

PERSONNEL AND ANIMAL WELFARE COMMITTEE REPORT relative to the City's Targeted Local Hire Program.

Recommendation for Council action:

NOTE and FILE the December 1 and December 15, 2016 Personnel Department reports relative to City's Targeted Local Hire Program.

Fiscal Impact Statement: Not applicable.

Community Impact Statement: None submitted.

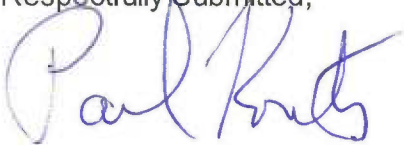
Summary:

On December 14, 2016, your Committee considered a December 1, 2016 Personnel Department report relative to the City's Targeted Local Hire Program. Subsequent to the release of the Committee agenda, a December 15, 2016 Personnel Department report was submitted to the City Clerk and at the meeting itself. According to the Personnel Department, the City entered into a Letter of Agreement (LOA) with the Coalition of Los Angeles City Unions ("Coalition"), signed December 8, 2015, which includes a commitment to a goal of hiring 5,000 civilian employees by the end of fiscal year 2017-2018. In an effort to support this goal, the City and the Coalition have made a mutual commitment to research and develop innovative workforce development strategies to meet the current and future service needs of City residents and stakeholders, strengthen delivery of City services, and provide career opportunities to local residents. The LOA further indicates that a Targeted Local Hire Working Group ("Working Group") would be responsible for developing a plan to provide job opportunities to the residents of the City of Los Angeles, specifically in under-served communities.

The Working Group was subsequently convened, comprised of an equal number of Coalition and City management representatives, led under the guidance of Ms. Jackie Goldberg, and with professional staff support from the Personnel Department. The framework for the Targeted Local Hire Program (the "Program") has accordingly been developed, with significant collaborative efforts involving Ms. Jackie Goldberg, the Coalition, the Mayor, Council, the City Administrative Officer, Chief Legislative Analyst, Economic Workforce Development Department, Personnel Department, Information Technology Agency, and numerous partner agencies and community-based organizations. Upon conclusion of over 50 meetings and discussions, the development phase of the Program has been completed. The Program now moves towards the implementation phase, with soft launch of the Program to pilot January 2017.

Representatives from the Working Group presented an overview of the program along with specific policies in regard to the hiring process and answered questions from the Committee members. After consideration and having provided an opportunity for public comment, the Committee moved to note and file the Personnel Department reports. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

A handwritten signature in blue ink, appearing to read "Paul Krutz". The signature is written in a cursive style with a large initial "P".

PERSONNEL AND ANIMAL WELFARE COMMITTEE

<u>MEMBER</u>	<u>VOTE</u>
KORETZ:	YES
RYU:	YES
HARRIS - DAWSON:	YES
ARL	

12/14/16

-NOT OFFICIAL UNTIL COUNCIL ACTS-