

PERSONNEL, AUDITS, AND HIRING COMMITTEE REPORT relative to the implementation benchmarks and hiring goals for the Targeted Local Hiring and Strategic Workforce Development Task Force for June 2024.

Recommendation for Council action:

NOTE and FILE the July 11, 2024 Personnel Department report relative to the implementation benchmarks and hiring goals for the TLH and Strategic Workforce Development Task Force, inasmuch as these reports are for information only and no Council action is required.

Fiscal Impact Statement: Not applicable.

Community Impact Statement: None submitted.

Summary:

On June 18, 2024, your Committee considered a July 11, 2024 Personnel Department report relative to the implementation benchmarks and hiring goals for the TLH and Strategic Workforce Development Task Force for June 2024. 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).

On October 6, 2021, the 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.

Subsequently, on 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. On August 15, 2023, PAH instructed the Personnel Department to include in its monthly reports, the total number of open TLH positions by classification which is included on page 1 of the November 14, 2023 Personnel Department report and the cumulative number of TLH Hires for fiscal year to date on page 3 (Attachment A). Finally, on September 5, 2023 meeting, PAH instructed the Personnel Department to include in its monthly reports a chart showing TLH hiring.

Finally, the period from June 1st through June 30th 2024 indicates that 47 percent of citywide hires into the classifications used by TLH were hired through TLH. After consideration and having provided an opportunity for public comment, the Committee moved to note and file the Personnel Department reports. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Personnel, Audits, and Hiring Committee

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

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8/6/24

-NOT OFFICIAL UNTIL COUNCIL ACTS-