

LA COUNTY
PLANNING

Conservation & Natural Resources Element

March 5, 2025



Project Scope

C/NR Element Update

The Conservation and Natural Resource Element of the Los Angeles County 2035 General Plan will undergo an update pursuant to the requirements set forth by SB 1425 and AB 1889.

Key Legislative Requirements:

- **SB 1425**
 - Enhance equitable access to open spaces, promote climate resilience, and explore rewilding opportunities
- **AB 1889**
 - Enhance wildlife connectivity, supporting biodiversity, and mitigating the impact of human activities on natural habitats

C/NR Element

Key Components

- Open Space Resources
- Biological Resources
- Local Water Resources
- Agricultural Resources
- Mineral and Energy Resources
- Historic, Cultural, and Paleontological Resources
- Implementation Programs

SB 1425

Requires cities and counties to update the General Plan Open Space Element to address:

- 1) Access to open space for all residents in a manner that considers social, economic, and racial equity, correlated with the environmental justice policies in the general plan, as applicable.
- 2) Climate resilience and other co-benefits of open space, correlated with the Safety Element.
- 3) Rewilding opportunities, correlated with the Land Use Element.

AB 1889

Requires cities and counties to update the General Plan Conservation Element to consider:

- Effect of development within the jurisdiction on the movement of wildlife and habitat connectivity
- Connectivity areas, permeability, and natural landscape areas within the jurisdiction, identify and analyze existing or planned wildlife passage features
- Appropriate standards, policies, and feasible implementation programs through consultation with specified entities and relevant best available science

Related Efforts

SEA Program

SEA PROGRAM

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General Plan C/NR Element

Achieve permanent, sustainable preservation of genetically and physically diverse biological resources and ecological systems

Zoning Code - SEA Ordinance

Require development to be designed to avoid and minimize impacts to SEA resources

Background

1976 - 1st SEA Study

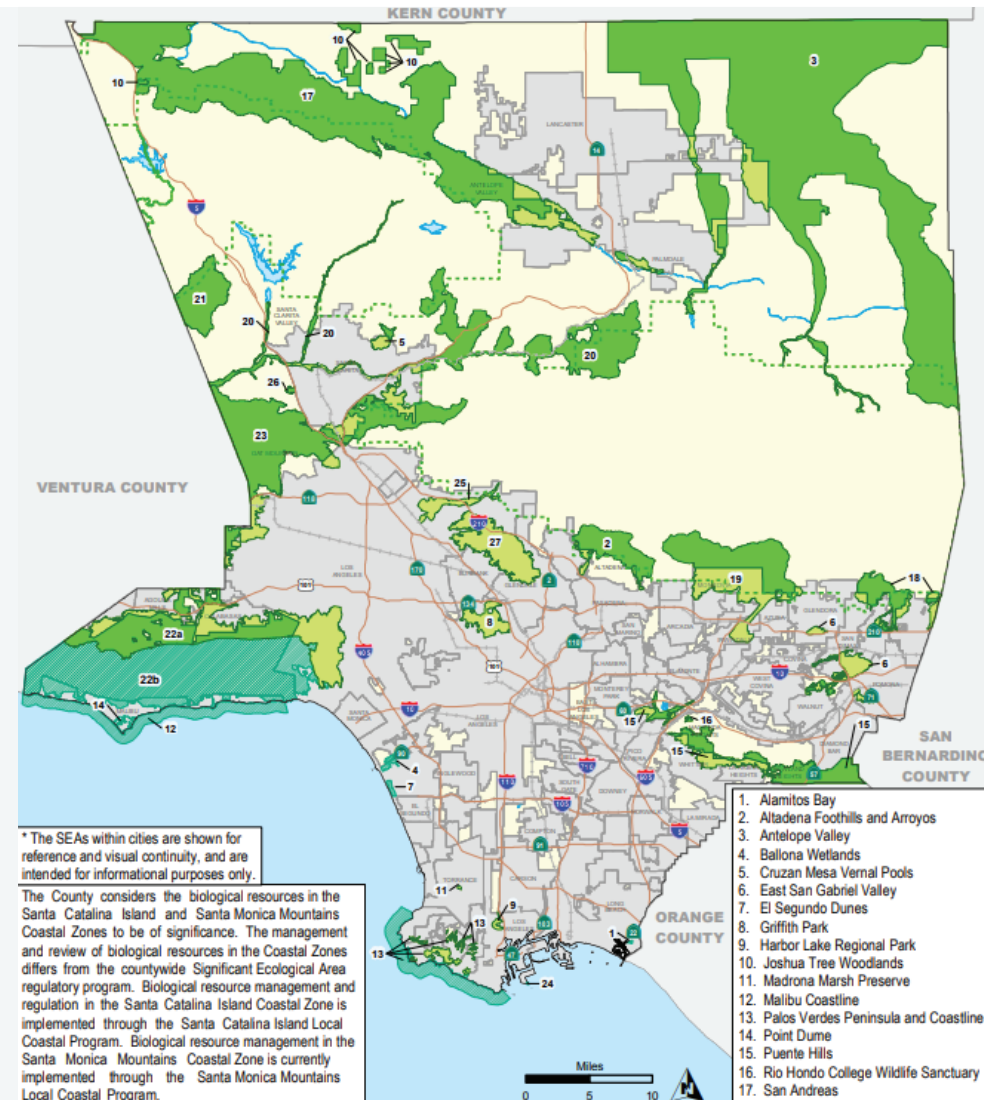
1980 – SEAs adopted as part of Conservation and Open Space Element

1982 – SEA Ordinance approved

2000 - 2nd SEA Study

2015 - Expanded SEA boundaries adopted as part of General Plan 2035

2019 - SEA Ordinance Update



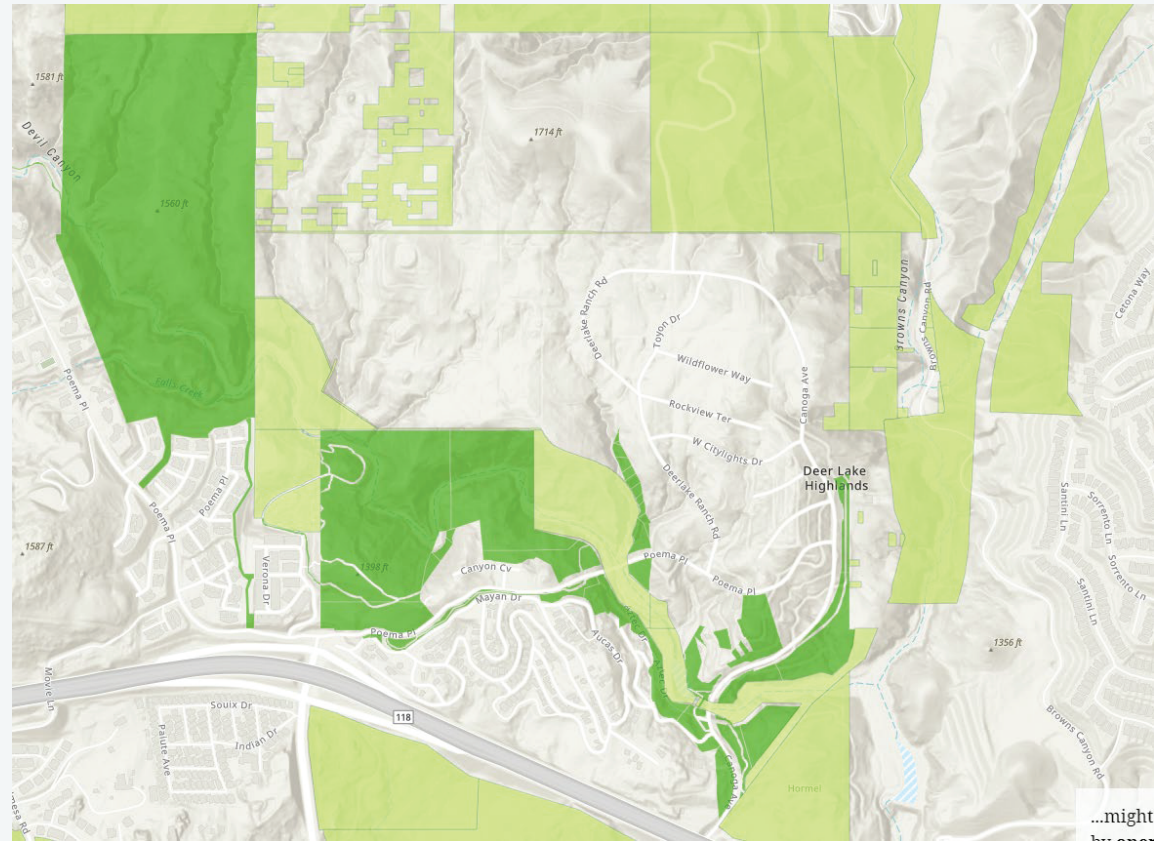
2025 SEA Study Objectives

- Evaluate boundaries to ensure that they can accommodate natural biological processes, habitat linkages and corridors, and are of sufficient size to support sustainable populations of their component species, while considering current day issues such as changing edge effects, climate change, and advances in scientific understanding of local biota and ecology, including rare and sensitive species.
- Apply updated conservation planning concepts and philosophies to verify the effectiveness of existing SEAs or propose adjustments within SEAs to address climate resiliency, rewilding, biodiversity, and wildlife connectivity. Compile Local Sensitive Species List for LA County.
- Inform the General Plan Conservation and Natural Resources Element Update initiated by SB 1425 and AB 1889.

Open Space Easements

Purpose

To track, map, and inventory open space easements on private property that resulted from development mitigations



Easement Types

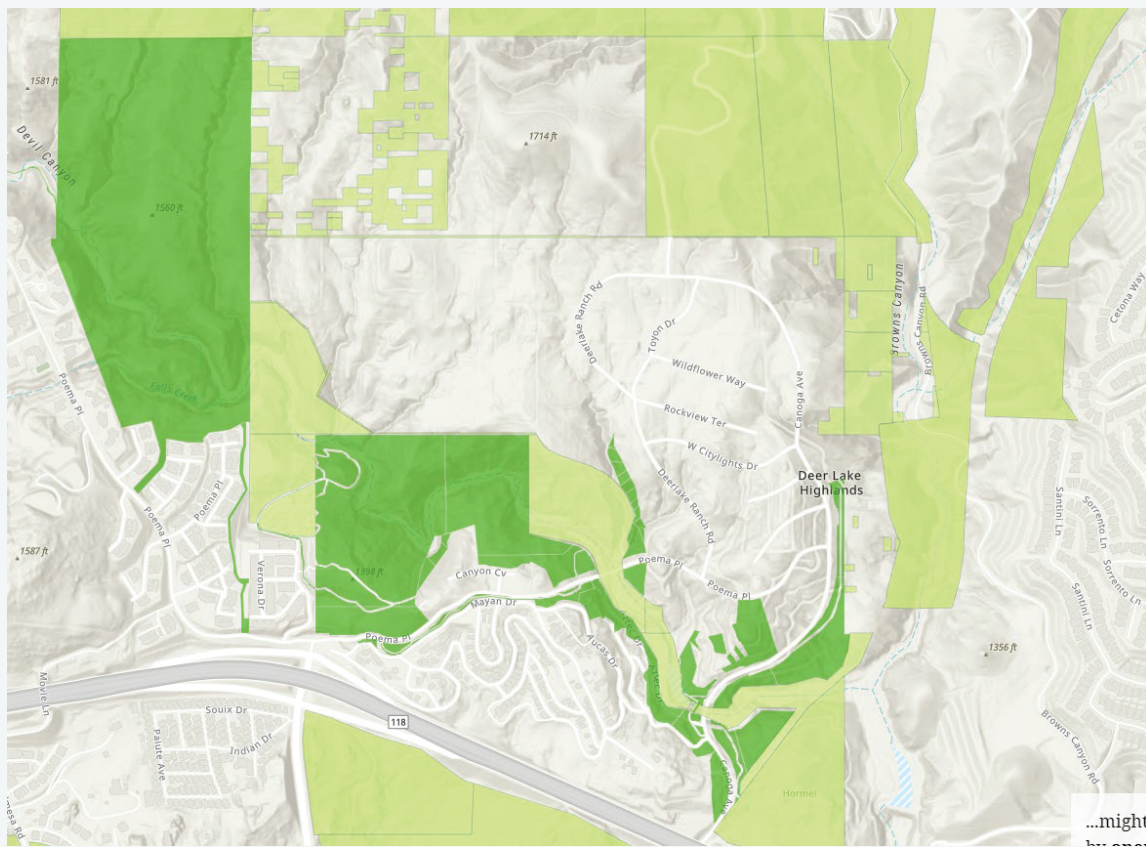
Criteria

- Open space/conservation
- Protected in perpetuity
- Building prohibitions
- Remain in natural form and habitat
- No future mitigation opportunities

Types of Easements

- Open Space
- Conservation
- Riding, Hiking, and/or Equestrian Trail
- Restricted Use Area
- Common Area
- Park Area

Open Space Easements



Data Sources

Data Sources

- Open Space Easements Inventory and Map
- Parks Needs Assessment (PNA) and PNA+
 - Priority Areas for Environmental Conservation and Environmental Restoration
- Equity Indicators Tool
- Climate Vulnerability Assessment
- CA 30x30 Initiative

Outreach, Collaboration, and Feedback

Focus Area:

- Open Space Needs
- Rewilding Opportunities
- SEA boundaries and policy

Engagement Groups:

- Intra-County Committee
- Environmental Groups
- Development Community
- Tribes
- Youth
- General Public

Timeline

Project Timeline

Phase 1 (Oct 2024)	Project Kick-Off
Phase 2 (Ongoing)	Public Engagement
Phase 3	SEA Study CEQA Analysis
Phase 4	Internal Review
Phase 5	Public Review
Phase 6	Public Hearings

LA COUNTY DEPARTMENT OF BEACHES AND HARBORS

PLACE PROGRAM

Cluster Meeting | March 5, 2025



The PLACE Program

- PLACE (Preparing Los Angeles for County Employment), prepares and places people with high barriers to employment into entry-level permanent County jobs with a career pathway.
- The program also uses an equitable approach to target underrepresented populations in particular occupations.
- A Countywide MAPP Goal (item #7)

Integration: Blending two concepts into a unified system.

Stewardship of Coastal Destinations

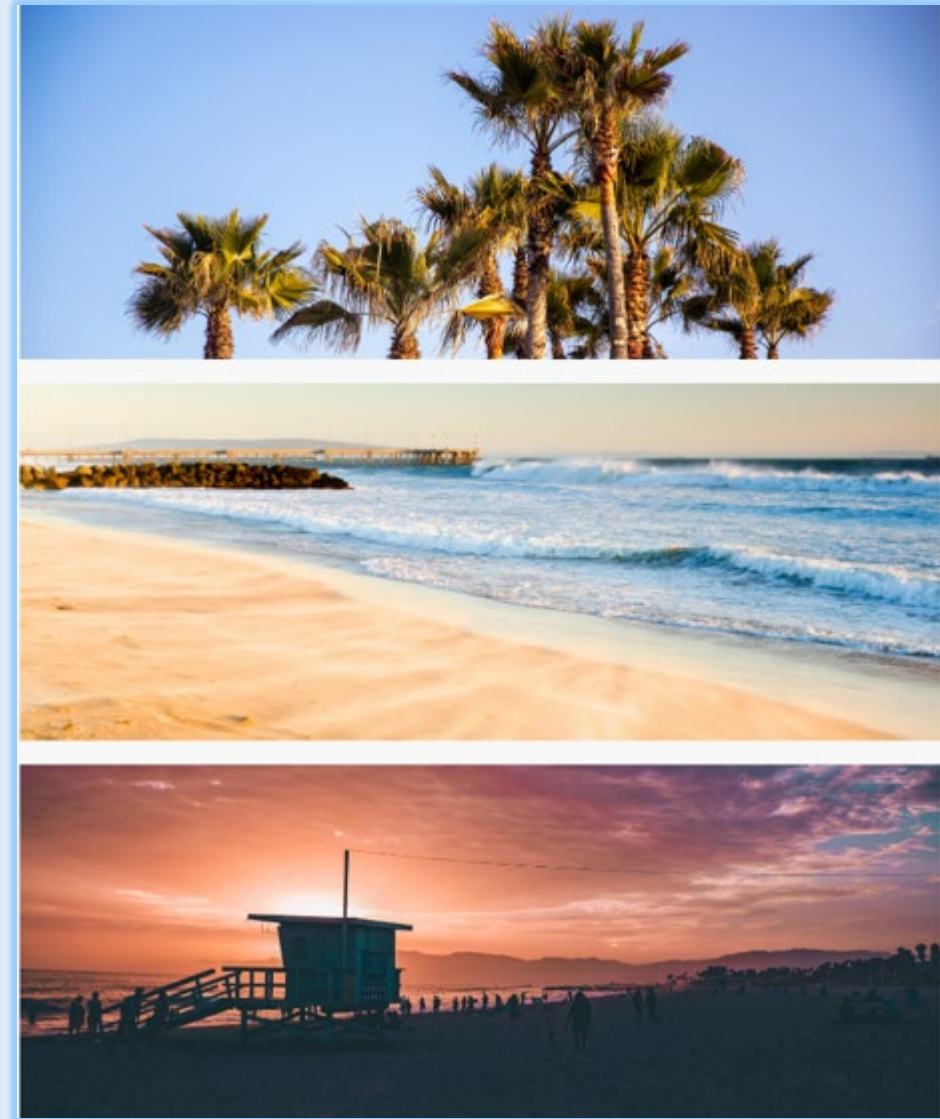
- DBH is dedicated to preserving, enhancing, and managing some of Southern California's most iconic coastal areas.
- Oversees 18 public beaches spanning 24 miles of coastline from San Pedro to Malibu.
- Welcomes over 70 million visitors annually.

A Diverse and Skilled Workforce

- 356 budgeted positions across 90 specialized classifications.
- Team members support beach maintenance, harbor operations, environmental sustainability, and economic development.

Commitment to Workforce Development

- Began partnership with the Work Education and Resource Center (WERC) in 2017–2018.
- Addressed the need to fill critical vacancies while providing employment opportunities for individuals facing barriers to employment.



Challenges: barriers that make achieving a goal more difficult.

Pre-PLACE Recruitment Challenges

We faced challenges in filling entry-level maintenance positions on the beach due to:

- **Job Location** – Remote beach locations made commuting difficult.
- **Work Hours** – 7-day operation with night shifts and weekend work.
- **Seasonal Hiring Needs** – Recruiting ~40 as-needed positions for summer staffing.
- **Permanent Vacancies** – Ongoing gaps in our GMW I positions.

Since PLACE Partnership

- Grounds Maintenance Worker I positions are consistently 90-100% filled.
- Most common reason for vacancies = internal promotions.
- Participants are well prepared for the role leading to reduced turnover.

The Game Plan: A strategic approach to achieving success.

DBH partnered with the Department of Economic Opportunity (DEO) to develop the classroom content for the PLACE Cohort, aiming to provide real insight into working on the beach.

- **Understanding the Job:** Participants learned about a typical day working on the beach. (examples of tasks)
- **Field Supervisor Insights:** Field supervisors shared “day-in-the-life” scenarios and job expectations.
- **WERCs Alumni Experience:** Former WERCs participants shared their journey and experiences with DBH.
- **Career Growth & Support:** Emphasized DBH as the first step in a County career and explained Civil Service Rules.
 - We explained Career progression from the GMWI series.
 - Highlighted tuition reimbursement, certification programs, and training opportunities.



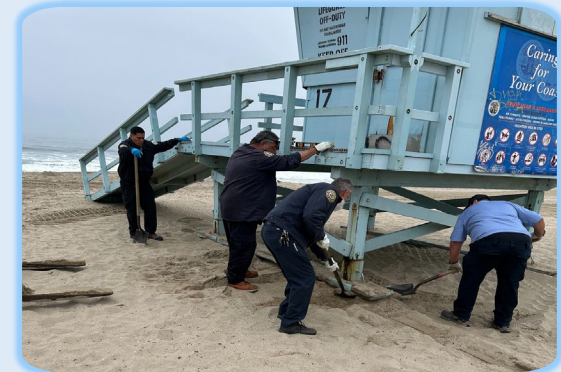
The Game Plan: A strategic approach to achieving success.

Essential Role in DBH: During this cohort, we underscored the vital role of Grounds Maintenance Workers in maintaining the safety, cleanliness, and beauty of Los Angeles County's beaches and waterfront facilities.

Part of the DBH Family: Grounds Maintenance Workers are more than just employees—they are the backbone of the department, contributing to a unique, diverse, and dynamic workforce.

Recruitment & Retention Advantage: These cohorts provided a rare opportunity to pre-meet potential employees before they are officially hired, helping to improve retention and giving them a preview of what to expect.

Leadership Engagement: Members of the Executive Team took the time to engage with participants, offering insights, encouragement, and a direct connection to department leadership.



The Game Plan: A strategic approach to achieving success.

To simplify the administrative process for all PLACE participants, DBH designated one dedicated day to handle essential hiring steps:

- **Contingent Offers Extended** – Extended job offers to participants the last week of the cohort.
- **Live Scan Processing** – Completed fingerprinting for all participants the day of the job offer.
- **Medical Exams Scheduled** – Reserved and provided information for pre-employment medical appointments the day of the job offer.
- **Onboarding** – Prepared paperwork in advance to focus on integrating participants into the Department, presentations from supervisors and managers, and expediting uniform orders.

This streamlined approach ensured a smoother onboarding experience and minimized delays in hiring.

Synergy: The combined effort producing a greater outcome than individual efforts .

PLACE Program Impact:

- Since PLACE became a Countywide MAPP Goal, DBH has successfully completed 3 official and 2 unofficial cohorts for the Grounds Maintenance Worker I classification.
- 65 participants have gone through the program, with 58 hired – achieving an 89.23% hire rate.

Participant Outcomes:

- Total hired by DBH: 58
- Promoted to higher classifications: 3
- Still employed by the County: 36
- Still employed by DBH: 35

DBH remains committed to career growth and long-term opportunities for PLACE participants.



Success: The achievement of a desired goal, outcome or purpose.



Ana Martinez Villa

- Started as a Grounds Maintenance Worker I (temp) in 2021
- Offered a permanent position in 5 months later
- Promoted to Grounds Maintenance Worker II in 2023



Howard Glover Jr.

- Started as a Ground Maintenance Worker I (perm) in 2019
- Working towards a Commercial Class A license (DBH funded) for further career growth
- Promoted to Refuse Truck Helper in 2024



Brian Arciga

- Started as a Grounds Maintenance Worker I (perm) in 2019
- Promoted to Refuse Truck Helper in 2022
- Promoted to Group, Supervisor Nights with the Probation Department in 2024



The Merger: Two teams become one.



Patrick Hogg

- Prior Program Manager for Worker Education Resource Center (WERC): oversaw PLACE curriculum development, participant recruitment, and training coordination and facilitation.
- Now: DBH's Staff Development Specialist

Supervisor Districts Data

	Total PLACE Participants by District
SD1	22
SD2	24
SD3	2
SD4	12
SD5	3
N/A	2
Total	65



Expansion: Broadening the scope of collaboration.

Broadening Classification Opportunities

- Exploring combined cohorts for classifications for positions requiring no prior experience, such as Recreation Services Leader (RSL) and Grounds Maintenance Worker I (GMWI).
- This would allow PLACE participants to apply and test for multiple jobs which will increase placement opportunities and career growth.

Combining other Countywide MAPP Goals

- We worked with DEO on messaging to recruit women for the LA County Women and Girls Initiative
- Our GMWI series was identified as a classification with an underrepresentation of women.

Selection Interviews

- Discussed partnerships for pre-cohort interviews to assess and select potential participants.

Ordinance Positions for PLACE

- Exploring the possibility of designated County ordinance positions specifically for PLACE participants.

QUESTIONS?



Department of Beaches and Harbors – PLACE Success Stories