



LEAGUE OF WOMEN VOTERS OF LOS ANGELES
3250 Wilshire Blvd., Suite 1005, Los Angeles, CA 90010
Tel: 213-368-1616; Fax: 213-368-1615

LOCAL POSITIONS 2004-2005

The League of Women Voters of Los Angeles has studied the issue of civil service and reached this position through consensus.

CIVIL SERVICE (1977)

1. Support of measures that will reduce all barriers to the employment or promotion of a person except those based on merit.
 - There should be a limit to years following discharge during which military credit would be granted.
 - The examination process should be open to all qualified candidates.
 - Seniority points should be related not only to the length but to the quality of service, as indicated in performance evaluation records.
 - Efforts to blanket into Civil Service any blocs of previously exempt municipal employees should be opposed.
2. Support of measures that will improve productivity of municipal employees.
 - Probation periods should be longer.
 - Appeals procedure should be streamlined.
 - Dismissal of non-productive employees should be made easier.
 - Effectiveness of performance evaluations should be improved.
 - In-service training programs should be conducted for personnel at all levels of government.
3. The Civil Service Commission should retain its appeals function.