

PERSONNEL, AUDITS, AND HIRING REPORT relative to impediments that delay the hiring of individuals through the Targeted Local Hire (TLH) Program.

Recommendations for Council action:

NOTE and FILE the August 9, 2023 Personnel Department report, inasmuch as this reports are for information only and no Council action is required.

Fiscal Impact Statement: Not applicable.

Community Impact Statement: None submitted.

Summary:

On September 5, 2022, the Personnel, Audits, and Animal Welfare Committee considered an August 9, 2023 Personnel Department report relative to impediments that delay the hiring of individuals through the TLH Program. According to the Personnel Department, as part of the Fiscal Year 2021-22 Adopted Budget, the Mayor and Council established a goal of hiring 750 employees through the TLH and Bridge to Jobs (BRIDGE) Programs (Council File No. 21-0600-S35). During the October 6, 2021, Personnel, Audits, and Hiring (PAH) Committee meeting, the Personnel Department offered to expand this report by including a comparison of the employees hired through other civil service processes to the number hired through the BRIDGE program's alternative pathway to civil service in the semi-skilled classifications used by the BRIDGE program in order to track the progress towards the goal of hiring 750 employees through the TLH and BRIDGE Programs. During its meeting of April 18, 2023, PAH instructed the Personnel Department to continue reporting back regarding the hiring and utilization of the TLH and BRIDGE programs on a monthly basis. Per PAH Committee recommendation, the total number of open TLH positions by classification is included in the report. And will be updated will be updated with each monthly report. After consideration and having provided an opportunity for public comment, the Committee moved to note and file the August 9, 2023 Personnel Department report. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

## Personnel, Audits, and Hiring Committee

COUNCILMEMBER:	VOTE:
McOSKER:	YES
PADILLA:	YES
SOTO-MARTINEZ:	YES

ARL

9/5/23

**-NOT OFFICIAL UNTIL COUNCIL ACTS-**