

NEIGHBORHOODS AND COMMUNITY ENRICHMENT COMMITTEE REPORT relative to the vacancy rates for veterinarians, their current and comparable salary ranges in the private sector, recruitment efforts and recommendations to expeditiously hire veterinarians to fill existing vacancies, and related matters.

Recommendation for Council action, pursuant to Motion (Hernandez – McOsker):

INSTRUCT the Department of Animal Services (DAS), with the assistance of the Personnel Department to report back within 90 days on:

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

Fiscal Impact Statement: Neither the City Administrative Officer nor the Chief Legislative Analyst has completed a financial analysis of this report.

Community Impact Statement: None submitted.

Summary:

On May 17, 2023, your Committee considered Motion (Hernandez – McOsker) relative to the request for the DAS to report on vacancy rates for veterinarians, their current and comparable salary ranges in the private sector with comparable job descriptions to that of a DAS veterinarian, recruitment efforts and recommendations to expeditiously hire veterinarians to fill existing vacancies, including updated pay bands and the necessary resources needed to achieve that goal, and related matters. The Motion attached to the Council file includes some background on the matter.

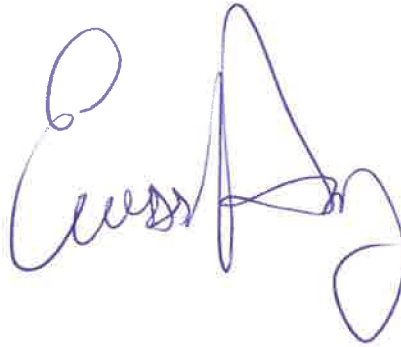
After providing an opportunity for public comment, the Committee moved to approve the recommendation reflected above. This matter is now forwarded to the Council for its consideration.

Respectfully Submitted,

NEIGHBORHOODS AND COMMUNITY ENRICHMENT COMMITTEE

MEMBER
HERNANDEZ:
LEE:
HUTT:

VOTE
YES
ABSENT
YES

A handwritten signature in blue ink, appearing to read "Cress", with a large, stylized flourish extending to the right.

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-NOT OFFICIAL UNTIL COUNCIL ACTS-