

PERSONNEL AND ANIMAL WELFARE COMMITTEE REPORT relative to implementing the Bridge to Jobs Program.

Recommendation for Council action:

NOTE and FILE the January 3, 2020 Personnel Department report relative to implementing the Bridge to Jobs Program.

Fiscal Impact Statement: Not applicable.

Community Impact Statement: None submitted.

Summary:

On January 15, 2020, your Committee considered a January 3, 2020 Personnel Department report in response to an Adopted Budget Recommendation relative to implementing the Bridge to Jobs Program. According to the Personnel Department, the Bridge to Jobs Program (BRIDGE) was created as a proactive response from the Personnel Department to the needs and requests of City Departments to add semi-skilled classifications to a program similar to the Targeted Local Hire (TLH) Program. The TLH Program was launched in February, 2017 as a result of a 2015 Letter of Agreement signed between the City and the Coalition of Los Angeles City Unions. The TLH provides an alternative pathway for individuals from under-served communities into entry-level City classifications with experience requirements of one year or less. Since the inception of the TLH Program, City Departments have requested additional classifications be added to TLH; however, some of these classifications are semiskilled requiring a higher level of competencies than those that TLH was intended for. In order to address these requests, the Personnel Department has begun developing BRIDGE to create alternative pathways into semiskilled civil service classifications.

The Personnel Department is also working internally to develop the framework of the program, which includes the development of new classifications, establishing eligibility requirements, creation of a short program application and selection processes, developing the employment timeline for employees hired through BRIDGE, and establishing the classifications that will be available through the program at launch. After reviewing a number of classifications, and ongoing discussions with Departments and labor representatives, the following classifications were determined to be a potential fit for the program and are currently in the final stages of consideration to be added to the program at launch:

- Communications information Representative (Class Code 1461)
- Inspector Trainee (Class Code 4212)

The Personnel Department also provided a detailed overview of how BRIDGE is to be implemented and representatives from the Personnel Department answered questions from the Committee members. After further consideration and having provided an opportunity for public comment, the Committee moved to note and file the report. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

PERSONNEL AND ANIMAL WELFARE COMMITTEE



**MEMBER VOTE**

KORETZ: YES

LEE: YES

PRICE: YES

ARL

1/15/20

**-NOT OFFICIAL UNTIL COUNCIL ACTS-**