

PERSONNEL, AUDITS, AND ANIMAL WELFARE COMMITTEE REPORT relative to expedited hiring through the Targeted Local Hire (TLH) Program for CleanLA positions.

Recommendation for Council action:

NOTE and FILE the July 1, 2022 Bureau of Sanitation (BOS) report, inasmuch as this report is for information only and no Council action is required.

Fiscal Impact Statement: Not applicable.

Community Impact Statement: None submitted.

Summary:

On August 3, 2022, your Committee considered a July 1, 2022 BOS report relative to expedited hiring through the TLH Program for CleanLA positions. According to the BOS, it currently utilizes the TLH Program to hire residents of underserved communities into various entry level classifications. Under the TLH Program, residents are hired as Office Trainees (which leads to full time employment as Administrative Clerks) or Vocational Workers (which leads to full time employment as Custodians, Gardener Caretakers or Maintenance Laborers).

Interested candidates are required to participate in job readiness assessment screening through local WorkSource Centers or approved community based organizations/agencies. Successful candidates are placed into an Applicant Pool. Departments that have need of either Office Trainees or Vocational Workers may request Referral Lists through the Personnel Department, which are randomly generated from the Applicant Pool. Although deeply committed to the TLH Program, the BOS has recently experienced difficulties with TLH selection and hiring. Lately, it has required Referral Lists of 200 or more candidates in an effort to fill approximately 50 vacancies, particularly for the Maintenance Laborer classification.

Many candidates have not responded to the BOS' certification, either because they are no longer available for employment or they are uninterested in the type of work required for these positions. TLH applications are valid for one year. If the candidate has not been selected and hired, the application may be renewed for one additional year, or until hired (whichever occurs first.) The BOS has also experienced instances where candidates vetted through local WorkSource Centers for job readiness were not quite prepared for the tasks and responsibilities that are required for our positions. Also, the BOS employs many part-time personnel, several of which are included in the TLH Applicant Pool. The BOS has spent a significant amount of time and resources to train staff. However, most often, these employees are not included on BOS referrals due to the randomly generated Lists. As a result, the BOS is not able to hire the staff with actual experience with the

Department's mandates. These types of issues have caused significant delays with filling our vacancies.

To date, the BOS has 59 Maintenance Laborer vacancies, 39 in the Livability Services Division with five additional vacancies in the Solid Resources Collections Divisions. To address many of the challenges recently encountered, the BOS has been in communication with the Personnel Department regarding the establishment of alternate career pathways to fill several of our vacant Maintenance Laborer positions. The Personnel Department has suggested that an Informational Session be held as a means to familiarize TLH Applicant Pool candidates with BOS opportunities. The virtual session, initially targeting candidates interested in the Maintenance Laborer classification, will include a description of specific position duties/responsibilities and career advancement opportunities within the BOS. Current TLH employees will also make a presentation regarding their experience with the Program as well as opportunities for advancement that may become available. After consideration and having provided an opportunity for public comment, the Committee moved to note and file the BOS report. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Personnel, Audits, and Animal Welfare Committee

COUNCILMEMBER	VOTE
KORETZ:	YES
HARRIS-DAWSON:	YES
BONIN:	ABSENT

ARL

8/3/22

-NOT OFFICIAL UNTIL COUNCIL ACTS-