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—
Dana H. Brown
GENERAL MANAGER

April 21, 2022

Honorable Paul Krekorian
Chair, Budget and Finance Committee
Los Angeles City Council
Room 435, City Hall
Los Angeles, CA 90012

RE: PERSONNEL DEPARTMENT PROPOSED BUDGET FISCAL YEAR 2022-23

The Personnel Department is pleased with the Mayor's proposed 2022-23 budget. We will be receiving many of the resources necessary to increase our ability to assist departments with the recruitment, hiring, and retention of a diverse workforce across key areas of the City.

As the City emerges from the COVID-19 pandemic, we recognize the hiring landscape has fundamentally changed over the past two years. Successful agencies will be those that implement innovative strategies in recruitment, outreach, testing and hiring protocols in order to benefit from the expanded candidate pools created by the Great Resignation. Since my recent appointment as General Manager of the Personnel Department, I have met with City and departmental leaders about their respective hiring needs and priorities. In response, I created a strategic summit entitled "Aspire to Hire" during which we will assemble a powerhouse team of key human resources professionals within the Personnel Department to dissect and examine all steps of the City's hiring process to identify opportunities for streamlining, excising the extraneous, and expeditiously generating deeper, more usable eligible lists. In essence, the Personnel Department will reimagine, redesign, and revitalize the City's hiring process.

Our efforts to self-assess and innovate, however, will provide only part of the solution to this mammoth hiring challenge. We would be remiss if we did not articulate our need for supplemental resources to succeed in our endeavors.

- Enhanced Public Safety Recruitment Funds – Funding of an additional \$150,000 is requested to re-establish a recruitment referral bonus to eligible City employees upon the academy graduation of a recruit referred by them. This program has been successful in the past and should be resurrected next fiscal year until hiring goals are achieved.

- As-Needed Background Trainees – Funding of \$500,000 is requested in the as-needed salaries account to allow Personnel to quickly bring aboard staff to expand the current Background Investigator team to successfully tackle the public safety hiring spike in LAPD Police Officers (increased by 44%) and LAFD Firefighters (increased by 54%). Utilizing this as-needed resource in this manner has the added benefit of creating and sustaining a pool of individuals who can easily fold into the Background Investigator Team as full time opportunities become available.
- Nine-Months Funding and Resolution Authorities – We reiterate our gratitude for the positions granted to the Personnel Department, including those with 6 months funding. It is requested that nine (9) months funding and resolution authorities be approved to rapidly meet the needs of the client services departments that rely upon us to meet their hiring needs.
- Technology – Funding of \$100,000 is requested for increased technology to enhance remote services for candidates, facilitate rapid, efficient scheduling of pre-employment medical exams, and provide cloud-based interviewing for Targeted Local Hire candidates in order to engage a larger pool of eligible candidates and hire them more rapidly to facilitate the high usage of the program expected in the upcoming fiscal year.

Additionally, funding of \$99,225 is requested to fund an increase in the contractual services cost for converting from a paper-based system to electronic medical records (EMR) in the Medical Services occupational clinic. The new system will enhance productivity and efficiency in myriad ways – faster scheduling, more accurate record-keeping and report-generation, and better tracking of legal mandates, such as DOT testing for commercial licenses.

Thank you for your consideration. Your support of these critical resources will ensure success of our re-envisioned hiring paradigm. I look forward to continuing the discussion during our hearing scheduled for next week.

Respectfully,



DANA H. BROWN
General Manager

cc: Honorable Bob Blumenfield
Honorable Kevin de Leon
Honorable Monica Rodriguez
Honorable Curren D. Price, Jr.
Andre Herndon, Chief of Staff, Mayor's Office
Ana Guerrero, Senior Advisor, Mayor's Office
Jeanne Holm, Deputy Mayor of Budget and Innovation, Mayor's Office
Sharon Tso, Chief Legislative Analyst
Matthew Szabo, City Administrative Officer