



PERSONNEL AND HIRING

MOTION

As the emergency response to the Palisades Fire winds down, the City is shifting its focus to recovery and reconstruction, and promising a robust, expedited process that must be delivered upon for those who have lost their homes.

The scope of our short-term recovery and long-term reconstruction efforts will be a substantial undertaking, likely surpassing the City's current staffing levels and available resources. Several motions have been introduced over the past week, including CF 25-0006-S6, which instructs City departments to report on their staffing needs to support recovery efforts. Additionally, the motion instructs the City Administrative Officer to sunset the Prioritized Critical Hiring Process for positions essential to the wildfire recovery and rebuilding initiatives.

In addition to reviewing position vacancies and assessing the need for possible new positions, the City should look to creative approaches, such as rehiring retired employees. This strategy was successfully implemented in 1994 following the Northridge Earthquake when the City employed retired employees for 90 days to help the recovery efforts. City employees possess valuable institutional knowledge and experience from past disasters, representing the best of public service. Given the challenges ahead, the City should explore all available options to accelerate recovery and reconstruction efforts.

By including these practices, the City could create a more adaptable, nimble, and diverse workforce for the recovery and reconstruction phases, leveraging both local and external resources to address the scale of this disaster. This would not only expedite recovery efforts but also build resilience for future challenges.

I THEREFORE MOVE that City Council instruct the City Administrative Officer to report in 15 days on the feasibility and steps necessary to authorize the temporary reemployment of retired employees to aid in the City's wildfire recovery and rebuilding efforts, using lessons learned from the Northridge Earthquake.

I FURTHER MOVE that City Council instruct the City Administrative Officer to report in 15 days on possible funding sources for these positions, including, but not limited to, the use of Salaries As-Needed accounts.

I FURTHER MOVE that City Council instruct the City Administrative Officer and the Personnel Department to report in 15 days on the use of Targeted Local Hire and Bridge to Jobs hiring programs as a source of streamlining hiring for these positions.

PRESENTED BY:

TRACI PARK

Councilwoman, 11th District

TIM McOSKER

Councilmember, 15th District

SECONDED BY:

JAN 24 2025

ORIGINAL