



ERIC GARCETTI
MAYOR

September 4, 2019

Honorable Members of the City Council
c/o City Clerk
City Hall, Room 395

Honorable Members:

Subject to your confirmation, I have appointed Ms. Karla M. Gould to the Civil Service Commission for the term ending June 30, 2022. Ms. Gould will fill the vacancy created by Marina Torres, who has resigned.

I certify that in my opinion Ms. Gould is qualified for the work that will devolve upon her, and that I make the appointment solely in the interest of the City.

Sincerely,

ERIC GARCETTI
Mayor

EG:dlg

Attachment

COMMISSION APPOINTMENT FORM

Name: Karla M. Gould
Commission: Civil Service Commission
End of Term: 6/30/2022

Appointee Information

1. **Race/ethnicity:** African American
2. **Gender:** Female
3. **Council district and neighborhood of residence:** 15 - Harbor
4. **Are you a registered voter?** Yes
5. **Prior commission experience:**
6. **Highest level of education completed:** M.P.A., California State University, Northridge
7. **Occupation/profession:** Personnel Director, Los Angeles Unified School District
8. **Experience(s) that qualifies person for appointment:** See attached resume
9. **Purpose of this appointment:** Replacement
10. **Current composition of the commission (excluding appointee):**

Commissioner	APC	CD	Ethnicity	Gender	Term End
Fugate, Jeanne	East	13	Caucasian	F	30-Jun-20
McClelland, Nancy	West	5	Caucasian	F	30-Jun-21
Jaquez, Erica	Central	14	Latina	F	30-Jun-24
Perez, Raul	Central	5	Latino	M	30-Jun-23

KARLA M. GOULD



EXPIERNECE

AUGUST 2015 – PRESENT

PERSONNEL DIRECTOR, LAUSD

I lead the classified personnel functions of the LAUSD through assistant directors and a deputy, including the recruitment, assessment, onboarding, professional development, salary establishment and allocation, disciplinary and examination appeals, and the assignment of candidates and employees. I assist the Superintendent in all areas of strategic planning involving human resources for over 30,000 classified employees.

AUGUST 2010 – AUGUST 2015

DEPUTY PERSONNEL DIRECTOR, LAUSD

Advocated for changes in legislation to benefit classified employees and to strengthen the tenets of the merit system; attended the Superintendent's cabinet meetings and advised the Superintendent and Local District Superintendents on matters pertaining to classified employees and merit system principles; met with Union leaders and District management to develop successful approaches to complex issues which involve management concerns, labor law, and Personnel Commission rules; represented the Personnel Commission in labor negotiations with nine classified bargaining units, representing 30,000 employees.

AUGUST 2009 – JULY 2010

ASSISTANT DIRECTOR, PERSONNEL

Oversaw the administration of two of the five major branches of the Personnel Commission, with my staff consisting of approximately 95 Human Resources (HR) Specialists, HR Supervisors, HR Managers, HR Officers, Assignment Technicians, and secretarial and clerical staff.

JANUARY 2004-JULY 2009

CHIEF HUMAN RESOURCES SPECIALIST

Led the Training and Professional Development Branch for over 30,000 classified employees of the LAUSD. In this capacity, I oversaw a growing staff of 18 regular, fulltime HR Specialists, Trainers, and administrative support personnel, including subordinate supervisors, a part-time staff of mentors, professional experts and instructors, and contract personnel.

JANUARY 2000-DECEMBER 2003

LABOR RELATIONS REPRESENTATIVE

Represented the employer in negotiations with nine (9) labor unions, and in employee disciplinary matters and grievances.

EDUCATION

CALIFORNIA STATE UNIVERSITY, NORTHRIDGE

MASTERS OF SCIENCE, PUBLIC ADMINISTRATION

UNIVERSITY OF COLLEGE OF LOS ANGELES (UCLA), EXTENSION

MEDIATION TRAINING PROGRAM



September 4, 2019

Dear Ms. Gould:

I am pleased to inform you that I hereby appoint you to the Civil Service Commission for the term ending June 30, 2022. In order to complete the process as quickly as possible, there are several steps that must be taken, many of which require visiting City Hall. If you require parking during these procedures, please call Claudia Luna in my office at (213) 978-0621 to make arrangements for you.

To begin the appointment process, please review, sign and return the enclosed Remuneration Form, Undated Separation Forms, Background Check Release and Information Sheet **within one week** of receiving this letter. These documents are necessary to ensuring the most efficient, open and accountable City government possible. Further, Mayor's Office policy requires you to be fingerprinted as part of the background check that is done on all potential Commissioners. To do so, please bring this letter to the Background Unit of Employment Services Division, Personnel Department Building, 700 East Temple Street, Room 235, Los Angeles, California 90012. The division phone number is (213) 473-9343. Fingerprints must be taken **within three working days** from the **receipt** of this letter.

Under separate cover you will be receiving a packet from the City Ethics Commission containing information about the City's conflict of interest laws and a copy of the State Form 700/Statement of Economic Interests. You are required to complete and return this form **within 21 days** of your nomination to the City Ethics Commission, 200 North Spring Street, City Hall, 24th Floor, Los Angeles, California 90012. Any inquiries regarding this form should be directed to Nicole Enriquez at the Ethics Commission at (213) 978-1960.

Ms. Karla M. Gould
September 4, 2019
Page 2

As part of the City Council confirmation process, you will need to meet with Joe Buscaino, your Councilmember, and Councilmember Paul Koretz, the Chair of the Personnel and Animal Welfare Committee, to answer any questions they may have. You will be hearing from a City Council committee clerk who will let you know when your appointment will be considered by the Personnel and Animal Welfare Committee. Sometime thereafter, you will be notified by the committee clerk when your appointment will be presented to the full City Council for confirmation. Once you are confirmed, you will be required to take the oath of office in the City Clerk's Office in Room 395 of City Hall. Claudia Luna will assist you during the confirmation process if you have questions.

Commissioners must be residents of the City of Los Angeles. If you move at any point during your term, have any changes in your telephone numbers, or in the future plan to resign (resignation must be put in writing), please contact my office immediately.

Congratulations and thank you for agreeing to serve the people of Los Angeles.

Sincerely,

A handwritten signature in dark ink, appearing to read 'E. Garcetti', with a horizontal line extending to the right.

ERIC GARCETTI
Mayor

EG:dlg

Attachment I
Ms. Karla M. Gould
September 4, 2019

Nominee Check List

I. Within three days:

- _____ **Get fingerprinted to complete a background check.**
No appointment is necessary. Bring the Mayor's letter to:
Background Unit of Employment Services Division, Personnel
Department Building, 700 East Temple Street, Room 235, Los Angeles,
California 90012. Phone: (213) 473-9343.

II. Within seven days:

Mail or email the following forms to: Claudia Luna, Office of the Mayor, Office of Legislative and External Affairs, City Hall, 200 N. Spring Street, Los Angeles, CA 90012 or email: Claudia.Luna@lacity.org.

- _____ **Remuneration Form**
_____ **Undated Separation Forms**
_____ **Background Check Release**
_____ **Commissioner Information Sheet/Voluntary Statistics**

III. Within 21 days:

File the following forms with the City Ethics Commission. *If you are required to file, you will receive these forms via email from that office.*

- _____ **Statement of Economic Interest ("Form 700")**
IMPORTANT: The City Council will not consider your nomination until your completed form is reviewed by the Ethics Commission.
_____ **CEC Form 60**

IV. As soon as possible, the Mayor's Office will schedule a meeting with you and:

- _____ **Your City Councilmember Joe Buscaino**
_____ **Councilmember Paul Koretz, Chair of the Council Committee considering your nomination.**

Staff in the Mayor's Office will assist you with these arrangements.