

**MINUTES-MEETING OF THE
TARGETED LOCAL HIRE WORKING GROUP**

Monday, May 16, 2016

3:00 p.m.

**Personnel Department Medical Services
520 E Temple St. Training Rooms A and B
Los Angeles, CA 90012**

Please Note: The minutes below are a summary of the proceedings. The minutes are not verbatim statements by the speakers.

Introductory

Item 1. Call to Order

Ms. Jackie Goldberg called the meeting to order at approximately 3:00 p.m.

Item 2. Public Comments

Ms. Goldberg called for Public Comments; however, no public comments were made.

Administrative Items

Item 3.Minutes

Ms. Goldberg called for Public Comments on the minutes from meeting of the Targeted Local Hire Working Group (TLHWG) on April 18, 2016. No public comments were made.

Item 4.Presentation from Public Works/Bureau of Street Services

Mr. Mark Crisan, Senior Personnel Analyst II and Mr. Keith Mozee, Street Services General Superintendent II presented feedback from Public Works/Bureau of Street Services (BSS) on their recent experience hiring the first group of Vocational Workers. Mr. Crisan stated that the initial group of Vocational Workers began working for BSS in mid-March, 2016 and they are currently receiving training to transition to the civil service classification of Maintenance Laborer.

Mr. Crisan noted that BSS formed a partnership with Los Angeles Trade-Tech College (LATTC), in which LATTC students have the opportunity to compete for employment opportunities with BSS after successfully completing a training boot camp.

Mr. Crisan noted that BSS' experience has been positive thus far working with the recently hired Vocational Workers. Specifically, Mr. Crisan stated that BSS is impressed with the first group of Vocational Workers because they are highly-motivated. For example, a few Vocational Workers obtained a Class A driver's license even though BSS did not ask them to do this nor is it required for their current position as a Vocational Worker; therefore, BSS is pleased that the first group of Vocational Workers may see a long-term career with the City of Los Angeles.

Mr. Crisan stated that a challenge faced by BSS has been the difference between the training obtained in a simulated, safe, classroom environment and the real challenges and safety issues faced in the field.

Mr. Crisan noted that BSS is currently training Vocational Workers on how to use the tools of the trade, how to section worksites, their personal safety, and disengaging from altercation, which is an important skill set when working out in the streets.

Mr. Crisan stated that individuals supervising the Vocational Workers are tasked with coaching and mentoring them; therefore, the managers in BSS must ensure that the supervisors have the skills and support to be able to effectively coach and mentor Vocational Workers. As a result, managers have been working with supervisors to let them know that they are not alone and to educate them on the differences between a Vocational Worker and a full-time civil service employee. Additionally, supervisors are attending the Core Supervisory training offered by the Personnel Department over the course of seven (7) weeks.

Mr. Crisan stated that BSS has plans of partnering with LATTC to conduct another boot camp to hire a second group of Vocational Workers, who will be trained to become Assistant Tree Surgeons. Mr. Crisan noted that there was an informational session about the upcoming boot camp on Friday, May 6, 2016.

Mr. Mozee noted that the upcoming boot camp will include a module specifically for the classification of Assistant Tree Surgeon, including how to safely trim trees, proper use of tools, and other information related to the core functions of BSS. Mr. Mozee also stated that the Vocational Workers hired from this boot camp will know street maintenance activities and other maintenance operations. Mr. Mozee stated that there will be cross-training opportunities in order to prepare the next generation of employees in BSS. Mr. Mozee noted that BSS and its employees understand the value of investing time and training in the new generation of Vocational Workers in order to prepare them for careers within the City and current employees are excited to partake in training and mentoring the new Vocational Workers. Mr. Crisan agreed that BSS intends to hire Vocational Workers to prepare them for a future career with the City and there is no intention of having Vocational Workers permanently remain in their current training positions. Therefore, Mr. Crisan noted that individuals hired as Vocational Workers have many career opportunities with the City.

Mr. Gavin Koon, International Union of Operating Engineers, Local 501 asked for the current number of vacancies that BSS intends to fill with Vocational Workers, as well as the anticipated number of hires.

Mr. Crisan stated the BSS' original objective was to hire fifteen (15) Vocational Workers in the first group. Mr. Crisan noted that due to declinations, BSS hired twelve (12) and recently filled the remaining vacant positions. Additionally, for the next group of Vocational Workers, BSS intends to hire five (5) to train for Tree Surgeon Assistants.

Finally, Mr. Crisan noted that this will be an ongoing effort and the numbers may increase over time as BSS identifies additional needs.

Mr. Koon asked if these hiring efforts would go beyond the initial groups of 15 and 5 Vocational Workers.

Mr. Crisan noted that he did not have specific information; however, he did anticipate that the efforts would go beyond these initial groups.

Mr. Koon asked if BSS would consider partnering with organizations other than LATTC.

Mr. Crisan stated that there is nothing to suggest that the efforts to hire Vocational Workers will be exclusive to a partnership with LATTC but the first rounds of hires were made through this partnership because the LATTC students were trained on particular skill sets for BSS. Mr. Crisan noted that BSS would consider partnering with other organizations.

Mr. Koon asked that all Bureaus within Public Works consider using training programs to fill positions, where possible.

Mr. Crisan noted that although he was unable to speak on the behalf of other Bureaus, BSS has begun training individuals to become Maintenance Laborers and Tree Surgeon Assistants and has found that this is a good strategy for BSS; therefore, it is anticipated that BSS may continue to look for other positions that will lend themselves to training positions.

Ms. Sandra Williams, California NOW, asked if there are any women that are part of the Vocational Workers that have been recently hired in BSS.

Mr. Crisan confirmed that women are represented in the recent group of Vocational Workers that were hired. Mr. Mozee added that there were approximately five (5) to six (6) women in the first group of Vocational Workers. Additionally, Mr. Mozee pointed out that BSS is making efforts to recruit women to non-traditional jobs.

Mr. Chris Hannan, Los Angeles/Orange Counties Building and Construction Trades Council AFL-CIO, asked which program at LATTC were the Vocational Workers hired from.

Mr. Mozee confirmed that the Vocational Workers were hired from one of the Construction programs at LATTC, although he was unable to recall the specific name of the program.

Mr. David Sanders, Service Employees International Union, Local 721, (SEIU, Local 721) clarified that the Vocational Worker classification is represented by SEIU and it is not a trainee classification. Mr. Sanders further clarified that there are separate agreements for Vocational Worker, Maintenance Laborer, and Tree Surgeon Assistant.

Mr. Crisan confirmed that when referring to the Vocational Workers as “trainees”, the term is being used loosely.

Ms. Wendy G. Macy, Personnel Department, expressed interest in Mr. Crisan’s earlier comment about some of the Vocational Workers who obtained their Class A driver’s license, which is normally required to promote into higher-level classifications. Ms. Macy asked how BSS communicated the steps that are required for Vocational Workers to promote within the Bureau.

Mr. Crisan stated that first they directed the Vocational Workers to the classification specifications and the bulletins for the higher-level classifications in order to determine the requirements. Mr. Crisan further stated that some higher-level classifications require a class A driver’s license while others only require a class C driver’s license.

Mr. Mozee further distinguished between the different types of driver’s licenses and commented that some of the Vocational Workers have demonstrated initiative in getting their class A driver’s license as it is not required for all higher-level classifications.

Ms. Macy asked if the Personnel Department would be able to use materials from BSS in order to advertise and explain the Vocational Worker program to City Council, community members, and others.

Mr. Crisan and Mr. Mozee stated that they anticipated that BSS would be willing to assist.

Ms. Goldberg asked if there were any lessons learned by BSS or things that they will improve upon when hiring the next group of Vocational Workers.

Mr. Mozee stated that the process has been successful thus far; however, the next boot camp will include modules on tree trimming.

Mr. Sanders asked how long the transitional period will be from Vocational Worker to the next classification.

Mr. Crisan stated that employees are hired as Vocational Workers I and after six (6) months they receive a pay grade advancement to Vocational Workers II. Six (6) months later, employees are transitioned into Maintenance Assistant and six (6) months later they receive a 1014 transfer into Maintenance Laborer. The total timeline is approximately eighteen (18) months.

Item 5. Report back from the Governance Subcommittee on Rules for Governance of the Targeted Local Hire Working Group

Mr. Vincent Cordero, Personnel Department, stated that the Governance Subcommittee met twice since the last meeting of the TLHWG in order to develop the rules for

governance. Mr. Cordero stated that the rules were e-mailed to all individuals on the TLHWG mailing list on Friday, May 13, 2016. Additionally, hard copies were provided during the current meeting.

Mr. Cordero stated that the Governance Subcommittee was still waiting for the City Attorney to give final determination on whether the TLHWG is subject to the Brown Act, but until otherwise stated, the TLHWG would continue to comply with the Brown Act.

Mr. Cordero highlighted some of the major points in the proposed rules of governance for the TLHWG. Mr. Cordero pointed out that the TLHWG shall be comprised of thirteen (13) representatives, including: four (4) Union Representatives from the Coalition of Unions; CAO (or designee); CLA (or designee); General Manager of the Personnel Department (or designee); General Manager of the Economic and Workforce Development Department (or designee); three (3) representatives from Council Offices; Councilmember Wesson (or designee); Councilmember Harris-Dawson (or designee); Councilmember Krekorian (or designee); and two (2) Representatives from the Mayor's Office. Mr. Cordero noted that the Governance Subcommittee is still in the process of identifying the designees and hopes to have the final list of the members for the next meeting. Mr. Cordero also pointed out that rule B(3) was corrected to state "Article E" rather than "Article F" as stated in the e-mail on Friday, May 13, 2016. Mr. Cordero stated that this correction was made to the hard copies of the rules that were distributed during the meeting.

Mr. Cordero read rule B(4), which stated "In accordance with the Letter of Agreement, the Working Group shall invite representatives of the Los Angeles Community College District, the Los Angeles Unified School District, and representatives of community-based organizations, such as Fix LA. In addition, Fix LA shall designate one person to represent its members at the Working Group meetings". Mr. Cordero stated Personnel Department staff will work with Fix LA to obtain the name of the individual that will represent Fix LA at the Working Group meetings.

Mr. Cordero read rule C(1), which stated "The Officers of the Working Group shall include a Chairperson and Alternate Chairperson. The Chairperson shall be elected by the Working Group. If the Chairperson is not available, the Working Group shall delegate an Alternate Chairperson". Mr. Cordero stated that the Governance Subcommittee hoped to nominate a Chairperson during the same meeting.

Mr. Roy Morales, Office of the Chief Legislative Analyst, asked to receive the proposed rules by e-mail.

Mr. Greg Dion, Personnel Department, stated that rule A(3) is language directly from the City Attorney; therefore, the TLHWG is subject to the Brown Act until otherwise determined. Mr. Dion also noted that rule B(1) is based on the letter of agreement (LOA) and was thoroughly discussed by the Governance Subcommittee. Specifically, the LOA lists all entities in singular form except for the "representatives from the Coalition of Unions", "representatives from Council Offices", and "representatives of the Mayor's

Office”; therefore, more than one (1) representative was assigned to each of the aforementioned entities in order to ensure an odd number of Working Group members, which was desired in order to ensure that there was a mechanism in place to allow for voting on items of disagreement. Finally, Mr. Dion noted that there was careful consideration of the designation of representatives from Council Offices and a note was included to ensure that there were no Brown Act issues.

Ms. Goldberg further explained that if a Council Committee has a majority of the members of any committee in the TLHWG then that would be a violation of the Brown Act; therefore, it will be necessary to change the representatives from Council Offices from time to time.

Mr. Hannan noted that the TLHWG was a result of the negotiations by the Coalition of Unions and further asked why the proposed rules did not provide for an equal number of voting members on the TLHWG. Mr. Hannan further stated that there should be an equal number of voting members between City management and the Coalition of Unions.

Mr. Dion explained that the LOA provides a vague list of the TLHWG members, including the plural form for “representatives of Unions” and plural form for “representatives of the Mayor’s Office”; therefore, the proposed rules were based on the members identified on the LOA.

Mr. Hannan noted that there is nothing in the LOA that is contradictory to having an equal number of voting members between City management and the Coalition of Unions. Mr. Hannan further requested to have the rules amended in order to include equal number of voting members on the TLHWG.

Ms. Goldberg asked the Governance Subcommittee to report back with an amendment to the proposed rules on having an equal number of voting members on the TLHWG as that is how labor management committees have traditionally been established in the City.

Mr. Koon stated that he was involved in the negotiation of the LOA and the intention was to have an equal number of voting members between City management and the Coalition of Unions.

Ms. Goldberg asked the Governance Subcommittee to follow the format of traditional labor management committees and amend the proposed rules for the governance of the TLHWG to ensure that there is an equal number of voting members.

Mr. Dion commented that the Governance Subcommittee did not wish to create a voting group that was so large that it would become difficult to form a quorum.

Mr. Koon stated that the LOA reflects who should participate in the TLHWG but it does not necessarily reflect who the voting members shall be.

Ms. Goldberg asked if Mr. Koon was suggesting that the voting members can be a subset of the TLHWG members, not necessarily having all members be voting members.

Mr. Koon agreed.

Ms. Goldberg stated that the Governance Subcommittee shall report back with an amendment to the proposed rules to either make a subgroup of the proposed thirteen-member TLHWG be the voting members or by adding additional members to the TLHWG to ensure there is an equal number of voting members between City management and the Coalition of Unions.

Ms. Manisha Vaze, Strategic Concepts in Organizing and Policy Education (SCOPE), asked for clarification on the role of the representative from Fix LA. Ms. Vaze further inquired if the Fix LA representative would be a member of the TLHWG but not a voting member.

Ms. Goldberg stated that the Fix LA representative would be a member but would have no voting rights because it would be difficult to have a voting member of a committee of the Council that is not a City employee. Ms. Goldberg further stated that the TLHWG would like the participation from Fix LA but they simply would not be able to vote.

Ms. Vaze further inquired on the distinction between the representative of Fix LA and other entities that are invited.

Mr. Dion commented that during the last TLHWG, it was discussed that we wished to have the participation of Fix LA; however, one (1) representative would be identified because Fix LA is comprised of various organizations and it would not be feasible to include all organizations; therefore, Fix LA would be asked to designate one (1) representative.

Mr. Sanders stated that the Fix LA Chairperson offered to have one (1) representative and this proposal was supported by the Coalition of Unions.

Ms. Goldberg stated that it is possible for other organizations to be invited to participate in the future; however, Fix LA was being invited first because the TLHWG recognizes that Fix LA was a prime mover in the negotiation of the LOA that created the TLHWG. Ms. Macy asked if nominations for the Chairperson would be taken at that time or if it would be postponed.

Mr. Dion recommended holding items six (6) and seven (7) because the Governance Subcommittee will have to report back on the proposed rules.

Ms. Goldberg agreed and asked for items six (6) and seven (7) to be placed on the next agenda.

Ms. Teresa Sanchez, American Federation of State, County and Municipal Employees (AFSCME) stated that historically the City has operated on the consensus model when dealing with joint labor committees. Ms. Sanchez further asked if formal voting is necessary in the TLHWG or if decisions can be made by agreement without voting.

Mr. Dion stated that this was discussed by the Governance Subcommittee and the goal is for the TLHWG to operate by consensus without having to take formal votes; however, there should be a structure in place in case voting is necessary.

Mr. Hannan stated that having an equal number of voting members between City management and the Coalition of Unions will encourage the TLHWG to operate on a consensus model because if City management and the Coalition of Unions disagree, the votes will be a tie which will require further discussion until an agreement is reached.

Ms. Goldberg asked the Governance Subcommittee to propose a recommendation on this matter.

Item 6.Recommendation to Approve the Rules of Governance for the Targeted Local Hire Working Group

Item 6 was referred back.

Item 7.Nominations and Approval of Chairperson

Item 7 was referred back.

Item 8.Mayor Garcetti’s Executive Directive No. 15

Mr. Cordero summarized Mayor Garcetti’s Executive Directive No. 15 (ED No. 15), which was issued on April 29, 2016. The ED No. 15 builds upon the historic labor agreement with the Coalition of Unions, which has a goal of hiring 5,000 new civilian employees over the next three (3) years. The ED No. 15 also ensures that all Angelenos have equitable access to City jobs through the Targeted Local Hire Program.

Mr. Cordero also read the following excerpt from ED No. 15: “Each General Manager or Head of Department/Officer shall participate in the Targeted Local Hire Work Program managed by the Personnel Department to fill positions with trainees where operational needs permit. To support this effort, each General Manager or Head of Department/Officer shall provide to the Deputy Mayor for Budget and Innovation and the General Manager of the Personnel Department the numbers and titles of vacant positions, an assessment as to which of these positions are appropriate for consideration in our hiring initiative, and the results of hiring efforts”.

Mr. Cordero highlighted that ED No. 15 directs each General Manager or Head of Department/Officer to develop appropriate recruitment and onboarding policies, as well as training programs to support the hiring, managing and retention of employees from communities that have been historically under-represented in the City. Mr. Cordero also

quoted from ED No. 15 by stating that “no applicant for employment, other than applicants for positions involving public safety, shall be asked to disclose information concerning the applicant's conviction history until after a conditional offer of employment has been made, unless otherwise required by law”.

Finally, Mr. Cordero also stated that ED No. 15 limits the use of intermittent employment to operational necessity and directs each General Manager or Head of Department/Officer to maximize the opportunities for full-time employment.

Ms. Jackie Goldberg highlighted the importance of ED No. 15 as it has provided direction for the General Managers or Heads of Departments/Officers and it also serves as a basis for the efforts of the TLHWG.

Mr. Hannan requested a copy of ED No. 15.

Mr. Koon commented that he was pleased with ED No. 15 as it supported the efforts of the Coalition of Unions and the intent of the agreement.

Molly Rhodes, SEIU, Local 721, commented she was very excited to about the vacancy data as it will be very helpful in moving forward, as well as to establish a budget process.

Item 9. Funded Vacant Positions & 900-Hours Subcommittee

Ms. Cinthia Ramirez, Personnel Department, stated that the Funded Vacant Positions and 900 Hour Subcommittee has been in contact with the six (6) pilot departments, which include Public Works/Bureau of Sanitation (BOS), Public Works/Bureau of Street Services (BSS), General Services Department (GSD), Harbor, Los Angeles World Airports (LAWA), and Recreation and Parks (RAP).

Ms. Ramirez noted that the five (5) pilot departments reported that all full-time funded vacancies reported on the January/February survey administered by the TLHWG had been filled using eligible lists; GSD, however, reported that they filled three (3) Custodian positions by converting three (3) part-time Vocational Workers to full-time. Ms. Ramirez also stated GSD reported fifty (50) vacancies, while other pilot departments reported having no funded, full-time vacancies for the current 2015/2016 fiscal year.

In regards to fiscal year 2016/2017, Ms. Ramirez stated that GSD reported having to hold 4% (i.e., approximately 50 positions) vacant, which meant that GSD may potentially have up to 50 positions vacant at any given time. In general, all other pilot departments reported that the number of full-time, funded vacancies were unknown for the 2016/2017 fiscal year.

Ms. Ramirez noted that pilot departments expressed interest in the Vocational Worker and/or Trainee classifications that are currently part of the Targeted Local Hire Program.

Finally, Ms. Ramirez stated that the sum total of the current, full-time positions filled in-lieu with trainee level classifications reported by pilot departments were 46.

In regards to the 900-hour, part-time employees, Ms. Ramirez stated that pilot departments reported a sum total of approximately 355 part-time employees, including Bus Operators, Airport Guides, Student Professional Workers, and Administrative Support Workers. Pilot departments also reported that a total of approximately eleven (11) part-time employees may receive full-time civil service appointments in the current 2015/2016 and/or 2016/2017 fiscal years. Finally, some pilot departments expressed willingness to transition part-time employees to full-time if the budget were available.

Mr. Hannan stated that during negotiations, the Targeted Local Hire Program was not intended to apply solely to Vocational Workers or Trainee positions. Mr. Hannan further noted that there are existing apprenticeships programs and inquired if the apprenticeship programs were offered as options to fill funded, full-time positions.

Ms. Ramirez noted that pilot departments expressed interest in classifications beyond those existing in the Targeted Local Hire Program; therefore, staff would consider including additional classifications that are not currently part of the Targeted Local Hire Program.

Ms. Goldberg asked if pilot departments were aware that there are existing apprenticeship programs that the Building Trades and Operating Engineers offer.

Ms. Ramirez stated that apprenticeship programs were not the focus of the initial questions posed to pilot departments.

Ms. Goldberg asked that pilot departments be presented the option of using apprenticeship positions as part of the Targeted Local Hire Program and asked that Mr. Hannan speak to Ms. Ramirez to schedule a follow-up meeting.

Mr. Hannan stated that the apprenticeship positions are civil service positions that are appropriate for the pilot departments.

Mr. Koon stated that the Operating Engineers are in the process of finalizing the language but departments have agreed to utilize apprenticeship positions. Additionally, Mr. Koon inquired about the use of the term "pilot departments" and whether the Targeted Local Hire Program would be offered City wide.

Ms. Ramirez stated that the term "pilot departments" referred to those departments who have experience utilizing employment programs similar to the Targeted Local Hire Program. Additionally, Ms. Ramirez confirmed that although the program is currently being offered specifically to the six (6) pilot departments, it will be available to all City departments.

Mr. Koon asked if any of the pilot departments are requesting additional positions in their budget for the Targeted Local Hire Program.

Ms. Ramirez stated that pilot departments did not report specific budget information in their responses.

Mr. Cordero noted that staff is waiting for budgets to be finalized to go back to pilot departments.

Mr. Koon stated that staff should urge pilot departments to request additional positions for the Targeted Local Hire Program.

Mr. Cordero stated that memos have been sent to the pilot departments informing them of the Targeted Local Hire Program so this may prompt them to request additional positions.

Mr. Raul Lemus, Personnel Department, stated that ED No. 15 requires departments to submit information by September.

Mr. Sanders asked for the reason why GSD is having to hold 4% of their positions.

Mr. Cordero stated that staff may follow-up with GSD to obtain the reason why they are holding positions.

Mr. Lemus stated that in general some departments are expected to have salary savings in their budget and there is an expectation that there will be vacancies throughout the year.

Mr. Sanders asked how departments determine the percentage of how many positions will be held.

Mr. Lemus noted that such question may be better answered by the Office of the City Administrative Officer.

Ms. Rhodes noted that the proposed budget salary savings supplemental budget book stated that the proposed budget for GSD had a 2% salary savings not 4%.

Ms. Goldberg stated that salary savings is an important issue but it may be helpful to wait until the budget is adopted to revisit it.

Item 10. Outreach Subcommittee

Ms. Goldberg stated that the Outreach Subcommittee met with Los Angeles Unified School District (LAUSD) Division of Adult Career and Education to discuss the possibility of using one of their existing programs to help individuals prepare to take promotional civil service examinations. Additionally, a discussion about interest surveys took place to assist potential applicants identify what classifications are of interest to

them. LAUSD expressed willingness to allow partner agencies to eventually use such interest survey when preparing individuals to apply for the Targeted Local Hire Program.

Ms. Goldberg stated the Outreach Subcommittee also met with the Jewish Vocational Services (JVS) and they expressed interest in partnering with TLHWG. Staff also met with California NOW, who is also interested in preparing women for non-traditional jobs.

Ms. Goldberg noted that there are upcoming meetings scheduled with Gang Reduction Youth Development (GRYD) and Los Angeles Regional Initiative for Social Enterprise (LA RISE), as well as other meetings with community-based organizations in the Valley.

Ms. Goldberg invited attendees in the meeting of the TLHWG to provide recommendations on potential partner agencies, as the goal is to partner with as many community-based organizations in the City as possible in order to have the candidate pool for the Targeted Local Hire Program reflect all the under-served communities in the City.

Mr. Hannan recommended working with the Building Trades Council because they offer apprenticeship curriculum to high schools.

Mr. Michael Gold, Personnel Department, requested to join the Outreach Subcommittee.

Ms. Jackie Goldberg welcomed Mr. Gold into the Outreach Subcommittee and extended an invitation to all attendees. No other attendees expressed interest in joining the Outreach Subcommittee.

Item 11. Bulletins

Mr. Cordero stated there is a meeting scheduled on Thursday, May 26, 2016 to review the bulletins with the labor partners.

Mr. Koon asked if the bulletins would be e-mailed to all.

Mr. Cordero noted that the bulletins will be distributed after they are updated and invited Mr. Koon to the scheduled meeting.

Mr. Koon stated his unavailability to attend the scheduled meeting but would like to be informed of the bulletin updates.

Mr. Hannan asked which unions were invited to the meeting.

Mr. Cordero stated that representatives from AFSCME and SEIU, Local 721 will be in attendance and invited Mr. Hannan.

Mr. Hannan asked if salaries and apprenticeship programs would be discussed.

Mr. Cordero stated that bulletins would be updated to reflect current salaries and the meeting focused on the Assistant positions.

Mr. Hannan stated that he would like a separate meeting to discuss the apprenticeship programs.

Item 12. Recommendation to create a new subcommittee

Mr. Cordero recommended the creation of a Hiring Procedures Subcommittee to establish the hiring procedures for the Targeted Local Hire Program. Mr. Cordero asked for volunteers.

The following individuals volunteered for the Hiring Procedures Subcommittee:

Robert Sainz, Economic Workforce Development Department
Teresa Sanchez, AFSCME
Cinthia Ramirez, Personnel Department
Vincent Cordero, Personnel Department
Esther Chang, Personnel Department
Tina Rodriguez, Personnel Department
Molly Rhodes, SEIU
Rudy Guevara, SEIU
Jody Yoxsimer, Office of the City Administrative Officer
Jenny Mach Yau, Office of the City Administrative Officer

Concluding Items

Item 13. Request for Future Agenda Items

Ms. Goldberg requested that an item be added to the next agenda to create a new subcommittee on training to focus on the development of a training program for new hires, supervisors, and co-workers of individuals hired through the Targeted Local Hire Program.

Item 14. Future Meeting Dates

Ms. Goldberg proposed the next meeting of the TLHWG to be scheduled on June 13, 2016 at 11:00 a.m.

Item 15. Adjournment

Ms. Goldberg adjourned the meeting at approximately 4:10 p.m.