



December 31 was Scott Rate's last day as a director with the Los Angeles Police Protective League. On behalf of the entire Board and staff, I would like to publicly thank Scott for his service and leadership.

I cannot express enough appreciation for his leadership on so many issues important to League members. As head of our political action committee (PAC), he spent many hours away from home lobbying in Sacramento for our causes and personally responding to feedback (positive and negative) from members, elected officials and the community.

Because of Scott's leadership with our PAC activities, the League has gained more respect among elected officials, successfully protected our benefits and stopped legislation that would have been harmful to our members and their families. Because of our stepped-up political involvement, we have also achieved greater success with community leaders and the City Council. This success has translated into our favorable contract during a year when other City unions were taking pay cuts and furlough days. We should all be proud of our legal and legislative victories that Scott helped bring our membership.

### **Extension of the 30-hour secondary employment rule**

The February 12, 2010, Employee Relations Administrator notice regarding the modification of the 30-hour secondary employment rule expired on June 30, 2011. The notice temporarily increased the number of weekly hours that a sworn employee could work in secondary employment from 20 to 30. The Department and the League, however, have agreed to extend the temporary increase and bring the limit back to 30 hours per week. This will remain in effect until June 30, 2014.

### **How broke is the City?**

Before it was forced to close down Occupy Los Angeles, and in a bizarre move of questionable judgment, the City reportedly attempted to negotiate its way out of any self-created problems by offering office space and farmland to the protesters in exchange for them leaving the City Hall lawn. The offer, rejected by the Occupy leaders, was insane considering that the City has been cutting services to residents but was now offering a multimillion-dollar handout to these protesters.

### **Pension update**

Public employees already are doing their part. More than 200 California cities, counties and local districts have increased employee pension contributions and lowered public costs at the

bargaining table. These employees have foregone raises, endured layoffs and dealt with increased workloads.

The average public pension in California is \$26,000 a year. Six-figure pensions amount to less than 2 percent of public pensions, and public employee pensions equal less than 3 percent of California's budget. Pensions are largely paid for by investment income from employee contributions. *Public employees pay up to an average of 12 percent into their own retirement. They pay for their pensions with every paycheck.*

Raising the retirement age is unwise. Studies show that raising the retirement age actually forces more workers to retire early and results in more people using taxpayer-funded social services programs like Social Security disability insurance and other benefits. Many public jobs require workers who are physically and mentally at their peak to protect the public.

Many of the ballot proposals being circulated do not pass legal muster. Many of the changes sought would take away earned benefits from current workers, a move already ruled unconstitutional in courts and unlikely to withstand further legal scrutiny. The non-partisan legislative analyst's office has deemed the measures fraught with legal "minefields," and the State Supreme Court recently issued a ruling once again upholding workers' rights to vested retirement benefits.

## **Issues of concern in 2012**

Some of the objectives that will keep us busy in this new year include:

- Defeating initiatives that attack pensions and our ability to represent members' interests
- Ensuring adequate funding for the Department
- Ensuring promotions are made in a timely manner
- Enhancing our public and membership communication efforts
- Preparing for 2014 MOU negotiations

## **Thank you**

I want to thank each of you for your service to the people of Los Angeles in 2011. Although you may feel your efforts were not noted, I know they have not been overlooked. When asked, the vast majority of the public expresses respect and appreciation for the hard work of the men and women of the Los Angeles Police Department.

The LAPD is not a monolithic institution; it is made up of many individuals, both sworn and civilian, who have worked together with the community to drive down crime to near-record lows. Your efforts make Los Angeles a better place!

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