

**From:** Christina Hall <chall@tnpsocal.org>  
**Sent:** Tuesday, June 11, 2024 8:57 AM  
**To:** CityClerk <CityClerk@longbeach.gov>  
**Cc:** Paul Monge <Paul.Monge@longbeach.gov>  
**Subject:** Support Letter for Charter Amendment - Item 24-53589

**-EXTERNAL-**

Good morning,  
I have attached a support letter for Item 24-53589 during the special public hearing on the Charter Amendment for the reform of the City's hiring processes.

Thank you,  
Christina

**Christina Hall**

Director, Community Initiatives

### The Nonprofit Partnership

🏠 | 4900 E. Conant Street, Long Beach, CA 90808  
☎️ | 562.888.6530

✉️ | [chall@tnpsocal.org](mailto:chall@tnpsocal.org)



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June 11, 2024

Dear Mayor and City Council,

We are writing to express support for the Charter Amendment to modernize the City of Long Beach's hiring and civil service systems and establish new hiring preferences for jobs within the city government. We believe these needed reforms will help create a pipeline of diverse workers who come from our local schools, universities, and apprenticeship programs. Moreover, these efforts will help expand pathways into good-paying public sector union jobs that provide meaningful healthcare benefits, a secure retirement, and long-term economic stability for our residents.

As organizations and community committed to workforce development, internships, and pathways to employment in Long Beach, we believe that modernizing the City's hiring system and creating a stronger partnership and pipeline in collaboration with community organizations will create more opportunities for Long Beach residents to contribute to a thriving community.

Based on the recent report from the City Manager, Long Beach's Citywide Hiring Process Survey found that the average time to fill a classified vacancy by department lasted between 6 months to 2 years. The City's hiring delays are shutting out local residents and workers from joining our public sector workforce. In addition, nonprofits, businesses, and residents work with the City staff everyday, and long delays in hiring have a ripple effect when it comes to partnership. Often these vacancies create undue burdens on nonprofits, such as delayed payment on invoices and lengthy contracting challenges.

Therefore, we strongly support the recommendations to update and streamline the City's existing hiring practices by amending our City Charter. We believe that this thoughtful approach will help eliminate systemic barriers to opportunity, reinforce worker protections across all hiring decisions, and reduce the time it takes to fill vacant positions in our city government. These measures will ensure that Long Beach's students, families, and local residents have access to public-sector jobs, and the many benefits and privileges these life-changing opportunities provide.

Thank you for your consideration.

Sincerely,

Michelle Byerly  
Executive Director, The Nonprofit Partnership

Dr. Mike Munoz  
Superintendent-President, Long Beach City College



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Long Beach, CA 90808

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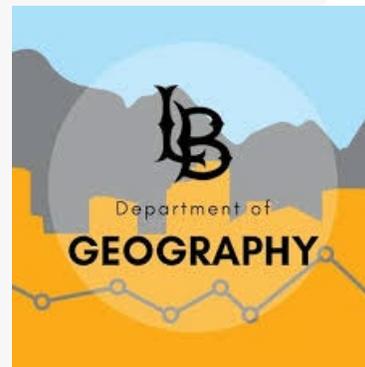
Dr. Juan Benitez

Karissa Selvester

Lian Cheun  
Executive Director, Khmer Girls in Action

Dr. Gary Hytrek  
Professor of Geography, Cal State University, Long Beach  
Political Director, California Faculty Association, Long Beach Chapter

Jessica Quintana  
Executive Director, Centro CHA



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Executive Director, The Nonprofit Partnership

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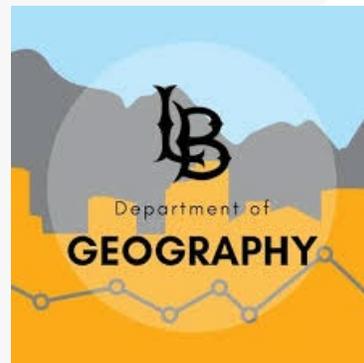
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June 11, 2024

Dear Mayor and City Council,

I am writing to express April Parker Foundation's support for the proposal to modernize the City of Long Beach's hiring and civil service systems and establish new hiring preferences for jobs within the city government. These needed reforms will help create a pipeline of diverse workers who come from our local schools, universities, and apprenticeship programs. Moreover, these efforts will help expand pathways into good-paying public sector union jobs that provide meaningful healthcare benefits, a secure retirement, and long-term economic stability for our residents.

The City of Long Beach currently has a citywide vacancy rate of 22%, and some departments have vacancy rates of 40% or higher. Long Beach's Citywide Hiring Process Survey found that the average time to fill a classified vacancy by departments lasted between 6 months to 2 years. The average time to fill an open position within the city is 7 months. Nationally, the average time to hire for local government jobs is just under 4 months. The City's antiquated hiring practices and delays are shutting out local residents and workers from joining our public sector workforce.

Across our region, working families are feeling the pressure from the skyrocketing cost of living, and wages that have not kept up with the pace of inflation. Now is the time to renew our commitment to working families in Long Beach and throughout Los Angeles County. Our Long Beach residents and students deserve the opportunity to access stable public-sector jobs, and to give back to the communities they call home.

Therefore, we strongly support the recommendations to update and streamline the City's existing hiring practices by amending our City Charter. We believe that this thoughtful approach will help eliminate systemic barriers to opportunity, reinforce worker protections across all hiring decisions, and reduce the time it takes to fill vacant positions in our city government. These measures will ensure that Long Beach's students, families, and local residents have access to public-sector jobs, and the many benefits and privileges these life-changing opportunities provide.

Thank you for your consideration.

April Parker

