

PERSONNEL, AUDITS, AND ANIMAL WELFARE and BUDGET AND FINANCE COMMITTEES' REPORT relative to Targeted Local Hire (TLH) and Bridge to Jobs (Bridge) Program position requests.

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

RESOLVE that:

- a. The following positions, subject to allocation by the Board of Civil Service Commissioners, are authorized for the period February 27, 2022 through June 30, 2022 are authorized for the Los Angeles Fire Department to further the City's goal of hiring 750 employees through the TLH Program:

| No. | Class Code | Class Title |
|-----|------------|----------------------|
| 1 | 1358 | Administrative Clerk |
| 1 | 1223 | Accounting Clerk |

- b. The following positions, subject to allocation by the Board of Civil Service Commissioners, are authorized for the Department fo City Planning (DCP) to further the City's goal of hiring 750 employees through the TLH Program:

| No. | Class Code | Class Title | Section |
|-----|------------|----------------------|-------------------------------|
| 2 | 1358 | Administrative Clerk | Homesharing Program |
| 2 | 1358 | Administrative Clerk | Records Management |
| 1 | 1358 | Administrative Clerk | Expedited Processing Services |

Fiscal Impact Statement: The City Administrative Officer (CAO reports that approval of the recommendations contained in the February 9, 2022 CAO report, attached to the Council File, will result in authorization of two new positions to hire employees through the Targeted Local Hire and Bridge to Jobs Programs in 2021-22. In order to continue these positions in 2022-23, offsetting reductions or increased revenue will need to be identified. Furthermore, the Committee reports that in regard to the positions for the DCP, there is no fiscal impact inasmuch as the DCP has sufficient salary savings within its special funds.

Financial Policies Statement: The CAO reports that as budgeted funding is available in the current Fiscal Year for anticipated expenditures, the recommendations of this report are in compliance with the City's Financial Policies.

Community Impact Statement: None submitted.

(Also referred to the Budget and Finance Committee)

Summary:

On February 16, 2022, the Personnel, Audits, and Animal Welfare (PAAW) Committee considered a February 9, 2021 CAO report relative to TLH and Bridge to Jobs Program position requests. According to the CAO, as part of the 2021-22 Adopted Budget, the Mayor and Council established a goal of hiring 750 employees through the TLH and Bridge Programs (Council File No. 21-0600). Council also directed all Departments to use the TLH Program for the hiring of all eligible classifications. Also, the Personnel Department and the CAO were instructed to identify the steps necessary to achieve the hiring target (Council File No. 21-0600-S35). Funding was included in the 2021-22 Unappropriated Balance (UB) to facilitate this goal.

During the 2021-22 Budget process, the total of funded vacant positions in departments that could be funded with TLH/BRIDGE hires was estimated at 584 positions. From July 1, 2021 through January 31, 2022 the City has actually hired 188 employees through the TLH Program and 17 employees through the BRIDGE Program, for a total of 205 employees hired through these programs in the first seven months of the Fiscal Year. Departments are currently working with the Personnel Department to hire an additional 210 employees through the TLH Program and 18 employees through the BRIDGE Program, for a total of 228 employees in the hiring process. Therefore, a total of 433 employees have already been hired or are in the process of being hired as of January 31, 2022. The details of hires by Department is provided in the CAO report.

Some departments have indicated a desire to hire more TLH and BRIDGE employees, but have suggested the department has insufficient salary funding or insufficient vacant position authorities to hire more employees through these programs. The CAO released a November 16, 2021 report (Round One Report; Council File No. 21-1362) which provided a summary of departments hiring efforts toward this goal through the end of October 2021. In preparation for the Round One Report, the City Administrative Officer (CAO) worked with departments to collect requests for UB funding and new resolution position authorities to facilitate hiring more employees through the TLH and BRIDGE programs. In the Round One Report, this Office recommended adding 27 new positions Citywide in 10 different departments, and transferring \$572,304 in funding to eight different departments, to further the Mayor and Council's goal of hiring 750 positions this Fiscal Year through the TLH and BRIDGE programs.

Similar to the effort completed in advance of the Round One Report, the CAO has again worked with City departments to collect and analyze requests for new interim resolution authority positions and funding to hire more TLH/BRIDGE positions. These new requests are submitted for Council's consideration as part of this Round Two Report. This Office recommends adding two additional positions in the Fire Department in support of the TLH/BRIDGE hiring goal. The Findings section of the CAO report details specific department requests and the CAO's recommendations. After further consideration and having provided an opportunity for public comment, the PAAW Committee moved to

recommend approval of the recommendation contained in the CAO report, as amended and detailed above. Subsequently, on February 28, 2022, the Budget and Finance Committee also considered this matter and after consideration and having provided an opportunity for public comment, the Budget and Finance Committee moved to concur with the PAAW Committee. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Personnel, Audits, and Animal Welfare Committee

COUNCILMEMBER VOTE

KORETZ: YES
HARRIS-DAWSON: YES
BONIN: ABSENT

Budget and Finance Committee

COUNCILMEMBER VOTE

KREKORIAN: YES
BLUMENFIELD: YES
DE LEON: YES
RODRIGUEZ: YES
PRICE: YES

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2/28/22

-NOT OFFICIAL UNTIL COUNCIL ACTS-