

MOTION BY SUPERVISORS HILDA L. SOLIS

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AND SHEILA KUEHL

Moving Forward on Inclusive Hiring: Waiving the Citizenship Requirements for Los Angeles County Employment

In May 2021, the Los Angeles County Board of Supervisors (“Board”) approved a motion¹ directing County Counsel to issue a report back on how to become a more inclusive employer by exploring the feasibility and legality of lifting any barriers and obstacles in achieving that goal. Specifically, the motion centered on waiving citizenship requirements as a condition of employment with Los Angeles County.

The report back shared that the Board, with limited exceptions, has authority to waive citizenship requirements and the voter registration requirements of Government Code Section 24001 for appointed Department Heads, excluding the Chief Probation Officer. The report back also shared that the Board, with limited exceptions, can direct Department Heads to waive any citizenship requirements and the requirements of

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http://file.lacounty.gov/SDSInter/bos/supdocs/159325.pdf?utm_content=&utm_medium=email&utm_name=&utm_source=govdelivery&utm_term=

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Government Code Section 24001 hiring within their respective departments, unless State or federal law mandate a citizenship requirement for that position. In addition to waiving the citizenship requirements for new hires, the Board can also, with limited exceptions, direct County Department Heads to waive the citizenship requirement for existing employees in their respective departments because those employees fall under the Department Head's appointing authority, per County Charter.

By waiving the citizenship requirement, the applicant pool for County positions increases, which ultimately benefits the County's hiring process. Additionally, with broader hiring criteria, the County will be well-positioned to better reflect the community our County workforce serves.

It is also important that we seek the support of the State to be more inclusive of who can be a "Disaster Service Worker" (DSWs), especially in a time when the County, the State, and other local jurisdictions are grappling with an unprecedented pandemic. The County needs more DSWs and an applicant's individual's immigration status should not get in the way of providing much-needed and life-saving assistance and services to our residents.

As we have found with the County's "Promotores de Salud" program, Angelenos benefit greatly from having people with lived immigration status and diverse language ability in helping vulnerable communities develop trust in local government and accessing services they need to survive and thrive. Vulnerable communities will be more inclined to seek County resources if the workforce is more reflective of their own experiences.

As the largest employers in the region, our workforce should reflect our values of

inclusivity and diversity by not allowing citizenship to be a barrier to employment or disaster service coverage when citizenship is not otherwise required by law.

WE, THEREFORE, MOVE that the Board of Supervisors:

1. Find that the best interests of the County will be served by waiving the requirements of Government Code Section 24001 for existing Board-appointed Department Heads and future Board-appointed Department Heads.
2. Direct County Counsel, in consultation with the Department of Human Resources, and the Chief Executive Office to implement the removal of the citizenship requirements for Board-appointed positions, excluding the Chief Probation Officer, by removing the citizenship requirement in all job announcements where that requirement is not mandated by State or federal law.
3. Direct County Counsel to draft amendments or ordinances, as necessary, to the County Code waiving the requirements of Government Code Section 24001 for particular Board-appointed Department Head positions.
4. Direct County Counsel, in consultation with the Chief Executive Office and the Department of Human Resources to remove citizenship as a minimum requirement for a County position, when a citizenship requirement is not mandated by law.
5. Direct Department Heads to formulate and implement a departmental policy outlining the conditions under which a citizenship requirement or voter-registration requirement may be waived for positions within their respective departments.

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