PROPOSED MINUTES

Monday, April 22, 2019
10:30 a.m.

Personnel Department, Room 350
700 E Temple Street
Los Angeles, CA 90012

TARGETED LOCAL HIRE WORKING GROUP MEMBERS

Present

Jackie Goldberg, Chairperson
Breana Weaver
Office of Councilmember Harris-Dawson
Council District 8

Anna Hovasapian
Office of Councilmember Krekorian
Council District 2

Carmen Hayes-Walker
American Federation of State, County, and Municipal Employees

Gavin Koon
International Union of Operating Engineers
Local 501

Wendy G. Macy
Personnel Department

Matias Farfan (A)
Office of the Chief Legislative Analyst

Jaime Pacheco-Orozco (A)
Economic Workforce Development Department

Molly Rhodes
Service Employees International Union
Local 721

Lisa Salazar
Office of the Mayor

Teresa Sanchez
American Federation of State, County, and Municipal Employees

Melissa Fleming (A)
Office of the City Administrative Officer

Not Present

Edward R. Johnson
Office of Councilmember Wesson
Council District 10

David Sanders
Service Employees International Union
Local 721

Chris Hannan
Los Angeles/Orange Counties Building
and Construction Trades Council AFL-CIO

Rudy Guevara
Service Employees International Union
Local 721

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

(1) Call to Order
Ms. Jackie Goldberg called the meeting to order at approximately 10:30 a.m. and established that a quorum was present.

(2) Public Comments
Ms. Teresa Sanchez stated that since the last Working Group meeting over a year ago the Program doubled the amount of candidates hired and the union has been working to update the Targeted Local Hire (TLH) Letter of Agreement to include developments over the next three years. One significant negotiated change is that once candidates in MOU 03 have reached the second six months of their training (probation period) they will now qualify for the same bonuses as regular City employees in that classification.

ADMINISTRATIVE ITEMS

(3) Minutes
A motion was made by Mr. Gavin Koon, seconded by Mr. Matias Farfan, to adopt the minutes of the March 20, 2018 meeting of the Targeted Local Hire Working Group; the motion was unanimously adopted.

(4) Update from Staff Regarding the Targeted Local Hire (TLH) Program
Mr. Vincent Cordero provided a brief update on the TLH program. He stated that as of March 31, 2019, the Program had 5,362 applicants in the pool. He stated the largest targeted categories of applicants were those who were residing in local PLA zip codes (3,461 applicants), followed by older workers, homeless individuals, and then formerly incarcerated individuals. He stated that 528 hires and pending offers had been made.

Mr. Cordero highlighted that the largest number of hires were Office Trainees, followed by Vocational Worker Custodians. He stated 29 City departments have used the TLH Program for hiring and the top five hiring departments were Airports, Recreation and Parks, Police Civilian, Library, and Public Works - Bureau of Street Services.

Mr. Jaime Pacheco-Orozco asked for a breakdown of City versus non-City residents. Mr. Cordero stated that the Program tracks those who identify in one of the PLA zip codes as part of the targeted categories.

Mr. Cordero then provided updates on upcoming changes to the Program. He stated the Program would be incorporating four additional classifications: Street Services Worker, Delivery Driver, Warehouse & Toolroom Worker, and Animal License Canvasser. He indicated staff was working on the necessary preparations and hoped to have these classifications available by July 2019. He stated the Program would then have a total of 11 job classifications available.

Mr. Cordero also added that staff was also working to develop a separate new program called “Bridge to Jobs” to hire people under semi-skilled positions including: Assistant Inspector, Electrical Craft Helper, and Accounting Clerk. He stated a major difference between this new program and TLH was that it would include an aptitude test.

Mr. Pacheco-Orozco stated that the State Assistant Secretary of Labor had approved an apprenticeship training program, specifically an accounting track for State employees that might be of interest to connect with for the new Bridge to Jobs program.

Mr. Gavin Koon stated that IUOE’s apprenticeship program has been approved by the City and suggested the development of a mechanism for departments to utilize the TLH
candidate pool to select candidates who meet State standards for apprenticeship. Ms. Goldberg suggested the Bridge to Jobs program may be more appropriate than TLH for this purpose.

(5) Discussion about Referrals of TLH Applicants to Contractors and the County of Los Angeles

Ms. Goldberg opened up discussion on whether the Program should allow other non-City entities to have access to the Program applicant list and under what conditions, if so. She indicated that sharing the applicant list with other entities, such as Los Angeles (LA) County or with the private sector, could be beneficial to candidates waiting for City employment. Ms. Goldberg further stated other entities could save time following the same outline, requirements, and utilizing candidates that the Program have in place.

Ms. Liza Salazar stated that it would be beneficial to connect the TLH applicant pool to opportunities with outside employers such as Metro, LA County, LAUSD, Community Colleges, and other big employers that could provide similar career pathways and promotional opportunities.

Ms. Anna Hovasapian stated as long as applicants are provided an option to opt-in to give permission to share their information with outside employers, then it would be consistent with the intent of the Program, which is to obtain employment.

Ms. Molly Rhodes stated that the Program is the product of a negotiated agreement and that other entities and unions would need to be brought into negotiations to reach such an agreement. She also added that contractors would not be a fit to share the applicant pool with since private employers should ideally go to the WorkSource centers directly to find interested individuals. Mr. Koon stated his agreement, as contractors may not always be able to provide good long-term jobs, which is the intent of the TLH program.

Ms. Hovasapian responded that although she agreed unions should be consulted, that the timeliness of the process should be taken into account, considering the City’s program discussions between management and unions took over a year.

Ms. Goldberg explained that LA County was interested in having access to the City’s TLH applicants without setting up a new program and that only the matter of which positions should be filled with these applicants should be up for union negotiation. She added that the applicant pool should remain exclusive to full-time jobs with benefits at a living wage, otherwise the intent of TLH to afford entry into the middle class would be undermined.

Mr. Pacheco-Orozco stated that sharing the TLH pool with public entities was worthwhile, as long as the other employer is able to offer the key elements of full-time employment with benefits and that the jobs be entry points to a career and promotional opportunities. He stated he was hesitant to include private sector.

Ms. Breana Weaver stated that she was also hesitant to include private sector, but that public sector opportunities could be beneficial as long as they offer the same training component as the City’s Program to ensure they allow candidates to learn on-the-job without requiring previous experience/training.

Ms. Sanchez stated, for historical context, that 18 years ago a group had worked with LA County for over a year so that they would adopt the City Jobs / Welfare to Work model without any results. She recommended a meeting with LA County to thoroughly explain the TLH program and discuss their needs be scheduled.
Ms. Goldberg responded that there have been approximately four meetings with LA County, one of which included TLH City staff, and in the last meeting she spent three hours with a team of LA County HR staff members and members of supervisor offices. As part of the discussions, LA County explained that many departments had “boutique” hiring programs that hired only a handful of individuals and that they were very interested in utilizing the City’s TLH program and applicants without having to recreate their own program. She stated that meetings and LA County’s expressed interest was the reason for having this discussion.

Ms. Melissa Velasco stated that the negotiation of job titles was the easiest part of starting the Program and that department buy-in was what had been a lot of work.

Ms. Goldberg agreed it could be problematic as LA County has many departments and “boutique” hiring programs. She indicated however that in conversation with LA County, they indicated that they were open to new program structures that could prove more successful.

Mr. Cordero brought up two concerns: 1) potential legal concerns regarding referrals outside of the City program; and 2) required staff resources to coordinate additional work. Ms. Goldberg stated that there should not be additional resources taken from staff as only the applicant lists should be forwarded. Mr. Cordero stated staff would need to pull the names. Ms. Goldberg agreed that staff time would be taken when LA County had a vacancy to fill since City staff would draw the names.

Ms. Sanchez responded that in regards to staff resources, the burden would lie with the unions involved to begin discussions with LA County and assist in developing the infrastructure of their program, utilizing TLH documents as a resource.

Mr. Cordero stated that TLH Program print materials, such as the application and referral forms, will need revisions to convey to candidates they could also be referred for County positions, and provide candidates the option to indicate their interest. Ms. Goldberg stated the Program should not have to make many changes aside from the application and ideally, LA County would simply provide a list of jobs to include on the form. She stated it should be incumbent upon LA County to publicize the process to applicants interested in their positions.

Mr. Pacheco-Orozco stated he was concerned that LA County publicizing the process to join the TLH candidate pool for County jobs would only exacerbate the problem of 5,000 candidates waiting in the pool for employment and potentially increase the applicant pool significantly.

Mr. Cordero stated that his biggest concern was how many requests staff would receive from LA County. Ms. Goldberg stated if the pace of their current hiring was any indication, she did not foresee that this would be an issue, as she has only observed backfilling positions as opposed to hiring for new programs.

Ms. Hovasapian stated that the City should track County hires to report on the status of employment of the TLH candidate pool.

Ms. Goldberg stated that the City should stipulate to LA County that they pay for any additional costs the City incurs as part of making the TLH pool available to them.

Ms. Erin Nash, Council District 9, stated that candidates must be informed that the resources and support that the TLH program provides to City candidates may differ from what outside employers provide. Ms. Goldberg responded that another stipulation be that LA County add resources and support to match what they would receive with City employment. Mr. Koon added that resources should continue to be provided via the Work Source Centers.
Ms. Hilda Garcia, SEIU, asked why the 1,500 applicants who have stated that they have experienced or are experiencing homelessness are not prioritized for jobs. Ms. Goldberg stated the Working Group had previously discussed the targeted categories, and had agreed that not one category would have preference as it would be difficult to justify why one group should have priority over another. Furthermore, she stated there had been concern that once individuals should realize that the category “homeless or formerly homeless”, or any category, would prioritize them in the applicant pool, people could check the box indiscriminately and the Program would need to create mechanisms and identify resources to fully verify this information. Ms. Goldberg reiterated that the current targeted categories are self-reported.

Mr. Pacheco-Orozco stated it was important not to compare targeted groups against each other and that it would become onerous to get into the business of verifying information; for instance individuals with disabilities may feel a stigma attached to being required to provide verification of being disabled.

Ms. Goldberg added that anyone in the Program obtaining employment is preventing homelessness. She added that during program development discussions it did not seem possible to provide prioritization between targeted groups without invading the privacy of candidates.

Ms. Weaver stated that it was important for public agencies not to place individuals in any negotiated job classification without involving labor and that they should take into account that the entry trainee positions for the Program had been lowered 3 steps below regular City job classifications.

Mr. Koon stated that he was concerned with providing the candidate pool in its entirety to LA County and recommended that only an appropriate number of candidates per vacancy be offered.

Ms. Goldberg agreed the Program would not be handing over the entire list of applicants; she stated LA County would have to get in contact with TLH staff and ask for a list of candidates.

Ms. Salazar stated that LA County is also a Civil Service system so should agree to develop an alternative pathway that includes the creation of trainee positions (i.e. Vocational Worker).

Ms. Weaver brought up the following issues: 1) the number of people that will be attracted to the Program because of LA County job opportunities; 2) LA County includes 87 other cities and City residents may face an impractical commute or may move outside of the City if hired by the County; 3) in general, the potential increase in applicants that may come with any partnership with any outside agency may increase the backlog; 4) unintended long-term consequences of partnering with outside agencies; and 5) that the Working Group continue to be mindful of the purpose of the TLH Program and not get lost with the addition of outside employment options.

Mr. Cordero asked Ms. Goldberg whether LA County had indicated they might want to add Work Source Centers as Application Sites in order to help with the additional applications that would be coming in. Ms. Goldberg stated that they had only discussed whether LA County could have access to the Program’s applicant list, and that there was still much more discussion required regarding outside use of the Program. She stated that she had wanted to discuss with the Working Group before proceeding with additional discussion.
Ms. Goldberg stated that as a result of the discussion, the following could be discussed with LA County: 1) the criteria of using the applicant list - that jobs identified would be full-time with a living wage, include health benefits and a pension, provide a six-month training period, an identified career path, with a commitment to provide resources and support for the new hires; 2) to target central locations in Los Angeles and potentially leave out Palmdale and Pomona during the pilot partnership; 3) to immediately negotiate with labor regarding which positions and the process to be followed; and 4) not to increase the applicant pool until the individuals waiting could be placed.

CONCLUDING ITEMS

(1) Request for Future Agenda Items
Ms. Hovasapian requested that the number of City “boutique” hiring programs be identified and discussed; she stated Councilmember Kerkorian was interested in finding out about other programs and who they were hiring and targeting to obtain a bigger picture of all the City hiring programs in place aside from TLH.

Ms. Goldberg asked for volunteers to participate in the subcommittee discussion regarding City Hiring Programs. Ms. Rhodes, Ms. Sanchez, Mr. Koon, Ms. Weaver, Ms. Hovasapian, Mr. Pacheco-Orozco, and Ms. Garcia volunteered.

(2) Future Meeting Dates
Ms. Goldberg established June 6, 2019 at 2:00 p.m. for the subcommittee meeting and June 18, 2019 at 2:00 p.m. for the next regular Working Group meeting.

Ms. Goldberg added that she may no longer be serving as Chair as of the next Working Group meeting, but that she was committed to continue discussion with LA County as well as continue to advocate for the TLH program in other capacities due to the importance of the Program.

(3) Adjournment
A motion was made by Mr. Pacheco-Orozco, seconded by Mr. Farfan, to adjourn the meeting; the motion was unanimously adopted. The meeting adjourned at 12:09 p.m.