

MOTION


The Department of Animal Services has been an enthusiastic participant in the Targeted Local Hiring (TLH) program since its inception several years ago. Dozens of staff positions have been filled by TLH hires, a number of whom have become permanent members of the staff. Overall, the program has afforded hundreds of disadvantaged job seekers opportunities to get entry-level positions with the City.

However, upon occasion, there have been reports of TLH hires experiencing less than warm welcomes from existing staff and offered inadequate instruction and guidance to excel in their work. When this happens to TLH trainees working as Animal Care Technicians (ACTs), shelter animals can suffer from inattention and, worse, less than stellar care. It can also compromise the employment opportunity the TLH program affords these trainees. Other City departments have found TLH hires to be grateful and highly motivated.

It is incumbent upon every City department to not only utilize the, TLH program whenever it's appropriate, but also to take the necessary steps to ensure that existing staff makes every effort to welcome, provide guidance and mentoring to, and train these hires. For Animal Services this is especially important because it can impact the welfare of the animals in the department's care.

I THEREFORE MOVE that the Department of Animal Services be instructed to report back within 30 days on its program to incorporate Targeted Local Hire trainees into its shelter operations, including training and mentoring, and other procedures to give them the best chance of succeeding in their work for the department, and ways the program could be improved.

PRESENTED BY: 
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ORIGINAL


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