

PERSONNEL AND ANIMAL WELFARE COMMITTEE REPORT relative to implementation, benchmarks, and hiring goals for the Targeted Local Hiring (TLH) Program.

Recommendations for Council action:

1. NOTE and FILE the May 1, 2020 Personnel Department report relative to implementation, benchmarks, and hiring goals for the TLH and Strategic Workforce Development Task Force.
2. INSTRUCT the Personnel Department to report in regard to the impacts of the current hiring freeze on the TLH Program.
3. INSTRUCT the Personnel Department and City Administrative Officer (CAO) to report in regard to maintaining the TLH Program while the current hiring freeze is in effect.

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

Community Impact Statement: None submitted.

Summary:

On June 11, 2020, your Committee considered a May 1, 2020 Personnel Department report relative to implementation, benchmarks, and hiring goals for the TLH Program and Strategic Workforce Development Task Force. According to the Personnel Department, in May 2017, as part of the Fiscal Year (FY) 2017-18 budget hearings and deliberations, Council instructed the Personnel Department to provide a report back to the PAW Committee with specific implementation, benchmarks and hiring goals for the TLH and Strategic Workforce Development Task Force. During the August 2, 2017, PAW Committee meeting, the Personnel Department offered to research and include a comparison of the number of employees hired through other civil service processes to the number hired through the TLH Program's alternative pathway to civil service in the six entry-level classifications utilized by the TLH Program.

On September 20, 2017, the Personnel Department reported on citywide utilization of the TLH program and provided a comparison of TLH Program Hires vs. Other Civil Service Hires and agreed to continue to provide updates regarding TLH utilization. In the November 1, 2019 report, the Personnel Department noted that during the First Quarter of FY 2019-20, 63 percent of Citywide hires into the 11 classifications used by TLH were hired through TLH. Finally, in the May 1, 2020 report, the Personnel Department noted that during Quarter 3 of FY 2019-20 indicates that 63 percent of citywide hires into the classifications used by TLH Program were hired through TLH Program. After consideration and having provided an opportunity for public comment, the Committee moved to note and file the May 1, 2020 Personnel Department report. Also, the Committee moved to recommend instructing the Personnel Department to report back in regard to the impacts of the current hiring freeze on the TLH Program. Finally, the Committee moved to recommend instructing the Personnel Department and the CAO to report back in regard to maintaining the TLH Program in light of the current hiring freeze. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

PERSONNEL AND ANIMAL WELFARE COMMITTEE

MEMBER VOTE

KORETZ: YES

LEE: YES

PRICE: YES

ARL

6/11/20

-NOT OFFICIAL UNTIL COUNCIL ACTS-