PERSONNEL AND HIRING COMMITTEE REPORT

Council File: 26-1322
Meeting Date: October 28, 2026

PERSONNEL AND HIRING COMMITTEE REPORT relative to the Conversion of Civil Service eligible lists into appointments for non-sworn classifications.

Recommendation for Council action, pursuant to Motion (Rodriguez - Harris-Dawson):

DIRECT the Personnel Department to report on the conversion of civil service eligible lists into appointments for non-sworn classifications, to include:

a. The average duration of eligible lists; the number of candidates placed on eligible lists, certified to Departments, and ultimately appointed.
b. 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.
c. Recommendations to:
    i. Improve the City's exam-to-hire conversion rate
    ii. Reduce the time between establishment of an eligible list and appointment
    iii. Identify any administrative, technological, or Civil Service Rule changes necessary to streamline the process

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 28, 2026, your Committee considered a Motion (Rodriguez - Harris-Dawson) relative to the Conversion of Civil Service eligible lists into appointments for non-sworn classifications. According to the 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. After consideration and having provided an opportunity for public comment was held, the Committee recommended approval of the Motion. This matter is now submitted to the Council for consideration.

Respectfully Submitted,

PERSONNEL AND HIRING COMMITTEE

MEMBER	VOTE
TIM MCOSKER	YES
MONICA RODRIGUEZ	YES
HUGO SOTO-MARTÍNEZ	ABSENT

Ayes: 2 · Noes: 0 · Absent: 1

Result: Approved

ARL 10/30/26

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