



Chief Executive Office.

COUNTY OF LOS ANGELES

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January 9, 2026

To: Supervisor Hilda L. Solis, Chair
Supervisor Holly J. Mitchell, Chair Pro Tem
Supervisor Lindsey P. Horvath
Supervisor Janice Hahn
Supervisor Kathryn Barger

From: Joseph M. Nicchitta 
Acting Chief Executive Officer

Lisa M. Garrett 
Director of Personnel

REPORT BACK ON A PLAN TO SUPPORT REPRESENTED LOS ANGELES HOUSING SERVICES AUTHORITY (LAHSA) WORKERS TO ACCESS EMPLOYMENT OPPORTUNITIES AT COUNTY DEPARTMENTS (ITEM NO. 26, AGENDA OF NOVEMBER 18, 2025)

The attached report is in response to Supervisor Horvath's November 18, 2025, Read In Motion directing the Chief Executive Office (CEO) and the Department of Human Resources (DHR) to develop a written plan supporting represented Los Angeles Homeless Services Authority (LAHSA) employees in accessing employment opportunities within County departments. Included below is a concise overview of our plan.

Executive Summary

We have established a plan to hire LAHSA employees with a clear and actionable strategy to create prioritized and stable pathways into County employment for represented LAHSA employees – beginning with Outreach Workers. While our focus is to maximize hiring opportunities within the new Department of Homeless Services and Housing (HSH), we fully recognize that we must engage the broader County in developing solutions. As the most immediate step available while broader staffing decisions remain pending, the County is prepared to hire 85 of the funded, filled, and represented LAHSA Outreach Workers into County Community



Health Worker (CHW) positions. We have shared this information with SEIU Local 721 (Labor), and they are receptive to this course of action. Labor will provide us detailed feedback on the CHW job announcement or before January 26, 2026.

We have assessed the CHW roles to closely align with current Outreach Worker duties and offer improved career mobility, stable compensation, and a defined entry point into County service. We are pleased that four County departments, Mental Health, HSH, Probation, and Health Services, have already identified and set aside 85 CHW vacancies to support this effort.

In providing you with the broader context, as of December 31, 2025, LAHSA has 749 budgeted positions, 545 of which are fully or partially County-funded. Due to multiple funding streams, these positions represent the equivalent of 419 full-time employees (FTEs), of which 315 are represented. In the absence of finalized staffing plans from LAHSA, the County is using County-funded FTE count as the basis for the hiring planning to ensure focus on positions within the County's fiscal and operational authority.

The LAHSA Outreach Worker, or Homeless Emergency Technician (HET), role is functionally comparable to the CHW classification, with both positions performing field-based assessments, coordinated entry activities, and connections to housing and services. While HET duties are more specific to homelessness system workflows, CHWs already perform similar outreach functions. The County's CHW positions offer structured career pathways and comparable compensation.

To support timely hiring, the County will utilize Emergency Hiring Authority, enabling LAHSA employees to enter County roles in a more streamlined manner. Specialty Requirements and Desirable Qualifications will ensure that candidates with relevant experience, particularly LAHSA staff, can more efficiently be hired into specialized roles. The DHR Concierge Program will provide individualized support with applications, assessments, and interview preparation to fully support LAHSA employees during the period of hiring.

As the Emergency Hiring approach offers a workable route for bringing Outreach Workers into County service, CEO and DHR do not recommend relying on Charter Code 56 $\frac{3}{4}$, which would be significantly more complex, costly, and time consuming. While Charter Code 56 $\frac{3}{4}$ technically allows the County to assume functions and "blanket" employees into civil service, it has only been used twice and for very small, fully intact units and would be impractical, inequitable, and significantly slower for a workforce of this size. It would also require complex transfer agreements and financial obligations that LAHSA cannot meet, making the Emergency Hiring pathway the most fair and feasible option for supporting Outreach Workers' transition into County service.

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The County has informed Labor that it plans to host its first hiring fair for LAHSA Outreach Workers at the end of the month, with additional fairs following throughout Phase II. Ongoing consultation with Labor will continue throughout the meet and consult process and allow Labor to provide input.

Given LAHSA's braided funding structure and its ongoing regional role, the County will continue to work with LAHSA to gain clarity on the number and type of County-funded represented positions that may continue at LAHSA. The County remains committed to creating as many pathways as budgetarily feasible for LAHSA employees to join the County workforce, and the Outreach Worker transition plan represents the strongest and most immediate step toward that goal.

We thank the Board for its keen interest and continued support of efforts to prioritize the hiring of LAHSA employees. We are confident that our initial effort to hire 85 of LAHSA's Outreach Workers, and members of Labor, will result in these employees benefiting from the County's commitment to its employees.

Should you have any questions, please contact Jeramy Gray, Acting Chief Deputy, CEO at jgray@ceo.lacounty.gov or at (213) 974-4532 or Rodney Collins, Chief Deputy Director, Human Resources at rcollins@hr.lacounty.gov or at (213) 247-3248.

JMN:LMG:JG
EP:MG:gl

Attachment

c: Executive Office, Board of Supervisors
County Counsel
Human Resources
Homeless Services and Housing
Los Angeles Homeless Services Authority

Plan to Support Represented Los Angeles Housing Services Authority (LAHSA) Workers to Access Employment Opportunities at County Departments

January 9, 2026



This report responds to Supervisor Horvath's November 18, 2025 Read-In Motion directing the Chief Executive Office (CEO) and Department of Human Resources (DHR) to provide a written report on the plan to support represented Los Angeles Housing Services Authority (LAHSA) workers in accessing employment opportunities within County Departments.

As the County establishes the new Department of Homeless Services and Housing (HSH), a primary priority is the transition of County-funded LAHSA outreach workers into County employment. The County anticipates hiring these outreach workers and is actively developing pathways to support their access to County jobs.

LAHSA employees have made significant contributions to the region's homelessness response, bringing expertise, dedication, and commitment to this work. Federal and state funding changes are creating real financial challenges that are felt across the system. That does not change the County's commitment to LAHSA staff; as many pathways as budgetarily possible will be made available for LAHSA employees to join the LA County workforce.

Current Phase of Implementation

Pursuant to the Board's April 1, 2025 motion, the establishment of HSH is occurring in three phases:

- **Phase I** included the integration of CEO-HI and DHS-HFH and the development of core administrative infrastructure.
- **Phase II** includes the integration of County-funded programs and services administered by LAHSA, as applicable.
- **Phase III** will include the integration of additional programs and services administered by other County departments beyond CEO and DHS, as applicable.

Phase I has been completed, and Phase II commenced on January 1, 2026 and will continue through July 1, 2026. As emphasized by the Board on November 18, 2025, there is a clear expectation that LAHSA employees impacted by County funding realignment will be prioritized for County employment opportunities.

The County's objective is to maximize employment opportunities for LAHSA employees while minimizing disruptions to LAHSA's operational capacity, including its ability to meet financial, contracting, and programmatic responsibilities essential to the region's Continuum of Care.

Labor Engagement

Ongoing collaboration with the County's labor partners, SEIU Local 721 (Labor), is an essential part of this process. Since June 2025, the County has maintained regular

engagement with Labor regarding the disposition of LAHSA staff and formation of the new department. To date, seven meetings have occurred where engagement has included the following:

- June 12, 2025** The meeting focused on a high-level project overview, and alignment on communication and coordination among the County, LAHSA management, and Labor, including establishment of a regular meeting cadence.
- July 23, 2025** The meeting addressed the naming of the new department and appointment of its director, initiation of fiscal and budgetary assessment workgroups, and planning for LAHSA employee listening sessions focused on transition planning and hiring criteria.
- September 24, 2025** The meeting focused on project updates and an overview of Civil Service Rule 13.04 Emergency Hiring.
- October 17, 2025** The meeting addressed project updates, administrative structure, ongoing assessment of County–LAHSA funding, programs, and services, coordination of staff engagement sessions, and labor input on effective communication.
- November 6, 2025** The meeting focused on project updates related to the Board letter that amended the County Code and granted necessary authorities to establish and operate HSH, effective January 1, 2026.
- December 4, 2025** The meeting was the first formal meet and consult with Labor, focused on specialty recruitment and selection requirements for represented Information Technology classifications allocated to HSH. The meeting also identified additional represented classification series; Budget & Finance, Administration, and Clinical, for consultation in January 2026, followed by Program classifications in February 2026.
- January 8, 2026** The meeting focused on the plan for transition LAHSA outreach workers into County employment using the County classification of Community Health Worker, as well as continued discussion of specialty requirements for represented positions allocated to HSH.

The County will continue to consult with Labor through Phase II and represented employees are employed at the County.

Outstanding Information and Dependencies

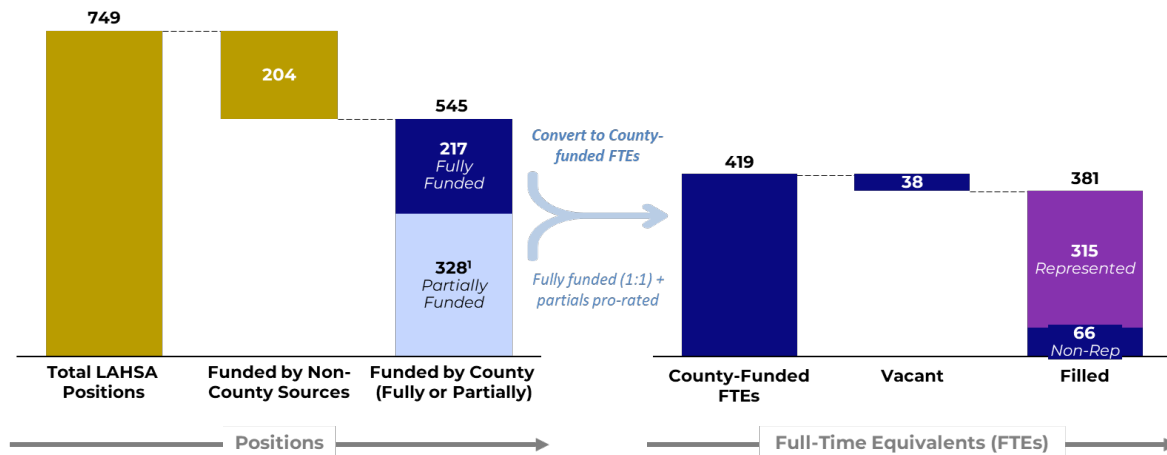
As noted in prior Board discussions, the number and type of positions transitioning to the County depends in part on LAHSA's anticipated staffing needs following July 1, 2026, after County funding has transitioned back to the County. Because LAHSA utilizes braided funding sources and continues to serve a regional role, visibility into its future staffing model is necessary to ensure that County actions do not inadvertently undermine regional service capacity. [Requests to get this information for inclusion in this report are still pending.](#) Once received, this information will further inform transition planning in coordination with LAHSA and regional partners.

As discussed in previous Board updates, HSH is facing a \$303 million structural deficit which predates the creation of the department and is the result of reductions in available funding and cost increases that outstrip new revenue. The County must address this structural deficit, and doing so will impact program capacity and staffing and require difficult but necessary decisions about how to best allocate limited resources. While we have established the number of outreach worker positions at HSH, as discussed below, we do not yet know the total number of the remaining core program staff positions that will be available at HSH. This depends, in part, on the Board's adoption of a Measure A spending plan and additional approvals as part of the Fiscal Year 2026-27 budget process. We anticipate that we will begin to open the recruitment processes for these positions in early spring of 2026. We will share details with your Board and labor as they are confirmed.

Next Steps in Transition Planning

Planning efforts continue in coordination with LAHSA and the City of Los Angeles to determine staffing needs following July 1, 2026. As funding responsibilities and program delivery models evolve, the County must establish clear pathways for LAHSA staff whose positions are funded by the County. The data has been updated since October 31, 2025, and, more importantly, has clarified how plans for FY 2026–27 will be implemented in the absence of finalized staffing decisions from LAHSA and the City.

As of December 31, 2025, LAHSA's organizational structure is comprised of 749 budgeted positions, of which 545 positions are funded fully or partially by the County. Positions are "partially funded" because LAHSA pools funding sources to fund these positions, which are largely administrative. As an example, a LAHSA contracts analyst may work on many different types of contracts – County and otherwise – and various funding sources support that person's salary. The 545 positions equate to 419 County-funded full-time equivalents (FTEs). Of the 419 County-funded FTEs, 315 are represented.



¹ Partially funded positions are converted to County-funded FTEs by pro-rating the County's share of each position. As a result, the 328 partially funded positions equate to 202 FTEs.
² 85 County opportunities identified for "Outreach Workers – Community Health Worker" Classification (50 at DMH, 30 at HSH, 2 at DHS, 3 at Probation)
 Source: LAHSA staffing report as of December 31, 2025

In the absence of finalized staffing plans from LAHSA and the City, we are proceeding with using County-funded FTEs as our planning basis, focusing on what we are financially responsible for and can control. With this foundation, planning for potential County employment is beginning with 85 represented LAHSA outreach workers (HET Members). The County plans to continue funding 12 outreach workers at LAHSA for specific one-time functions.

County departments have been actively engaged to identify Community Health Worker (CHW) opportunities for these outreach workers. The CHW classification serves as a proven entry point into the County workforce, offering structured career mobility within one of the largest public-sector employers in the nation.

Outreach Worker Role

The HET Member role is functionally comparable to a CHW within the County in that both are field-based, relationship-driven outreach focused on assessing client needs, completing coordinated entry or intake steps, and linking clients to interim housing, permanent housing pathways, benefits, and health/behavioral health resources through warm handoffs and ongoing navigation support. While the HET job description leans more toward homelessness-system specific (encampment response, shelter/housing placement workflows, street operations), and the CHW is framed more broadly as health + social service navigation, in practice, the County CHWs are currently doing homelessness outreach work on behalf of the County.

Meaningful Career Trajectory

Once appointed as CHWs, employees gain access to multiple advancement pathways. Within the CHW series, employees may progress to Senior Community Health Worker and

ultimately to Supervising Community Health Worker. Additionally, CHWs may also promote to Community Center Specialist I classification, with promotional opportunities to Community Center Specialist II, Community Center Director I, and Community Center Director II. Departments such as Aging and Disabilities plan to post Community Center Director II and Community Center Specialist II recruitments in January 2026, allowing candidates that meet the qualifications now to apply directly, regardless of whether they have previously served as a CHW.

Current County data indicates that of CHWs who transition to other County roles, over 70% promote into Senior Community Health Workers, Medical Case Workers I or II, Substance Abuse Counselors, Patient Resources Workers, or Health Education Assistants, showing the breadth of the opportunities available to transitioning LAHSA staff, including jobs beyond the defined promotional pathways typically followed by CHWs. Overall, Los Angeles County offers broad career mobility across more than 2,000 distinct classifications. This flexibility allows employees to pivot into administrative, clerical, analytical, or specialized professional fields based on experience, interests, and organizational needs.

Through a combination of aligned entry-level placements, clearly defined promotional ladders, and Countywide mobility, Los Angeles County offers LAHSA employees meaningful, data-supported opportunities to grow, advance, and achieve long-term career goals within public service.

Transition Methodology

The read-in motion specifically asked for details regarding (a) the possible use of Los Angeles County Charter Section 56 $\frac{3}{4}$ to transition LAHSA employees into County service, and (b) the application of specialty requirements and other selection methods to facilitate the hiring of LAHSA staff. The Motion also directs CEO and DHR to provide clarification on (c) the requirements and assessments needed as part of the County's emergency hiring processes, as well as on (d) the use of DHR's Concierge Services and the prioritization of hiring LAHSA employees.

This report focuses primarily on the methods by which outreach worker employees at LAHSA may transition to County service. While other employees at LAHSA may also ultimately be employed by the County, transition pathways for such staff members will be considered following finalization of plans for LAHSA employees currently engaged in active outreach initiatives.

County Charter Section 56 $\frac{3}{4}$

As requested by the Board, we have examined the applicability of County Charter Section 56 $\frac{3}{4}$ as a potential method for transitioning LAHSA staff to County service. This Charter

provision allows the County to take over functions from another agency and bring in the employees performing that work. Using Section 56 ¾ for transitioning LAHSA staff is impractical for the following primary reasons. As explained below and in prior memoranda, we recommend using emergency hiring provisions under Civil Service Rule (CSR) 13.04 to avoid these impracticalities and move LAHSA employees quickly and seamlessly into the County workforce, including ensuring they do not see a reduction in pay.

- Use of Section 56¾ requires a formal agreement between LAHSA and the County addressing eligibility, salary placement, probationary status, seniority, leave accrual, and benefit treatment. There have only been two prior uses of Section 56¾, each involving fewer than 10 staff, both of which required many months of negotiations. Developing and executing a similar agreement here would likely delay HSH operational readiness and slow the transition of LAHSA staff into County service.
- An agreement under Section 56 ¾ would require LAHSA to pay the County to preserve employees' accrued leave and to fund certain retirement benefits. Given funding constraints and the large number of employees that would transfer, we anticipate Section 56 ¾ would require a financial allocation from LAHSA that the organization likely is unable to support given current financial constraints. Under Rule 13.04, no financial commitment from LAHSA is needed and the County will absorb all costs within existing budgets.
- Section 56 ¾ contemplates that the County would agree to perform the functions of another agency and take on the agency's employees to do so. The agency would provide compensation to the County in exchange. For this reason, an agreement under Section 56 ¾ for the County to take on LAHSA's functions could limit how the County decides to provide homeless services using County funding and could provide LAHSA with the contractual right to enforce the terms of the agreement, creating substantial risk during this transitional period. This is not a concern under Rule 13.04, which focuses only on quickly hiring LAHSA employees into the County workforce.
- Transferring LAHSA employees under Section 56 ¾ would be inequitable and require a highly competitive process, because HSH (the department performing functions similar to LAHSA) has an insufficient number of positions to hire County-funded LAHSA employees (30 positions available at HSH but 97 LAHSA outreach workers). For outreach workers in particular, Rule 13.04 would allow the County to prioritize the nimble placement of LAHSA employees in a number of County departments, even if the work is different than what they are doing now at LAHSA.

Finally, it is important to note that Section 56^{3/4} has been used only twice in the past 20 years, and only to transfer very small, intact units (fewer than 10 employees) where the entire program, funding, and responsibilities moved together. With consideration of this past use, and following additional analyses, CEO and DHR believe that Section 56 ^{3/4} is not optimal for onboarding represented LAHSA employees into the County. This is aligned with CEO's and DHR's original recommendation in CEO's February 2025 report to the Board¹ to use specialty requirements and the emergency appointment process rather than the County Charter as the preferred method for streamlining the transition of LAHSA staff to County employment.

Use of Specialty Requirements and Desirable Qualifications by HSH and Other Departmental Hiring Processes

CEO and DHR recommend that HSH and other departmental positions can be filled with LAHSA staff members using emergency merit-based hiring processes, which are more operationally efficient and aligned with standard civil service practices. These processes are governed by minimum requirements, which are intended to cast a wide net and promote basic entry-level qualifications needed for a classification. Departments may further focus eligibility by adding specialty requirements, which serve to draw an applicant pool of individuals possessing a qualification required to perform certain specialized duties within the classification. Specialty requirements will allow the County to prioritize the skills, talents, and abilities of LAHSA employees so they can participate fully in the emergency hiring process.

Specialty requirements generally need to be validated by subject matter experts (SMEs) which typically takes a couple of weeks, who determine that the specialization is essential to successful job performance. To ensure prioritization of LAHSA candidates in the County's hiring process, DHR and CEO propose that LAHSA outreach workers be recruited using specialty requirements that stipulate experience in direct client work with homeless individuals on behalf of Los Angeles County. This approach narrows the pool of qualifying candidates to staff members of agencies retained for such services to be performed specifically for the County. It is our understanding that LAHSA is one of very few such agencies.

The above specialty requirement satisfies the County's need to fill vacancies with experienced well-qualified candidates familiar with the work to be performed on behalf of the County, while offering an effective pathway for LAHSA staff members to be transitioned into County service. It is the County's expectation that departmental use of these specialty requirements, in conjunction with desirable qualifications (described below), will result in qualified LAHSA outreach staff members being prioritized for vacancies for which these

¹ [CEO Report from February 28, 2025 on Establishing a County Entity Dedicated to Homeless Service](#)

special criteria are established. However, while CEO and DHR can provide specific guidance on the method, process, and systems by which the new Homeless Services and Housing (HSH) and other County departments employ new staff, the Civil Service Rules vest County departments with ultimate responsibility for making specific hiring decisions for positions in the classified service.

Use of Desirable Qualifications

In addition to the specialty requirement described above, we recommend using job-related desirable qualifications to further prioritize LAHSA candidates. Such desirable qualifications ensure that directly relevant LAHSA experience is further recognized and provides additional assurance that current LAHSA employees are considered a primary employment source for the County.

Desirable qualifications may include attributes such as:

- Experience supporting multidisciplinary, integrated, street-based outreach teams delivering homelessness response services on behalf of the County of Los Angeles, including engagement, housing navigation, coordinated entry, and connection to supportive services.
- Experience working in Los Angeles Homeless Services Authority's Homeless Outreach Services Team (HOST).
- Experience working for agencies whose core mission supports homelessness or housing services.
- Experience with coordinated service models that align housing, behavioral health, and supportive services across multiple providers in complex, multi-agency environments.
- Education, training, or certification in trauma-informed, client-engagement practices and homelessness response systems, including coordinated entry, housing navigation, or supportive housing, relevant to street-based outreach work.

Using specialty requirements in conjunction with desirable qualifications to recognize applicable LAHSA experience supports the intent of the Motion, prioritizing qualified LAHSA employees for selection and placement by HSH and other County departments.

In using specialty requirements and desirable qualifications, it is appropriate to ensure that candidates enter County service in good standing and demonstrate a baseline level of performance and reliability. For LAHSA employees, HSH and other County departments may apply a variety of objective, employment-related criteria, such as:

- No pending or sustained disciplinary actions related to job performance,
- Not currently on probation or under corrective performance review,

- Demonstrated satisfactory performance in essential job duties,
- Adherence to LAHSA workplace policies and professional conduct standards, and/or
- Successful completion of applicable onboarding or job-readiness training, if required.

These criteria do not require SME validation, because they are objective, non-technical, and tied to universal employment expectations rather than experience with a particular employer or specific specialty requirements. They also provide a clear and consistent threshold for determining which LAHSA staff are considered for selection under traditional or emergency recruitment.

Hiring Process

To support the timely and equitable transition of qualified LAHSA outreach staff into County service, CEO and DHR recommend using emergency hiring procedures authorized under Civil Service Rule (CSR) 13.04. This approach balances speed, transparency, and merit-based selection, and is well-suited for filling outreach positions within HSH and other County departments.

Under CSR 13.04, candidates may be appointed without an initial examination. Recruitments include clearly defined specialty requirements and desirable qualifications, against which all applicants are screened. Hiring authorities may then make emergency appointments based on a review of qualifications and an assessment of each candidate's ability to perform the work. Required background reviews (e.g., Live Scan) must be initiated prior to appointment but may be completed after the employee begins work.

To operationalize this approach, DHR proposes the use of targeted, one-stop hiring fairs for current LAHSA outreach staff. This model has been used successfully by multiple County departments and allows qualified candidates to move through an expedited process and, where appropriate, receive conditional offers of employment the same day they apply.

At the hiring fair, candidates progress through a streamlined, linear process designed to minimize delays and administrative burden:

- *Application & Screening*
Candidates submit a County application with on-site assistance as needed. Applications are reviewed immediately for eligibility based on posted requirements.
- *Hiring & Placement Discussion*
Qualified candidates take part in placement discussions with HSH and participating departments to assess job fit and readiness. Because emergency hiring is used, there is no initial examination phase.

- *Conditional Offer & Background Initiation*
Selected candidates receive a conditional offer of employment, and required background processes (e.g., Live Scan) are initiated onsite or immediately following the event.

This approach enables rapid staffing while maintaining consistency with merit principles, equity considerations, and civil service requirements. Below is an illustrative hiring fair timeline.

Phase	Typical Duration	Key Activities
Planning & Alignment	~2 weeks	Confirm scope, participating departments, hiring authority, and event logistics
Recruitment & Outreach	~1 week	Launch recruitment, notify LAHSA staff, schedule candidates
Pre-Event Readiness	~2–3 days	Final logistics, staffing assignments, walkthrough
Hiring Fair Event	1 day	Applications, placement discussions, conditional offers, Live Scan initiation
Post-Event Processing	~2 weeks	Complete clearances, finalize start dates, candidate follow-up

Timeframes are illustrative and may be adjusted based on operational needs and available resources.

Requirements and Assessments in Emergency Hiring

The emergency hiring process allows departments to bring represented LAHSA employees into County positions with a nexus to a declared emergency quickly through a temporary appointment that lasts up to 90 days. This temporary appointment enables immediate onboarding but does not guarantee permanent placement. Consistent with all County job appointments, a probationary period will still be required to further evaluate a candidate’s fitness for the role after completion of the temporary 90-day appointment.

At the start of the temporary 90-day appointment, departments shall provide clear guidance that the appointment is temporary and that the employee must successfully pass an assessment within the 90-day period to qualify for placement in a permanent position. The required assessment is a simplified evaluation of training and experience to determine whether the emergency appointee can perform the essential functions of the position at the level expected by the department and has demonstrated the knowledge, skills, and abilities necessary for appointment to the role on a permanent basis. Historically, the

proportion of emergency appointees who do not transition to a permanent County position is approximately 10 percent.

This process establishes a clear and efficient transition pathway for LAHSA employees to enter County service.

DHR Concierge Service

Program Overview

The DHR Concierge Program is a personalized, high-touch candidate support service designed to guide LAHSA employees through every stage of the Los Angeles County civil service employment process.

Core Objective

Deliver a best-in-class candidate experience for LAHSA employees that reflects LA County's values of equity, inclusion, and public service.

How It Works – The Concierge Journey

- **Self-Request** – LAHSA employees self-request concierge support via DHRConcierge@hr.lacounty.gov. As of December 23, 2025, 45 LAHSA employees have requested Concierge Service Support.
- **Dedicated Concierge Specialist Assigned** – Each LAHSA employee is assigned a Concierge Specialist for the entire process. As of December 23, 2025, 20 DHR staff have been assigned to the Concierge Program.
- **Personalized Support Provided:**
 - Walk-through of relevant job bulletins and minimum qualifications
 - Resume and supplemental questions review
 - NeoGov profile setup and troubleshooting
 - Test preparation resources and practice exams
 - Interview coaching (virtual or in-person)

SUMMARY ON THE PLAN DEVELOPED TO SUPPORT REPRESENTED LAHSA WORKERS TO ACCESS EMPLOYMENT OPPORTUNITIES AT COUNTY DEPARTMENTS

Path Forward for LA County Funded Positions at LAHSA:

In the absence of finalized staffing plans from LAHSA and the City, we are proceeding by using County-funded FTEs as our planning basis, focusing on what we are financially responsible for and can control. Because many positions rely on multiple funding streams,

the 545 positions that are funded fully or partially by the County equate to 419 County-funded FTEs. Of the 419 County-funded FTEs, 315 are represented.

Prioritization of Community Health Worker Positions:

We have prioritized the hiring of LAHSA Outreach Workers. While LAHSA finalizes its long-term staffing plans, the County is initially concentrating on transitioning 85 Outreach Workers to the County workforce into CHW roles. County departments are working together to welcome these workers into positions that match community-based outreach work they already perform, while also providing higher average pay, structured onboarding, and clear opportunities for advancement. This approach supports stability for staff and strengthens the overall service system for people experiencing homelessness.

Utilization of Emergency Hire Authority:

Civil Service Rule 13.04 on Emergency Hiring allows LAHSA employees to enter County roles in a more streamlined manner through a temporary appointment of up to ninety days, during which they must complete a simplified assessment to qualify for permanent placement. This creates a more efficient and clearer pathway into County service while ensuring candidates can perform the essential duties of the role.

- ***Specialty Requirements:***

- The use of Specialty Requirements will ensure candidates have the specific skills and experience to be hired into specialized roles right away, creating a more focused hiring process. By narrowing the applicant pool to individuals with directly relevant backgrounds, such as prior experience working on behalf of the County of Los Angeles, the County can hire candidates for roles that reflect their skills and experience.

- ***Desirable Qualifications:***

- Desirable Qualifications prioritize applicants with the strongest and most relevant backgrounds, including LAHSA staff with homelessness and housing experience.

- ***The Concierge Program:***

- The Concierge Program will further support LAHSA employees by offering personalized guidance on resumes, applications, test preparation, and interview practice so they can move through the hiring process with a solid system of support.

Timeline for Hiring Plan of LA County Funded Positions at LAHSA:

The County has informed Labor that it plans to host its first hiring fair for LAHSA Outreach Workers at the end of the month. This will serve as the first of many hiring fairs to be held for LAHSA employees during Phase II. Ongoing consultation with Labor will continue throughout the meet and consult process to allow Labor to provide input and streamline planning and coordination. Regular verbal updates will also be provided to the Board as hiring efforts progress. The County remains committed to making available as many pathways as budgetarily possible for LAHSA employees to join the LA County workforce.