

PERSONNEL & ANIMAL WELFARE

MOTION

Launched on June 6, 2017, the City of Los Angeles Targeted Local Hire (TLH) program is the culmination of a December 2015 agreement between City management and the Coalition of City Unions that committed to “develop innovative workforce development strategies to meet the needs of City residents and stakeholders, strengthen delivery of City services, and provide career opportunities to local residents.” The City’s commitment to the TLH program was reinforced through the issuance of the Mayor’s Executive Directive No. 15, and the City Council’s expressed support, on multiple occasions, of the TLH program.

Despite the “soft” launch of the program in June 2017, with little advertisement and a limited applicant system, thousands of Los Angeles residents who are eligible in one or more of the targeted categories applied, completed the screening processes and are waiting in the applicant pool for their chance to interview for available City positions. Unfortunately, the number of job openings offered to TLH applicants has not kept pace with the demands, in spite of policymakers’ expressed commitments in support of this program. As of August 1, 2017, less than 100 individuals had been hired into City employment through the TLH program.

Opportunities exist for a greater utilization of the TLH program by City departments. For example, recent analyses by the CAO and Personnel Department have identified numerous vacancies and “as-needed” positions that have the potential to be filled by TLH applicants. In addition, many existing part-time positions, some of which are currently filled by persons who are part of TLH targeted populations, could be converted to full time and filled as part of the TLH program. Also, many City contracts, especially those in Public Works, pay for outside services that could otherwise be provided in-house and filled with TLH participants.

Now that the TLH program has been in operation for nearly six months, it is critical that the next phase of the program focus on improvements that will encourage City departments to greater utilize the program by hiring more TLH participants.

I THEREFORE MOVE that the City Council instruct the Personnel Department, with the assistance of the CAO and CLA, to report to the City Council with recommendations for modifying the Targeted Local Hire (TLH) program to improve participation by all City departments using one or more of the following proposals, or similar proposals:

- 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. These contracts include, but are not limited to, tree trimming, curb cuts, street paving, etc.
- Explore the feasibility of converting appropriate “As Needed” positions to positions that may be filled from the TLH applicant pool. All Call Center “As Needed” positions should be included in this analysis.

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- 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 specified window period, into the TLH program, including Department-specific referrals.
- Explore with the Department of Recreation & 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.

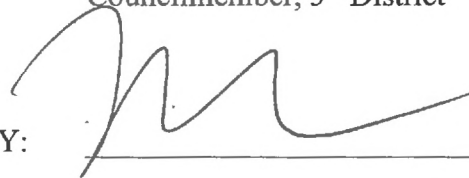
I FURTHER MOVE that the Mayor and the City Council reiterate their strong commitment to the Targeted Local Hire program, urge all general managers to fully utilize the TLH program, and instruct the Personnel Department to continue to report monthly on positions hired from the TLH applicant pool, pursuant to Motion (Harris-Dawson – Price)(CF 17-0252).

PRESENTED BY:



Paul Koretz
Councilmember, 5th District

SECONDED BY:



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