

PERSONNEL & ANIMAL WELFARE

MOTION

By 2018, 46 percent of Los Angeles City employees will be eligible for retirement. While the potential impact to City services from this exodus is disconcerting, this situation provides the City with a unique opportunity to impact the City's labor market in a targeted manner by hiring from our city's un and underemployed. The City's efforts should focus these opportunities for employment on those that are most disenfranchised and marginalized in society, including formerly incarcerated individuals and former foster youth.

This effort has begun, with the City Council and Mayor's enactment of the Targeted Local Hire program, and the Mayor's issuance of Executive Directive 15 on Equitable Workforce and Service Restoration. Both policy statements show this Council's and Mayor's commitment to restore our workforce in a manner that focuses on the City's needs first. However, to ensure that the City's efforts are reaching the targeted populations, metrics must be established, especially since statistical data on eligible workers in Los Angeles documents perpetual disparities in both employment and wages within the black community. Absent transparency and accountability for those who are hired through the City's targeted efforts, one cannot effectively monitor the implementation of the aforementioned programs.

I THEREFORE MOVE that the City Council instruct the Personnel Department, with the assistance of the City Administrative Officer and the Chief Legislative Analyst, to develop and implement data benchmarks that identify the Departments that are participating and submitting positions for the Targeted Local Hire program.

I FURTHER MOVE that the Personnel Department submit to the City Council monthly updates that summarize the statistical findings of the established benchmarks, in order to measure progress and enforce the aforementioned proposals.

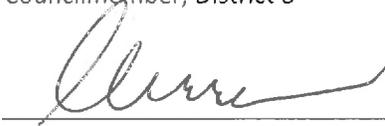
PRESENTED BY: _____



MARQUEECE HARRIS-DAWSON

Councilmember, District 8

SECONDED BY: _____



ORIGINAL

JUN 28 2017

