



REPORT
FROM

THE PERSONNEL
DEPARTMENT

TO: The Honorable Mayor and The Honorable Members of City Council	DATE April 17, 2015
REFERENCE	COUNCIL FILE 15-0064
SUBJECT: Consolidated Reasonable Accommodation Report – Second Quarter FY 2014/2015	

RECOMMENDATION: Receive and file.

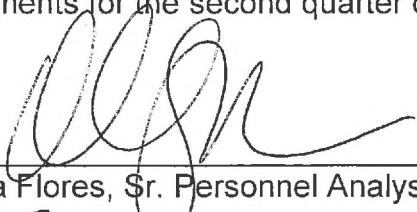
DISCUSSION: Attached is a comprehensive overview for the second quarter of FY 2014/2015 regarding the efforts of City departments in providing temporary modified duty for injured employees, reducing workers' compensation costs and reasonably accommodating employees with permanent work restrictions as 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 2014/2015, 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 2014/2015. A brief comparison of the second quarter data for FY 2014/2015 versus FY 2013/2014 shows that the current light duty hours worked decreased by 661; IOD saved increased by \$209,525; and IOD spent increased by \$772,041.

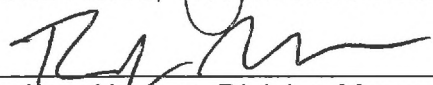
Attachment 2 is a report from the Equal Employment Opportunity and Employee Development Division, in compliance with Executive Directive No. PE-1. This report shows the number of reasonable accommodation requests made and the number of requests granted by departments for the second quarter of FY 2014/2015.

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 2014/2015.

Submitted by:


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Approved by:


Raelynn Napper, Division Manager
EEO, Employee Development, & ODCR Division


WENDY MACY
GENERAL MANAGER