

PERSONNEL, AUDITS, AND HIRING COMMITTEE REPORT relative to implementation, benchmarks, and hiring goals for the Targeted Local Hiring (TLH) Program.

Recommendation for Council action:

RECEIVE and FILE the November 11, 2022 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 February 21, 2023, your Committee considered a November 11, 2022 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 2022-23 indicates that 78 percent of Citywide hires into the classifications used by TLH were hired through the TLH Program. After consideration and having provided an opportunity for public comment, the Committee moved to receive and file the Personnel Department report. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Personnel, Audits, and Hiring Committee

A large, stylized handwritten signature in black ink, likely belonging to a council member, positioned below the committee name.

COUNCILMEMBER	VOTE
McOSKER:	YES
PRICE:	YES
SOTO-MARTINEZ:	YE

ARL

2/21/23

-NOT OFFICIAL UNTIL COUNCIL ACTS-