

PUBLIC WORKS AND GANG REDUCTION COMMITTEE REPORT relative to the Innovation and Performance Commission's (IPC) Innovation Fund (IF) funding for the Personnel Department - Improving Public Safety Hiring with a Virtual Mentor project.

Recommendations for Council action, SUBJECT TO THE APPROVAL OF THE MAYOR:

- 1. ESTABLISH and APPROPRIATE a new appropriation account within the IF Fund No. 105/10 in the amount of \$250,000 from the available cash balance of the IF entitled:

Personnel Department - Virtual Mentor

- 2. TRANSFER \$250,000 from the IF Fund No. 105/10, Account to be Established, Personnel Department- Virtual Mentor to Fund No. 100/66 as follows:

<u>Account</u>	<u>Title</u>	<u>Amount</u>
003040	Contractual Services	\$250,000

- 3. INSTRUCT the Personnel Department to:
 - a. Separately track all encumbrances and expenditures of IF monies so that unspent funds can be returned to the IF at the end of the fiscal year.
 - b. Report to the IPC with an accounting of the funds, the lessons learned, and any obstacles faced.
 - c. Report to the IPC if, after the receipt of funds, the scope of the funded item differs from the scope approved for funding by the Mayor and the Council.
- 4. AUTHORIZE the City Administrative Officer (CAO) to make technical corrections as necessary to those transactions included in this report to implement Mayor and Council intentions.

Fiscal Impact Statement: The CAO reports that approval of these recommendations will allocate \$250,000 of the remaining \$795,434 IF 2017-18 available balance. The \$250,000 will be transferred to Personnel Department to begin implementation of the pilot project that has been approved by the IPC. In some cases, departments will incur ongoing costs.

Community Impact Statement: None submitted.

SUMMARY

At the meeting held on October 18, 2017, your Public Works and Gang Reduction Committee considered a CAO report relative to funding from the IF for the Personnel Department - Improving Public Safety Hiring with a Virtual Mentor project. The CAO reports that the Personnel Department, in partnership with the Los Angeles Police Department (LAPD) and Mayor's Office Innovation Delivery Team, proposes to implement a Virtual Mentor. The Virtual Mentor is an online portal that will provide an individualized dashboard, tracking the status of each LAPD

candidate through the selection process. According to the Personnel Department, the City anticipates an increasing need for police hiring due to attrition patterns, population growth, added responsibilities, and upcoming large-scale events.

The Personnel Department acknowledges the hiring process for public safety positions is difficult, rigorous, and labor intensive, involving many steps that require in person appointments, one-on-one interactions with officers and staff, and a comprehensive background investigation. Overall, the Personnel Department states that the hiring process can take between four to ten months per candidate. According to the Personnel Department, the Virtual Mentor will help streamline the process, reduce confusion, and provide clarity around the multi-step hiring process. The goal is to motivate and assist candidates through automated appointment reminders, online self-scheduling, and automated delivery of key resources and tips for success. After an opportunity for public comment was held, the Committee moved to approve the CAO's recommendations, as detailed above. This matter is now forwarded to the Council for its consideration.

Respectfully Submitted,

PUBLIC WORKS AND GANG REDUCTION COMMITTEE



<u>MEMBER</u>	<u>VOTE</u>
BLUMENFIELD:	YES
BUSCAINO:	ABSENT
MARTINEZ:	YES
RYU:	YES
RODRIGUEZ:	YES

ME

-NOT OFFICIAL UNTIL COUNCIL ACTS-