

MOTION

The City of Los Angeles relies on its civil service system to recruit and hire qualified employees to provide essential services to Angelenos. While significant attention has been given to the time required to develop and administer civil service examinations, the hiring process does not end when a candidate passes an exam and is placed on an eligible list.

After an eligible list is established, candidates must still move through several steps before an appointment is made, including certification to hiring departments, departmental selection processes, and other pre-employment requirements. The City should better understand how effectively eligible lists are resulting in actual hires and where delays or barriers may exist after the examination process is complete.

The City invests significant time and resources in recruiting applicants, administering examinations, and establishing eligible lists. Evaluating the process from eligible list to appointment can help identify opportunities to reduce hiring delays, improve the number of successful candidates who become City employees, and fill vacancies more efficiently while maintaining the merit-based principles of the civil service system.

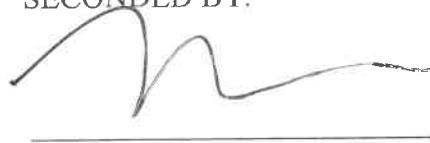
I THEREFORE MOVE that the Council DIRECT the Personnel Department to report on the conversion of civil service eligible lists into appointments for non-sworn classifications, including the average duration of eligible lists; the number of candidates placed on eligible lists, certified to departments, and ultimately appointed; hard-to-fill classifications for which departments have recurring or continuous hiring needs, including opportunities to increase the pool of qualified candidates for these positions; and the primary reasons candidates do not receive appointments; and to provide recommendations to improve the City's exam-to-hire conversion rate, reduce the time between establishment of an eligible list and appointment, and identify any administrative, technological, or Civil Service Rule changes necessary to streamline the process.

PRESENTED BY:



MONICA RODRIGUEZ
Councilwoman, 7th District

SECONDED BY:



ORIGINAL



SEP 15 2026