

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: April 15, 2024

To: The Honorable Members of the Personnel, Audits and Hiring Committee

From: DANA H. BROWN, 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 September 5, 2023 meeting, PAH instructed the Personnel Department to include in its monthly reports a chart showing TLH

vacancies by department on page 6 (Attachment C) and a chart showing BRIDGE vacancies by department on page 9 (Attachment F). These numbers will be updated with each monthly report.

DISCUSSION

The updated appointment information from March 1st through March 31st 2024 indicates that **68% of citywide hires into the classifications used by TLH were hired through TLH.**

TLH Hires compared to other Civil Services Hires in March 2024 of FY 23-24 (March 1, 2024 - March 31, 2024)						
CLASSES USED BY TLH		TLH Hires	Civil Service Hires	Total Hires	% Hired by TLH	# of open TLH vacancies *
1	ADMINISTRATIVE CLERK	6	4	10	60%	126
2	ANIMAL LICENSE CANVASSER	0	0	0	0%	2
3	ANIMAL CARE TECHNICIAN	0	0	0	0%	1
4	CUSTODIAN	0	0	0	0%	193
5	DELIVERY DRIVER	0	0	0	0%	0
6	GARAGE ATTENDANT	2	0	2	0%	2
7	GARDENER CARETAKER	2	0	2	100%	33
8	MAINTENANCE LABORER	4	0	4	100%	80
9	MECHANICAL HELPER	0	2	2	0%	16
10	STREET SERVICES WORKER	0	0	0	0%	5
11	TREE SURGEON ASSISTANT	1	2	3	33%	0
12	WAREHOUSE & TOOLROOM WORKER	2	0	2	100%	1
TOTAL		17	8	25	68%	459

* Please note that the CAO is in the process of updating the Workday application to ensure the system accurately represents approved 2023-24 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 1st through March 31st 2024 indicates that **30% 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 23-24 (March 1, 2024 – March 31, 2024)						
CLASSES USED BY BRIDGE		BRIDGE Hires	Civil Service Hires	Total Hires	% Hired by BRIDGE	# of open BRIDGE vacancies *
1	ACCOUNTING CLERK	0	3	3	0%	26
2	CEMENT FINISHER WORKER	0	0	0	0%	5
3	COMMUNICATIONS INFORMATION REPRESENTATIVE	0	4	4	0%	22
4	COMMUNITY SERVICES REPRESENTATIVE	0	0	0	0%	3
5	CUSTOMER SERVICE SPECIALIST	0	0	0	0%	1
6	ELECTRICAL CRAFT HELPER	0	1	1	0%	4
7	FIELD ENGINEERING AIDE	0	0	0	0%	3
8	INSPECTOR TRAINEE (ASSISTANT INSPECTOR)	0	2	2	0%	11
9	MAINTENANCE & CONSTRUCTION HELPER	3	0	3	100%	17
TOTAL		3	7	10	30%	92

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

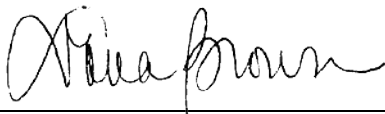
Attachment B – TLH Hires vs. Other Civil Service Hires by department and classification.

Attachment C – Vacancies for TLH classifications by department

Attachment D – BRIDGE Hires vs. Other Civil Service Hires by department

Attachment E – BRIDGE Hires vs. Other Civil Service Hires by department and classification.

Attachment F – Vacancies for BRIDGE classifications by department



DANA H. BROWN
General Manager

Attachment A

Civil Services Hires compared to TLH Hires in March 2024 of FY 23-24
in the classifications used by TLH

DEPARTMENT		TLH Hires	Other Civil Service Hires	TOTAL	Hired thru TLH	FY 23-24 TLH hires to date
1	AGING	0	0	0	0%	0
2	AIRPORTS	0	0	0	0%	23
3	ANIMAL SERVICES	0	1	1	0%	45
4	BUILDING & SAFETY	0	0	0	0%	10
5	CANNABIS	0	0	0	0%	0
6	CAO	0	0	0	0%	0
7	CIVIL AND HUMAN RIGHTS EQUITY	0	0	0	0%	2
8	CLA (COUNCIL)	0	0	0	0%	3
9	CITY CLERK	0	0	0	0%	4
10	COMMUNITY INVESTMENT FOR FAMILIES	0	0	0	0%	1
11	CONTROLLER	0	0	0	0%	0
12	CONVENTION CENTER	0	0	0	0%	0
13	CULTURAL AFFAIRS	0	0	0	0%	1
14	DISABILITY	1	0	1	100%	1
15	DOT	4	1	5	80%	13
16	ECONOMIC & WORKFORCE DEV.	0	0	0	0%	1
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	1	1	0%	3
23	GSD	4	1	5	80%	10
24	HARBOR	2	0	2	100%	9
25	HOUSING	0	0	0	0%	16
26	ITA	0	0	0	0%	0
27	LACERS	0	0	0	0%	5
28	LIBRARY	0	0	0	0%	23
29	NEIGHBORHOOD EMPOWERMENT	0	0	0	0%	1
30	PENSIONS	0	1	1	0%	0
31	PERSONNEL	1	1	2	50%	18
32	PLANNING	0	0	0	0%	5
33	POLICE CIVILIAN	2	0	2	100%	30
34	PW BOARD	0	0	0	0%	2
35	PW CONTRACT ADMIN	0	0	0	0%	3
36	PW ENGINEERING	0	0	0	0%	3
37	PW SANITATION	0	0	0	0%	20
38	PW STREET LIGHTING	0	0	0	0%	2
39	PW STREET SERVICES	1	2	3	33%	7
40	RAP	2	0	2	100%	34
41	YOUTH DEVELOPMENT	0	0	0	0%	0
42	ZOO	0	0	0	0%	7
TOTAL		17	8	25	68%	302

Attachment B

TLH Hires compared to Other Civil Service Hires in March 2024 of FY 23-24
in the classifications used by TLH

DEPARTMENT		ADMIN CLERK		ANIMAL CARE TECH		ANIMAL LICENSE CANVASSEER		CUSTODIAN		DELIVERY DRIVER		GARAGE ATTENDANT		GARDENER CARETAKER		MECHANICAL HELPER		MAINTENANCE LABORER		STREET SERVICES WORKER		TREE SURGEON ASST		WAREHOUSE & TOOLROOM WORKER	
		# TLH Hires	# Other Civil Service Hires	# TLH HIRES	# Other Civil Service Hires	# TLH HIRES	# Other Civil Service Hires	# TLH HIRES	# Other Civil Service Hires	# TLH HIRES	# Other Civil Service Hires	# TLH HIRES	# Other Civil Service Hires	# TLH HIRES	# Other Civil Service Hires	# TLH HIRES	# Other Civil Service Hires	# TLH HIRES	# Other Civil Service Hires	# TLH HIRES	# Other Civil Service Hires	# TLH HIRES	# Other Civil Service Hires	# TLH HIRES	# Other Civil Service Hires
1	AGING																								
2	AIRPORTS																								
3	ANIMAL SERVICES		1																						
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	1																							
15	DONE																								
16	DOT															1	4							2	
17	EWDD																								
18	EL PUEBLO																								
19	EMERGENCY MANAGEMENT																								
20	ERB																								
21	ETHICS COMMISSION																								
22	FINANCE																								
23	FIRE CIVILIAN		1																						
24	GSD										2					1									
25	HARBOR	2																							
26	HOUSING																								
27	ITA																								
28	LACERS																								
29	LIBRARY																								
30	PENSIONS		1																						
31	PERSONNEL	1	1																						
32	PLANNING																								
33	POLICE CIVILIAN	2																							
34	PW BOARD																								
35	PW CONTRACT ADMIN																								
36	PW ENGINEERING																								
37	PW SANITATION																								
38	PW STREET LIGHTING																								
39	PW STREET SERVICES																					1	2		
40	RAP													2											
41	YOUTH DEVELOPMENT																								
42	ZOO																								
TOTAL		6	4	0	0	0	0	0	0	0	0	2	0	2	0	0	2	4	0	0	0	1	2	2	0

Attachment C

Vacancies by Department in March 2024 of FY 23-24
in the classifications used by TLH

	DEPARTMENT	ADMIN CLERK		ANIMAL LICENSE CANVASSER		DELIVERY DRIVER		GARDENER CARETAKER		MECHANICAL HELPER		TREE SURGEON ASST		TOTAL
1	AGING													0
2	AIRPORTS	46			190		1	25	20	13	5			300
3	ANIMAL SERVICES	2	1	2										5
4	BUILDING & SAFETY	12												12
5	CANNABIS													0
6	CAO													0
7	CIVIL AND HUMAN RIGHTS EQUITY													0
8	CLA (COUNCIL)	1												1
9	CITY CLERK													0
10	COMMUNITY INVESTMENT FOR FAMILIES													0
11	CONTROLLER													0
12	CONVENTION CENTER													0
13	CULTURAL AFFAIRS	2												2
14	DISABILITY	1												1
15	DONE													0
16	DOT								3	1				4
17	EWDD	1												1
18	EL PUEBLO													0
19	EMERGENCY MANAGEMENT													0
20	ERB													0
21	ETHICS COMMISSION													0
22	FINANCE													0
23	FIRE CIVILIAN	1												1
24	GSD	1			1									2
25	HARBOR	1			2		1	3	8	1				16
26	HOUSING													0
27	ITA													0
28	LACERS	2												2
29	LIBRARY	48						2	2			1		53
30	PENSIONS													0
31	PERSONNEL	2												2
32	PLANNING													0
33	POLICE CIVILIAN	3												3
34	PW BOARD													0
35	PW CONTRACT ADMIN													0
36	PW ENGINEERING													0
37	PW SANITATION	3							47					50
38	PW STREET LIGHTING									1				1
39	PW STREET SERVICES							1						1
40	RAP							2						2
41	YOUTH DEVELOPMENT													0
42	ZOO													0
TOTAL		126	1	2	193	0	2	33	80	16	5	0	1	459

Attachment D

**Civil Service Hires compared to BRIDGE Hires in March 2024 of FY 23-24
in the classifications used by BRIDGE**

DEPARTMENT		BRIDGE Hires	Other Civil Service Hires	TOTAL	Hired thru BRIDGE	FY 23-24 BRIDGE hires to date
1	AGING	0		0	0%	0
2	AIRPORTS	0		0	0%	0
3	ANIMAL SERVICES	0		0	0%	0
4	BUILDING & SAFETY	0	2	2	0%	0
5	CANNABIS	0		0	0%	0
6	CAO	0		0	0%	0
7	CLA (COUNCIL)	0		0	0%	0
8	CITY CLERK	0		0	0%	7
9	CONTROLLER	0		0	0%	0
10	CONVENTION CENTER	0		0	0%	0
11	CULTURAL AFFAIRS	0		0	0%	0
12	DISABILITY	0		0	0%	0
13	DOT	0	4	4	0%	6
14	ECONOMIC & WORKFORCE DEV.	0		0	0%	0
15	EL PUEBLO	0		0	0%	0
16	EMERGENCY MANAGEMENT	0		0	0%	0
17	EMPLOYEE RELATIONS BOARD	0		0	0%	0
18	ETHICS COMMISSION	0		0	0%	0
19	FINANCE	0		0	0%	10
20	FIRE CIVILIAN	0		0	0%	0
21	GSD	0		0	0%	0
22	HARBOR	0		0	0%	3
23	HOUSING	0		0	0%	7
24	ITA	0		0	0%	5
25	LACERS	0		0	0%	6
26	LIBRARY	0		0	0%	6
27	NEIGHBORHOOD EMPOWERMENT	0		0	0%	0
28	PENSIONS	0		0	0%	0
29	PERSONNEL	0		0	0%	2
30	PLANNING	0		0	0%	2
31	POLICE CIVILIAN	0		0	0%	7
32	PW BOARD	0		0	0%	0
33	PW CONTRACT ADMIN	0		0	0%	18
34	PW ENGINEERING	0		0	0%	1
35	PW SANITATION	0	1	1	0%	8
36	PW STREET LIGHTING	0		0	0%	31
37	PW STREET SERVICES	3		3	100%	5
38	RAP	0		0	0%	0
39	YOUTH DEVELOPMENT	0		0	0%	2
40	ZOO	0		0	0%	0
TOTAL		3	7	10	30%	126

BRIDGE Hires compared to Other Civil Service Hires in March 2024 of FY 23-24 in the classifications used by BRIDGE

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Attachment F

Vacancies by Department in March 2024 of FY 23-24

in the classifications used by BRIDGE

DEPARTMENT	ACCOUNTING CLERK	CEMENT FINISHER WORKER	COMMUNICATION INFORMATION REPRESENTATIVE	COMMUNITY SERVICES REPRESENTATIVE	CUSTOMER SERVICE SPECIALIST	ELECTRICAL CRAFT HELPER	FIELD ENGINEERING AIDE	INSPECTOR TRAINEE (ASSISTANT INSPECTOR)	MAINTENANCE & CONSTRUCTION HELPER	TOTAL
1 AGING										0
2 AIRPORTS	16	5	13			2		4	14	54
3 ANIMAL SERVICES										0
4 BUILDING & SAFETY	3							6		9
5 CANNABIS										0
6 CAO										0
7 CIVIL AND HUMAN RIGHTS EQUITY										0
8 CLA (COUNCIL)										0
9 CITY CLERK	1									1
10 COMMUNITY INVESTMENT FOR FAMILIES										0
11 CONTROLLER	1									1
12 CONVENTION CENTER										0
13 CULTURAL AFFAIRS										0
14 DISABILITY										0
15 DONE										0
16 DOT			2			1				3
17 EWDD	1								3	4
18 EL PUEBLO										0
19 EMERGENCY MANAGEMENT										0
20 ERB										0
21 ETHICS COMMISSION										0
22 FINANCE					1					1
23 FIRE CIVILIAN										0
24 GSD										0
25 HARBOR	1		7			1	3			12
26 HOUSING								1		1
27 ITA										0
28 LACERS	3									3
29 LIBRARY				3						3
30 PENSIONS										0
31 PERSONNEL										0
32 PLANNING										0
33 POLICE CIVILIAN										0
34 PW BOARD										0
35 PW CONTRACT ADMIN										0
36 PW ENGINEERING										0
37 PW SANITATION										0
38 PW STREET LIGHTING										0
39 PW STREET SERVICES										0
40 RAP										0
41 YOUTH DEVELOPMENT										0
42 ZOO										0
TOTAL	26	5	22	3	1	4	3	11	17	92