MOTION BY SUPERVISOR MARK RIDLEY-THOMAS   **MARCH 3, 2015**

Ensuring the Integrity of the County Hiring, Assessment and Promotion Process

      Recruiting, hiring, training, retaining and promoting a talented and committed workforce in Los Angeles County (County) is the cornerstone of the County's efforts to better serve its 10 million taxpayer residents. The evaluation, hiring and promotion process for County jobs must be merit-based, fair, transparent and secure. All efforts must be made to keep examination materials completely secure and free of improprieties.

      Currently, County departments use several decentralized methods and procedures to interview job candidates and to evaluate and assess their job skills. Several County departments rely on cutting-edge computer-based assessment tools including the Department of Human Resources On-Line Testing Program, which has successfully administered 60,000 proctored and unproctored tests since 2011. These tools enable departments to more efficiently and fairly assess talented job applicants. They are cost-effective and help the departments narrow down large applicant pools to find the most qualified candidates using less time and fewer resources. They are also an effective way to make the exam materials secure, preventing materials from being photocopied, shared or otherwise compromised.

- MORE -

<u>MOTION</u>

SOLIS   _____

RIDLEY-THOMAS_____

KUEHL   _____

KNABE   _____

ANTONOVICH   _____

I THEREFORE MOVE THAT THE BOARD OF SUPERVISORS:

1. Direct the Interim Chief Executive Officer, in coordination with the Director of the Department of Human Resources and County Counsel, to establish Countywide hiring guidelines and procedures that ensure the job candidate evaluation and job promotion process is fair and unbiased, and examination materials are secure. The procedures should include an effective digital, customizable, secure, transparent and cost-effective testing and assessment system that all Los Angeles County departments must use; and

2. Report back in writing in 60 days on implementation of the guidelines and procedures.

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(YV/MA)