



REPORT
FROM

THE PERSONNEL
DEPARTMENT

TO: The Honorable Mayor and The Honorable Members of City Council	DATE January 3, 2013
REFERENCE	COUNCIL FILE 12-0230
SUBJECT: Consolidated Reasonable Accommodation Report –First Quarter FY 2012/2013	

RECOMMENDATION: Receive and file.

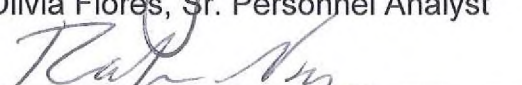
DISCUSSION: Attached is a comprehensive overview for the first quarter of FY 2012/2013 regarding the efforts of City departments in providing temporary modified duty for injured employees, reducing workers' compensation costs and reasonably accommodating employees with permanent work restrictions as 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 first quarter of FY 2012/2013, 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 2011/2012. A brief comparison of the first quarter data for FY 2012/2013 versus FY 2011/2012 shows that the current light duty hours worked decreased by 18,483; IOD saved decreased by \$337,678; and IOD spent increased by \$832,140.

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 first quarter of FY 2012/2013.

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 first quarter of FY 2012/2013.

Submitted by: 
Olivia Flores, Sr. Personnel Analyst

Approved by: 
Raelynn Napper, Section Head
EEO Section


MARGARET WHELAN,
GENERAL MANAGER

Department	1st Quarter Jul - Sep (PP 1-7)			2nd Quarter Oct - Dec (PP 8-13)			3rd Quarter Jan - Mar (PP 14-2)		
	LD Hours	IOD Saved	IOD Spent	LD Hours	IOD Saved	IOD Spent	LD Hours	IOD Saved	IOD Spent
Aging	0.00	\$0.00	\$162.30						
Airports	9,367.20	\$241,852.17	\$952,093.00						
Animal Services	2,082.90	\$53,594.78	\$52,196.30						
Building & Safety	987.00	\$45,138.93	\$65,544.04						
City Attorney's Office	0.00	\$0.00	\$63,577.47						
CAO	0.00	\$0.00	\$0.00						
City Clerk	0.00	\$0.00	\$37,762.77						
Coliseum - Sports Arena	0.00	\$0.00	\$0.00						
Controller	0.00	\$0.00	\$0.00						
Council	0.00	\$0.00	\$0.00						
Comm. Development	0.00	\$0.00	\$33,186.71						
Comm on Children	0.00	\$0.00	\$0.00						
Convention Center	0.00	\$0.00	\$10,072.83						
Legal Affairs	0.00	\$0.00	\$0.00						
Disability	0.00	\$0.00	\$0.00						
Environmental Affairs	0.00	\$0.00	\$0.00						
El Pueblo	0.00	\$0.00	\$0.00						
Emp. Relations	0.00	\$0.00	\$0.00						
Emerg. Preparedness	0.00	\$0.00	\$0.00						
Ethics Comm.	0.00	\$0.00	\$0.00						
Fire Dept. Sworn	10,840.00	\$371,889.69	\$3,533,374.23						
Fire Dept. Civilian	1,421.50	\$44,313.71	\$43,263.54						
General Services	3,465.00	\$127,739.38	\$455,701.92						
Harbor Dept.	1,271.00	\$41,276.44	\$289,601.72						
Housing Dept.	0.00	\$0.00	\$16,486.85						
Human Relations	0.00	\$0.00	\$0.00						
Info. Technology	737.50	\$26,544.31	\$74,337.48						
Library	0.00	\$0.00	\$25,968.43						
Mayor's Office	0.00	\$0.00	\$0.00						
Neighborhood Emp.	0.00	\$0.00	\$0.00						
Office of Finance	0.00	\$0.00	\$48,204.43						
Pensions	0.00	\$0.00	\$28,413.71						
Personnel Dept.	0.00	\$0.00	\$60,201.80						
Planning Dept.	0.00	\$0.00	\$766.20						
Police Dept. Sworn	63,160.10	\$2,989,894.30	\$7,291,083.62						
Police Dept. Civilian	23,511.00	\$861,980.63	\$611,744.19						
PW - Accounting	0.00	\$0.00	\$0.00						
PW - Board of	0.00	\$0.00	\$0.00						
PW - Contract Admin.	0.00	\$0.00	\$1,432.60						
PW - Engineering	301.00	\$14,285.70	\$20,837.59						
PW - BMES	0.00	\$0.00	\$0.00						
PW - Sanitation	8,371.50	\$266,027.62	\$651,604.97						
PW - Street Lighting	0.00	\$0.00	\$7,524.99						
PW - Street Services	5,165.00	\$162,111.78	\$493,123.98						
Rec. & Parks	6,056.50	\$159,992.67	\$465,505.06						
Retirement (ACERS)	0.00	\$0.00	\$2,042.84						
Transportation	6,148.00	\$172,769.40	\$424,847.41						
Treasury	0.00	\$0.00	\$0.00						
Zoo	1,031.50	\$28,004.88	\$29,623.25						
TOTALS	143,916.70	\$5,607,416.40	\$15,790,286.23	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00

Department	1st Quarter Jul - Sep (PP 1-7)			2nd Quarter Oct - Dec (PP 8-13)			3rd Quarter Jan - Mar (PP 14-2)		
	LD Hours	IOD Saved	IOD Spent	LD Hours	IOD Saved	IOD Spent	LD Hours	IOD Saved	IOD
Aging	0.00	\$0.00	\$0.00						
Airports	10,564.40	\$261,100.43	\$700,825.03						
Animal Services	694.20	\$17,075.48	\$26,445.71						
Building & Safety	1,987.50	\$70,948.93	\$61,362.47						
City Attorney's Office	0.00	\$0.00	\$27,439.22						
CAO	0.00	\$0.00	\$0.00						
City Clerk	0.00	\$0.00	\$724.05						
Controller	0.00	\$0.00	\$0.00						
Council	0.00	\$0.00	\$0.00						
Comm. Development	376.00	\$9,633.53	\$38,725.64						
Comm on Children	0.00	\$0.00	\$0.00						
Convention Center	0.00	\$0.00	\$17,743.59						
Cultural Affairs	0.00	\$0.00	\$0.00						
Disability	0.00	\$0.00	\$0.00						
Environmental Affairs	0.00	\$0.00	\$0.00						
El Pueblo	0.00	\$0.00	\$0.00						
Emp. Relations	0.00	\$0.00	\$0.00						
Emerg. Preparedness	0.00	\$0.00	\$0.00						
Ethics Comm.	0.00	\$0.00	\$0.00						
Fire Dept. Sworn	10,636.00	\$390,593.43	\$3,779,347.75						
Fire Dept. Civilian	2,192.50	\$66,429.10	\$48,406.35						
General Services	5,635.80	\$165,042.07	\$451,024.66						
Harbor Dept.	1,329.00	\$42,434.55	\$267,113.66						
Housing Dept.	198.00	\$8,248.09	\$37,053.57						
Human Relations	0.00	\$0.00	\$0.00						
Info. Technology	843.00	\$29,167.13	\$62,371.06						
Library	56.00	\$980.03	\$25,343.07						
Mayor's Office	0.00	\$0.00	\$0.00						
Neighborhood Emp.	0.00	\$0.00	\$0.00						
Office of Finance	195.00	\$6,417.45	\$23,374.48						
Pensions	0.00	\$0.00	\$10,643.37						
Personnel Dept.	0.00	\$0.00	\$56,988.60						
Planning Dept.	0.00	\$0.00	\$2,990.40						
Police Dept. Sworn	63,153.20	\$2,901,573.40	\$6,324,462.89						
Police Dept. Civilian	24,040.00	\$836,814.17	\$658,625.80						
PW - Accounting	0.00	\$0.00	\$0.00						
PW - Board of	0.00	\$0.00	\$11,035.37						
PW - Contract Admin.	0.00	\$0.00	\$29,916.56						
PW - Engineering	417.00	\$13,821.41	\$1,357.39						
PW - BMES	0.00	\$0.00	\$0.00						
PW - Sanitation	10,527.00	\$307,811.27	\$831,873.68						
PW - Street Lighting	0.00	\$0.00	\$14,268.86						
PW - Street Services	7,296.50	\$220,131.63	\$381,016.50						
Rec. & Parks	8,703.60	\$226,515.54	\$291,947.52						
Retirement (LACERS)	0.00	\$0.00	\$13,761.72						
Transportation	13,130.60	\$359,059.18	\$702,494.92						
Treasury	0.00	\$0.00	\$0.00						
Zoo	424.00	\$11,297.55	\$59,462.00						
TOTALS	162,399.30	\$5,945,094.37	\$14,958,145.88	0.00	\$0.00	\$0.00	0.00	\$0.00	

DEPARTMENTAL SUMMARY OF REASONABLE ACCOMMODATION REQUESTS
FIRST QUARTER, FY 2012-13

Department	# of Requests	Granted	Denied*	Pending Cases as of 9/30/12
Aging	0	0	0	0
Airports	6	0	0	11
Animal Services	1	0	0	1
Building & Safety	0	0	0	0
CAO	0	0	0	0
CDD	0	0	0	0
CERS	1	1	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	0	0	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	1	0	0	3
Fire Department	6	3	0	12
General Services	6	2	0	2
Harbor	1	0	0	4
ITA	2	1	0	0
L. A. Housing	1	1	0	0
Library	0	0	0	0
Neighborhood Empowerment	0	0	0	0
P/W Board/OMES	0	0	0	0
P/W Contract Administration	1	1	0	1
P/W Engineering	0	0	0	2
P/W Sanitation	0	1	0	18
P/W Street Lighting	0	0	0	0
P/W Street Services	7	1	1	6
Pensions	0	0	0	0
Personnel	0	0	0	0
Planning	0	0	0	2
Police	3	1	0	5
Recreation & Parks	12	4	6	3
Transportation	6	3	0	20
Water & Power	23	19	0	30
Zoo	0	0	0	0
TOTALS	77	38	7	120

*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 2012-13 1st Quarter		
	New Searches	Resolved Placements	Pending Placement Cases as of 9/30/12
Aging	0	0	0
Airports	0	0	2
Animal Services	0	0	1
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	6
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	0
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
TOTALS	0	1	17