

COMMUNICATION FROM CHAIR, PERSONNEL, AUDITS, AND HIRING COMMITTEE relative to permitting for work experience to be considered in lieu of meeting education requirements for City job and examination qualification.

Recommendation for Council action, pursuant to Motion (Hernandez – McOsker – Soto-Martinez):

INSTRUCT the Personnel Department report 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 and with said report to also 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.

Fiscal Impact Statement: Neither the City Administrative Officer nor the Chief Legislative Analyst has completed a financial analysis of this report.

Community Impact Statement: None submitted.

Summary:

On October 1, 2024, the Chair of the Personnel, Audits, and Hiring Committee considered a Motion (Hernandez – McOsker – Soto-Martinez) relative to permitting for work experience to be considered in lieu of meeting education requirements for City job and examination qualification. According to the Motion, 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 the 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. After consideration, the Committee Chair moved to recommend approval of the Motion. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Councilmember Tim McOsker, Chair  
Personnel, Audits, and Hiring Committee

COUNCILMEMBER:	VOTE:
McOSKER:	YES
SOTO-MARTINEZ:	ABSENT
PRICE:	ABSENT

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10/1/24

**-NOT OFFICIAL UNTIL COUNCIL ACTS-**