

COMMUNICATION FROM THE CHAIR, PERSONNEL AND ANIMAL WELFARE COMMITTEE relative to succession planning efforts by the Bureau of Engineering (BOE).

Recommendation for Council action:

NOTE and FILE the October 8, 2019 BOE report relative to succession planning efforts by the BOE.

Fiscal Impact Statement: Not applicable.

Community Impact Statement: None submitted.

Summary:

On November 6, 2019, the Committee Chair considered an October 8, 2019 BOE report in response to Adopted Budget Recommendation relative to succession planning efforts by the BOE. According to the BOE, pursuant to the adoption of the Mayor's Fiscal Year (FY) 2019-20 Budget on May 28, 2019, the BOE 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, the BOE hired 121 new city employees and promoted or pay-graded 110 employees into and within the BOE in FY 2018-19. Also, 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, the BOE'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 the BOE's On-Campus Recruitment and Internship Programs; fostering employee growth by encouraging participation in the BOE's mentorship program, specialized training and ongoing educational opportunities; enhancing our Engineering Academy. After consideration and having provided an opportunity for public comment, the Committee Chair moved to note and file the BOE report. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

PERSONNEL AND ANIMAL WELFARE COMMITTEE



**MEMBER VOTE**

KORETZ: YES

LEE: ABSENT

PRICE: ABSENT

ARL

11/6/19

**-NOT OFFICIAL UNTIL COUNCIL ACTS-**