

PERSONNEL AND ANIMAL WELFARE COMMITTEE REPORT and ORDINANCE FIRST CONSIDERATION relative to amending the Los Angeles Administrative Code (LAAC) to provide salaries for authorized Targeted Local Hire (TLH) Program classifications.

Recommendations for Council action, SUBJECT TO THE APPROVAL OF THE MAYOR:

1. **PRESENT and ADOPT** the accompanying **ORDINANCE** dated June 10, 2019 amending Schedule A of LAAC Section 4.61 to include the represented and non-represented classifications and provide salaries for the new, non-represented classifications participating in the TLH Program.
2. **AUTHORIZE** the City Administrative Officer (CAO), upon accretion of said classes to a bargaining unit, to amend the appropriate Memorandum of Understanding to reflect the salary approved by Ordinance.
3. **AUTHORIZE** the CAO and Controller to correct any clerical errors, or, if approved by the City Attorney, and technical errors in the Ordinance.

Fiscal Impact Statement: The CAO reports that there is no fiscal impact upon the General Fund as Departments participating in the TLH Program will hire individuals into the TLH classifications in lieu of their authorized positions for the targeted civil service classifications.

Community Impact Statement: None submitted.

Summary:

In their respective reports dated August 14, 2019 and June 10, 2019, the CAO and City Attorney recommend approval of the accompanying Ordinance amending Schedule A of LAAC Section 4.61 to include the represented and non-represented classifications and provide salaries for the new, non-represented classifications participating in the TLH Program. According to the CAO, on December 7, 2015, the Coalition of Los Angeles City Unions and the City entered into a Letter of Agreement, which included establishing a TLH Working Group that was tasked with creating the TLH Program aimed at hiring local residents from under-served communities into fulltime civil service jobs (targeted civil service classifications).

Subsequently, the TLHP was created and adopted by City Council on January 11, 2017 (Council File No. 16-0109). Participants of the TLH Program must complete a 6-month on-the-job period in a TLH Program trainee-level classification mutually approved by the Parties and a 6-month probationary period in a transitional classification approved by the Board of Civil Service Commissioners. To advance the program's goal of full-time civil service employment, the parties continue to collaborate in identifying civil service classifications, which are vetted by the Personnel Department that are suited for the program. Once these classifications have been authorized for the program, the CAO is tasked with creating the trainee-level TLH Program classes and setting the salaries for and updating the appropriate authorities for use of these classifications by the employing departments. As of August 14, 2019, 11 civil service classifications have been accepted into the TLH Program and they are detailed in the CAO report.

At its special meeting held August 28, 2019, the Personnel and Animal Welfare Committee recommended that Council approve the Ordinance and related actions, as recommended by the CAO.

Respectfully Submitted,

PERSONNEL AND ANIMAL WELFARE COMMITTEE

A handwritten signature in black ink, appearing to read "Paul H. Price". The signature is written in a cursive, flowing style.

MEMBER VOTE

KORETZ: YES

PRICE: YES

ARL

-NOT OFFICIAL UNTIL COUNCIL ACTS-