

MOTION

Over half of the City's employees are eligible to retire within the next year. The City will be challenged to expeditiously recruit and hire employees in order to maintain an effective workforce. As the City strives to compete for the brightest, most talented, and diverse applicants, there is need to improve the current Civil Service recruitment and hiring process.

Technology has changed rapidly in the last 10 years and provides new opportunities for the City to enhance its current Civil Service hiring process. Efficiency improvements that are offered through computer-based testing yield a prime opportunity to streamline the current process. Computer-based testing would allow for exams to be conducted on a more frequent basis and at locations more accessible to our communities, such as City libraries. This approach could also provide faster results for a high-volume of applicants and create a continuous eligibility list. The integrity of the process would be protected because new technologies allow for the monitoring of remote testing.

The City needs to take full advantage of the technological resources available in order to compete with other employers, and to process the volume of hires necessary to resupply the City with an effective workforce. The Personnel Department and Information Technology Agency should identify the electronic tools and technologies that are available to enhance the current structure of the hiring process and develop a pilot program for computer-based testing.

I THEREFORE MOVE that the City Council instruct the Personnel Department and the Information Technology Agency to report on the electronic tools and technologies that are available to improve the City of Los Angeles' recruitment and civil service hiring processes.

I FURTHER MOVE that the Personnel Department and the Information Technology Agency also report on the resources required to develop a pilot program for computer-based testing, and provide an implementation plan to begin the pilot.

PRESENTED BY

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