

PERSONNEL AND ANIMAL WELFARE COMMITTEE REPORT relative to modifying the Targeted Local Hire (TLH) Program.

Recommendations for Council action, as initiated by Motion (Koretz - Harris-Dawson):

1. INSTRUCT the Personnel Department, with the assistance of the City Administrative Officer (CAO) and the Chief Legislative Analyst (CLA), to report with recommendations for modifying the TLH Program to improve participation by all City departments using one or more of the following proposals, or similar proposals:
 - a. Explore the feasibility of utilizing the TLH Program for applicable contract work in Public Works departments and bureaus that use largely entry level positions, with future services to be provided by the TLH applicant pool, with contracts that include, but are not limited to, tree trimming, curb cuts, street paving, etc.
 - b. Explore the feasibility of converting appropriate as-needed positions to positions that may be filled from the TLH applicant pool, including all call center as-needed positions in this analysis.
 - c. Allow departments to receive department-specific referrals for existing part-time or as-needed staff in those departments who would otherwise be eligible for the TLH Program or allow departments to transition qualifying existing full- or part-time as-needed staff, during a specific window period, into the TLH Program, including department-specific referrals.
 - d. Explore with the Department of Recreation and Parks and the Library Department, the potential to convert appropriate part-time and as-needed entry level positions to full-time to be filled from the TLH applicant pool.
2. REITERATE the strong commitment to the TLH Program, urging all General Managers to fully utilize the TLH Program; and, INSTRUCT the Personnel Department to continue to report monthly on positions hired from the TLH applicant pool, pursuant to Motion (Harris-Dawson - Price) (Council file No. 17-0252).
3. INSTRUCT the CAO, with the assistance of the Personnel Department, to prepare a report on the number of funded and unfunded position authorities, by classification, in each department, including those which are held vacant for budgetary reasons; additionally the report should provide information as to which positions can be filled through the TLH Program.

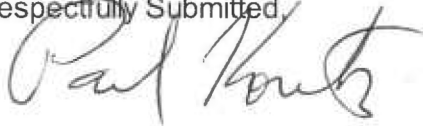
Fiscal Impact Statement: Neither the CAO nor CLA has completed a financial analysis of this report.

Community Impact Statement: None submitted.

Summary:

At a regular meeting held on February 21, 2018, the Personnel and Animal Welfare Committee considered Motion (Koretz - Harris-Dawson) regarding the TLH Program. Representative from the Personnel Department and former Councilmember Goldberg, who is the Chair of the Working Group, provided the Committee information on the program progress, program challenges, and statistical information regarding City departments' participation. Councilmember Harris-Dawson also provided information to the Committee and would like the Personnel Department and Working Group to elaborate on the program's transparencies. After an opportunity for public comment, the Committee recommended to approve the Motion with an amendment from Councilmember Harris-Dawson, and to continue the Personnel Department report for the department to provide more information regarding transparencies, contracts and position authorizations. This matter is now submitted to the Council for consideration.

Respectfully Submitted,



PERSONNEL AND ANIMAL WELFARE COMMITTEE

<u>MEMBER:</u>	<u>VOTE:</u>
KORETZ	YES
PRICE	ABSENT
ENGLANDER	YES

SD

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