

COMMUNICATION FROM THE CHAIR, PERSONNEL AND ANIMAL WELFARE COMMITTEE relative to implementation, benchmarks, and hiring goals for the Targeted Local Hiring (TLH) and Strategic Workforce Development Task Force.

Recommendation for Council action:

NOTE and FILE the February 14, 2020 Personnel Department report relative to implementation, benchmarks, and hiring goals for the TLH and Strategic Workforce Development Task Force.

Fiscal Impact Statement: Not applicable.

Community Impact Statement: None submitted.

Summary:

On March 4, 2019, the Committee Chair considered a February 14, 2020 Personnel Department report relative to implementation, benchmarks, and hiring goals for the TLH 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. Subsequently, on December 4, 2019, the Personnel Department noted that during the First Quarter of Fiscal Year 2019-20, 63 percent of Citywide hires into the 11 classifications used by TLH were hired through TLH. Finally, on March 4, 2020, the Personnel Department noted that during Quarter 2 of FY 2019-20, 55 percent of the Citywide hires were into classifications used by the TLH were hired through the TLH. After consideration and having provided an opportunity for public comment, the Committee Chair moved to note and file the February 14, 2020 Personnel Department report. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

COUNCILMEMBER PAUL KORETZ, CHAIR  
PERSONNEL AND ANIMAL WELFARE COMMITTEE

MEMBER VOTE

KORETZ: YES  
LEE: ABSENT  
PRICE: ABSENT  
ARL  
3/4/20

**-NOT OFFICIAL UNTIL COUNCIL ACTS-**