



REPORT  
FROM

THE PERSONNEL  
DEPARTMENT

|   |                                |
|---|--------------------------------|
| TO:<br>Personnel, Audits, and Animal Welfare Committee  | DATE<br>August 12th, 2022      |
| REFERENCE:<br>Mayor's 2017-18 Adopted Budget Recommendation   | COUNCIL FILE<br>CF 17-0600-S45 |
| SUBJECT: <b>PERSONNEL DEPARTMENT'S REPORT BACK REGARDING IMPLEMENTATION, BENCHMARKS AND HIRING GOALS FOR THE TARGETED LOCAL HIRING AND STRATEGIC WORKFORCE DEVELOPMENT TASK FORCE</b> |                                |

**RECOMMENDATION:** That the City Council receive and file this report.

**BACKGROUND:**

In May 2017, as part of the Fiscal Year 2017-18 budget hearings and deliberations, Council instructed the Personnel Department to provide a report back to the Personnel, Audits and Animal Welfare (PAAW) Committee with specific implementation, benchmarks and hiring goals for the Targeted Local Hiring and Strategic Workforce Development Task Force. During the August 2, 2017, PAAW 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 Targeted Local Hire (TLH) program's alternative pathway to civil service in the 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 Fiscal Year 2021-22 Adopted Budget, the Mayor and Council established a goal of hiring 750 employees through the TLH and **Bridge to Jobs (BRIDGE)** programs (C.F. 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.

**DISCUSSION:**

The updated appointment information during Quarter 4 of Fiscal Year (FY) 2021-22 indicates that **64% of citywide hires into the classifications used by TLH were hired through TLH.**

| TLH Hires compared to other Civil Services Hires in Quarter 4 of FY 21-22<br>(April 1, 2022 - June 30, 2022) |                             |           |                     |             |                |
|--|-----------------------------|-----------|---------------------|-------------|----------------|
| CLASSES USED BY TLH  |                             | TLH Hires | Civil Service Hires | Total Hires | % Hired by TLH |
| 1  | ADMINISTRATIVE CLERK        | 38        | 17                  | 55          | 69%            |
| 2  | ANIMAL LICENSE CANVASSER    | 0         | 0                   | 0           | 0%             |
| 3  | ANIMAL CARE TECHNICIAN      | 0         | 1                   | 1           | 0%             |
| 4  | CUSTODIAN                   | 0         | 0                   | 0           | 0%             |
| 5  | DELIVERY DRIVER             | 0         | 1                   | 1           | 0%             |
| 6  | GARAGE ATTENDANT            | 0         | 3                   | 3           | 0%             |
| 7  | GARDENER CARETAKER          | 4         | 0                   | 4           | 100%           |
| 8  | MAINTENANCE LABORER         | 3         | 0                   | 3           | 100%           |
| 9  | TREE SURGEON ASSISTANT      | 1         | 0                   | 1           | 100%           |
| 10   | STREET SERVICES WORKER      | 0         | 0                   | 0           | 0%             |
| 11   | WAREHOUSE & TOOLROOM WORKER | 0         | 4                   | 4           | 0%             |
| TOTAL  |                             | 46        | 26                  | 72          | 64%            |

The updated appointment information during Quarter 4 of Fiscal Year (FY) 2021-22 indicates that **63% of citywide hires into the classifications used by BRIDGE were hired through BRIDGE.**

| BRIDGE Hires compared to other Civil Services Hires in Quarter 4 of FY 21-22<br>(April 1, 2022 – June 30, 2022) |   |              |                     |             |                   |
|---|---|--------------|---------------------|-------------|-------------------|
| CLASSES USED BY BRIDGE  |   | BRIDGE Hires | Civil Service Hires | Total Hires | % Hired by BRIDGE |
| 1   | ACCOUNTING CLERK                          | 10           | 0                   | 10          | 100%              |
| 2   | COMMUNICATIONS INFORMATION REPRESENTATIVE | 3            | 4                   | 7           | 43%               |
| 3   | FIELD ENGINEERING AIDE                    | 2            | 2                   | 4           | 50%               |
| 4   | INSPECTOR TRAINEE (ASSISTANT INSPECTOR)   | 0            | 3                   | 3           | 0%                |
| <b>TOTAL</b>  |   | <b>15</b>    | <b>9</b>            | <b>24</b>   | <b>63%</b>        |

**Attachment A** – TLH Hires vs. Other Civil Service Hires by department

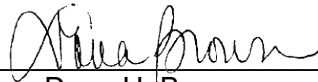
**Attachment B** – TLH Hires vs. Other Civil Service Hires by department and classification.

**Attachment C** – Other Civil Service Hires by department, by month

**Attachment D** – BRIDGE Hires vs. Other Civil Service Hires by department

**Attachment E** – BRIDGE Hires vs. Other Civil Service Hires by department and classification

**Attachment F** – Other Civil Service Hires by department, by month



Dana H. Brown  
General Manager

**Attachment A**

**Civil Service Hires compared to TLH Hires Q4 of FY 21-22 (April 1, 2022 - June 30, 2022)  
in the classifications used by TLH**

| DEPARTMENT |                                   | TLH<br>Hires | Other<br>Civil<br>Service<br>Hires | TOTAL | Hired<br>thru TLH |
|------------|-----------------------------------|--------------|------------------------------------|-------|-------------------|
| 1          | AGING                             | 0            | 0                                  | 0     | 0%                |
| 2          | AIRPORTS                          | 0            | 9                                  | 9     | 0%                |
| 3          | ANIMAL SERVICES                   | 0            | 1                                  | 1     | 0%                |
| 4          | BUILDING & SAFETY                 | 3            | 2                                  | 5     | 60%               |
| 5          | CANNABIS                          | 2            | 0                                  | 2     | 100%              |
| 6          | CAO                               | 1            | 0                                  | 1     | 100%              |
| 7          | CIVIL AND HUMAN RIGHTS EQUITY     | 0            | 0                                  | 0     | 0%                |
| 8          | CLA (COUNCIL)                     | 0            | 0                                  | 0     | 0%                |
| 9          | CITY CLERK                        | 1            | 0                                  | 1     | 100%              |
| 10         | COMMUNITY INVESTMENT FOR FAMILIES | 3            | 0                                  | 3     | 100%              |
| 11         | CONTROLLER                        | 0            | 0                                  | 0     | 0%                |
| 12         | CONVENTION CENTER                 | 0            | 0                                  | 0     | 0%                |
| 13         | CULTURAL AFFAIRS                  | 0            | 0                                  | 0     | 0%                |
| 14         | DISABILITY                        | 0            | 0                                  | 0     | 0%                |
| 15         | DOT                               | 0            | 0                                  | 0     | 0%                |
| 16         | ECONOMIC & WORKFORCE DEV.         | 2            | 0                                  | 2     | 100%              |
| 17         | EL PUEBLO                         | 0            | 1                                  | 1     | 0%                |
| 18         | EMERGENCY MANAGEMENT              | 0            | 0                                  | 0     | 0%                |
| 19         | EMPLOYEE RELATIONS BOARD          | 0            | 0                                  | 0     | 0%                |
| 20         | ETHICS COMMISSION                 | 0            | 0                                  | 0     | 0%                |
| 21         | FINANCE                           | 0            | 0                                  | 0     | 0%                |
| 22         | FIRE CIVILIAN                     | 2            | 0                                  | 2     | 100%              |
| 23         | GSD                               | 1            | 2                                  | 3     | 33%               |
| 24         | HARBOR                            | 1            | 1                                  | 2     | 50%               |
| 25         | HOUSING                           | 0            | 1                                  | 1     | 0%                |
| 26         | ITA                               | 0            | 1                                  | 1     | 0%                |
| 27         | LACERS                            | 2            | 0                                  | 2     | 100%              |
| 28         | LIBRARY                           | 1            | 2                                  | 3     | 33%               |
| 29         | NEIGHBORHOOD EMPOWERMENT          | 0            | 0                                  | 0     | 0%                |
| 30         | PENSIONS                          | 0            | 0                                  | 0     | 0%                |
| 31         | PERSONNEL                         | 5            | 1                                  | 6     | 83%               |
| 32         | PLANNING                          | 0            | 0                                  | 0     | 0%                |
| 33         | POLICE CIVILIAN                   | 10           | 0                                  | 10    | 100%              |
| 34         | PW BOARD                          | 0            | 0                                  | 0     | 0%                |
| 35         | PW CONTRACT ADMIN                 | 0            | 0                                  | 0     | 0%                |
| 36         | PW ENGINEERING                    | 0            | 0                                  | 0     | 0%                |
| 37         | PW SANITATION                     | 0            | 4                                  | 4     | 0%                |
| 38         | PW STREET LIGHTING                | 3            | 0                                  | 3     | 100%              |
| 39         | PW STREET SERVICES                | 0            | 1                                  | 1     | 0%                |
| 40         | RAP                               | 8            | 0                                  | 8     | 100%              |
| 41         | YOUTH DEVELOPMENT                 | 0            | 0                                  | 0     | 0%                |
| 42         | ZOO                               | 1            | 0                                  | 1     | 100%              |
| TOTAL      |                                   | 46           | 26                                 | 72    | 64%               |

Attachment B  
TLH Hires compared to Other Civil Service Hires Q4 of FY 21-22 (April 1, 2022 - June 30, 2022)  
in the classifications used by TLH

| DEPARTMENT |                                   | ADMIN CLERK |                             | ANIMAL CARE TECH |                             | ANIMAL LICENSE CANVASSER |                             | CUSTODIAN   |                             | DELIVERY DRIVER |                             | GARAGE ATTENDANT |                             | GARDENER CARETAKER |                             | MAINTENANCE LABORER |                             | STREET SERVICES WORKER |                             | TREE SURGEON ASST |                             | WAREHOUSE & TOOLROOM WORKER |                             |
|------------|-----------------------------------|-------------|-----------------------------|------------------|-----------------------------|--------------------------|-----------------------------|-------------|-----------------------------|-----------------|-----------------------------|------------------|-----------------------------|--------------------|-----------------------------|---------------------|-----------------------------|------------------------|-----------------------------|-------------------|-----------------------------|-----------------------------|-----------------------------|
|            |                                   | # TLH Hires | # Other Civil Service Hires | # TLH HIRES      | # Other Civil Service Hires | # TLH HIRES              | # Other Civil Service Hires | # TLH HIRES | # Other Civil Service Hires | # TLH HIRES     | # Other Civil Service Hires | # TLH HIRES      | # Other Civil Service Hires | # TLH HIRES        | # Other Civil Service Hires | # TLH HIRES         | # Other Civil Service Hires | # TLH HIRES            | # Other Civil Service Hires | # TLH HIRES       | # Other Civil Service Hires | # TLH HIRES                 | # Other Civil Service Hires |
| 1          | AGING                             |             |                             |                  |                             |                          |                             |             |                             |                 |                             |                  |                             |                    |                             |                     |                             |                        |                             |                   |                             |                             |                             |
| 2          | AIRPORTS                          |             | 6                           |                  |                             |                          |                             |             |                             |                 |                             |                  | 3                           |                    |                             |                     |                             |                        |                             |                   |                             |                             |                             |
| 3          | ANIMAL SERVICES                   |             |                             |                  | 1                           |                          |                             |             |                             |                 |                             |                  |                             |                    |                             |                     |                             |                        |                             |                   |                             |                             |                             |
| 4          | BUILDING & SAFETY                 | 3           | 2                           |                  |                             |                          |                             |             |                             |                 |                             |                  |                             |                    |                             |                     |                             |                        |                             |                   |                             |                             |                             |
| 5          | CANNABIS                          | 2           |                             |                  |                             |                          |                             |             |                             |                 |                             |                  |                             |                    |                             |                     |                             |                        |                             |                   |                             |                             |                             |
| 6          | CAO                               | 1           |                             |                  |                             |                          |                             |             |                             |                 |                             |                  |                             |                    |                             |                     |                             |                        |                             |                   |                             |                             |                             |
| 7          | CIVIL AND HUMAN RIGHTS EQUITY     |             |                             |                  |                             |                          |                             |             |                             |                 |                             |                  |                             |                    |                             |                     |                             |                        |                             |                   |                             |                             |                             |
| 8          | CLA (COUNCIL)                     |             |                             |                  |                             |                          |                             |             |                             |                 |                             |                  |                             |                    |                             |                     |                             |                        |                             |                   |                             |                             |                             |
| 9          | CITY CLERK                        | 1           |                             |                  |                             |                          |                             |             |                             |                 |                             |                  |                             |                    |                             |                     |                             |                        |                             |                   |                             |                             |                             |
| 10         | COMMUNITY INVESTMENT FOR FAMILIES | 3           |                             |                  |                             |                          |                             |             |                             |                 |                             |                  |                             |                    |                             |                     |                             |                        |                             |                   |                             |                             |                             |
| 11         | CONTROLLER                        |             |                             |                  |                             |                          |                             |             |                             |                 |                             |                  |                             |                    |                             |                     |                             |                        |                             |                   |                             |                             |                             |
| 12         | CONVENTION CENTER                 |             |                             |                  |                             |                          |                             |             |                             |                 |                             |                  |                             |                    |                             |                     |                             |                        |                             |                   |                             |                             |                             |
| 13         | CULTURAL AFFAIRS                  |             |                             |                  |                             |                          |                             |             |                             |                 |                             |                  |                             |                    |                             |                     |                             |                        |                             |                   |                             |                             |                             |
| 14         | DISABILITY                        |             |                             |                  |                             |                          |                             |             |                             |                 |                             |                  |                             |                    |                             |                     |                             |                        |                             |                   |                             |                             |                             |
| 15         | DONE                              |             |                             |                  |                             |                          |                             |             |                             |                 |                             |                  |                             |                    |                             |                     |                             |                        |                             |                   |                             |                             |                             |
| 16         | DOT                               |             |                             |                  |                             |                          |                             |             |                             |                 |                             |                  |                             |                    |                             |                     |                             |                        |                             |                   |                             |                             |                             |
| 17         | EWDD                              | 2           |                             |                  |                             |                          |                             |             |                             |                 |                             |                  |                             |                    |                             |                     |                             |                        |                             |                   |                             |                             |                             |
| 18         | EL PUEBLO                         |             | 1                           |                  |                             |                          |                             |             |                             |                 |                             |                  |                             |                    |                             |                     |                             |                        |                             |                   |                             |                             |                             |
| 19         | EMERGENCY MANAGEMENT              |             |                             |                  |                             |                          |                             |             |                             |                 |                             |                  |                             |                    |                             |                     |                             |                        |                             |                   |                             |                             |                             |
| 20         | ERB                               |             |                             |                  |                             |                          |                             |             |                             |                 |                             |                  |                             |                    |                             |                     |                             |                        |                             |                   |                             |                             |                             |
| 21         | ETHICS COMMISSION                 |             |                             |                  |                             |                          |                             |             |                             |                 |                             |                  |                             |                    |                             |                     |                             |                        |                             |                   |                             |                             |                             |
| 22         | FINANCE                           |             |                             |                  |                             |                          |                             |             |                             |                 |                             |                  |                             |                    |                             |                     |                             |                        |                             |                   |                             |                             |                             |
| 23         | FIRE CIVILIAN                     | 2           |                             |                  |                             |                          |                             |             |                             |                 |                             |                  |                             |                    |                             |                     |                             |                        |                             |                   |                             |                             |                             |
| 24         | GSD                               | 1           |                             |                  |                             |                          |                             |             |                             |                 |                             |                  |                             |                    |                             |                     |                             |                        |                             |                   |                             | 2                           |                             |
| 25         | HARBOR                            |             | 1                           |                  |                             |                          |                             |             |                             |                 |                             |                  | 1                           |                    |                             |                     |                             |                        |                             |                   |                             |                             |                             |
| 26         | HOUSING                           |             | 1                           |                  |                             |                          |                             |             |                             |                 |                             |                  |                             |                    |                             |                     |                             |                        |                             |                   |                             |                             |                             |
| 27         | ITA                               |             | 1                           |                  |                             |                          |                             |             |                             |                 |                             |                  |                             |                    |                             |                     |                             |                        |                             |                   |                             |                             |                             |
| 28         | LACERS                            | 2           |                             |                  |                             |                          |                             |             |                             |                 |                             |                  |                             |                    |                             |                     |                             |                        |                             |                   |                             |                             |                             |
| 29         | LIBRARY                           | 1           |                             |                  |                             |                          |                             |             |                             | 1               |                             |                  |                             |                    |                             |                     |                             |                        |                             |                   |                             | 1                           |                             |
| 30         | PENSIONS                          |             |                             |                  |                             |                          |                             |             |                             |                 |                             |                  |                             |                    |                             |                     |                             |                        |                             |                   |                             |                             |                             |
| 31         | PERSONNEL                         | 5           | 1                           |                  |                             |                          |                             |             |                             |                 |                             |                  |                             |                    |                             |                     |                             |                        |                             |                   |                             |                             |                             |
| 32         | PLANNING                          |             |                             |                  |                             |                          |                             |             |                             |                 |                             |                  |                             |                    |                             |                     |                             |                        |                             |                   |                             |                             |                             |
| 33         | POLICE CIVILIAN                   | 10          |                             |                  |                             |                          |                             |             |                             |                 |                             |                  |                             |                    |                             |                     |                             |                        |                             |                   |                             |                             |                             |
| 34         | PW BOARD                          |             |                             |                  |                             |                          |                             |             |                             |                 |                             |                  |                             |                    |                             |                     |                             |                        |                             |                   |                             |                             |                             |
| 35         | PW CONTRACT ADMIN                 |             |                             |                  |                             |                          |                             |             |                             |                 |                             |                  |                             |                    |                             |                     |                             |                        |                             |                   |                             |                             |                             |
| 36         | PW ENGINEERING                    |             |                             |                  |                             |                          |                             |             |                             |                 |                             |                  |                             |                    |                             |                     |                             |                        |                             |                   |                             |                             |                             |
| 37         | PW SANITATION                     |             | 4                           |                  |                             |                          |                             |             |                             |                 |                             |                  |                             |                    |                             |                     |                             |                        |                             |                   |                             |                             |                             |
| 38         | PW STREET LIGHTING                |             |                             |                  |                             |                          |                             |             |                             |                 |                             |                  |                             |                    | 3                           |                     |                             |                        |                             |                   |                             |                             |                             |
| 39         | PW STREET SERVICES                |             |                             |                  |                             |                          |                             |             |                             |                 |                             |                  |                             |                    |                             |                     |                             |                        |                             |                   |                             | 1                           |                             |
| 40         | RAP                               | 4           |                             |                  |                             |                          |                             |             |                             |                 |                             |                  | 3                           |                    |                             |                     |                             |                        |                             | 1                 |                             |                             |                             |
| 41         | YOUTH EVELOPMENT                  |             |                             |                  |                             |                          |                             |             |                             |                 |                             |                  |                             |                    |                             |                     |                             |                        |                             |                   |                             |                             |                             |
| 42         | ZOO                               | 1           |                             |                  |                             |                          |                             |             |                             |                 |                             |                  |                             |                    |                             |                     |                             |                        |                             |                   |                             |                             |                             |
| TOTAL      |                                   | 38          | 17                          | 0                | 1                           | 0                        | 0                           | 0           | 0                           | 0               | 1                           | 0                | 3                           | 4                  | 0                           | 3                   | 0                           | 0                      | 0                           | 1                 | 0                           | 0                           | 4                           |

## Attachment C

Other Civil Service Hires into classifications used by TLH by Month

Employees hired **NOT USING TLH** by Department, by Month Q4 of FY 21-22 (April 1, 2022 - June 30, 2022)

| DEPARTMENT   |                           | April     | May      | June     | TOTAL     |
|--------------|---------------------------|-----------|----------|----------|-----------|
| 1            | AGING                     | 0         | 0        | 0        | 0         |
| 2            | AIRPORTS                  | 5         | 4        | 0        | 9         |
| 3            | ANIMAL SERVICES           | 0         | 0        | 1        | 1         |
| 4            | BUILDING & SAFETY         | 2         | 0        | 0        | 2         |
| 5            | CANNABIS                  | 0         | 0        | 0        | 0         |
| 6            | CAO                       | 0         | 0        | 0        | 0         |
| 7            | CLA (COUNCIL)             | 0         | 0        | 0        | 0         |
| 8            | CITY CLERK                | 0         | 0        | 0        | 0         |
| 9            | CONTROLLER                | 0         | 0        | 0        | 0         |
| 10           | CONVENTION CENTER         | 0         | 0        | 0        | 0         |
| 11           | CULTURAL AFFAIRS          | 0         | 0        | 0        | 0         |
| 12           | DISABILITY                | 0         | 0        | 0        | 0         |
| 13           | DOT                       | 0         | 0        | 0        | 0         |
| 14           | ECONOMIC & WORKFORCE DEV. | 0         | 0        | 0        | 0         |
| 15           | EL PUEBLO                 | 0         | 1        | 0        | 1         |
| 16           | EMERGENCY MANAGEMENT      | 0         | 0        | 0        | 0         |
| 17           | EMPLOYEE RELATIONS BOARD  | 0         | 0        | 0        | 0         |
| 18           | ETHICS COMMISSION         | 0         | 0        | 0        | 0         |
| 19           | FINANCE                   | 0         | 0        | 0        | 0         |
| 20           | FIRE CIVILIAN             | 0         | 0        | 0        | 0         |
| 21           | GSD                       | 0         | 0        | 2        | 2         |
| 22           | HARBOR                    | 1         | 0        | 0        | 1         |
| 23           | HOUSING                   | 1         | 0        | 0        | 1         |
| 24           | ITA                       | 1         | 0        | 0        | 1         |
| 25           | LACERS                    | 0         | 0        | 0        | 0         |
| 26           | LIBRARY                   | 1         | 0        | 1        | 2         |
| 27           | NEIGHBORHOOD EMPOWERMENT  | 0         | 0        | 0        | 0         |
| 28           | PENSIONS                  | 0         | 0        | 0        | 0         |
| 29           | PERSONNEL                 | 0         | 0        | 1        | 1         |
| 30           | PLANNING                  | 0         | 0        | 0        | 0         |
| 31           | POLICE CIVILIAN           | 0         | 0        | 0        | 0         |
| 32           | PW BOARD                  | 0         | 0        | 0        | 0         |
| 33           | PW CONTRACT ADMIN         | 0         | 0        | 0        | 0         |
| 34           | PW ENGINEERING            | 0         | 0        | 0        | 0         |
| 35           | PW SANITATION             | 1         | 1        | 2        | 4         |
| 36           | PW - STREET LIGHTING      | 0         | 0        | 0        | 0         |
| 37           | PW - STREET SERVICES      | 1         | 0        | 0        | 1         |
| 38           | RAP                       | 0         | 0        | 0        | 0         |
| 39           | ZOO                       | 0         | 0        | 0        | 0         |
| <b>TOTAL</b> |                           | <b>13</b> | <b>6</b> | <b>7</b> | <b>26</b> |

**Attachment D**

**Civil Service Hires compared to BRIDGE Hires (April 1, 2022 - June 30, 2022)  
in the classifications used by BRIDGE**

|              | DEPARTMENT                | BRIDGE<br>Hires | Other<br>Civil<br>Service<br>Hires | TOTAL     | Hired thru<br>BRIDGE |
|--------------|---------------------------|-----------------|------------------------------------|-----------|----------------------|
| 1            | AGING                     | 0               | 0                                  | 0         | 0%                   |
| 2            | AIRPORTS                  | 0               | 2                                  | 2         | 0%                   |
| 3            | ANIMAL SERVICES           | 0               | 0                                  | 0         | 0%                   |
| 4            | BUILDING & SAFETY         | 0               | 3                                  | 3         | 0%                   |
| 5            | CANNABIS                  | 0               | 0                                  | 0         | 0%                   |
| 6            | CAO                       | 0               | 0                                  | 0         | 0%                   |
| 7            | CLA (COUNCIL)             | 0               | 0                                  | 0         | 0%                   |
| 8            | CITY CLERK                | 1               | 0                                  | 1         | 100%                 |
| 9            | CONTROLLER                | 0               | 0                                  | 0         | 0%                   |
| 10           | CONVENTION CENTER         | 0               | 0                                  | 0         | 0%                   |
| 11           | CULTURAL AFFAIRS          | 0               | 0                                  | 0         | 0%                   |
| 12           | DISABILITY                | 0               | 0                                  | 0         | 0%                   |
| 13           | DOT                       | 0               | 0                                  | 0         | 0%                   |
| 14           | ECONOMIC & WORKFORCE DEV. | 0               | 0                                  | 0         | 0%                   |
| 15           | EL PUEBLO                 | 0               | 0                                  | 0         | 0%                   |
| 16           | EMERGENCY MANAGEMENT      | 0               | 0                                  | 0         | 0%                   |
| 17           | EMPLOYEE RELATIONS BOARD  | 0               | 0                                  | 0         | 0%                   |
| 18           | ETHICS COMMISSION         | 0               | 0                                  | 0         | 0%                   |
| 19           | FINANCE                   | 0               | 0                                  | 0         | 0%                   |
| 20           | FIRE CIVILIAN             | 0               | 0                                  | 0         | 0%                   |
| 21           | GSD                       | 0               | 0                                  | 0         | 0%                   |
| 22           | HARBOR                    | 0               | 2                                  | 2         | 0%                   |
| 23           | HOUSING                   | 0               | 1                                  | 1         | 0%                   |
| 24           | ITA                       | 3               | 0                                  | 3         | 100%                 |
| 25           | LACERS                    | 3               | 0                                  | 3         | 100%                 |
| 26           | LIBRARY                   | 0               | 0                                  | 0         | 0%                   |
| 27           | NEIGHBORHOOD EMPOWERMENT  | 1               | 0                                  | 1         | 100%                 |
| 28           | PENSIONS                  | 0               | 0                                  | 0         | 0%                   |
| 29           | PERSONNEL                 | 0               | 0                                  | 0         | 0%                   |
| 30           | PLANNING                  | 0               | 0                                  | 0         | 0%                   |
| 31           | POLICE CIVILIAN           | 4               | 0                                  | 4         | 100%                 |
| 32           | PW BOARD                  | 0               | 0                                  | 0         | 0%                   |
| 33           | PW CONTRACT ADMIN         | 1               | 0                                  | 1         | 100%                 |
| 34           | PW ENGINEERING            | 2               | 1                                  | 3         | 67%                  |
| 35           | PW SANITATION             | 0               | 0                                  | 0         | 0%                   |
| 36           | PW STREET LIGHTING        | 0               | 0                                  | 0         | 0%                   |
| 37           | PW STREET SERVICES        | 0               | 0                                  | 0         | 0%                   |
| 38           | RAP                       | 0               | 0                                  | 0         | 0%                   |
| 39           | ZOO                       | 0               | 0                                  | 0         | 0%                   |
| <b>TOTAL</b> |                           | <b>15</b>       | <b>9</b>                           | <b>24</b> | <b>63%</b>           |

## Attachment E

BRIDGE Hires compared to Other Civil Service Hires Q4 of FY 21-22 (April 1, 2022 - June 30, 2022)  
in the classifications used by BRIDGE

| DEPARTMENT |                      | ACCOUNTING CLERK |                                | COMMUNICATION<br>INFORMATION<br>REPRESENTATIVE |                                | FIELD ENGINEERING AIDE |                                | INSPECTOR TRAINEE<br>(ASSISTANT INSPECTOR) |                                |
|------------|----------------------|------------------|--------------------------------|--|--------------------------------|------------------------|--------------------------------|--|--------------------------------|
|            |                      | # BRIDGE Hires   | # Other Civil<br>Service Hires | # BRIDGE<br>HIRES                              | # Other Civil<br>Service Hires | # BRIDGE<br>HIRES      | # Other Civil<br>Service Hires | # BRIDGE<br>HIRES                          | # Other Civil<br>Service Hires |
| 1          | AGING                |                  |                                |  |                                |                        |                                |  |                                |
| 2          | AIRPORTS             |                  |                                |  | 2                              |                        |                                |  |                                |
| 3          | ANIMAL SERVICES      |                  |                                |  |                                |                        |                                |  |                                |
| 4          | BUILDING & SAFETY    |                  |                                |  |                                |                        |                                |  | 3                              |
| 5          | CANNABIS             |                  |                                |  |                                |                        |                                |  |                                |
| 6          | CAO                  |                  |                                |  |                                |                        |                                |  |                                |
| 7          | CLA (COUNCIL)        |                  |                                |  |                                |                        |                                |  |                                |
| 8          | CITY CLERK           | 1                |                                |  |                                |                        |                                |  |                                |
| 9          | CONTROLLER           |                  |                                |  |                                |                        |                                |  |                                |
| 10         | CONVENTION CENTER    |                  |                                |  |                                |                        |                                |  |                                |
| 11         | CULTURAL AFFAIRS     |                  |                                |  |                                |                        |                                |  |                                |
| 12         | DISABILITY           |                  |                                |  |                                |                        |                                |  |                                |
| 13         | DONE                 | 1                |                                |  |                                |                        |                                |  |                                |
| 14         | DOT                  |                  |                                |  |                                |                        |                                |  |                                |
| 15         | EWDD                 |                  |                                |  |                                |                        |                                |  |                                |
| 16         | EL PUEBLO            |                  |                                |  |                                |                        |                                |  |                                |
| 17         | EMERGENCY MANAGEMENT |                  |                                |  |                                |                        |                                |  |                                |
| 18         | ERB                  |                  |                                |  |                                |                        |                                |  |                                |
| 19         | ETHICS COMMISSION    |                  |                                |  |                                |                        |                                |  |                                |
| 20         | FINANCE              |                  |                                |  |                                |                        |                                |  |                                |
| 21         | FIRE CIVILIAN        |                  |                                |  |                                |                        |                                |  |                                |
| 22         | GSD                  |                  |                                |  |                                |                        |                                |  |                                |
| 23         | HARBOR               |                  |                                |  | 1                              |                        | 1                              |  |                                |
| 24         | HOUSING              |                  |                                |  | 1                              |                        |                                |  |                                |
| 25         | ITA                  |                  |                                | 3  |                                |                        |                                |  |                                |
| 26         | LACERS               | 3                |                                |  |                                |                        |                                |  |                                |
| 27         | LIBRARY              |                  |                                |  |                                |                        |                                |  |                                |
| 28         | PENSIONS             |                  |                                |  |                                |                        |                                |  |                                |
| 29         | PERSONNEL            |                  |                                |  |                                |                        |                                |  |                                |
| 30         | PLANNING             |                  |                                |  |                                |                        |                                |  |                                |
| 31         | POLICE CIVILIAN      | 4                |                                |  |                                |                        |                                |  |                                |
| 32         | PW BOARD             |                  |                                |  |                                |                        |                                |  |                                |
| 33         | PW CONTRACT ADMIN    | 1                |                                |  |                                |                        |                                |  |                                |
| 34         | PW ENGINEERING       |                  |                                |  |                                | 2                      | 1                              |  |                                |
| 35         | PW SANITATION        |                  |                                |  |                                |                        |                                |  |                                |
| 36         | PW STREET LIGHTING   |                  |                                |  |                                |                        |                                |  |                                |
| 37         | PW STREET SERVICES   |                  |                                |  |                                |                        |                                |  |                                |
| 38         | RAP                  |                  |                                |  |                                |                        |                                |  |                                |
| 39         | ZOO                  |                  |                                |  |                                |                        |                                |  |                                |
| TOTAL      |                      | 10               | 0                              | 3  | 4                              | 2                      | 2                              | 0  | 3                              |

**Attachment F****Other Civil Service Hires into classifications used by BRIDGE by Month****Employees hired NOT USING BRIDGE by Department, by Month Q4 of FY 21-22 (April 1, 2022 - June 30, 2022)**

| DEPARTMENT |                           | APRIL | MAY | JUNE | TOTAL |
|------------|---------------------------|-------|-----|------|-------|
| 1          | AGING                     |       |     |      | 0     |
| 2          | AIRPORTS                  |       | 2   |      | 2     |
| 3          | ANIMAL SERVICES           |       |     |      | 0     |
| 4          | BUILDING & SAFETY         | 2     | 1   |      | 3     |
| 5          | CANNABIS                  |       |     |      | 0     |
| 6          | CAO                       |       |     |      | 0     |
| 7          | CLA (COUNCIL)             |       |     |      | 0     |
| 8          | CITY CLERK                |       |     |      | 0     |
| 9          | CONTROLLER                |       |     |      | 0     |
| 10         | CONVENTION CENTER         |       |     |      | 0     |
| 11         | CULTURAL AFFAIRS          |       |     |      | 0     |
| 12         | DISABILITY                |       |     |      | 0     |
| 13         | DOT                       |       |     |      | 0     |
| 14         | ECONOMIC & WORKFORCE DEV. |       |     |      | 0     |
| 15         | EL PUEBLO                 |       |     |      | 0     |
| 16         | EMERGENCY MANAGEMENT      |       |     |      | 0     |
| 17         | EMPLOYEE RELATIONS BOARD  |       |     |      | 0     |
| 18         | ETHICS COMMISSION         |       |     |      | 0     |
| 19         | FINANCE                   |       |     |      | 0     |
| 20         | FIRE CIVILIAN             |       |     |      | 0     |
| 21         | GSD                       |       |     |      | 0     |
| 22         | HARBOR                    | 1     | 1   |      | 2     |
| 23         | HOUSING                   | 1     |     |      | 1     |
| 24         | ITA                       |       |     |      | 0     |
| 25         | LACERS                    |       |     |      | 0     |
| 26         | LIBRARY                   |       |     |      | 0     |
| 27         | NEIGHBORHOOD EMPOWERMENT  |       |     |      | 0     |
| 28         | PENSIONS                  |       |     |      | 0     |
| 29         | PERSONNEL                 |       |     |      | 0     |
| 30         | PLANNING                  |       |     |      | 0     |
| 31         | POLICE CIVILIAN           |       |     |      | 0     |
| 32         | PW BOARD                  |       |     |      | 0     |
| 33         | PW CONTRACT ADMIN         |       |     |      | 0     |
| 34         | PW ENGINEERING            | 1     |     |      | 1     |
| 35         | PW SANITATION             |       |     |      | 0     |
| 36         | PW - STREET LIGHTING      |       |     |      | 0     |
| 37         | PW - STREET SERVICES      |       |     |      | 0     |
| 38         | RAP                       |       |     |      | 0     |
| 39         | ZOO                       |       |     |      | 0     |
| TOTAL      |                           | 5     | 4   | 0    | 9     |