

COMMUNICATION FROM CHAIR, PERSONNEL AND ANIMAL WELFARE COMMITTEE and ORDINANCE FIRST CONSIDERATION relative to the establishment of the salary for the new Bridge-To-Jobs Program job classifications of Communications Information Representative Assistant and Communications Information Representative Assistant Trainee (Class Codes 1479 and 1478, respectively).

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

1. PRESENT and ADOPT the accompanying ORDINANCE dated February 4, 2020, amending Schedule A of Los Angeles Administrative Code Section 4.61 to establish the salary for the following newly created classifications for the Bridge-to-Jobs Hiring Program:
 - a. Communications Information Representative Assistant (Class Code 1479)
 - b. Communications Information Representative Trainee (Class Code 1478)
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 the Controller to correct any clerical errors in or make any technical corrections to the Ordinance.

Fiscal Impact Statement: The CAO reports that there is no additional impact to the General Fund. Participating Departments will hire in these classifications using vacant civil service position authorities.

Community Impact Statement: None submitted.

Summary:

On March 4, 2020, the Committee Chair considered February 18, 2020 CAO and February 5, 2020 City Attorney reports and Ordinance relative to the establishment of the salary for the new Bridge-To-Jobs Program job classifications of Communications Information Representative Assistant and Communications Information Representative Assistant Trainee (Class Codes 1479 and 1478, respectively). According to the CAO, in 2019, the Personnel Department created the Bridge-to-Jobs Hiring Program (BRIDGE) similar to the Targeted Local Hire Program (TLHP) to reduce barriers to civil service employment for individuals of under-served communities while also addressing City departments' need for semi-skilled workers (Council File No. 19-0600-S61).

The BRIDGE program provides a more accessible, alternate pathway to civil service employment in semiskilled, entry-level classifications that require a higher level of proficiencies than those classifications recommended for the TLHP. The Personnel Department worked with and continues to work with City Departments, labor, and community partners to identify semi-skilled, entry-level classifications that fit the BRIDGE framework. Participants of the BRIDGE

program will primarily include individuals from the homeless and formerly homeless, formerly incarcerated individuals including those on parole/probation, former gang members including those affected by the City's Rodriguez Settlement, disconnected youth, foster youth, transition age youth, veterans, residents from zip codes as designated by the Public Works, Bureau of Contract Administration within their Project Labor Agreements, individuals identifying as transgender, individuals with disabilities, and older workers protected under the Age Discrimination in Employment Act of 1967 (ADEA) population.

On January 9, 2020, the Board of Civil Service Commissioners approved the creation of the new classifications of Communications Information Representative Assistant and Communications Information Representative Trainee to be used in the BRIDGE Program. Subsequently, at its meeting of January 24, 2020, the Executive Employee Relations Committee approved the recommended salary for these newly created, non-represented classes as detailed in the accompanying Ordinance. After consideration and having provided an opportunity for public comment, the Committee Chair moved to recommend approval of the Ordinance as detailed in the CAO and City Attorney reports and detailed in the above recommendations. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

COUNCILMEMBER PAUL KORETZ ,CHAIR
PERSONNEL AND ANIMAL WELFARE COMMITTEE

MEMBER VOTE

KORETZ: YES

LEE: ABSENT

PRICE: ABSENT

ARL

3/41/20

-NOT OFFICIAL UNTIL COUNCIL ACTS-