

PERSONNEL, AUDITS, AND HIRING and BUDGET, FINANCE, AND INNOVATION COMMITTEES REPORT relative to Prioritized Critical Hiring process updates.

Recommendation for Council action:

NOTE and FILE the following City Administrative Officer (CAO) reports relative to Prioritized Critical Hiring process:

- a. March 5, 2024
- b. April 4, 2024
- c. May 6, 2024
- d. June 6, 2024
- e. July 5, 2024
- f. August 2, 2024

Fiscal Impact Statement: Not applicable.

Community Impact Statement: None submitted.

Summary:

On March 13, 2024, March 28, 2024, April 10, 2024, and June 18, 2024 the Personnel, Audits, and Hiring (PAH) Committee considered March 5, 2024, April 4, 2024, May 6, 2024, and June 6, 2024 CAO reports relative to Prioritized Critical Hiring. According to the CAO, on January 26, 2024 the Council approved the CAO's recommendation to implement a Prioritized Critical Hiring (PCH) process (Council File No. 23-0600-S115).

The Mayor concurred with the Council action on February 2, 2024, which commenced the implementation of the PCH. Council further directed the CAO to report monthly following the implementation of the PCH process on positions that departments have filled through the process. As of June 18, 2024, there had been four monthly reports. Additional information regarding the PCH process and PCH Committee can be found within the February 2024 status report. Through May 31, 2024, the CAO has received 1,422 submissions from departments for review by the PCH Committee. A total of 407 submissions have been approved, authorizing departments to hire 4,496 employees (371 full-time and 4,125 part-time). Attachment 1 in the June 6, 2024 CAO report provides a breakdown of the PCH submissions by department, along with their status. Attachment 2 of the June , 2024 CAO report provides a summary of the PCH Committee actions. After consideration during each of the above PAH Committee meetings, the PAH Committee provided an opportunity for public comment and chose to continue the matter

each time until the June 18, 2024 PAH Committee meeting when it moved to note and file the CAO reports.

Subsequently, on August 6, 2024, the PAH Committee considered July 5, 2024 and August 2, 2024 CAO reports on this matter. According to the CAO, through July 31, 2024, the CAO has received 1,875 submissions from Departments for review by the PCH Committee. A total of 1,023 submissions have been approved, authorizing departments to hire 5,210 employees (991 full-time and 4,219 part-time). After consideration and having provided an opportunity for public comment, the PAH Committee moved to note and file the two reports.

On April 17, 2024, the Budget, Finance, and Innovation Committee also considered this matter, specifically the March 5, 2024 and April 4, 2024 CAO reports and after consideration and having provided an opportunity for public comment, moved to note and file the two CAO reports. Subsequently, on August 14, 2024, the Budget, Finance, and Innovation Committee considered the other CAO reports and after consideration and having provided an opportunity for public comment, moved to concur with the PAH Committee's actions. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Personnel, Audits, and Hiring Committee

<b>COUNCILMEMBER</b>	<b>VOTE</b>
McOSKER:	YES
SOTO-MARTINEZ:	YES
PRICE:	YES

Budget, Finance, and Innovation Committee

<b>COUNCILMEMBER</b>	<b>VOTE</b>
BLUMENFIELD:	YES
RODRIGUEZ:	YES
McOSKER:	YES
YAROSLAVSKY:	YES
PARK:	YES

ARL

8/15/24

**-NOT OFFICIAL UNTIL COUNCIL ACTS-**