

PERSONNEL, AUDITS, AND HIRING COMMITTEE REPORT relative to the Crossing Guard Program.

Recommendations for Council action, as initiated by Motion (McOsker – Krekorian):

1. INSTRUCT the Los Angeles Department of Transportation (LADOT), with assistance of the Personnel Department, to report on the status of the Crossing Guard Program to include:
 - a. Potential ways to expedite the hiring of crossing guards, including reducing the time needed to complete the criminal background checks and obtain medical clearance from the City's Medical Services Division.
 - b. LADOT's coordination efforts with the Los Angeles Unified School District.
2. INSTRUCT the Personnel Department, in coordination with the LADOT, to report on the feasibility of utilizing City's hiring initiatives, such as the Targeted Local Hire and Bridge to Jobs Programs or other similar programs, to recruit and hire crossing guards.

Fiscal Impact Statement: Neither the City Administrative Officer nor the Chief Legislative Analyst has completed a financial analysis of this report.

Community Impact Statement: None submitted.

Summary:

On March 21, 2023, your Committee considered a Motion (McOsker – Krekorian) relative to the Crossing Guard Program. According to the Motion, Crossing guards, deployed to school crossings across the City of Los Angeles, provide experience and judgment to help children negotiate a school crossing, while also increasing the visibility of their presence to drivers. They are a valuable educational resource to enhance the safety of students, specifically those walking and cycling in school zones.

The City's Crossing Guard Program is administered by the LADOT Parking Enforcement and Traffic Control Division with the support of the District Engineers. The work schedule is based on the assigned school's bell schedule. Shifts are split to provide coverage prior to the start of school and following the end of the school day at the same location. Some shifts may begin earlier than 6:30 AM. Crossing Guards may work up to 3.5 hours a day. The Crossing Guard Program has long faced staffing shortages and hiring delays, particularly in the last two budget cycles. The Los Angeles Unified School District has expressed interest in pursuing additional measures to expedite hiring related to Crossing Guards. These measures include the possibility of utilizing the City's Targeted Local Hire and Bridge to Jobs Programs, which connect under-served and under-employed populations with alternative pathways to rewarding Civil Service careers within the City of

Los Angeles. After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the Motion. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Personnel, Audits, and Hiring Committee



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

ARL

3/21/23

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