conclusion, consistent with the standards and expectations applied elsewhere.

Thank you for your time and consideration.

Sincerely,

Bruce Evans

Painter Supervisor