



# Office of Labor Standards

Martin S. Garfinkel & Dwayne McClain



2019-2020 Proposed Budget Overview

Thursday, September 27, 2018

# 1. Primary Services & Performance Measurement

---

I. Enforcement – Resolutions	Open Cases as of Jan. 1, 2018	Status as of Sept. 24, 2018	Projected Status as of Dec. 31, 2018	2019 Goal
Reduce backlog from 2015	35 investigations	1 investigation (97% reduction)	0 investigations (100% reduction)	**
Reduce backlog from 2016	68 investigations	21 investigations (69% reduction)	15 investigations (78% reduction)	0 investigations (100% reduction)
Reduce backlog from 2017	101 investigations	44 investigations (56% reduction)	35 investigations (65% reduction)	15 investigations (85% reduction)

# 1. Primary Services & Performance Measurement (continued)

---

2. Policy	2018 Goal	Status as of August	Proj. 2018 Performance	2019 Goal
Issue Paid Sick & Safe Time (“PSST”) Rules	Q2/Q3	completed	**	**
Issue Hotel Employees Health & Safety (“HEHS”) Rules	Q2/Q3	completed	**	**

3. Business Outreach & Education Fund	2018 Goal	Status as of August	Proj. 2018 Performance	2019 Goal
Issue 2018-20 contracts	Q1	completed	**	**

## 2. Strategic Priorities for 2019

---

### ▶ **Enforcement – resolutions**

- Continue to reduce age of caseload (i.e., reduction of “backlog”)
- Continue efforts to resolve cases (on average) within 180-day benchmark for resolutions

### ▶ **Enforcement – Increase strategic enforcement measures**

- Continue focus on high-risk industries
- Increase strategic enforcement initiatives that impact business sectors through multi-faceted efforts including vigorous enforcement, creative communications, involvement of community partners, and education of business organizations

### ▶ **Enforcement – Begin enforcement of Domestic Workers Ordinance**

- Develop appropriate enforcement approaches for domestic workers & hiring entities

## 2. Strategic Priorities for 2019 (continued)

---

### ▶ **Policy & Outreach – Launch Domestic Workers Ordinance**

- Coordinate and support Worker Standards Board
- Issue rules and develop educational materials
- Conduct outreach to domestic workers and hiring entities

### ▶ **Policy – Continue implementation of other labor standards**

- Develop policies, rules and outreach documents to support implementation of Wage Theft prevention, Fair Chance Employment, and forthcoming legislation
- Facilitate partnerships with City Departments and other government agencies to enhance research/outreach/enforcement efforts
- Coordinate and support Labor Standards Advisory Commission

### 3. Budget Summary 2016 – 2020

	2016 Adopted	2017 Adopted	2018 Adopted	2019 Proposed	2020 Proposed
Appropriation (GF / OLS Fund)	\$1,930,000	\$5,747,000	\$5,698,000	\$6,599,000	\$6,657,000
Change Year to Year (in \$, %)	-	\$3,817,000 198%	-	\$901,000 16%	-
Employment (FTEs)	9.0	23.0	23.0	28.0	28.0
Change Year to Year (Count, %)		14.0 150%	0.0 -	5.0 22%	0.0 -

## 4. Legislative & Policy Framework

Year	Change	Reference	Effects
2018	State Min Wage Increase and Paid Sick Leave	Initiative 1433	Increased policy & outreach (e.g. PSST rule amendments; new outreach documents; increased requests for technical assistance)
2018	Domestic Workers Ordinance	Ordinance 125627 (SMC 14.23)	Increased policy, outreach and enforcement
2018	Commuter Benefits Ordinance	Proposed	Increased policy, outreach, and enforcement
2018	L&I Amendments to Overtime Rules for Executive, Administrative, Professional (EAP)	Proposed	TBD, increased policy & outreach; and enforcement

## 5. Major Proposed Budget Changes

Description	2018 Adopted (\$s)	2019 Proposed (\$s)	Change in \$ (\$s)	% Increase (Decrease)
Senior Investigator (2018 Q2 Supplemental)	\$0	\$112,000	\$112,000	100%
Data Specialist (2018 Q2 Supplemental)	\$0	\$122,000	\$122,000	100%
Policy Analyst (2018 Q2 Supplemental)	\$0	\$138,000	\$138,000	100%
Policy Analyst (Domestic Worker Ordinance)	\$0	\$138,000	\$138,000	100%
Outreach and Engagement Specialist (Domestic Worker Ordinance)	\$0	\$103,000	\$103,000	100%