

PERSONNEL, AUDITS, AND HIRING REPORT relative to impediments that delay the hiring of individuals through the Targeted Local Hire (TLH) and Bridge to Jobs (BRIDGE) Programs.

Recommendations for Council action:

1. NOTE and FILE the October 10, 2023 Personnel Department reports relative to TLH and Bridge Programs, inasmuch as this report is for information only and no Council action is required.
2. INSTRUCT the Personnel Department to include in future reports for this Council File an analysis of one-day hiring events with said report to include:
 - a. Details on successful one-day hiring events to include “lessons learned” both in terms of the administrative and recruiting aspects.
 - b. Details as to the number of successful hires from one-day hiring events.
 - c. Details in one-day hiring events scheduled in the future.

Fiscal Impact Statement: None submitted by the Personnel Department. Neither the City Administrative nor the Chief Legislative Analyst has completed a financial analysis of this report.

Community Impact Statement: None submitted.

Summary:

On October 24, 2023, the Personnel, Audits, and Hiring (PAH) Committee considered October 10, 2023 Personnel Department reports relative to impediments that delay the hiring of individuals through the TLH and Bridge Programs. According to the Personnel Department, as part of the Fiscal Year 2021-22 Adopted Budget, the Mayor and Council established a goal of hiring 750 employees through the TLH and Bridge to Jobs (BRIDGE) Programs (Council File No. 21-0600-S35). 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. On April 18, 2023, the PAH Committee instructed the Personnel Department to continue reporting back regarding the hiring and utilization of the TLH and BRIDGE programs on a monthly basis.

Per PAH Committee recommendation, the total number of open TLH and Bridge positions by classification is included in the report. And will be updated will be updated with each

monthly report. The Personnel gave an overview of hiring activities with an emphasis on one-day hiring events. After consideration and having provided an opportunity for public comment, the Committee moved to note and file the October 19, 2023 Personnel Department report. Also, the Committee recommended instructing the Personnel Department to also include in future reporting an analysis of one-day hiring events. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Personnel, Audits, and Hiring Committee

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

ARL

10/24/23

-NOT OFFICIAL UNTIL COUNCIL ACTS-