

PERSONNEL, AUDITS, AND HIRING COMMITTEE REPORT relative to the establishment of an incentive program for non-sworn personnel.

Recommendations for Council action pursuant to Motion (McOsker – Soto-Martinez – Blumenfield):

1. INSTRUCT the Personnel Department to report in 30 days on vacancy rates in each Department citywide.
2. INSTRUCT the Personnel Department and the City Administrative Officer (CAO) to report into the Budget, Finance and Innovation Committee with recommendations to establish an incentive program for non-sworn civilian personnel with said program to outline a plan to prioritize those Departments with the highest vacancy rates.
3. INSTRUCT the CAO to identify and report on potential funding to implement the aforementioned hiring bonus plan for the prioritized Departments with the highest vacancy rates in the Fiscal Year 2023-24.

Fiscal Impact Statement: Neither CAO nor the Chief Legislative Analyst has completed a financial analysis of this report.

Community Impact Statement: None submitted.

Summary:

On April 18, 2023, your Committee considered a Motion (McOsker – Soto-Martinez – Blumenfield) relative to the establishment of an incentive program for non-sworn personnel. According to the Motion, the City's average vacancy rate across Departments is currently 21 percent. From programs such as Targeted Local Hire to Bridge to Jobs, innovative approaches to help the City meet its hiring goals and address local job needs have proven to be successful.

Potential initiatives that governments have provided their employees to improve the hiring process and mitigate attrition can include offering public service loan forgiveness and subsidizing housing costs for newly hired personnel. The current vacancy rate demands that the City establish a new way of attracting applicants and personnel to work for the City.

The Los Angeles Police Department (LAPD) is implementing a Hiring Bonus Plan to incent new and lateral hires for the LAPD. This program will provide money to their employees for the next three years, with the hope of not only hiring, but retaining, personnel. The intent of incentivizing hires through a financial proposal should be pursued by other Departments that have stark vacancy rates. Implementing a similar incentive plan for Departments Citywide with significant vacancy rates can help attract

applicants and personnel while also allowing the City to meet its goal of providing jobs for the local economy. After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the Motion. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Personnel, Audits, and Hiring Committee

A handwritten signature in black ink, appearing to read "Tom Wosker". The signature is written in a cursive, somewhat stylized font.

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

ARL

4/18/23

-NOT OFFICIAL UNTIL COUNCIL ACTS-