

PERSONNEL, AUDITS, 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 November 12, 2021 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 December 1, 2021, your Committee considered a November 12, 2021 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 Committee with specific implementation, benchmarks and hiring goals for the TLH and Strategic Workforce Development Task Force. During the August 2, 2017, 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.

As part of the FY 2021-22 Adopted Budget, the Mayor and Council established a goal of hiring 750 employees through the TLH and Bridge to Jobs (BRIDGE) programs (Council File No. 21-0600-S35). During the October 6, 2021, PAAW Committee meeting, the Personnel Department offered to expand this report by including a comparison of the employees hired through other civil service processes to the number hired through the BRIDGE program's alternative pathway to civil service in the semi-skilled classifications used by the BRIDGE program in order to track the progress towards the goal of hiring 750 employees through the TLH and BRIDGE Programs. Finally, the updated appointment information during the First Quarter of FY 2021-22 indicates that 86 percent of citywide hires into the classifications used by TLH were hired through the TLH Program. After consideration, the Committee moved to note and file the August 13, 2021 Personnel Department reports. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Personnel, Audits, and Animal Welfare Committee

<b>COUNCILMEMBER</b>	<b>VOTE</b>
KORETZ:	YES
HARRIS-DAWSON:	YES
BONIN:	YES

ARL

12/1/21

**-NOT OFFICIAL UNTIL COUNCIL ACTS-**