



REPORT
FROM

THE PERSONNEL
DEPARTMENT

TO: The Honorable Mayor and The Honorable Members of City Council	DATE March 4, 2014
REFERENCE	COUNCIL FILE 13-1671
SUBJECT: Consolidated Reasonable Accommodation Report –Second Quarter FY 2013/2014	

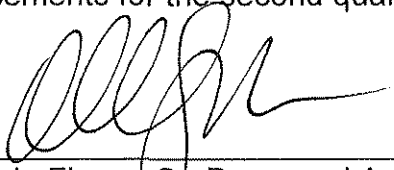
RECOMMENDATION: Receive and file.

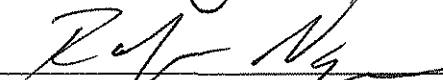
DISCUSSION: Attached is a comprehensive overview for the second quarter of FY 2013/2014 regarding the efforts of City departments in providing temporary modified duty for injured employees, reducing workers' compensation costs and reasonably accommodating employees with permanent work restrictions as 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 second quarter of FY 2013/2014, 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 2012/2013. A brief comparison of the second quarter data for FY 2013/2014 versus FY 2012/2013 shows that the current light duty hours worked decreased by 8,475; IOD saved decreased by \$257,351; and IOD spent decreased by \$90,932.

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 second quarter of FY 2013/2014.

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 second quarter of FY 2013/2014.

Submitted by: 
Olivia Flores, Sr. Personnel Analyst

Approved by: 
Raelynn Mapper, Division Manager
EEO, Employee Development, & ODCR Division


MARGARET WHELAN,
GENERAL MANAGER

TEMPORARY MODIFIED DUTY (LD) COST SAVINGS/WORKERS' COMPENSATION IOD COSTS
FISCAL YEAR 2013-14 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 21-27)			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 Spent
Aging	0.00	\$0.00	\$0.00	0	\$0	\$0.00								
Altofts	10,052.50	\$283,080.51	\$1,083,809.54	9,185.50	\$272,779.48	\$836,310.97								
Animal Services	1,767.70	\$47,046.72	\$71,036.92	1,302.10	\$33,286.37	\$82,757.03								
Building & Safety	940.00	\$46,603.03	\$159,565.62	633.00	\$31,877.24	\$125,040.15								
City Attorney's Office	0.00	\$0.00	\$80,311.38	0.00	\$0.00	\$67,036.05								
CAO	0.00	\$0.00	\$4,712.22	0.00	\$0.00	\$0.00								
City Clerk	0.00	\$0.00	\$92.57	0.00	\$0.00	-\$0.15								
Codebook - Sports Admin	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00								
Controller	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00								
Council	0.00	\$0.00	\$0.00	0.00	\$0.00	\$28,259.33								
Comm. Development	207.00	\$4,819.48	\$28,856.47	0.00	\$0.00	\$0.00								
Comm on Children	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00								
Convention Center	0.00	\$0.00	\$1,033.68	0.00	\$0.00	\$201.78								
Cultural Affairs	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								
Environmental Affairs	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								
Emp. Relations	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00								
Emp. Preparedness	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								
Fire Dept. Sworn	6,676.00	\$273,399.97	\$3,224,601.47	6,341.00	\$273,356.81	\$3,259,456.04								
Fire Dept. Civilian	1,108.50	\$28,826.30	\$38,478.63	1,620.00	\$46,422.96	\$25,632.89								
General Services	7,358.50	\$237,836.14	\$343,985.98	4,892.80	\$158,634.23	\$259,641.78								
Harbor Dept.	986.00	\$28,076.02	\$20,655.07	1,591.00	\$45,789.51	\$146,674.46								
Housing Dept.	0.00	\$0.00	\$26,240.81	0.00	\$0.00	\$24,587.79								
Human Relations	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00								
Info. Technology	1,260.60	\$45,194.52	\$29,188.25	982.10	\$29,303.97	\$8,796.87								
Library	341.50	\$11,877.32	\$41,576.92	127.00	\$4,182.65	\$21,688.58								
Mayor's Office	0.00	\$0.00	\$0.00	0.00	\$0.00	\$2,889.18								
Neighborhood Eng.	0.00	\$0.00	\$102,459.15	0.00	\$0.00	\$85,888.13								
Office of Finance	0.00	\$0.00	\$40,767.31	0.00	\$0.00	\$22,362.94								
Pensions	0.00	\$0.00	\$23,886.39	0.00	\$0.00	\$85,217.07								
Personnel Dept.	308.00	\$10,883.96	\$2,399.85	0.00	\$0.00	\$0.00								
Planning Dept.	0.00	\$0.00	\$6,988.02	0.00	\$0.00	\$0.00								
Police Dept. Sworn	71,858.80	\$3,409,032.77	\$6,988,023.87	48,428.00	\$2,244,700.48	\$5,850,552.83								
Police Dept. Civilian	28,318.60	\$1,061,438.30	\$1,009,248.56	23,379.50	\$803,242.07	\$772,048.89								
PW - Accounting	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								
PW - Contract Admin.	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00								
PW - Engineering	54.00	\$2,742.66	\$18,646.50	0.00	\$0.00	\$15,944.50								
PW - BIMES	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00								
PW - Sanitation	4,040.50	\$129,214.47	\$804,735.93	4,836.00	\$159,731.78	\$614,347.39								
PW - Street Lighting	28.00	\$826.83	\$4,359.76	0.00	\$0.00	\$7,910.33								
PW - Street Services	4,846.50	\$141,812.83	\$368,921.95	4,781.00	\$150,050.31	\$325,475.92								
Rec. & Parks	5,547.10	\$148,841.17	\$363,707.87	4,774.50	133,202.74	\$319,870.81								
Retirement (LACERS)	0.00	\$0.00	\$1,841.94	0.00	\$0.00	\$0.00								
Transportation	5,753.80	\$178,495.23	\$27,639.55	3,641.00	\$111,670.98	\$445,426.78								
Treasury	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00								
Zoo	932.50	\$26,270.62	\$18,633.13	780.00	\$20,638.15	\$23,298.69								
TOTALS	162,183.90	\$6,116,468.97	\$15,307,483.32	115,294.50	\$4,617,867.90	\$13,456,898.90	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00

TEMPORARY MODIFIED DUTY (LD) COST SAVINGS/WORKERS' COMPENSATION IOD COSTS
FISCAL YEAR 2012-13 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 21-27)		Year End Totals	
	LD Hours	IOD Saved	LD Hours	IOD Saved	LD Hours	IOD Saved	LD Hours	IOD Saved	IOD Saved	IOD Spent
Aging	0.00	\$0.00	0.00	\$0.00	0.00	\$0.00	0.00	\$0.00		
Airports	9,367.20	\$241,892.17	6,044.20	\$158,697.76		\$0.00		\$0.00		
Animal Services	2,082.90	\$53,994.78	1,508.30	\$38,001.09		\$0.00		\$0.00		
Building & Safety	987.00	\$45,138.93	685.00	\$31,490.78		\$0.00		\$0.00		
City Attorney's Office	0.00	\$0.00	0.00	\$0.00		\$0.00		\$0.00		
CAO	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		
Coliseum - Sports Arena	0.00	\$0.00	0.00	\$0.00		\$0.00		\$0.00		
Controller	0.00	\$0.00	0.00	\$0.00		\$0.00		\$0.00		
Council	0.00	\$0.00	0.00	\$0.00		\$0.00		\$0.00		
Comm. Development	0.00	\$0.00	0.00	\$0.00		\$0.00		\$0.00		
Comm. on Children	0.00	\$0.00	0.00	\$0.00		\$0.00		\$0.00		
Convention Center	0.00	\$0.00	0.00	\$0.00		\$0.00		\$0.00		
Cultural Affairs	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		
Environmental Affairs	0.00	\$0.00	0.00	\$0.00		\$0.00		\$0.00		
El Pueblo	0.00	\$0.00	121.00	\$5,207.27		\$0.00		\$1,700.76		
Emp. Relations	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		
Ethics Comm.	0.00	\$0.00	0.00	\$0.00		\$0.00		\$0.00		
Fire Dept. Sworn	10,840.00	\$371,869.69	7,729.00	\$256,585.49		\$2,953,602.58		\$0.00		
Fire Dept. Civilian	1,421.50	\$44,313.71	1,694.50	\$51,484.23		\$27,164.42		\$0.00		
General Services	3,465.00	\$127,729.39	2,293.50	\$89,381.03		\$312,197.05		\$0.00		
Harbor Dept.	1,271.00	\$41,276.44	343.00	\$16,526.51		\$234,518.89		\$0.00		
Housing Dept.	0.00	\$0.00	0.00	\$0.00		\$11,464.49		\$0.00		
Human Relations	0.00	\$0.00	0.00	\$0.00		\$0.00		\$0.00		
Info. Technology	737.50	\$26,544.31	412.40	\$17,138.57		\$36,114.54		\$0.00		
Library	0.00	\$0.00	0.00	\$0.00		\$27,538.53		\$0.00		
Mayor's Office	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		
Office of Finance	0.00	\$0.00	0.00	\$0.00		\$25,650.97		\$0.00		
Parsons	0.00	\$0.00	0.00	\$28,413.71		\$15,145.09		\$0.00		
Personnel Dept.	0.00	\$0.00	106.00	\$3,884.16		\$83,682.21		\$0.00		
Planning Dept.	0.00	\$0.00	0.00	\$0.00		\$0.00		\$0.00		
Police Dept. Sworn	63,160.10	\$2,989,894.30	61,630.40	\$2,874,392.97		\$6,519,800.20		\$0.00		
Police Dept. Civilian	23,511.00	\$861,980.63	21,072.00	\$748,833.36		\$593,048.01		\$0.00		
PW - Accounting	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		
PW - Comm. Admin	0.00	\$0.00	0.00	\$0.00		\$0.00		\$0.00		
PW - Engineering	301.00	\$14,285.70	0.00	\$0.00		\$19,065.70		\$0.00		
PW - BMES	0.00	\$0.00	0.00	\$0.00		\$0.00		\$0.00		
PW - Sanitation	8,371.50	\$286,027.62	5,337.00	\$175,690.01		\$620,821.35		\$0.00		
PW - Street Lighting	0.00	\$0.00	0.00	\$0.00		\$4,419.27		\$0.00		
PW - Street Services	5,166.00	\$162,111.78	3,943.00	\$125,109.87		\$361,177.83		\$0.00		
Rec. & Parks	6,056.50	\$199,992.67	7,018.50	\$179,695.84		\$338,491.94		\$0.00		
Retirement (LACERS)	0.00	\$0.00	0.00	\$0.00		\$0.00		\$0.00		
Transportation	6,148.00	\$172,769.40	3,163.20	\$88,504.70		\$347,805.88		\$0.00		
Treasury	0.00	\$0.00	0.00	\$0.00		\$0.00		\$0.00		
Zoo	1,031.50	\$28,004.88	448.00	\$14,815.05		\$12,351.82		\$0.00		
TOTALS	143,916.70	\$5,607,416.40	123,770.00	\$4,876,208.63		\$13,547,829.12		\$0.00		\$0.00

**DEPARTMENTAL SUMMARY OF REASONABLE ACCOMMODATION REQUESTS
SECOND QUARTER, FY 2013-14**

Department	# of Requests	Granted	Denied*	Pending Cases as of 12/31/13
Aging	0	0	0	0
Airports	7	0	0	11
Animal Services	0	0	0	0
Building & Safety	1	0	0	1
CAO	0	1	0	0
CERS	1	1	0	0
City Attorney	0	0	0	0
City Clerk, CLA & Mayor's Office	0	0	0	1
Controller	0	0	0	0
Convention Center	0	0	0	1
Cultural Affairs	0	0	0	0
Department on Disability	0	0	0	1
Economic & Workforce Development	0	0	0	0
El Pueblo	0	0	0	0
Emergency Management	0	0	0	0
Employee Relations	0	0	0	0
Ethics	0	0	0	0
Finance	1	0	0	1
Fire Department	3	4	0	7
General Services	4	1	3	3
Harbor	1	0	0	2
ITA	1	2	0	1
L. A. Housing & Community Investment	0	1	0	2
Library	0	0	0	0
Neighborhood Empowerment	0	0	0	0
P/W Board	0	0	0	0
P/W Contract Administration	0	0	0	2
P/W Engineering	0	0	0	0
P/W Sanitation	2	0	0	9
P/W Street Lighting	0	0	0	0
P/W Street Services	7	4	0	15
P/W Personnel-Liaison Services Bureau, Group 1	0	0	0	1
Pensions	1	0	0	1
Personnel	6	5	0	5
Planning	4	3	0	0
Police	4	1	0	12
Recreation & Parks	6	3	0	15
Transportation	3	13	0	21
Water & Power	25	23	0	29
Zoo	0	0	0	0
TOTALS	77	62	3	141

*Denied: Following Department/Bureau's attempts to accommodate, employee forwarded to Citywide Placement, or when Public Works, then forward to Personnel Department, Liaison Services Bureau, Group 1.

CITYWIDE PLACEMENT EFFORTS

DEPARTMENT	FY 2013-14 Second Quarter		
	New Searches	Resolved Placements	Pending Placement Cases as of 12/31/13
Aging	0	0	0
Airports	0	0	1
Animal Services	0	0	0
Building & Safety	0	0	0
CAO	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
Economic & Workforce Development	0	0	0
El Pueblo	0	0	0
Emergency Management	0	0	0
Employee Relations	0	0	0
Ethics	0	0	0
Finance	0	0	0
Fire Department	0	0	0
General Services	1	0	6
Harbor	0	0	0
ITA	0	0	0
L. A. Housing & Community Investment	0	0	0
Library	0	0	1
Neighborhood Empowerment	0	0	0
P/W Board	0	0	0
P/W Contract Administration	0	0	0
P/W Engineering	0	0	0
P/W Sanitation	0	0	1
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	1	0	13