

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

Recommendation for Council action:

NOTE and FILE the July 31, 2020, November 13, 2020, and February 12, 2021 Personnel Department reports 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 August 19, 2020, the Chair of the Personnel and Animal Welfare Committee considered a July 31, 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. Finally, during the Fourth Quarter of FY 2019-20, 86 percent of Citywide hires into the classifications used by TLH were hired through TLH. After consideration, the Committee Chair moved to continue this matter.

Subsequently, on February 17, 2021, the Committee reconsidered this matter as well as additional November 13, 2020 and February 12, 2021 Personnel Department reports and after consideration and having provided an opportunity for public comment, the Committee moved to note and file the July 31, 2020, November 13, 2020, and February 12, 2021 Personnel Department reports. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

PERSONNEL AND ANIMAL WELFARE COMMITTEE

MEMBER VOTE

KORETZ: YES

LEE: ABSENT

PRICE: YES

ARL

2/17/21

-NOT OFFICIAL UNTIL COUNCIL ACTS-