



REPORT  
FROM

THE PERSONNEL  
DEPARTMENT

TO: The Honorable Mayor and The Honorable Members of City Council	DATE October 18, 2012
REFERENCE	COUNCIL FILE 09-3049
SUBJECT: Consolidated Reasonable Accommodation Report – Third Quarter FY 2011/2012	

RECOMMENDATION: Receive and file.

DISCUSSION: Attached is a comprehensive overview for the third quarter of FY 2011/2012 regarding the efforts of City departments in providing temporary modified duty for injured employees, reducing workers' compensation costs and reasonably accommodating employees with permanent work restrictions as a result of industrial or non-industrial injuries or illnesses.

Attachment 1, page 1 is a report from the Workers' Compensation Division which provides information for the third quarter of FY 2011/2012, by department, for the number of light duty hours worked; Injured on Duty (IOD) pay saved by paying injured workers on light duty; and IOD spent for salary continuation for injured employees who cannot work. Page 2 of the chart reflects the breakdown of the same information for FY 2010/2011. A brief comparison of the third quarter data for FY 2011/2012 versus FY 2010/2011 shows that the current light duty hours worked increased by 10,345; IOD saved increased by \$306,446; and IOD spent increased by \$1,736,402.

Attachment 2 is a report from the Equal Employment Opportunity and Employee Development Division, in compliance with Executive Directive No. PE-1. This report shows the number of reasonable accommodation requests made and the number of requests granted by departments for the third quarter of FY 2011/2012.

Attachment 3 is a report that provides Citywide placement efforts for those departments who determine they cannot accommodate the permanent work restrictions for their employees. This assessment is made on a case-by-case basis and only after an exhaustive search within the employing department. The department refers the employee to the Citywide Placement Coordinator who conducts a Citywide search on behalf of the employee. The attached report shows the results of searches and placements for the third quarter of FY 2011/2012.

Submitted by: Michael Gold  
Michael Gold, Sr. Personnel Analyst

Approved by: Raelyn Napper  
Raelyn Napper, Section Head  
EEO Section

Margaret Whelan  
MARGARET WHELAN,  
GENERAL MANAGER

TEMPORARY MODIFIED DUTY (LD) COST SAVINGS/WORKERS' COMPENSATION IOD COSTS  
FISCAL YEAR 2011-12 REPORT

Department	1st Quarter Jul - Sep (PP 1-7)			2nd Quarter Oct - Dec (PP 8-13)			3rd Quarter Jan - Mar (PP 14-20)			4th Quarter Apr - Jun (PP 21-26)			Year End Totals		
	LD Hours	IOD Saved	IOD Spent	LD Hours	IOD Saved	IOD Spent	LD Hours	IOD Saved	IOD Spent	LD Hours	IOD Saved	IOD Spent	LD Hours	IOD Saved	IOD Spent
Aging	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$265.39						
Airports	10,564.40	\$261,100.43	\$700,825.03	11,499.50	\$327,789.90	\$694,583.32	11,461.00	\$330,196.28	\$750,468.39						
Animal Services	694.20	\$17,075.48	\$26,445.71	481.00	\$11,147.54	\$21,544.44	1,215.40	\$30,144.56	\$17,853.08						
Building & Safety	1,987.50	\$70,948.93	\$61,362.47	1,548.00	\$53,655.53	\$41,616.89	950.50	\$43,398.92	\$33,158.12						
City Attorney's Office	0.00	\$0.00	\$27,439.22	0.00	\$0.00	\$29,267.65	0.00	\$0.00	\$32,297.40						
CAO	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
City Clerk	0.00	\$0.00	\$724.05	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
Controller	0.00	\$0.00	\$0.00	0.00	\$0.00	\$8,893.20	0.00	\$0.00	\$0.00						
Council	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$685.32						
Comm. Development	376.00	\$9,633.53	\$38,725.64	259.00	\$5,830.74	\$23,150.94	165.00	\$3,714.56	\$11,838.65						
Comm on Children	0.00	\$0.00	\$0.00	1,123.90	\$41,167.92	\$0.00	0.00	\$0.00	\$0.00						
Convention Center	0.00	\$0.00	\$17,743.59	0.00	\$0.00	\$15,369.31	0.00	\$0.00	\$37,907.93						
Central Affairs	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
Demolition	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
Environmental Affairs	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
El Pueblo	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
Emp. Relations	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
Emerg. Preparedness	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
Ethics Comm.	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
Fire Dept. Sworn	10,836.00	\$390,593.43	\$3,779,347.75	11,585.00	\$409,665.80	\$3,681,245.80	16,219.00	\$571,529.57	\$3,628,919.04						
Fire Dept. Civilian	2,192.50	\$66,429.10	\$48,406.35	815.00	\$24,910.53	\$28,615.34	878.00	\$26,865.90	\$45,266.96						
General Services	5,635.80	\$165,042.07	\$451,024.66	2,875.20	\$86,226.99	\$336,992.07	2,686.50	\$80,636.13	\$330,521.88						
Harbor Dept.	1,329.00	\$42,434.55	\$267,113.66	707.00	\$29,352.68	\$118,001.55	993.00	\$37,593.98	\$155,895.16						
Housing Dept.	198.00	\$8,248.09	\$37,053.57	202.00	\$8,219.17	\$7,728.61	32.00	\$1,302.05	\$34,949.50						
Human Relations	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
Info. Technology	843.00	\$29,167.13	\$62,371.06	0.00	\$0.00	\$61,288.35	515.00	\$18,963.14	\$89,096.06						
Library	56.00	\$980.03	\$25,343.07	0.00	\$0.00	\$26,439.92	165.00	\$6,140.64	\$31,771.52						
Mayor's Office	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
Neighborhood Emp.	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
Office of Finance	195.00	\$6,417.45	\$23,374.48	93.00	\$3,060.63	\$26,893.23	0.00	\$0.00	\$33,628.43						
Pensions	0.00	\$0.00	\$10,643.37	0.00	\$0.00	\$0.00	0.00	\$0.00	\$9,838.85						
Personnel Dept.	0.00	\$0.00	\$56,988.60	259.00	\$8,806.00	\$29,300.31	53.00	\$1,802.00	\$27,855.48						
Planning Dept.	0.00	\$0.00	\$2,990.40	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
Police Dept. Sworn	63,153.20	\$2,901,573.40	\$6,324,462.89	58,432.30	\$2,706,918.79	\$6,539,429.75	69,543.70	\$3,242,276.59	\$6,531,341.06						
Police Dept. Civilian	24,040.00	\$836,814.17	\$658,625.80	19,139.10	\$671,273.20	\$516,981.43	23,576.10	\$818,510.76	\$550,814.56						
PW - Accounting	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
PW - Board of	0.00	\$0.00	\$11,035.37	0.00	\$0.00	\$2,307.36	0.00	\$0.00	\$844.20						
PW - Contract Admin.	0.00	\$0.00	\$29,916.56	0.00	\$0.00	\$33,995.53	0.00	\$0.00	\$12,746.76						
PW - Engineering	417.00	\$13,821.41	\$1,357.39	552.00	\$19,763.09	\$70,056.39	533.00	\$18,272.94	\$0.00						
PW - BMES	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
PW - Sanitation	10,527.00	\$307,811.27	\$831,873.68	7,868.00	\$236,083.56	\$665,256.33	7,743.50	\$231,700.69	\$703,947.17						
PW - Street Lighting	0.00	\$0.00	\$14,268.86	4,867.00	\$152,624.31	\$10,844.85	0.00	\$0.00	\$10,436.72						
PW - Street Services	7,296.50	\$220,131.63	\$381,016.50	0.00	\$0.00	\$305,647.24	5,529.50	\$159,153.35	\$334,535.72						
Rec. & Parks	8,703.60	\$226,515.54	\$291,947.52	8,508.20	\$200,910.41	\$23,228.21	10,119.00	\$282,722.84	\$335,603.03						
Retirement (LACERS)	0.00	\$0.00	\$13,761.72	0.00	\$0.00	\$10,670.19	0.00	\$0.00	\$18,556.45						
Transportation	13,130.60	\$359,059.18	\$702,494.92	5,651.90	\$154,933.71	\$562,180.49	4,451.00	\$122,091.23	\$576,752.03						
Treasury	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
Zoo	424.00	\$11,297.55	\$59,462.00	750.00	\$14,962.28	\$29,093.07	1,369.00	\$34,332.75	\$49,562.24						
<b>TOTALS</b>	<b>162,399.30</b>	<b>\$5,945,094.37</b>	<b>\$14,958,145.89</b>	<b>137,216.10</b>	<b>\$5,167,302.78</b>	<b>\$14,220,621.77</b>	<b>158,198.20</b>	<b>\$6,061,348.88</b>	<b>\$14,397,357.10</b>	<b>0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>

TEMPORARY MODIFIED DUTY (LD) COST SAVINGS/WORKERS' COMPENSATION IOD COSTS  
FISCAL YEAR 2010-11 REPORT

Department	1st Quarter Jul - Sep (PP 1-7)			2nd Quarter Oct - Dec (PP 8-13)			3rd Quarter Jan - Mar (PP 14-20)			4th Quarter Apr - Jun (PP 21-26)			Year End Totals		
	LD Hours	IOD Saved	IOD Spent	LD Hours	IOD Saved	IOD Spent	LD Hours	IOD Saved	IOD Spent	LD Hours	IOD Saved	IOD Spent	LD Hours	IOD Saved	IOD Spent
Aging	0.00	\$0.00	\$1,956.40	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
Airports	9,465.00	\$262,577.81	\$612,450.45	5,883.50	\$157,206.83	\$618,865.77	8,231.70	\$245,101.87	\$669,664.68						
Animal Services	832.00	\$20,405.42	\$28,166.14	972.00	\$22,568.54	\$42,892.61	505.00	\$11,871.13	\$26,133.95						
Building & Safety	1,804.00	\$65,895.91	\$78,240.68	1,581.00	\$58,464.94	\$97,692.70	2,155.50	\$80,440.43	\$106,681.77						
City Attorney's Office	0.00	\$0.00	\$17,652.00	0.00	\$0.00	\$25,278.06	0.00	\$0.00	\$24,724.00						
CAO	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
City Clerk	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
Controller	0.00	\$0.00	\$39,376.69	262.00	\$17,292.00	\$19,242.96	254.00	\$17,166.93	\$0.00						
Council	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
Comm. Development	210.00	\$5,640.60	\$19,432.91	0.00	\$0.00	\$27,506.64	284.00	\$7,838.01	\$34,092.36						
Comm on Children	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
Convention Center	0.00	\$0.00	\$8,959.75	0.00	\$0.00	\$9,440.94	0.00	\$0.00	\$10,923.08						
Cultural Affairs	0.00	\$0.00	\$2,512.47	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
Disability	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
Environmental Affairs	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
El Pueblo	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
Emp. Relations	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
Emerg. Preparedness	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
Ethics Comm.	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
Fire Dept. Sworn	13,239.00	\$431,604.91	\$3,096,461.47	11,870.00	\$392,203.06	\$2,781,127.02	16,544.00	\$548,104.97	\$3,670,785.65						
Fire Dept. Civilian	1,160.50	\$32,686.82	\$35,504.45	659.50	\$19,579.61	\$28,229.68	553.00	\$17,107.29	\$24,570.17						
General Services	1,671.20	\$34,717.25	\$242,612.70	1,635.00	\$48,345.74	\$238,289.84	1,699.50	\$44,051.01	\$289,507.79						
Harbor Dept.	1,086.50	\$27,672.31	\$190,584.71	1,064.90	\$27,670.22	\$143,243.30	1,768.00	\$51,164.03	\$150,494.96						
Housing Dept.	0.00	\$0.00	\$13,804.79	0.00	\$0.00	\$0.00	0.00	\$0.00	\$11,521.43						
Human Relations	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
Info. Technology	862.20	\$27,971.67	\$27,977.86	391.70	\$12,980.04	\$5,626.38	1,181.20	\$41,846.57	\$22,685.52						
Library	0.00	\$0.00	\$4,771.11	0.00	\$0.00	\$16,482.53	40.00	\$844.80	\$39,558.23						
Mayor's Office	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
Neighborhood Emp.	0.00	\$0.00	\$12,975.72	0.00	\$0.00	\$19,576.01	0.00	\$0.00	\$11,836.55						
Office of Finance	0.00	\$0.00	\$61,881.20	0.00	\$0.00	\$55,441.87	0.00	\$0.00	\$45,492.67						
Pensions	0.00	\$0.00	\$15,277.84	0.00	\$0.00	\$10,892.87	0.00	\$0.00	\$15,229.97						
Personnel Dept.	342.00	\$13,164.15	\$7,775.50	0.00	\$0.00	\$17,246.09	0.00	\$1,084.17	\$29,391.41						
Planning Dept.	0.00	\$0.00	\$7,220.18	0.00	\$0.00	\$12,900.49	0.00	\$0.00	\$17,195.39						
Police Dept. Sworn	63,984.70	\$2,919,416.60	\$6,427,907.14	58,073.00	\$2,628,698.90	\$5,363,453.74	73,968.90	\$3,401,658.84	\$5,055,233.39						
Police Dept. Civilian	17,480.30	\$630,565.54	\$484,183.63	13,781.00	\$478,655.14	\$519,671.46	18,205.60	\$641,514.04	\$542,951.85						
PW - Accounting	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
PW - Board of	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$6,227.65						
PW - Contract Admin.	0.00	\$0.00	\$30,418.42	0.00	\$0.00	\$17,914.84	0.00	\$0.00	\$19,061.28						
PW - Engineering	256.00	\$8,836.66	\$4,253.60	269.00	\$11,379.10	\$14,763.66	109.00	\$4,470.32	\$12,769.50						
PW - BMES	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
PW - Sanitation	8,396.00	\$243,037.34	\$583,890.16	7,526.90	\$221,540.02	\$508,999.63	5,423.50	\$183,154.45	\$601,112.24						
PW - Street Lighting	181.00	\$4,005.84	\$15,677.03	0.00	\$0.00	\$12,361.98	0.00	\$0.00	\$11,333.74						
PW - Street Services	5,977.00	\$167,241.01	\$331,499.42	4,428.00	\$130,788.69	\$258,663.73	3,160.50	\$95,095.20	\$225,446.96						
Rec. & Parks	4,680.70	\$106,520.79	\$318,838.80	2,925.00	\$88,774.38	\$23,424.99	4,400.80	\$101,844.67	\$340,511.17						
Retirement (LACERS)	0.00	\$0.00	\$865.33	0.00	\$0.00	\$285.20	0.00	\$0.00	\$11,347.94						
Transportation	6,235.00	\$163,806.42	\$406,616.87	4,044.50	\$108,021.29	\$498,812.05	7,924.50	\$220,912.48	\$592,626.08						
Treasury	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
Zoo	1,445.00	\$35,692.65	\$81,630.64	2,358.50	\$60,330.79	\$47,116.59	1,445.00	\$39,629.02	\$41,843.83						
<b>TOTALS</b>	<b>139,308.10</b>	<b>\$5,199,459.70</b>	<b>\$13,191,380.06</b>	<b>117,725.50</b>	<b>\$4,464,499.29</b>	<b>\$11,735,443.63</b>	<b>147,853.70</b>	<b>\$5,754,902.23</b>	<b>\$12,660,955.21</b>	<b>0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>

**DEPARTMENTAL SUMMARY OF REASONABLE ACCOMMODATION REQUESTS  
THIRD QUARTER, FY 2011-12**

Department	# of Requests	Granted	Denied*	Pending Cases as of 3/31/12
Aging	0	0	0	0
Airports	3	1	0	6
Animal Services	1	1	1	0
Building & Safety	1	1	0	0
CAO	0	0	0	0
CDD	1	1	0	0
CERS	0	0	0	0
City Attorney	0	0	0	0
City Clerk, CLA & Mayor's Office	0	0	0	0
Controller	0	0	0	0
Convention Center	1	1	0	0
Cultural Affairs	0	0	0	0
Department on Disability	0	0	0	0
El Pueblo	0	0	0	0
Emergency Preparedness	0	0	0	0
Employee Relations	0	0	0	0
Ethics	0	0	0	0
Finance	8	4	1	9
Fire Department	1	2	0	15
General Services	5	3	1	0
Harbor	1	2	0	2
ITA	1	1	0	0
L. A. Housing	3	1	0	3
Library	1	1	0	0
Neighborhood Empowerment	0	0	0	0
P/W Board/OMES	0	0	0	1
P/W Contract Administration	0	0	0	1
P/W Engineering	0	1	0	1
P/W Sanitation	6	1	0	21
P/W Street Lighting	0	0	0	0
P/W Street Services	5	1	0	14
Pensions	1	0	0	1
Personnel	1	0	0	2
Planning	0	0	0	1
Police	8	14	0	4
Recreation & Parks	11	1	6	4
Transportation	5	4	1	4
Water & Power	19	16	0	28
Zoo	0	0	0	0
<b>TOTALS</b>	<b>83</b>	<b>57</b>	<b>10</b>	<b>117</b>

\*Denied: Following Department/Bureau's attempts to accommodate, employee forwarded to Citywide Placement, or when Public Works, then forward to Public Works, Office of Management Employee Services.

## CITYWIDE PLACEMENT EFFORTS

DEPARTMENT	FY 2011-12 3rd Quarter		
	New Searches	Resolved Placements	Pending Placement Cases as of 3/31/12
Aging	0	0	0
Airports	0	0	3
Animal Services	0	1	0
Building & Safety	0	0	0
CAO	0	0	0
CDD	0	0	0
CERS	0	0	0
City Attorney	0	0	0
City Clerk, CLA & Mayor's Office	0	0	0
Controller	0	0	0
Convention Center	0	0	1
Cultural Affairs	0	0	0
Dept On Disability	0	0	0
El Pueblo	0	0	0
Emergency Preparedness	0	0	0
Employee Relations	0	0	0
Ethics	0	0	0
Finance	0	0	0
Fire Department	0	0	1
General Services	0	1	8
Harbor	0	0	0
ITA	0	0	0
L. A. Housing	0	0	0
Library	0	0	1
Neighborhood Empowerment	0	0	0
P/W Board/OMES	0	0	0
P/W Contract Administration	0	0	0
P/W Engineering	0	0	0
P/W Sanitation	0	0	2
P/W Street Lighting	0	0	1
P/W Street Services	0	0	2
Pensions	0	0	0
Personnel	0	0	0
Planning	0	0	0
Police	0	0	0
Recreation & Parks	0	0	1
Transportation	0	0	0
Water & Power	0	0	0
Zoo	0	0	0
<b>TOTALS</b>	<b>0</b>	<b>2</b>	<b>20</b>