
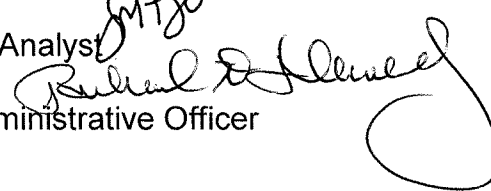


CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: July 31, 2019

To: Personnel and Animal Welfare Committee

From: Sharon M. Tso, Chief Legislative Analyst 
Richard H. Llewellyn, Jr., City Administrative Officer 

Subject: **CONTROLLER REPORT ON MODERNIZING RECRUITMENT AND HIRING IN
LOS ANGELES – RECOMMENDATION 19 (CF 18-0696)**

Recommendation

Note and file the report, inasmuch as it is provided for informational purposes only.

Discussion

At its meeting on August 29, 2018, the Personnel and Animal Welfare (PAW) Committee requested the Office of Chief Legislative Analyst (CLA) and the City Administrative Officer (CAO) to report back on actions required to rename the Personnel Department to the "Human Resources Department."

The PAW Committee considered a July 2018 report from the Office of the Controller that made 19 recommendations related to modernizing City recruitment and hiring. Recommendation 19 stated that policymakers should provide appropriate resources and support to help the Personnel Department evolve from primarily a recruitment and regulatory body to a human resources function that focuses on employee engagement and development. The recommendation further stated that these changes should also be effectuated by formally changing the Department's name to the City's "Human Resources Department." A number of other reports are being prepared regarding the resources required to shift the Personnel Department's function to human resources, as requested by the PAW Committee.

The Personnel Department is identified in the Los Angeles City Charter. Amendments to the Charter, such as changing a department name, can be accomplished by a Charter reform initiative which includes a vote of the public. Departments may also utilize a different organization name "designated" through ordinance.

A precedent exists for changing a department name through an ordinance. The Office of the City Administrative Officer (CAO) is identified as the "Office of Administrative and Research Services" (OARS) in the Charter that was adopted in 2000. In 2001, the City Council changed the title of OARS to the CAO through the adoption of Ordinance No. 174089. A similar ordinance could be used to change the title of the Personnel Department to the "Human Resources Department" without amending its name in the Charter.