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# CITY OF LOS ANGELES

CALIFORNIA



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DEPARTMENT OF  
PUBLIC WORKS  
BUREAU OF  
ENGINEERING

GARY LEE MOORE, PE, ENV SP  
CITY ENGINEER

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LOS ANGELES, CA 90015-2213

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October 8, 2019

The Honorable Paul Koretz, Chair  
Personnel and Animal Welfare Committee  
Los Angeles City Council

c/o Adam Lid, Office of the City Clerk  
City Hall, Room 395

## **COUNCIL FILE NO. 19-0600-S85 - REPORT BACK ON BUREAU OF ENGINEERING SUCCESSION PLANNING EFFORTS**

Dear Councilmember Koretz:

Pursuant to the adoption of the Mayor's Fiscal Year (FY) 2019-20 Budget on May 28, 2019, ENGINEERING was instructed to report to the Personnel and Animal Welfare Committee on the status of our succession planning efforts. Due to retirements and increased demand for services, ENGINEERING hired 121 new city employees and promoted or pay-graded 110 employees into and within ENGINEERING in FY 2018-19. Additionally, the September 2019 report released by the Los Angeles City Employee's Retirement System projects 36 percent of ENGINEERING will be eligible to retire by June 30, 2022.

Recognizing that workforce/succession planning is essential to mitigate the attrition of staff, ENGINEERING's new strategic plan focuses on recruiting and developing a diverse and skilled team. Strategies to achieve this goal include attracting and retaining talent through ENGINEERING's On-Campus Recruitment and Internship programs; fostering employee growth by encouraging participation in ENGINEERING's mentorship program, specialized training and ongoing educational opportunities; enhancing our Engineering Academy.

If there is any additional information required, please contact me at (213) 485-4935 or Robert Kadomatsu at (213) 485-4944.

Sincerely,

Gary Lee Moore, PE, ENV SP  
City Engineer



The Honorable Paul Koretz  
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cc: Barbara Romero, Office of the Mayor  
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