

PERSONNEL, AUDITS, AND HIRING COMMITTEE 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 November 14, 2023 Personnel Department report, inasmuch as this report is for information only and no Council action is required.

Fiscal Impact Statement: Not applicable.

Community Impact Statement: None submitted.

Summary:

On December 5, 2022, the Personnel, Audits, and Hiring (PAH) Committee considered a November 14, 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).

On October 6, 2021, the 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.

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. After consideration and having provided an opportunity for public comment, the Committee moved to note and file the November 14, 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

12/5/23

**-NOT OFFICIAL UNTIL COUNCIL ACTS-**