

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 Mayor Executive Directive No. 15, and City Council’s expressed support, on multiple occasions.

As of January 31, 2018, there have been 227 TLH program hires from 4,340 applications received for the program.

Opportunities still exist for a greater utilization of the TLH program by some City departments. For example, many City contracts pay for outside services that could otherwise be provided in-house and filled with TLH participants. According to a September 2017 report from the Office of the City Administrative Officer (CAO), 124 contracts were identified in which a significant portion of the scope of work can be performed by entry level civil service classifications.

Prior to the execution of contracts, the Personnel Department and the CAO are required to determine, in accordance with Charter Section 1022, whether the work proposed to be contracted can be performed more economically or feasibly by independent contractors than by City employees. Recent issues with certain contractors, including inflated pricing, poor service quality, and abandoned contracts, have created the need for additional evaluation to determine whether it would be more feasible to use City employees for such work.

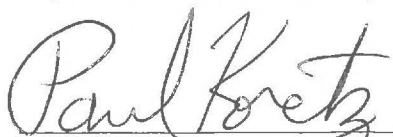
As-needed positions are typically part-time positions that are used to address peak workload demand or provide staffing for seasonal programs. However, there are some “as-needed” positions that have similar duties to classifications currently used by the TLH program, and provide full-time equivalent, or close to full-time equivalent services that could be converted to full-time positions. Additionally, some city call centers have been hiring “exempt” and using as-needed workers. Responding to Angelinos is a daily need that previously has been permanent full time work. These positions would create more placement options for the many existing TLH applicants. The TLH Workgroup can assist the CAO and Personnel Department in working out the operational details of the conversion of As-Needed positions to TLH positions so as to avoid unintended consequences on those in As-Needed positions now.


I THEREFORE MOVE that the Personnel Department and the CAO, with the assistance, if necessary, of the Targeted Local Hire Working Group, prepare a report on contracted services to evaluate which contracted services could be performed by Targeted Local Hire program applicants. Additionally, the report should include an evaluation of the effectiveness and necessity of contracts for services that could be performed by Targeted Local Hire program applicants, but are contracted out on an annual basis, especially in light of new funding and long term obligations such as Measure M, SB1, and the Sidewalk Repair Program. This report should also evaluate the budgetary impact and feasibility of replacing these contracted services with Targeted Local Hire program participants.

I FURTHER MOVE that the Personnel Department and the CAO, with the assistance of the Targeted Local Hire Working Group, prepare a report on the as-needed positions that are utilized by City departments, in particular those that are regularly filled, amount to full-time equivalents, and can be converted to full-time positions to be utilized in the Targeted Local Hire program, as well as the feasibility of creating a new evaluation process to be followed by departments prior to them utilizing as-needed positions instead of full-time or half-time positions. The report should evaluate the budgetary impact and feasibility of replacing these as-needed positions with Targeted Local Hire program participants.

I FURTHER MOVE that both reports should be submitted to Committee and Council no later than April 10, 2018. In addition, the six departments selected as pilot pool for the TLH program should be prioritized in both reports. This includes General Services, Sanitation, Street Services, and Recreation and & Parks, and the Harbor and Airport departments.

PRESENTED BY:


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SECONDED BY:


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