

An aerial photograph of the San Francisco skyline, featuring numerous skyscrapers and dense urban development. The image is overlaid with a semi-transparent green filter. The text "AFSCME DISTRICT COUNCIL 36" is prominently displayed in white, bold, sans-serif font across the lower right portion of the image. The background shows the city extending to the hills in the distance.

# AFSCME DISTRICT COUNCIL 36

# WHO WE ARE:

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AFSCME District Council 36 represents 8 local unions servicing more than 10,000 County of Los Angeles employees.

- ❖ 119: Auto Equipment & Repairs
- ❖ 685: Probation Officers
- ❖ 830: Agricultural Inspectors
- ❖ 1083: Supervising Child Support Officers
- ❖ 1271: Physician Assistants
- ❖ 1967: Professional Managers Association (Probation)
- ❖ 2712: Psychiatric Social Workers
- ❖ 3511: Supervising Psychiatric Social Workers

# VACANCY RATES:

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Multiple AFSCME District Council 36 locals are facing high vacancy rates, while others are close to the 20% vacancy rate.

- ❖ Local 685 (BU 701): 32.95% Vacancy Rate
- ❖ Local 1967 (BU 703): 27.27% Vacancy Rate
- ❖ Local 2712 (BU 721): 17.3% Vacancy Rate
- ❖ Local 119 (BU 421): 14.5% Vacancy Rate
- ❖ Local 1083 (BU 725): 10.42% Vacancy Rate
- ❖ Local 830 (BU 821): 9.64% Vacancy Rate
- ❖ Local 3511 (BU 724): 9.18% Vacancy Rate
- ❖ Local 1271 (BU 321): 6.54% Vacancy Rate

# Probation is Important for Our Communities

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- ❖ Probation is an alternative to incarceration
- ❖ Probation has positively impacted the lives of the probationers they oversee
- ❖ Some former probationers are currently Executive Directors and Counselors of organizations that help at-risk youth
- ❖ Many former probationers are gainfully employed and have successful careers due to their experience with the Probation Department



# High Vacancy Rates in the Probation Department

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- ❖ There are currently 974 vacancies within Local 685
- ❖ There are currently 39 vacancies out of 143 positions within Local 1967
- ❖ Staffing shortages place a heavy burden on the employees who work in the juvenile camps, which impacts youth safety and public safety.
- ❖ Staffing shortages results in a direct operational, compliance, workforce, and liability risks for the Department and the County.
- ❖ The County's efforts to resolve the staffing shortages includes:
  - ❖ \$24,000 lateral bonus
  - ❖ County transferred field officers into juvenile institutions

# AFSCME needs a seat at the table

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- ❖ The job needs to attract qualified applicants
- ❖ We want to work with the County on their de-population plan
- ❖ Collaborate on job fairs
- ❖ Mandatory overtime
- ❖ Burn out
- ❖ Healthy workforce
- ❖ There should be collaboration between unions and the County to address these issues



# Thank you

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