



## **HIRING UPDATE**

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# Los Angeles Department of Water and Power Staffing as of January 2024

- LADWP Funded Staffing Level FY 2023-24 = 11,848
- Occupancy = 11,334
- Vacancy Rate = 6%
- *LADWP Board approves a cache of additional as-needed positions for flexibility (Annual Personnel Resolution)*

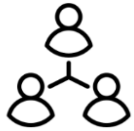
# REVISED MEMORANDUM OF AGREEMENT

LADWP and Personnel Department

## Current

## Proposed

### STAFFING



- Funds 7 staff
  - 4 in Examining
  - 3 in Classification

- Funds 25 staff
  - 18 in Examining
  - 7 in Classification

### CYCLE TIME



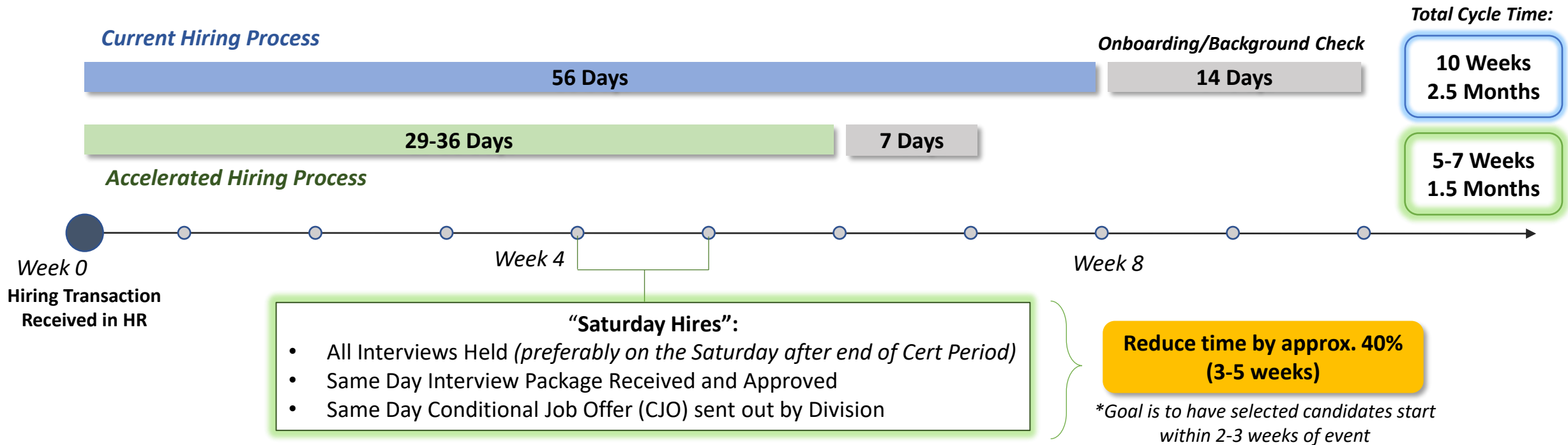
- 12-14 months for Civil Service List
- 8-9 months to assign

- Service Level Guarantee = 4.5 - 5.5 months
- 65% reduction

- Allows DWP to meet current service obligations to City and enhances hiring capacity in preparation for LA100 and Operation Next power and water supply transformations over next decade
- MOA signed by both GMs and scheduled for DWP Board in April

# ACCELERATED HIRING

Hiring cycle timeline from date DWP Human Resources receives a Hiring Transaction



## Impact of Expedited Hiring:

- Reduced hiring cycle timeline by approximately 30-40%
- Consolidated hiring for multiple Divisions and classifications completed all in one event
- Savings on resources (example: HR, Division Admin, Raters, Supervisors, Personnel, etc.)



Q&A