

MOTION

Citywide, our Departments are facing staffing shortages that impact the quality and quantity of services our City can provide to its residents. Our Department of Animal Services (DAS) has not been immune from this trend, and one of the vital positions DAS is understaffed for is veterinarian. The head veterinarian for the City is also serving as the vet for 2 of the 6 shelters, providing care to over 800 animals.. The Department's capacity to provide adequate veterinary assistance for all the animals under its care is severely lacking and creates undue stress on existing staff.

There is a national shortage of veterinarians, making competitive pay and benefits a necessity when hiring for the role. With many opportunities available for veterinarians in the private sector, it is important that we assess whether the salary the City is currently offering is competitive enough to attract qualified, dedicated applicants to fill our open veterinary positions.

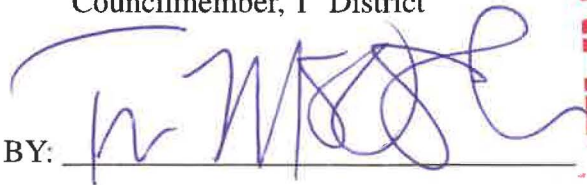
I THEREFORE MOVE that the Department of Animal Services (DAS), with the assistance of the Personnel Department, report back within 90 days on:

- The current vacancy rate for veterinarians within DAS;
- The current salary range for DAS veterinarians;
- Salary ranges in jurisdictions comparable to the City of Los Angeles for Animal Services veterinarians;
- Salary ranges in the private sector for veterinarians with comparable job descriptions to that of a DAS veterinarian;
- Recruitment efforts made by DAS and/or Personnel to attract qualified candidates to apply for vacant DAS veterinarian positions; and,
- Recommendations to expeditiously hire veterinarians to fill existing vacancies, including updated pay bands and the necessary resources needed to achieve that goal.

PRESENTED BY:


EUNISSES HERNANDEZ
Councilmember, 1st District

SECONDED BY:



ORIGINAL

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APR 26 2023