



NEWS FROM

CITY CONTROLLER LAURA CHICK

City Hall East, Room 1200, 200 N. Main St., Los Angeles, CA 90012

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CHICK CITES CITY'S HIRING OF EMPLOYEES AS **"ANTIQUATED, CONVOLUTED AND SHORT SIGHTED"**

Los Angeles -- In releasing an audit of the City's hiring of employees, City Controller Laura Chick said, "The whole hiring process is antiquated, convoluted and short-sighted."

"There is no way that the City of Los Angeles can keep up with serving the needs of the people when it takes an average of 135 days (4 ½ months) and a minimum of a dozen steps to hire one person, and that's just the reactionary part it takes to fill a vacancy. But anticipating public and workforce needs is not part of the picture," said Chick who also released a chart illustrating the many hoops and steps in the process.

The City of Los Angeles is one of the largest employers in the state of California with over 50,000 people in the workforce.

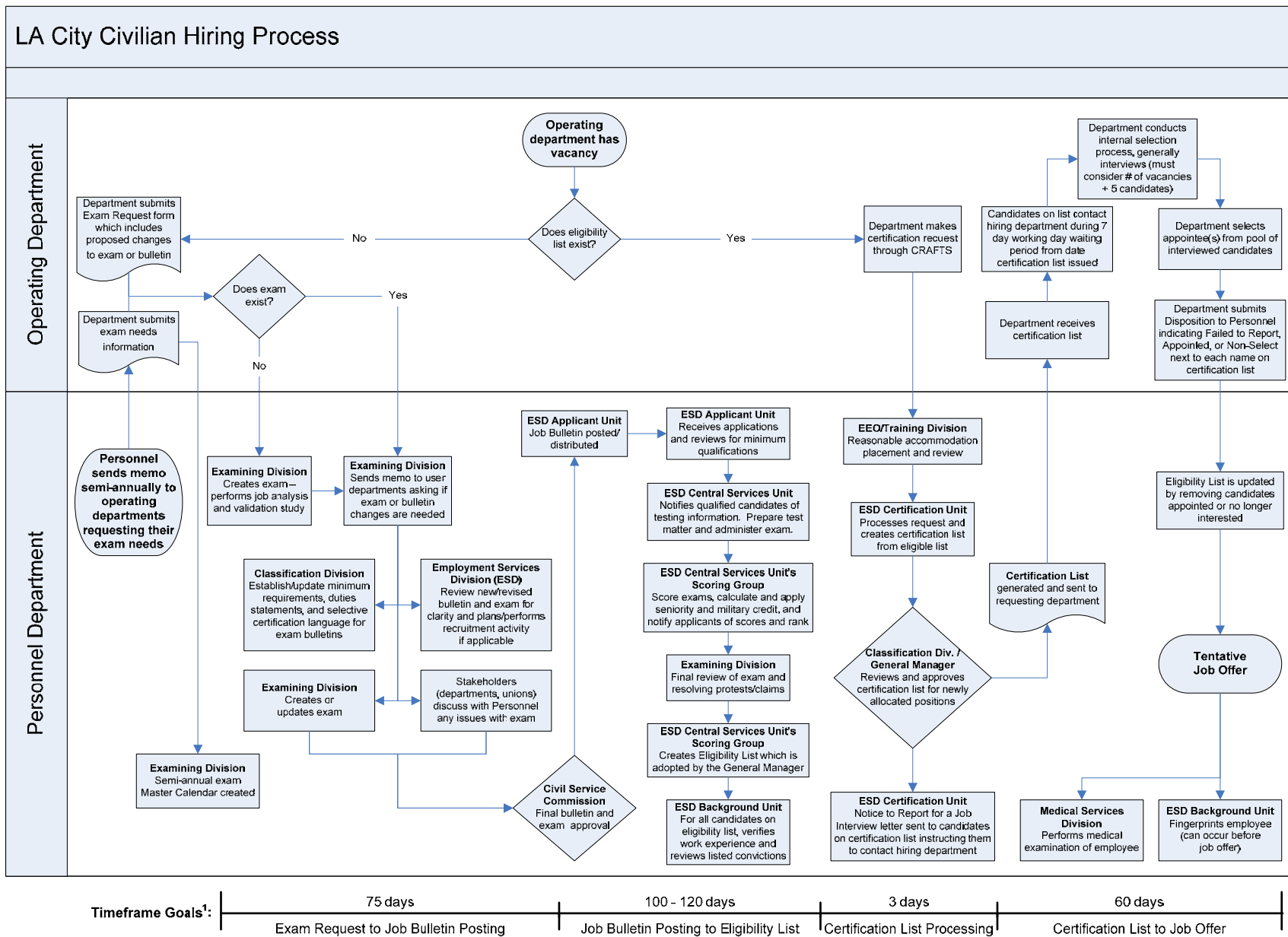
"If we are to meet the challenges of a growing population, the evolving needs of the public, and the complex delivery of services, the City must have a strategic approach to whom and how it hires.. No such strategy exists," said Chick.

"The City is not aggressive or pro-active in identifying and reaching out to those individuals who are the best and most qualified. Further, many officials are concerned that giving extra credit to applicants who have served the City the longest, skews score rankings so the best candidates cannot necessarily be hired," said Chick..

In a letter to the Mayor and City Council, Chick called for action in fixing the hiring process, "I am painfully aware that some of the recommendations in my report require additional dollars that are not available during this City's current budget crisis. However, there are many recommendations that do not require significant funding and could be implemented expeditiously. Of course, that will require the leadership of the Mayor and Council to push for these needed changes. Even in good times, how can the City of Los Angeles meet the needs of the people if department managers are constantly lacking the workers they need and are scrambling to find them?," said Chick.

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Appendix A: Civilian Hiring Process Flowchart



¹The number of days listed are goals and the actual number of days may vary (longer or shorter).