

**CITY OF LOS ANGELES**  
INTER-DEPARTMENTAL CORRESPONDENCE

Date: April 9, 2025

To: The Honorable Members of the Personnel & Hiring  
Committee

From: GRAYCE LIU, Interim General Manager  
Personnel Department



Subject: **COUNCIL FILE 22-0159 PERSONNEL DEPARTMENT'S  
REPORT BACK REGARDING IMPLEMENTATION, BENCHMARKS  
AND HIRING GOALS FOR THE TARGETED LOCAL HIRING AND  
STRATEGIC WORKFORCE DEVELOPMENT TASK FORCE**

---

**RECOMMENDATION**

That the City Council note and file this report.

**BACKGROUND**

As part of the Fiscal Year 2021-22 Adopted Budget, the Mayor and Council established a goal of hiring 750 employees through the Targeted Local Hire ("TLH") and Bridge to Jobs ("BRIDGE") programs (C.F. 21-0600-S35). During the October 6, 2021, 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.

During its meeting of 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 2 and the cumulative number of TLH Hires for fiscal year to date on page 4 (Attachment A). During the June 18, 2024 meeting, PAH instructed the Personnel Department to include in its monthly reports a chart showing TLH vacancies

by department on pages 5 and 6 (Attachment B) and a chart showing BRIDGE vacancies by department on pages 8 and 9 (Attachment D). These numbers will be updated with each monthly report.

## DISCUSSION

The updated appointment information from March 1<sup>st</sup> through March 31<sup>st</sup> 2025 indicates that **89% of citywide hires into the classifications used by TLH were hired through TLH.**

| TLH Hires compared to other Civil Services Hires in March 2025 of FY 24-25<br>(March 1, 2025 – March 31, 2025) |                             |           |                     |             |                |                           |
|--|-----------------------------|-----------|---------------------|-------------|----------------|---------------------------|
| CLASSES USED BY TLH  |                             | TLH Hires | Civil Service Hires | Total Hires | % Hired by TLH | # of open TLH vacancies * |
| 1  | ADMINISTRATIVE CLERK        | 3         | 1                   | 4           | 75%            | 119                       |
| 2  | ANIMAL LICENSE CANVASSER    | 0         | 0                   | 0           | 0%             | 0                         |
| 3  | ANIMAL CARE TECHNICIAN      | 0         | 0                   | 0           | 0%             | 24                        |
| 4  | CUSTODIAN                   | 0         | 0                   | 0           | 0%             | 153                       |
| 5  | DELIVERY DRIVER             | 0         | 0                   | 0           | 0%             | 0                         |
| 6  | GARAGE ATTENDANT            | 0         | 0                   | 0           | 0%             | 4                         |
| 7  | GARDENER CARETAKER          | 5         | 0                   | 5           | 100%           | 30                        |
| 8  | MAINTENANCE LABORER         | 0         | 0                   | 0           | 0%             | 50                        |
| 9  | MECHANICAL HELPER           | 0         | 0                   | 0           | 0%             | 19                        |
| 10   | STREET SERVICES WORKER      | 0         | 0                   | 0           | 0%             | 4                         |
| 11   | TREE SURGEON ASSISTANT      | 0         | 0                   | 0           | 0%             | 1                         |
| 12   | WAREHOUSE & TOOLROOM WORKER | 0         | 0                   | 0           | 0%             | 0                         |
| <b>TOTAL</b>   |                             | <b>8</b>  | <b>1</b>            | <b>9</b>    | <b>89%</b>     | <b>404</b>                |

\* Please note that the CAO is in the process of updating the Workday application to ensure the system accurately represents approved 2024-25 Adopted Budget position authorities as approved by the Mayor and Council. Therefore, the vacancy rates as listed in the attachment should be considered an estimate as they have not yet been reconciled to authorized positions.

The updated appointment information from March 1<sup>st</sup> through March 31<sup>st</sup> 2025 indicates that **17% of citywide hires into the classifications used by BRIDGE were hired through BRIDGE.**

| BRIDGE Hires compared to other Civil Services Hires in March of FY 24-25<br>(March 1, 2025 – March 31, 2025) |   |              |                     |             |                   |                              |
|--|---|--------------|---------------------|-------------|-------------------|------------------------------|
| CLASSES USED BY BRIDGE   |   | BRIDGE Hires | Civil Service Hires | Total Hires | % Hired by BRIDGE | # of open BRIDGE vacancies * |
| 1  | ACCOUNTING CLERK                          | 1            | 0                   | 1           | 100%              | 36                           |
| 2  | CEMENT FINISHER WORKER                    | 0            | 1                   | 1           | 0%                | 5                            |
| 3  | COMMUNICATIONS INFORMATION REPRESENTATIVE | 0            | 2                   | 2           | 0%                | 20                           |
| 4  | COMMUNITY SERVICES REPRESENTATIVE         | 0            | 0                   | 0           | 0%                | 8                            |
| 5  | CUSTOMER SERVICE SPECIALIST               | 0            | 0                   | 0           | 0%                | 1                            |
| 6  | ELECTRICAL CRAFT HELPER                   | 0            | 0                   | 0           | 0%                | 2                            |
| 7  | FIELD ENGINEERING AIDE                    | 0            | 0                   | 0           | 0%                | 1                            |
| 8  | INSPECTOR TRAINEE (ASSISTANT INSPECTOR)   | 0            | 0                   | 0           | 0%                | 25                           |
| 9  | MAINTENANCE & CONSTRUCTION HELPER         | 0            | 2                   | 2           | 0%                | 14                           |
| 10   | SECURITY OFFICER                          | 0            | 0                   | 0           | 0%                | 0                            |
| 11   | TRAFFIC PAINTER & SIGN POSTER             | 0            | 0                   | 0           | 0%                | 0                            |
| <b>TOTAL</b>   |   | <b>1</b>     | <b>5</b>            | <b>6</b>    | <b>17%</b>        | <b>112</b>                   |

**Attachment A** – TLH Hires vs. Other Civil Service Hires by department

**Attachment B** – TLH Hires vs. Other Civil Service Hires and Vacancies by department and classification.

**Attachment C** – BRIDGE Hires vs. Other Civil Service Hires by department

**Attachment D** – BRIDGE Hires vs. Other Civil Service Hires and Vacancies by department and classification.

Attachment A

Civil Services Hires compared to TLH Hires in March 2025 of FY 24-25  
in the classifications used by TLH

| DEPARTMENT |                                   | TLH Hires | Other Civil Service Hires | TOTAL | Hired thru TLH | FY 24-25 TLH hires to date |
|------------|-----------------------------------|-----------|---------------------------|-------|----------------|----------------------------|
| 1          | AGING                             | 5         | 0                         | 5     | 100%           | 5                          |
| 2          | AIRPORTS                          | 0         | 1                         | 1     | 0%             | 11                         |
| 3          | ANIMAL SERVICES                   | 0         | 0                         | 0     | 0%             | 3                          |
| 4          | BUILDING & SAFETY                 | 0         | 0                         | 0     | 0%             | 7                          |
| 5          | CANNABIS                          | 0         | 0                         | 0     | 0%             | 0                          |
| 6          | CAO                               | 0         | 0                         | 0     | 0%             | 0                          |
| 7          | CIVIL AND HUMAN RIGHTS EQUITY     | 0         | 0                         | 0     | 0%             | 0                          |
| 8          | CLA (COUNCIL)                     | 0         | 0                         | 0     | 0%             | 0                          |
| 9          | CITY CLERK                        | 0         | 0                         | 0     | 0%             | 2                          |
| 10         | COMMUNITY INVESTMENT FOR FAMILIES | 0         | 0                         | 0     | 0%             | 0                          |
| 11         | CONTROLLER                        | 0         | 0                         | 0     | 0%             | 1                          |
| 12         | CONVENTION CENTER                 | 0         | 0                         | 0     | 0%             | 0                          |
| 13         | CULTURAL AFFAIRS                  | 0         | 0                         | 0     | 0%             | 0                          |
| 14         | DISABILITY                        | 0         | 0                         | 0     | 0%             | 0                          |
| 15         | DOT                               | 0         | 0                         | 0     | 0%             | 1                          |
| 16         | ECONOMIC & WORKFORCE DEV.         | 0         | 0                         | 0     | 0%             | 2                          |
| 17         | EL PUEBLO                         | 0         | 0                         | 0     | 0%             | 0                          |
| 18         | EMERGENCY MANAGEMENT              | 0         | 0                         | 0     | 0%             | 0                          |
| 19         | EMPLOYEE RELATIONS BOARD          | 0         | 0                         | 0     | 0%             | 0                          |
| 20         | ETHICS COMMISSION                 | 0         | 0                         | 0     | 0%             | 0                          |
| 21         | FINANCE                           | 0         | 0                         | 0     | 0%             | 0                          |
| 22         | FIRE CIVILIAN                     | 0         | 0                         | 0     | 0%             | 2                          |
| 23         | GSD                               | 0         | 0                         | 0     | 0%             | 1                          |
| 24         | HARBOR                            | 1         | 0                         | 1     | 100%           | 7                          |
| 25         | HOUSING                           | 0         | 0                         | 0     | 0%             | 4                          |
| 26         | ITA                               | 0         | 0                         | 0     | 0%             | 0                          |
| 27         | LACERS                            | 0         | 0                         | 0     | 0%             | 4                          |
| 28         | LIBRARY                           | 0         | 0                         | 0     | 0%             | 1                          |
| 29         | NEIGHBORHOOD EMPOWERMENT          | 0         | 0                         | 0     | 0%             | 0                          |
| 30         | PENSIONS                          | 0         | 0                         | 0     | 0%             | 0                          |
| 31         | PERSONNEL                         | 0         | 0                         | 0     | 0%             | 3                          |
| 32         | PLANNING                          | 1         | 0                         | 1     | 100%           | 3                          |
| 33         | POLICE CIVILIAN                   | 1         | 0                         | 1     | 100%           | 9                          |
| 34         | PW BOARD                          | 0         | 0                         | 0     | 0%             | 0                          |
| 35         | PW CONTRACT ADMIN                 | 0         | 0                         | 0     | 0%             | 0                          |
| 36         | PW ENGINEERING                    | 0         | 0                         | 0     | 0%             | 0                          |
| 37         | PW SANITATION                     | 0         | 0                         | 0     | 0%             | 6                          |
| 38         | PW STREET LIGHTING                | 0         | 0                         | 0     | 0%             | 0                          |
| 39         | PW STREET SERVICES                | 0         | 0                         | 0     | 0%             | 4                          |
| 40         | RAP                               | 0         | 0                         | 0     | 0%             | 13                         |
| 41         | YOUTH DEVELOPMENT                 | 0         | 0                         | 0     | 0%             | 0                          |
| 42         | ZOO                               | 0         | 0                         | 0     | 0%             | 0                          |
| TOTAL      |                                   | 8         | 1                         | 9     | 89%            | 89                         |

## Attachment B

TLH Hires compared to Other Civil Service Hires and Vacancies in March 2025 of FY 24-25  
in the classifications used by TLH

| DEPARTMENT |                                   | ADMIN CLERK |                             |             | ANIMAL CARE TECH |                             |             | ANIMAL LICENSE CANVASSER |                             |             | CUSTODIAN   |                             |             | DELIVERY DRIVER |                             |             | GARAGE ATTENDANT |                             |             |
|------------|-----------------------------------|-------------|-----------------------------|-------------|------------------|-----------------------------|-------------|--------------------------|-----------------------------|-------------|-------------|-----------------------------|-------------|-----------------|-----------------------------|-------------|------------------|-----------------------------|-------------|
|            |                                   | # TLH Hires | # Other Civil Service Hires | # Vacancies | # TLH HIRES      | # Other Civil Service Hires | # Vacancies | # TLH HIRES              | # Other Civil Service Hires | # Vacancies | # TLH HIRES | # Other Civil Service Hires | # Vacancies | # TLH HIRES     | # Other Civil Service Hires | # Vacancies | # TLH HIRES      | # Other Civil Service Hires | # Vacancies |
| 1          | AGING                             |             |                             |             |                  |                             |             |                          |                             |             |             |                             |             |                 |                             |             |                  |                             |             |
| 2          | AIRPORTS                          |             | 1                           | 41          |                  |                             |             |                          |                             |             |             |                             | 152         |                 |                             |             |                  |                             | 1           |
| 3          | ANIMAL SERVICES                   |             |                             | 4           |                  |                             | 24          |                          |                             |             |             |                             |             |                 |                             |             |                  |                             |             |
| 4          | BUILDING & SAFETY                 |             |                             | 7           |                  |                             |             |                          |                             |             |             |                             |             |                 |                             |             |                  |                             |             |
| 5          | CANNABIS                          |             |                             |             |                  |                             |             |                          |                             |             |             |                             |             |                 |                             |             |                  |                             |             |
| 6          | CAO                               |             |                             |             |                  |                             |             |                          |                             |             |             |                             |             |                 |                             |             |                  |                             |             |
| 7          | CIVIL AND HUMAN RIGHTS EQUITY     |             |                             |             |                  |                             |             |                          |                             |             |             |                             |             |                 |                             |             |                  |                             |             |
| 8          | CLA (COUNCIL)                     |             |                             | 2           |                  |                             |             |                          |                             |             |             |                             |             |                 |                             |             |                  |                             |             |
| 9          | CITY CLERK                        |             |                             |             |                  |                             |             |                          |                             |             |             |                             |             |                 |                             |             |                  |                             |             |
| 10         | COMMUNITY INVESTMENT FOR FAMILIES |             |                             |             |                  |                             |             |                          |                             |             |             |                             |             |                 |                             |             |                  |                             |             |
| 11         | CONTROLLER                        |             |                             |             |                  |                             |             |                          |                             |             |             |                             |             |                 |                             |             |                  |                             |             |
| 12         | CONVENTION CENTER                 |             |                             |             |                  |                             |             |                          |                             |             |             |                             |             |                 |                             |             |                  |                             |             |
| 13         | CULTURAL AFFAIRS                  |             |                             | 1           |                  |                             |             |                          |                             |             |             |                             |             |                 |                             |             |                  |                             |             |
| 14         | DISABILITY                        |             |                             |             |                  |                             |             |                          |                             |             |             |                             |             |                 |                             |             |                  |                             |             |
| 15         | DONE                              |             |                             |             |                  |                             |             |                          |                             |             |             |                             |             |                 |                             |             |                  |                             |             |
| 16         | DOT                               |             |                             | 1           |                  |                             |             |                          |                             |             |             |                             |             |                 |                             |             |                  |                             |             |
| 17         | EWDD                              |             |                             |             |                  |                             |             |                          |                             |             |             |                             |             |                 |                             |             |                  |                             |             |
| 18         | EL PUEBLO                         |             |                             |             |                  |                             |             |                          |                             |             |             |                             |             |                 |                             |             |                  |                             |             |
| 19         | EMERGENCY MANAGEMENT              |             |                             |             |                  |                             |             |                          |                             |             |             |                             |             |                 |                             |             |                  |                             |             |
| 20         | ERB                               |             |                             |             |                  |                             |             |                          |                             |             |             |                             |             |                 |                             |             |                  |                             |             |
| 21         | ETHICS COMMISSION                 |             |                             |             |                  |                             |             |                          |                             |             |             |                             |             |                 |                             |             |                  |                             |             |
| 22         | FINANCE                           |             |                             |             |                  |                             |             |                          |                             |             |             |                             |             |                 |                             |             |                  |                             |             |
| 23         | FIRE CIVILIAN                     |             |                             | 4           |                  |                             |             |                          |                             |             |             |                             |             |                 |                             |             |                  |                             |             |
| 24         | GSD                               |             |                             |             |                  |                             |             |                          |                             |             |             |                             |             |                 |                             |             |                  | 2                           |             |
| 25         | HARBOR                            | 1           |                             | 2           |                  |                             |             |                          |                             |             |             |                             | 1           |                 |                             |             |                  | 1                           |             |
| 26         | HOUSING                           |             |                             | 15          |                  |                             |             |                          |                             |             |             |                             |             |                 |                             |             |                  |                             |             |
| 27         | ITA                               |             |                             |             |                  |                             |             |                          |                             |             |             |                             |             |                 |                             |             |                  |                             |             |
| 28         | LACERS                            |             |                             |             |                  |                             |             |                          |                             |             |             |                             |             |                 |                             |             |                  |                             |             |
| 29         | LIBRARY                           |             |                             | 35          |                  |                             |             |                          |                             |             |             |                             |             |                 |                             |             |                  |                             |             |
| 30         | PENSIONS                          |             |                             |             |                  |                             |             |                          |                             |             |             |                             |             |                 |                             |             |                  |                             |             |
| 31         | PERSONNEL                         |             |                             | 1           |                  |                             |             |                          |                             |             |             |                             |             |                 |                             |             |                  |                             |             |
| 32         | PLANNING                          | 1           |                             | 1           |                  |                             |             |                          |                             |             |             |                             |             |                 |                             |             |                  |                             |             |
| 33         | POLICE CIVILIAN                   | 1           |                             | 2           |                  |                             |             |                          |                             |             |             |                             |             |                 |                             |             |                  |                             |             |
| 34         | PW BOARD                          |             |                             |             |                  |                             |             |                          |                             |             |             |                             |             |                 |                             |             |                  |                             |             |
| 35         | PW CONTRACT ADMIN                 |             |                             |             |                  |                             |             |                          |                             |             |             |                             |             |                 |                             |             |                  |                             |             |
| 36         | PW ENGINEERING                    |             |                             |             |                  |                             |             |                          |                             |             |             |                             |             |                 |                             |             |                  |                             |             |
| 37         | PW SANITATION                     |             |                             | 3           |                  |                             |             |                          |                             |             |             |                             |             |                 |                             |             |                  |                             |             |
| 38         | PW STREET LIGHTING                |             |                             |             |                  |                             |             |                          |                             |             |             |                             |             |                 |                             |             |                  |                             |             |
| 39         | PW STREET SERVICES                |             |                             |             |                  |                             |             |                          |                             |             |             |                             |             |                 |                             |             |                  |                             |             |
| 40         | RAP                               |             |                             |             |                  |                             |             |                          |                             |             |             |                             |             |                 |                             |             |                  |                             |             |
| 41         | YOUTH DEVELOPMENT                 |             |                             |             |                  |                             |             |                          |                             |             |             |                             |             |                 |                             |             |                  |                             |             |
| 42         | ZOO                               |             |                             |             |                  |                             |             |                          |                             |             |             |                             |             |                 |                             |             |                  |                             |             |
| TOTAL      |                                   | 3           | 1                           | 119         | 0                | 0                           | 24          | 0                        | 0                           | 0           | 0           | 0                           | 153         | 0               | 0                           | 0           | 0                | 0                           | 4           |

| DEPARTMENT |                                   | GARDENER CARETAKER |                             |             | MAINTENANCE LABORER |                             |             | MECHANICAL HELPER |                             |             | STREET SERVICES WORKER |                             |             | TREE SURGEON ASST |                             |             | WAREHOUSE & TOOLROOM WORKER |                             |             |
|------------|-----------------------------------|--------------------|-----------------------------|-------------|---------------------|-----------------------------|-------------|-------------------|-----------------------------|-------------|------------------------|-----------------------------|-------------|-------------------|-----------------------------|-------------|-----------------------------|-----------------------------|-------------|
|            |                                   | # TLH HIRES        | # Other Civil Service Hires | # Vacancies | # TLH HIRES         | # Other Civil Service Hires | # Vacancies | # TLH HIRES       | # Other Civil Service Hires | # Vacancies | # TLH HIRES            | # Other Civil Service Hires | # Vacancies | # TLH HIRES       | # Other Civil Service Hires | # Vacancies | # TLH HIRES                 | # Other Civil Service Hires | # Vacancies |
| 1          | AGING                             |                    |                             |             |                     |                             |             |                   |                             |             |                        |                             |             |                   |                             |             |                             |                             |             |
| 2          | AIRPORTS                          | 5                  |                             | 13          |                     |                             | 23          |                   |                             | 13          |                        |                             | 3           |                   |                             |             |                             |                             |             |
| 3          | ANIMAL SERVICES                   |                    |                             |             |                     |                             |             |                   |                             |             |                        |                             |             |                   |                             |             |                             |                             |             |
| 4          | BUILDING & SAFETY                 |                    |                             |             |                     |                             |             |                   |                             |             |                        |                             |             |                   |                             |             |                             |                             |             |
| 5          | CANNABIS                          |                    |                             |             |                     |                             |             |                   |                             |             |                        |                             |             |                   |                             |             |                             |                             |             |
| 6          | CAO                               |                    |                             |             |                     |                             |             |                   |                             |             |                        |                             |             |                   |                             |             |                             |                             |             |
| 7          | CIVIL AND HUMAN RIGHTS EQUITY     |                    |                             |             |                     |                             |             |                   |                             |             |                        |                             |             |                   |                             |             |                             |                             |             |
| 8          | CLA (COUNCIL)                     |                    |                             |             |                     |                             |             |                   |                             |             |                        |                             |             |                   |                             |             |                             |                             |             |
| 9          | CITY CLERK                        |                    |                             |             |                     |                             |             |                   |                             |             |                        |                             |             |                   |                             |             |                             |                             |             |
| 10         | COMMUNITY INVESTMENT FOR FAMILIES |                    |                             |             |                     |                             |             |                   |                             |             |                        |                             |             |                   |                             |             |                             |                             |             |
| 11         | CONTROLLER                        |                    |                             |             |                     |                             |             |                   |                             |             |                        |                             |             |                   |                             |             |                             |                             |             |
| 12         | CONVENTION CENTER                 |                    |                             |             |                     |                             |             |                   |                             |             |                        |                             |             |                   |                             |             |                             |                             |             |
| 13         | CULTURAL AFFAIRS                  |                    |                             |             |                     |                             |             |                   |                             |             |                        |                             |             |                   |                             |             |                             |                             |             |
| 14         | DISABILITY                        |                    |                             |             |                     |                             |             |                   |                             |             |                        |                             |             |                   |                             |             |                             |                             |             |
| 15         | DONE                              |                    |                             |             |                     |                             |             |                   |                             |             |                        |                             |             |                   |                             |             |                             |                             |             |
| 16         | DOT                               |                    |                             |             |                     |                             | 3           |                   |                             |             |                        |                             |             |                   |                             |             |                             |                             |             |
| 17         | EWDD                              |                    |                             |             |                     |                             |             |                   |                             |             |                        |                             |             |                   |                             |             |                             |                             |             |
| 18         | EL PUEBLO                         |                    |                             |             |                     |                             |             |                   |                             |             |                        |                             |             |                   |                             |             |                             |                             |             |
| 19         | EMERGENCY MANAGEMENT              |                    |                             |             |                     |                             |             |                   |                             |             |                        |                             |             |                   |                             |             |                             |                             |             |
| 20         | ERB                               |                    |                             |             |                     |                             |             |                   |                             |             |                        |                             |             |                   |                             |             |                             |                             |             |
| 21         | ETHICS COMMISSION                 |                    |                             |             |                     |                             |             |                   |                             |             |                        |                             |             |                   |                             |             |                             |                             |             |
| 22         | FINANCE                           |                    |                             |             |                     |                             |             |                   |                             |             |                        |                             |             |                   |                             |             |                             |                             |             |
| 23         | FIRE CIVILIAN                     |                    |                             |             |                     |                             |             |                   |                             |             |                        |                             |             |                   |                             |             |                             |                             |             |
| 24         | GSD                               |                    |                             |             |                     |                             |             |                   |                             | 1           |                        |                             |             |                   |                             |             |                             |                             |             |
| 25         | HARBOR                            |                    |                             | 6           |                     |                             | 2           |                   |                             | 1           |                        |                             |             |                   |                             |             |                             |                             |             |
| 26         | HOUSING                           |                    |                             |             |                     |                             |             |                   |                             |             |                        |                             |             |                   |                             |             |                             |                             |             |
| 27         | ITA                               |                    |                             |             |                     |                             |             |                   |                             |             |                        |                             |             |                   |                             |             |                             |                             |             |
| 28         | LACERS                            |                    |                             |             |                     |                             |             |                   |                             |             |                        |                             |             |                   |                             |             |                             |                             |             |
| 29         | LIBRARY                           |                    |                             | 2           |                     |                             | 2           |                   |                             |             |                        |                             |             |                   |                             |             |                             |                             |             |
| 30         | PENSIONS                          |                    |                             |             |                     |                             |             |                   |                             |             |                        |                             |             |                   |                             |             |                             |                             |             |
| 31         | PERSONNEL                         |                    |                             |             |                     |                             |             |                   |                             |             |                        |                             |             |                   |                             |             |                             |                             |             |
| 32         | PLANNING                          |                    |                             |             |                     |                             |             |                   |                             |             |                        |                             |             |                   |                             |             |                             |                             |             |
| 33         | POLICE CIVILIAN                   |                    |                             |             |                     |                             |             |                   |                             |             |                        |                             |             |                   |                             |             |                             |                             |             |
| 34         | PW BOARD                          |                    |                             |             |                     |                             |             |                   |                             |             |                        |                             |             |                   |                             |             |                             |                             |             |
| 35         | PW CONTRACT ADMIN                 |                    |                             |             |                     |                             |             |                   |                             |             |                        |                             |             |                   |                             |             |                             |                             |             |
| 36         | PW ENGINEERING                    |                    |                             |             |                     |                             |             |                   |                             |             |                        |                             |             |                   |                             |             |                             |                             |             |
| 37         | PW SANITATION                     |                    |                             |             |                     |                             | 20          |                   |                             |             |                        |                             |             |                   |                             |             |                             |                             |             |
| 38         | PW STREET LIGHTING                |                    |                             |             |                     |                             |             |                   |                             | 1           |                        |                             |             |                   |                             |             |                             |                             |             |
| 39         | PW STREET SERVICES                |                    |                             |             |                     |                             |             |                   |                             | 3           |                        |                             | 1           |                   |                             | 1           |                             |                             |             |
| 40         | RAP                               |                    |                             | 9           |                     |                             |             |                   |                             |             |                        |                             |             |                   |                             |             |                             |                             |             |
| 41         | YOUTH DEVELOPMENT                 |                    |                             |             |                     |                             |             |                   |                             |             |                        |                             |             |                   |                             |             |                             |                             |             |
| 42         | ZOO                               |                    |                             |             |                     |                             |             |                   |                             |             |                        |                             |             |                   |                             |             |                             |                             |             |
| TOTAL      |                                   | 5                  | 0                           | 30          | 0                   | 0                           | 50          | 0                 | 0                           | 19          | 0                      | 0                           | 4           | 0                 | 0                           | 1           | 0                           | 0                           | 0           |

**Attachment C**

**Civil Service Hires compared to BRIDGE Hires in March 2025 of FY 24-25  
in the classifications used by BRIDGE**

| DEPARTMENT   |                           | BRIDGE Hires | Other Civil<br>Service<br>Hires | TOTAL    | Hired thru<br>BRIDGE | FY 24-25<br>BRIDGE hires<br>to date |
|--------------|---------------------------|--------------|---------------------------------|----------|----------------------|-------------------------------------|
| 1            | AGING                     | 0            | 0                               | 0        | 0%                   | 0                                   |
| 2            | AIRPORTS                  | 0            | 3                               | 3        | 0%                   | 45                                  |
| 3            | ANIMAL SERVICES           | 0            | 0                               | 0        | 0%                   | 0                                   |
| 4            | BUILDING & SAFETY         | 0            | 0                               | 0        | 0%                   | 1                                   |
| 5            | CANNABIS                  | 0            | 0                               | 0        | 0%                   | 0                                   |
| 6            | CAO                       | 0            | 0                               | 0        | 0%                   | 0                                   |
| 7            | CLA (COUNCIL)             | 0            | 0                               | 0        | 0%                   | 0                                   |
| 8            | CITY CLERK                | 0            | 0                               | 0        | 0%                   | 0                                   |
| 9            | CONTROLLER                | 0            | 0                               | 0        | 0%                   | 1                                   |
| 10           | CONVENTION CENTER         | 0            | 0                               | 0        | 0%                   | 0                                   |
| 11           | CULTURAL AFFAIRS          | 0            | 0                               | 0        | 0%                   | 0                                   |
| 12           | DISABILITY                | 0            | 0                               | 0        | 0%                   | 0                                   |
| 13           | DOT                       | 0            | 0                               | 0        | 0%                   | 26                                  |
| 14           | ECONOMIC & WORKFORCE DEV. | 0            | 0                               | 0        | 0%                   | 0                                   |
| 15           | EL PUEBLO                 | 0            | 0                               | 0        | 0%                   | 0                                   |
| 16           | EMERGENCY MANAGEMENT      | 0            | 0                               | 0        | 0%                   | 0                                   |
| 17           | EMPLOYEE RELATIONS BOARD  | 0            | 0                               | 0        | 0%                   | 0                                   |
| 18           | ETHICS COMMISSION         | 0            | 0                               | 0        | 0%                   | 0                                   |
| 19           | FINANCE                   | 0            | 0                               | 0        | 0%                   | 0                                   |
| 20           | FIRE CIVILIAN             | 0            | 0                               | 0        | 0%                   | 0                                   |
| 21           | GSD                       | 0            | 0                               | 0        | 0%                   | 0                                   |
| 22           | HARBOR                    | 0            | 0                               | 0        | 0%                   | 6                                   |
| 23           | HOUSING                   | 0            | 0                               | 0        | 0%                   | 2                                   |
| 24           | ITA                       | 0            | 2                               | 2        | 0%                   | 1                                   |
| 25           | LACERS                    | 0            | 0                               | 0        | 0%                   | 3                                   |
| 26           | LIBRARY                   | 0            | 0                               | 0        | 0%                   | 1                                   |
| 27           | NEIGHBORHOOD EMPOWERMENT  | 0            | 0                               | 0        | 0%                   | 0                                   |
| 28           | PENSIONS                  | 0            | 0                               | 0        | 0%                   | 0                                   |
| 29           | PERSONNEL                 | 0            | 0                               | 0        | 0%                   | 0                                   |
| 30           | PLANNING                  | 0            | 0                               | 0        | 0%                   | 0                                   |
| 31           | POLICE CIVILIAN           | 0            | 0                               | 0        | 0%                   | 11                                  |
| 32           | PW BOARD                  | 0            | 0                               | 0        | 0%                   | 0                                   |
| 33           | PW CONTRACT ADMIN         | 1            | 0                               | 1        | 100%                 | 7                                   |
| 34           | PW ENGINEERING            | 0            | 0                               | 0        | 0%                   | 1                                   |
| 35           | PW SANITATION             | 0            | 0                               | 0        | 0%                   | 0                                   |
| 36           | PW STREET LIGHTING        | 0            | 0                               | 0        | 0%                   | 0                                   |
| 37           | PW STREET SERVICES        | 0            | 0                               | 0        | 0%                   | 0                                   |
| 38           | RAP                       | 0            | 0                               | 0        | 0%                   | 0                                   |
| 39           | YOUTH DEVELOPMENT         | 0            | 0                               | 0        | 0%                   | 1                                   |
| 40           | ZOO                       | 0            | 0                               | 0        | 0%                   | 0                                   |
| <b>TOTAL</b> |                           | <b>1</b>     | <b>5</b>                        | <b>6</b> | <b>17%</b>           | <b>106</b>                          |

## Attachment D

BRIDGE Hires compared to Other Civil Service Hires and Vacancies in March 2025 of FY 24-25  
in the classifications used by BRIDGE

| DEPARTMENT |                                   | ACCOUNTING CLERK  |                                      |                | CEMENT FINISHER WORKER |                                      |                | COMMUNICATION<br>INFORMATION<br>REPRESENTATIVE |                                      |                | COMMUNITY SERVICES<br>REPRESENTATIVE |                                      |                | CUSTOMER SERVICE<br>SPECIALIST |                                      |                |
|------------|-----------------------------------|-------------------|--------------------------------------|----------------|------------------------|--------------------------------------|----------------|--|--------------------------------------|----------------|--------------------------------------|--------------------------------------|----------------|--------------------------------|--------------------------------------|----------------|
|            |                                   | # BRIDGE<br>Hires | # Other<br>Civil<br>Service<br>Hires | #<br>Vacancies | # BRIDGE<br>Hires      | # Other<br>Civil<br>Service<br>Hires | #<br>Vacancies | # BRIDGE<br>HIRES                              | # Other<br>Civil<br>Service<br>Hires | #<br>Vacancies | # BRIDGE<br>HIRES                    | # Other<br>Civil<br>Service<br>Hires | #<br>Vacancies | # BRIDGE<br>HIRES              | # Other<br>Civil<br>Service<br>Hires | #<br>Vacancies |
| 1          | AGING                             |                   |                                      |                |                        |                                      |                |  |                                      |                |                                      |                                      |                |                                |                                      |                |
| 2          | AIRPORTS                          |                   |                                      | 15             |                        | 1                                    | 5              |  |                                      | 11             |                                      |                                      |                |                                |                                      |                |
| 3          | ANIMAL SERVICES                   |                   |                                      | 1              |                        |                                      |                |  |                                      |                |                                      |                                      |                |                                |                                      |                |
| 4          | BUILDING & SAFETY                 |                   |                                      | 2              |                        |                                      |                |  |                                      |                |                                      |                                      |                |                                |                                      |                |
| 5          | CANNABIS                          |                   |                                      |                |                        |                                      |                |  |                                      |                |                                      |                                      |                |                                |                                      |                |
| 6          | CAO                               |                   |                                      |                |                        |                                      |                |  |                                      |                |                                      |                                      |                |                                |                                      |                |
| 7          | CIVIL AND HUMAN RIGHTS EQUITY     |                   |                                      |                |                        |                                      |                |  |                                      |                |                                      |                                      |                |                                |                                      |                |
| 8          | CLA (COUNCIL)                     |                   |                                      |                |                        |                                      |                |  |                                      |                |                                      |                                      |                |                                |                                      |                |
| 9          | CITY CLERK                        |                   |                                      | 1              |                        |                                      |                |  |                                      |                |                                      |                                      |                |                                |                                      |                |
| 10         | COMMUNITY INVESTMENT FOR FAMILIES |                   |                                      |                |                        |                                      |                |  |                                      |                |                                      |                                      |                |                                |                                      |                |
| 11         | CONTROLLER                        |                   |                                      |                |                        |                                      |                |  |                                      |                |                                      |                                      |                |                                |                                      |                |
| 12         | CONVENTION CENTER                 |                   |                                      |                |                        |                                      |                |  |                                      |                |                                      |                                      |                |                                |                                      |                |
| 13         | CULTURAL AFFAIRS                  |                   |                                      |                |                        |                                      |                |  |                                      |                |                                      |                                      |                |                                |                                      |                |
| 14         | DISABILITY                        |                   |                                      |                |                        |                                      |                |  |                                      |                |                                      |                                      |                |                                |                                      |                |
| 15         | DONE                              |                   |                                      |                |                        |                                      |                |  |                                      |                |                                      |                                      |                |                                |                                      |                |
| 16         | DOT                               |                   |                                      |                |                        |                                      |                |  |                                      | 1              |                                      |                                      |                |                                |                                      |                |
| 17         | EWDD                              |                   |                                      | 1              |                        |                                      |                |  |                                      |                |                                      |                                      |                |                                |                                      |                |
| 18         | EL PUEBLO                         |                   |                                      |                |                        |                                      |                |  |                                      |                |                                      |                                      |                |                                |                                      |                |
| 19         | EMERGENCY MANAGEMENT              |                   |                                      |                |                        |                                      |                |  |                                      |                |                                      |                                      |                |                                |                                      |                |
| 20         | ERB                               |                   |                                      |                |                        |                                      |                |  |                                      |                |                                      |                                      |                |                                |                                      |                |
| 21         | ETHICS COMMISSION                 |                   |                                      |                |                        |                                      |                |  |                                      |                |                                      |                                      |                |                                |                                      |                |
| 22         | FINANCE                           |                   |                                      |                |                        |                                      |                |  |                                      |                |                                      |                                      |                |                                |                                      | 1              |
| 23         | FIRE CIVILIAN                     |                   |                                      | 5              |                        |                                      |                |  |                                      |                |                                      |                                      |                |                                |                                      |                |
| 24         | GSD                               |                   |                                      |                |                        |                                      |                |  |                                      |                |                                      |                                      |                |                                |                                      |                |
| 25         | HARBOR                            |                   |                                      | 4              |                        |                                      |                |  |                                      | 5              |                                      |                                      |                |                                |                                      |                |
| 26         | HOUSING                           |                   |                                      | 3              |                        |                                      |                |  |                                      | 1              |                                      |                                      |                |                                |                                      |                |
| 27         | ITA                               |                   |                                      |                |                        |                                      |                |  | 2                                    | 1              |                                      |                                      |                |                                |                                      |                |
| 28         | LACERS                            |                   |                                      | 1              |                        |                                      |                |  |                                      |                |                                      |                                      |                |                                |                                      |                |
| 29         | LIBRARY                           |                   |                                      | 1              |                        |                                      |                |  |                                      |                |                                      |                                      | 8              |                                |                                      |                |
| 30         | PENSIONS                          |                   |                                      |                |                        |                                      |                |  |                                      |                |                                      |                                      |                |                                |                                      |                |
| 31         | PERSONNEL                         |                   |                                      |                |                        |                                      |                |  |                                      |                |                                      |                                      |                |                                |                                      |                |
| 32         | PLANNING                          |                   |                                      |                |                        |                                      |                |  |                                      |                |                                      |                                      |                |                                |                                      |                |
| 33         | POLICE CIVILIAN                   |                   |                                      |                |                        |                                      |                |  |                                      |                |                                      |                                      |                |                                |                                      |                |
| 34         | PW BOARD                          |                   |                                      |                |                        |                                      |                |  |                                      |                |                                      |                                      |                |                                |                                      |                |
| 35         | PW CONTRACT ADMIN                 | 1                 |                                      |                |                        |                                      |                |  |                                      |                |                                      |                                      |                |                                |                                      |                |
| 36         | PW ENGINEERING                    |                   |                                      |                |                        |                                      |                |  |                                      |                |                                      |                                      |                |                                |                                      |                |
| 37         | PW SANITATION                     |                   |                                      | 1              |                        |                                      |                |  |                                      | 1              |                                      |                                      |                |                                |                                      |                |
| 38         | PW STREET LIGHTING                |                   |                                      |                |                        |                                      |                |  |                                      |                |                                      |                                      |                |                                |                                      |                |
| 39         | PW STREET SERVICES                |                   |                                      |                |                        |                                      |                |  |                                      |                |                                      |                                      |                |                                |                                      |                |
| 40         | RAP                               |                   |                                      | 1              |                        |                                      |                |  |                                      |                |                                      |                                      |                |                                |                                      |                |
| 41         | YOUTH DEVELOPMENT                 |                   |                                      |                |                        |                                      |                |  |                                      |                |                                      |                                      |                |                                |                                      |                |
| 42         | ZOO                               |                   |                                      |                |                        |                                      |                |  |                                      |                |                                      |                                      |                |                                |                                      |                |
| TOTAL      |                                   | 1                 | 0                                    | 36             | 0                      | 1                                    | 5              | 0  | 2                                    | 20             | 0                                    | 0                                    | 8              | 0                              | 0                                    | 1              |



| DEPARTMENT |                                   | ELECTRICAL CRAFT HELPER |                                      |             | FIELD ENGINEERING AIDE |                                      |                | INSPECTOR TRAINEE<br>(ASSISTANT INSPECTOR) |                                      |                | MAINTENANCE &<br>CONSTRUCTION HELPER |                                      |                | SECURITY OFFICER     |                                      |                | TRAFFIC PAINTER & SIGN<br>POSTER |                                      |                |
|------------|-----------------------------------|-------------------------|--------------------------------------|-------------|------------------------|--------------------------------------|----------------|--|--------------------------------------|----------------|--------------------------------------|--------------------------------------|----------------|----------------------|--------------------------------------|----------------|----------------------------------|--------------------------------------|----------------|
|            |                                   | #<br>BRIDGE<br>HIRES    | # Other<br>Civil<br>Service<br>Hires | # Vacancies | #<br>BRIDGE<br>HIRES   | # Other<br>Civil<br>Service<br>Hires | #<br>Vacancies | #<br>BRIDGE<br>HIRES                       | # Other<br>Civil<br>Service<br>Hires | #<br>Vacancies | #<br>BRIDGE<br>HIRES                 | # Other<br>Civil<br>Service<br>Hires | #<br>Vacancies | #<br>BRIDGE<br>HIRES | # Other<br>Civil<br>Service<br>Hires | #<br>Vacancies | #<br>BRIDGE<br>HIRES             | # Other<br>Civil<br>Service<br>Hires | #<br>Vacancies |
| 1          | AGING                             |                         |                                      |             |                        |                                      |                |  |                                      |                |                                      |                                      |                |                      |                                      |                |                                  |                                      |                |
| 2          | AIRPORTS                          |                         |                                      | 1           |                        |                                      |                |  |                                      | 5              |                                      | 2                                    | 8              |                      |                                      |                |                                  |                                      |                |
| 3          | ANIMAL SERVICES                   |                         |                                      |             |                        |                                      |                |  |                                      |                |                                      |                                      |                |                      |                                      |                |                                  |                                      |                |
| 4          | BUILDING & SAFETY                 |                         |                                      |             |                        |                                      |                |  |                                      | 14             |                                      |                                      |                |                      |                                      |                |                                  |                                      |                |
| 5          | CANNABIS                          |                         |                                      |             |                        |                                      |                |  |                                      |                |                                      |                                      |                |                      |                                      |                |                                  |                                      |                |
| 6          | CAO                               |                         |                                      |             |                        |                                      |                |  |                                      |                |                                      |                                      |                |                      |                                      |                |                                  |                                      |                |
| 7          | CIVIL AND HUMAN RIGHTS EQUITY     |                         |                                      |             |                        |                                      |                |  |                                      |                |                                      |                                      |                |                      |                                      |                |                                  |                                      |                |
| 8          | CLA (COUNCIL)                     |                         |                                      |             |                        |                                      |                |  |                                      |                |                                      |                                      |                |                      |                                      |                |                                  |                                      |                |
| 9          | CITY CLERK                        |                         |                                      |             |                        |                                      |                |  |                                      |                |                                      |                                      |                |                      |                                      |                |                                  |                                      |                |
| 10         | COMMUNITY INVESTMENT FOR FAMILIES |                         |                                      |             |                        |                                      |                |  |                                      |                |                                      |                                      |                |                      |                                      |                |                                  |                                      |                |
| 11         | CONTROLLER                        |                         |                                      |             |                        |                                      |                |  |                                      |                |                                      |                                      |                |                      |                                      |                |                                  |                                      |                |
| 12         | CONVENTION CENTER                 |                         |                                      |             |                        |                                      |                |  |                                      |                |                                      |                                      |                |                      |                                      |                |                                  |                                      |                |
| 13         | CULTURAL AFFAIRS                  |                         |                                      |             |                        |                                      |                |  |                                      |                |                                      |                                      |                |                      |                                      |                |                                  |                                      |                |
| 14         | DISABILITY                        |                         |                                      |             |                        |                                      |                |  |                                      |                |                                      |                                      |                |                      |                                      |                |                                  |                                      |                |
| 15         | DONE                              |                         |                                      |             |                        |                                      |                |  |                                      |                |                                      |                                      |                |                      |                                      |                |                                  |                                      |                |
| 16         | DOT                               |                         |                                      |             |                        |                                      |                |  |                                      |                |                                      |                                      |                |                      |                                      |                |                                  |                                      |                |
| 17         | EWDD                              |                         |                                      |             |                        |                                      |                |  |                                      |                |                                      |                                      |                |                      |                                      |                |                                  |                                      |                |
| 18         | EL PUEBLO                         |                         |                                      |             |                        |                                      |                |  |                                      |                |                                      |                                      |                |                      |                                      |                |                                  |                                      |                |
| 19         | EMERGENCY MANAGEMENT              |                         |                                      |             |                        |                                      |                |  |                                      |                |                                      |                                      |                |                      |                                      |                |                                  |                                      |                |
| 20         | ERB                               |                         |                                      |             |                        |                                      |                |  |                                      |                |                                      |                                      |                |                      |                                      |                |                                  |                                      |                |
| 21         | ETHICS COMMISSION                 |                         |                                      |             |                        |                                      |                |  |                                      |                |                                      |                                      |                |                      |                                      |                |                                  |                                      |                |
| 22         | FINANCE                           |                         |                                      |             |                        |                                      |                |  |                                      |                |                                      |                                      |                |                      |                                      |                |                                  |                                      |                |
| 23         | FIRE CIVILIAN                     |                         |                                      |             |                        |                                      |                |  |                                      |                |                                      |                                      |                |                      |                                      |                |                                  |                                      |                |
| 24         | GSD                               |                         |                                      |             |                        |                                      |                |  |                                      |                |                                      |                                      |                |                      |                                      |                |                                  |                                      |                |
| 25         | HARBOR                            |                         |                                      |             |                        |                                      | 1              |  |                                      |                |                                      |                                      | 2              |                      |                                      |                |                                  |                                      |                |
| 26         | HOUSING                           |                         |                                      |             |                        |                                      |                |  |                                      | 5              |                                      |                                      |                |                      |                                      |                |                                  |                                      |                |
| 27         | ITA                               |                         |                                      |             |                        |                                      |                |  |                                      |                |                                      |                                      |                |                      |                                      |                |                                  |                                      |                |
| 28         | LACERS                            |                         |                                      |             |                        |                                      |                |  |                                      |                |                                      |                                      |                |                      |                                      |                |                                  |                                      |                |
| 29         | LIBRARY                           |                         |                                      |             |                        |                                      |                |  |                                      |                |                                      |                                      |                |                      |                                      |                |                                  |                                      |                |
| 30         | PENSIONS                          |                         |                                      |             |                        |                                      |                |  |                                      |                |                                      |                                      |                |                      |                                      |                |                                  |                                      |                |
| 31         | PERSONNEL                         |                         |                                      |             |                        |                                      |                |  |                                      |                |                                      |                                      |                |                      |                                      |                |                                  |                                      |                |
| 32         | PLANNING                          |                         |                                      |             |                        |                                      |                |  |                                      |                |                                      |                                      |                |                      |                                      |                |                                  |                                      |                |
| 33         | POLICE CIVILIAN                   |                         |                                      |             |                        |                                      |                |  |                                      |                |                                      |                                      |                |                      |                                      |                |                                  |                                      |                |
| 34         | PW BOARD                          |                         |                                      |             |                        |                                      |                |  |                                      |                |                                      |                                      |                |                      |                                      |                |                                  |                                      |                |
| 35         | PW CONTRACT ADMIN                 |                         |                                      |             |                        |                                      |                |  |                                      | 1              |                                      |                                      |                |                      |                                      |                |                                  |                                      |                |
| 36         | PW ENGINEERING                    |                         |                                      |             |                        |                                      |                |  |                                      |                |                                      |                                      |                |                      |                                      |                |                                  |                                      |                |
| 37         | PW SANITATION                     |                         |                                      |             |                        |                                      |                |  |                                      |                |                                      |                                      |                |                      |                                      |                |                                  |                                      |                |
| 38         | PW STREET LIGHTING                |                         |                                      | 1           |                        |                                      |                |  |                                      |                |                                      |                                      |                |                      |                                      |                |                                  |                                      |                |
| 39         | PW STREET SERVICES                |                         |                                      |             |                        |                                      |                |  |                                      |                |                                      |                                      | 4              |                      |                                      |                |                                  |                                      |                |
| 40         | RAP                               |                         |                                      |             |                        |                                      |                |  |                                      |                |                                      |                                      |                |                      |                                      |                |                                  |                                      |                |
| 41         | YOUTH DEVELOPMENT                 |                         |                                      |             |                        |                                      |                |  |                                      |                |                                      |                                      |                |                      |                                      |                |                                  |                                      |                |
| 42         | ZOO                               |                         |                                      |             |                        |                                      |                |  |                                      |                |                                      |                                      |                |                      |                                      |                |                                  |                                      |                |
| TOTAL      |                                   | 0                       | 0                                    | 2           | 0                      | 0                                    | 1              | 0  | 0                                    | 25             | 0                                    | 2                                    | 14             | 0                    | 0                                    | 0              | 0                                | 0                                    | 0              |