

**LOS ANGELES COMMUNITY COLLEGE DISTRICT  
PERSONNEL COMMISSION**

**681 MERGING OF ELIGIBILITY LISTS**

**Education Code Section(s)**

**88080.** (a) The commission shall prescribe and, amend, and interpret subject to this article, such rules as may be necessary to insure the efficiency of the service and the selection and retention of employees upon a basis of merit and fitness. The rules shall not apply to bargaining unit members if the subject matter is within the scope of representation, as defined in Section 3543.2 of the Government Code, and is included in a negotiated agreement between the governing board and that unit. The rules shall be binding upon the governing board, but shall not restrict the authority of the governing board provided pursuant to other sections of this code.

(b) No rule or amendment which would affect classified employees who are represented by a certified or recognized exclusive bargaining representative shall be adopted by the commission until the exclusive bargaining representative and the community college employer of the classified employees who would be affected have been given reasonable notice of the proposal.

**88081.** (a) The rules shall provide for the procedures to be followed by the governing board as they pertain to the classified service regarding applications, examinations, eligibility, appointments, promotions, demotions, transfers, dismissals, resignations, layoffs, reemployment, vacations, leaves of absence, compensation within classification, job analyses and specifications, performance evaluations, public advertisement of examinations, rejection of unfit applicants without competition, and any other matters necessary to carry out the provisions and purposes of this article.

(b) With respect to those matters set forth in subdivision (a) which are a subject of negotiation under the provisions of Section 3543.2 of the Government Code, such rules as apply to each bargaining unit shall be in accordance with the negotiated agreement, if any, between the exclusive representative for that unit and the public school employer.

**88110.** Combinations of successive eligibility lists may be made during their first year. Eligibles on lists established within the first year of the life of another list may be placed in the order of their relative excellence in the examination on the like list, if lists so merged have been promulgated under conditions and techniques which are sufficiently similar to preserve their competitive character.

- A. Merging of eligibility lists is defined as combining two or more eligibility lists for the same class with the same field of competition, established not more than one year apart, in order of the final scores of eligibles. A candidate's eligibility on the merged list expires within one year after the date of promulgation of the original list upon which their name appeared. If a candidate has placed on two or more active eligibility lists that are being merged, their highest score shall be certified.

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681

**LAW AND RULES**

April 12, 2023

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- B. An eligibility list which is established during the first year of life of another existing list for the same class shall be merged with the earlier list if the examinations were sufficiently similar to ensure their competitive character. If successive eligibility lists may not be merged, certification shall be made in the following order of precedence, except when dual certification has been authorized for one or all of the successive eligibility lists:
1. earlier promotional eligibility list;
  2. later promotional eligibility list;
  3. earlier open eligibility list;
  4. later open eligibility list.
- C. When dual certification has been authorized for one or more of the eligibility lists and the latest list may not be merged with earlier lists, the following order of precedence shall be followed:
1. The earlier promotional or dual certification list shall have precedence as long as promotional eligibles remain on the list.
  2. The later promotional or dual certification list shall have next precedence as long as promotional eligibles remain on the list.
  3. When no promotional eligibles can be certified, the earlier open list shall have precedence over a later open list.
- D. Area eligibility lists may be merged with other area eligibility lists provided that the exam authorizations were for identical areas.