

Good Afternoon Chairperson Koretz and Committee Members.

First, let me apologize for not being able to attend this meeting today, and to thank you for permitting others to read my statement to the Committee.

The Personnel Department's report on Implantation, Benchmarks and Hiring Goals and Strategic Workforce Development Task Force demonstrates welcome progress toward the utilization of the Targeted Local Hire program among City departments in the six targeted entry level Civil Service classifications.

Nonetheless, I believe that the goals of the Service and Workforce Restoration Agreement and the Mayor's Executive Directive 15 are still insufficient. The goals set forth in the agreement are to restore front line services to the residents and businesses of this city through adequate staffing for the provision of the most effective and efficient quality services to our constituents and visitors.

The reported total of 400 hundred positions in three years shows effort on the part of some departments, notably Airports, Building and Safety, the Library, Police, Sanitation and Recreation and Parks.

One of the deficiencies not noted in this report is the relatively small number of TLH hires utilizing the Vocational Worker classification which is the entry level position that leads to career promotional opportunities in the blue collar service and craft civil Service Classifications. I am happy to see two tree crews will be added, but frankly I was hoping for six new crews. Perhaps we can evaluate the first two crews, and then add the four additional crews.

I recommend that future reports include a breakdown of the trainee classifications hired in each department with reference to which of the Civil Service classifications trainees are tracking into to better understand where more attention should be paid to certain departments that could and should be doing more to respond to the Council's instructions and the Mayor's Directive.

I understand that change is hard. The departments that have embraced Targeted Local Hire are to be commended and encouraged to do more.

I invite all departments, particularly those that may be struggling to meet the goals and objectives of TLH to reach out to the Targeted Local Hire Working Group. We have members who are experts in workforce development strategies who would be more than happy to work with them to meet their programmatic and operational needs.

I thank you again for your time and attention to this topic.

Sincerely,

Jackie Goldberg, Chair, Targeted Local Hire Work Group