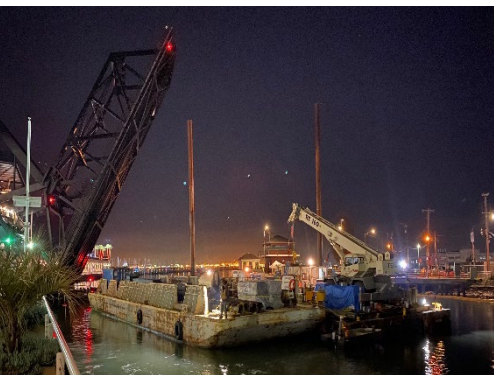
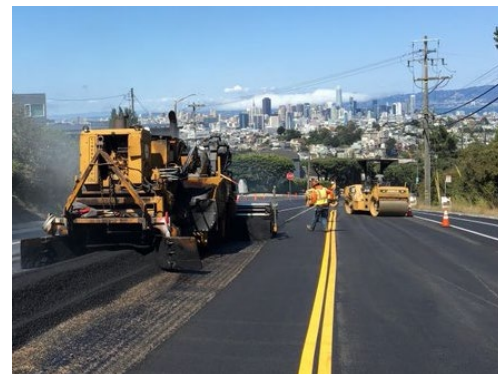
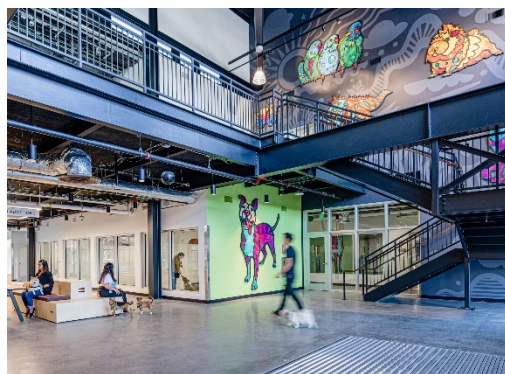
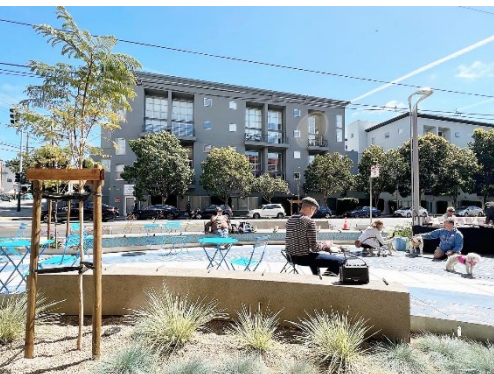




October 22, 2026

Human Resources Update

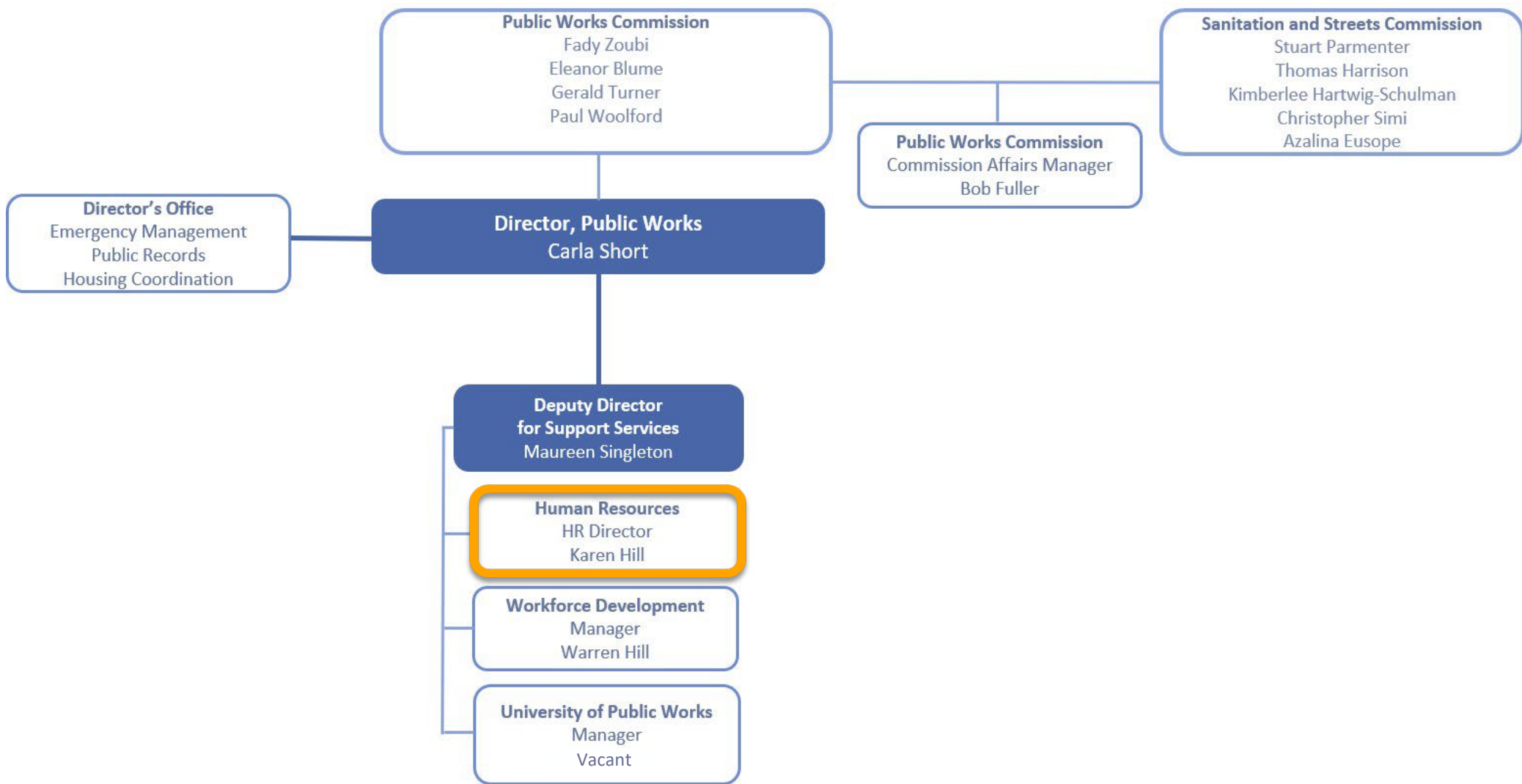
Karen Hill
Director, Public Works Human Resources



Today's Agenda

1. Hiring updates
2. Vacancy rate updates
3. Positions overview
4. Approach regarding recruitment and retention

Human Resources – Where We Fit



Hiring Update

CY 2025

- Filled 283* positions from Jan. 1 – Dec. 30, 2025

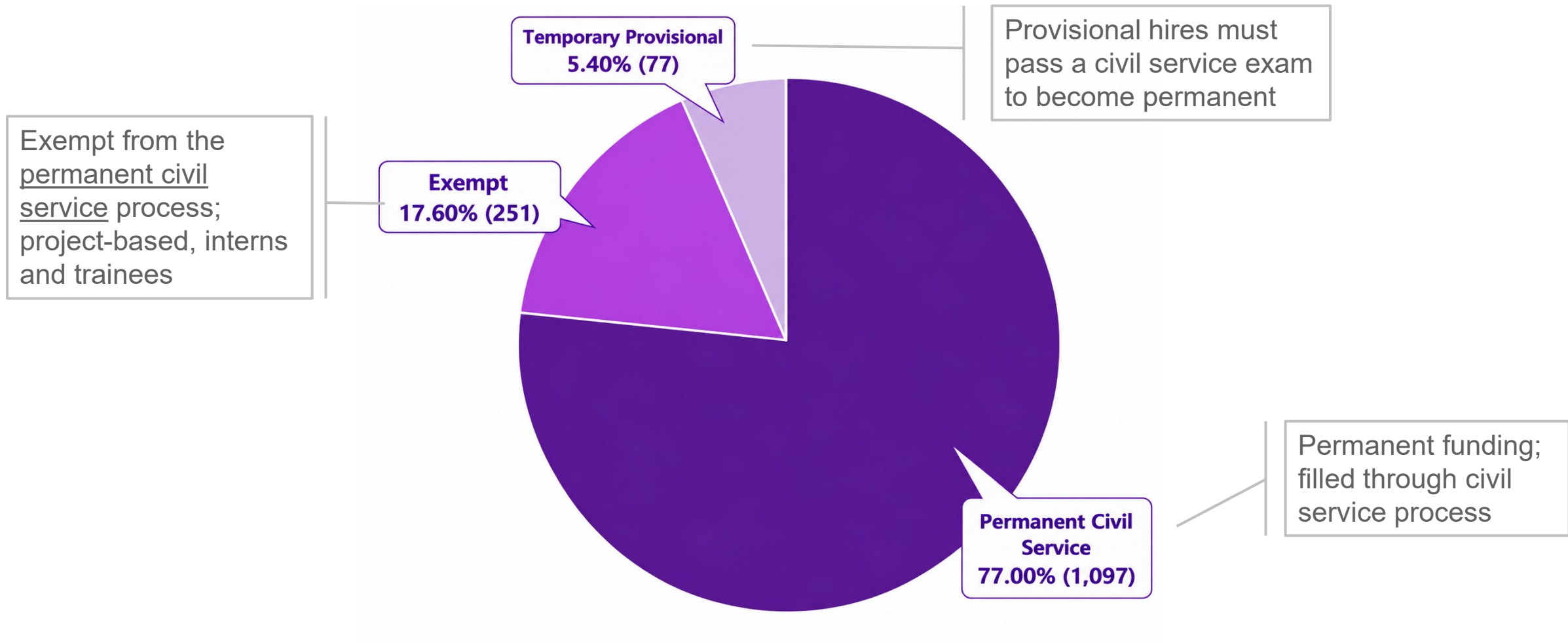
CY 2026

- Filled 151* positions from Jan. 1 – June 30, 2026

*Conversions, promotions, new hires

Public Works – Total Filled Positions by Appointment Type

1,425 filled positions as of June 30, 2026



Vacancy Update as of July 1, 2026

- Total number of vacancies: 471
- Positions approved: 232
- Hiring goal by Dec. 31, 2026: 199

Recruitment Efforts for Operations Division: Jan 2025 – June 30, 2026

- Exempt and Provisional staff transitioned to PCS: **70**
- Talent Acquisitions (TA) conducted: **7 exams**
- Apprenticeships:
 - Hired **2** General Plumber Apprentices
 - Hired **6** Gardener Pre-Apprentices for Sunset Boulevard Project
- Job Fairs:
 - October 2025: TA attended the HBCU CONNECT Fall Conference & Career Fair
 - April 2026: TA attended PORT Trades Fair
- Hiring Events:
 - 7514 General Laborer – March, September 2025 and March 2026 (43 hires)
 - 7215 General Laborer Supervisor I – April 2025 (17 hires)
 - 3417 Gardener – July 2025 (12 hires) and January 2026 (10 hires)

Recruitment Efforts for Remainder of Public Works: Jan 2025 – June 30, 2026

- Exempt and Provisional staff transitioned to PCS: **22**
- Talent Acquisitions conducted: **23 exams**
- Job Fairs:
 - October 2025: TA attended the HBCU CONNECT Fall Conference & Career Fair

Department Retention Efforts

Current Challenges

- Retention efforts vary across bureaus and divisions
- Limited visibility into career growth opportunities
- Need for structured employee development and succession planning
- Hiring freeze

Retention Initiatives

- ETP (Exempt to Permanent) and PTP (Provisional to Permanent)
- One-on-one career planning
- Career progression mapping
- Acting roles and assignments
- Internal and external training opportunities
- Certification and degree programs
- Individual Development Plans (IDPs)
- Mentorship and leadership development

HR Accomplishments: Jan. 1, 2025 – June 30, 2026

- Mass Hiring Events:
 - 7514 General Laborer
 - 7215 General Laborer Supervisor I
 - 3417 Gardeners
- Converted more than 90 employees from exempt/provisional to permanent civil service
- Talent Acquisition team adopted 30 eligible lists
- 5 – 7501 Apprentice General Laborers graduated in June 2026

HR Challenges and Barriers: Jan. 1, 2025 – June 30, 2026

- Following the initial hiring freeze in January 2025, a subsequent hiring freeze was implemented in March 2026, during which 218 approved positions were reverted to proposed status, and citywide layoffs were initiated.
- Impact of hiring freeze
 1. Pending offers for positions were reverted to proposed status and delayed candidate onboarding, resulting in extended wait times and the loss of candidates to other departments or employers
 2. Limited ability to plan and deliver services based on hiring managers' operational needs
 3. Staffing challenges: Limited resources



QUESTIONS