

MOTION

Currently, the City of Los Angeles' average vacancy rate across departments is 21%. From programs such as Targeted Local Hire to Bridge to Jobs, innovative approaches to help the City meet its hiring goals and address local job needs have proven to be successful. Potential initiatives that governments have provided their employees to improve the hiring process and mitigate attrition can include offering public service loan forgiveness and subsidizing housing costs for newly hired personnel. The current vacancy rate demands that the City establish a new way of attracting applicants and personnel to work for the City of Los Angeles.

The Los Angeles Police Department is implementing a Hiring Bonus Plan to incent new and lateral hires for the Department. This program will provide money to their employees for the next three years, with the hope of not only hiring, but retaining, personnel. The intent of incentivizing hires through a financial proposal should be pursued by other departments that have stark vacancy rates. Implementing a similar incentive plan for departments citywide with significant vacancy rates can help attract applicants and personnel while also allowing the City to meet its goal of providing jobs for the local economy.

I THEREFORE MOVE that the City Council instruct the Personnel Department to report in 30 days on vacancy rates in each department citywide.

I FURTHER MOVE that the City Council instruct the Personnel Department and the City Administrative Officer to report into the Budget, Finance and Innovation Committee with recommendations to establish an incentive program for non-sworn civilian personnel. The program should specifically outline a plan to prioritize those departments with the highest vacancy rates.

I FURTHER MOVE that the City Council instruct the City Administrative Officer to identify and report on potential funding to implement the aforementioned hiring bonus plan for the prioritized departments with the highest vacancy rates in the Fiscal Year 2023-24.

PRESENTED BY:



JIM McOSKER
Councilmember, 15th District

SECONDED BY:



APR 14 2023

PK

ORIGINAL