

MOTION

As our City continues to struggle with the staffing impacts COVID has had on our municipal workforce, it is important that we are simplifying and streamlining our hiring processes, as well as ensuring that our policies aren't disqualifying potential candidates with experience and expertise that would enrich our City departments.

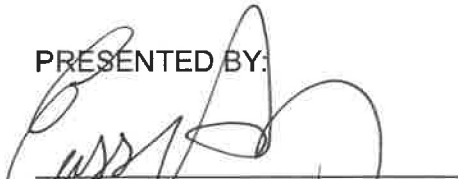
In the hiring processes for the County of Los Angeles, and many other cities in the County, most educational eligibility requirements offer the option to substitute a certain minimum number of years of relevant work experience to satisfy the criterion. Allowing this flexibility ensures that candidates with valuable knowledge and hands-on experience aren't overlooked because they lack a degree.


Obtaining a college degree often requires a large investment of both time and money, meaning that school can be challenging or even unattainable for those for whom those resources are limited. The rigidity of the City's education requirements means that those who may have gained valuable on-the-job knowledge and skill would be shut out from taking a Civil Service exam because their circumstances have not allowed them the opportunity for educational advancement. In order to ensure our City is dedicated to promoting equity in its programs and delivery of service, it is important that we apply this same equity lens to our hiring practices.

I THEREFORE MOVE that the Personnel Department report back within 60 days with recommendations to allow for work experience to be considered in lieu of meeting education requirements for City job and examination qualifications.

I FURTHER MOVE that the Personnel report provide a review by Department of any job titles used in the last five years in which educational requirements and experience have been modified for the purposes of examination qualifications.

PRESENTED BY:

  
EUNISSES HERNANDEZ  
Councilmember, 1st District

  
TIM McOSKER  
Councilmember, 15th District

ORIGINAL

SECONDED BY:



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