



REPORT
FROM

THE PERSONNEL
DEPARTMENT

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

RECOMMENDATION: Receive and file.

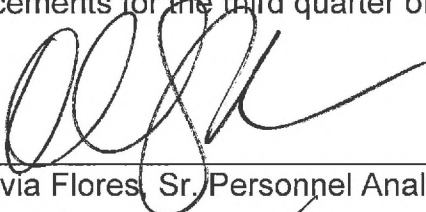
DISCUSSION: Attached is a comprehensive overview for the third quarter of FY 2014/2015 regarding the efforts of City departments in providing temporary modified duty for injured employees, reducing workers' compensation costs and reasonably accommodating employees with permanent work restrictions as 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 third 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 third quarter data for FY 2014/2015 versus FY 2013/2014 shows that the current light duty hours worked decreased by 17,784; IOD saved decreased by \$556,276; and IOD spent increased by \$1,707,811.

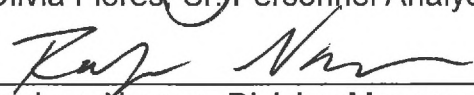
Attachment 2 is a report from the Equal Employment Opportunity and Employee Development Division, in compliance with Executive Directive No. PE-1. This report shows the number of reasonable accommodation requests made and the number of requests granted by departments for the third quarter of FY 2014/2015.

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 third quarter of FY 2014/2015.

Submitted by:


Olivia Flores, Sr. Personnel Analyst

Approved by:


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


WENDY MACY
GENERAL MANAGER

TEMPORARY MODIFIED DUTY (LD) COST SAVINGS/WORKERS' COMPENSATION IOD COSTS
FISCAL YEAR 2014-15 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 Saved	IOD Spent
Aging	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
Airports	10,646.80	\$314,300.97	\$1,096,589.14	9,003.50	\$265,164.21	\$908,311.71	15,010.90	\$453,291.72	\$1,089,977.97						
Animal Services	1,782.00	\$48,369.53	\$101,987.02	771.40	\$20,681.95	\$88,167.11	1,370.40	\$37,313.66	\$139,662.21						
Building & Safety	1,775.00	\$77,713.26	\$77,351.47	1,339.50	\$59,341.09	\$35,271.57	1,794.50	\$81,260.73	\$128,604.82						
CAO	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
City Attorney's Office	0.00	\$0.00	\$78,754.06	0.00	\$0.00	\$30,929.69	0.00	\$0.00	\$60,153.35						
City Clerk	0.00	\$0.00	\$0.00	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	0.00	\$0.00	\$0.00						
Comm on Children	0.00	\$0.00	\$0.00	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	0.00	\$0.00	\$0.00						
Convention Center	0.00	\$0.00	\$0.00	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	0.00	\$0.00	\$0.00						
Cultural Affairs	0.00	\$0.00	\$0.00	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						
Economic & Workforce Dev	0.00	\$0.00	\$50,887.40	0.00	\$0.00	\$14,395.46	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						
Emerg. Preparedness	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
Employee Relations Board	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						
Environmental Affairs	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
Fire Dept. Sworn	6,421.00	\$256,707.11	\$4,206,845.95	7,950.00	\$330,359.62	\$3,372,683.50	11,650.00	\$485,429.59	\$4,095,679.88						
Fire Dept. Civilian	796.50	\$29,391.91	\$26,426.73	269.00	\$11,115.85	\$0.02	618.50	\$27,543.42	\$11,186.19						
General Services	4,475.00	\$151,330.42	\$450,729.93	3,847.50	\$126,953.78	\$273,377.28	3,583.00	\$127,490.09	\$373,783.46						
Harbor Dept.	2,242.00	\$80,123.05	\$280,358.80	1,649.00	\$74,680.68	\$305,690.35	1,929.00	\$81,654.72	\$271,341.92						
Housing Dept.	0.00	\$0.00	\$52,745.13	0.00	\$0.00	\$108,777.11	0.00	\$0.00	\$74,832.48						
Human Relations	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
Info. Technology	402.90	\$12,456.17	\$1,572.58	59.70	\$1,845.71	\$1,252.27	0.00	\$0.00	\$0.00						
Library	0.00	\$0.00	\$18,482.20	0.00	\$0.00	\$22,556.01	0.00	\$0.00	\$16,720.62						
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	\$21,445.15						
Office of Finance	200.00	\$7,414.56	\$53,757.56	640.80	\$23,012.74	\$149,427.75	234.50	\$8,467.99	\$73,577.04						
Pensions	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
Personnel Dept.	0.00	\$0.00	\$4,560.12	0.00	\$0.00	\$7,012.23	0.00	\$0.00	\$40,492.74						
Planning Dept.	0.00	\$0.00	\$7,266.59	0.00	\$0.00	\$27,848.58	0.00	\$0.00	\$3,163.22						
Police Dept. Sworn	57,250.30	\$2,831,592.41	\$7,626,684.76	49,919.00	\$2,479,751.53	\$6,402,144.98	55,289.30	\$2,752,943.65	\$7,457,979.35						
Police Dept. Civilian	24,392.90	\$957,283.34	\$758,933.35	21,065.40	\$846,348.07	\$734,882.98	26,052.80	\$1,018,004.63	\$725,004.60						
PW - Board of	0.00	\$0.00	\$7,346.08	0.00	\$0.00	\$0.00	0.00	\$0.00	\$51,993.21						
PW - Contract Adm.	0.00	\$0.00	\$23,541.34	0.00	\$0.00	\$20,874.95	0.00	\$0.00	\$17,994.19						
PW - Engineering	0.00	\$0.00	\$31,166.66	0.00	\$0.00	\$19,955.43	0.00	\$0.00	\$30,841.49						
PW - Sanitation	4,680.50	\$168,034.10	\$597,794.54	5,560.50	\$197,569.84	\$396,849.10	5,266.00	\$179,606.07	\$664,023.43						
PW - Street Lighting	0.00	\$0.00	\$5,465.84	3,229.00	\$113,092.57	\$3,612.81	98.00	\$3,005.55	\$0.00						
PW - Street Services	4,893.80	\$164,674.58	\$336,729.20	0.00	\$0.00	\$287,968.31	2,700.00	\$93,574.55	\$238,901.18						
Rec. & Parks	7,323.10	\$198,358.39	\$436,958.72	4,984.50	\$141,731.21	\$366,215.35	2,652.50	\$73,582.68	\$353,331.90						
Retirement (LACERS)	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
Transportation	5,338.00	\$166,520.42	\$704,731.66	3,512.00	\$111,889.91	\$630,686.72	4,137.70	\$139,147.83	\$734,225.23						
Treasurer	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
Zoo	687.40	\$23,650.21	\$32,091.94	833.00	\$23,844.37	\$20,046.32	216.00	\$6,597.57	\$55,990.18						
TOTALS	133,307.20	\$6,487,920.43	\$17,069,758.67	114,633.80	\$4,827,383.13	\$14,228,937.55	132,683.10	\$5,578,914.43	\$16,728,906.91	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00

TEMPORARY MODIFIED DUTY (LD) COST SAVINGS/WORKERS' COMPENSATION IOD COSTS
FISCAL YEAR 2013-14 REPORT

partment	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 Saved	IOD Spent
Aging	0.00	\$0.00	\$0.00	0	\$0	\$0.00	0.00	\$0.00	\$0.00						
Airports	10,052.50	\$283,080.51	\$1,083,809.54	9,185.50	\$272,779.49	\$836,310.97	12,374.00	\$354,197.62	\$899,504.47						
Animal Services	1,767.70	\$47,046.72	\$71,036.92	1,302.10	\$33,286.37	\$82,757.03	4,003.10	\$110,959.66	\$91,276.81						
Building & Safety	940.00	\$46,603.03	\$159,565.62	633.00	\$31,877.24	\$125,040.15	1,739.00	\$68,402.35	\$124,512.22						
City Attorney's Office	0.00	\$0.00	\$80,311.38	0.00	\$0.00	\$67,036.09	0.00	\$0.00	\$78,747.11						
CAO	0.00	\$0.00	\$4,712.22	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
City Clerk	0.00	\$0.00	\$82.57	0.00	\$0.00	-\$0.15	0.00	\$0.00	\$0.00						
Coliseum - Sports Arena	0.00	\$0.00	\$0.00	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	0.00	\$0.00	\$4,219.37						
Council	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
Comm. Development	207.00	\$4,919.58	\$29,655.47	0.00	\$0.00	\$28,258.33	0.00	\$0.00	\$55,358.22						
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	\$1,033.68	0.00	\$0.00	\$201.78	0.00	\$0.00	\$0.00						
Cultural Affairs	0.00	\$0.00	\$0.00	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	6,676.00	\$273,399.97	\$3,224,601.47	6,341.00	\$273,356.81	\$3,259,458.04	9,789.00	\$397,532.78	\$3,725,587.13						
Fire Dept. Civilian	1,108.50	\$28,926.30	\$38,478.60	1,620.00	\$45,422.98	\$25,632.89	2,314.00	\$74,935.44	\$27,806.08						
General Services	7,358.50	\$237,836.14	\$345,985.98	4,892.80	\$158,634.23	\$269,941.79	3,915.50	\$127,280.25	\$354,045.28						
Harbor Dept	986.00	\$28,016.02	\$204,653.07	1,591.00	\$45,780.61	\$146,674.40	3,204.00	\$120,744.16	\$182,286.24						
Housing Dept.	0.00	\$0.00	\$26,240.61	0.00	\$0.00	\$24,587.79	0.00	\$0.00	\$21,141.24						
Human Relations	0.00	\$0.00	\$0.00	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	785.00	\$24,334.89	\$0.00						
Library	341.50	\$11,877.32	\$41,576.92	127.00	\$4,182.69	\$21,968.59	435.50	\$11,798.36	\$26,740.94						
Mayor's Office	0.00	\$0.00	\$0.00	0.00	\$0.00	\$2,089.16	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	0.00	\$0.00	\$102,459.15	0.00	\$0.00	\$85,888.13	0.00	\$0.00	\$81,882.19						
Pensions	0.00	\$0.00	\$40,767.31	0.00	\$0.00	\$22,362.94	0.00	\$0.00	\$15,684.12						
Personnel Dept.	308.00	\$10,893.98	\$23,886.39	0.00	\$0.00	\$85,217.07	0.00	\$0.00	\$50,301.01						
Planning Dept	0.00	\$0.00	\$2,398.65	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
Police Dept. Sworn	71,858.80	\$3,409,032.77	\$6,988,023.87	46,428.00	\$2,244,700.48	\$5,850,352.83	62,028.90	\$3,024,657.65	\$6,698,225.57						
Police Dept. Civilian	28,318.60	\$1,061,436.30	\$1,009,248.56	23,379.50	\$903,242.07	\$772,048.89	29,293.20	\$1,144,371.71	\$781,027.42						
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	\$0.00						
PW - Contract Admin.	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$1,348.14						
PW - Engineering	54.00	\$2,742.66	\$18,646.50	0.00	\$0.00	\$15,944.50	0.00	\$0.00	\$18,673.12						
PW - BMES	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
PW - Sanitation	4,040.50	\$129,214.47	\$604,735.91	4,836.00	\$159,731.78	\$814,347.39	5,257.90	\$184,683.62	\$600,724.92						
PW - Street Lighting	26.00	\$826.83	-\$4,359.76	0.00	\$0.00	\$7,910.33	0.00	\$0.00	\$0.00						
PW - Street Services	4,646.50	\$141,812.85	\$368,921.95	4,781.00	\$150,050.31	\$325,476.92	4,252.00	\$149,477.93	\$321,766.83						
Rec. & Parks	5,547.10	\$148,841.17	\$363,707.87	4,774.50	\$133,202.74	\$319,870.81	7,124.00	\$213,683.17	\$310,495.81						
Retirement (LACERS)	0.00	\$0.00	\$1,841.94	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
Transportation	5,753.60	\$178,495.23	\$427,639.55	3,641.00	\$111,670.98	\$445,426.76	3,209.50	\$101,046.83	\$515,182.72						
Treasury	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00						
Zoo	932.50	\$26,270.62	\$18,633.13	780.00	\$20,635.15	\$23,298.60	912.50	\$27,084.30	\$34,557.67						
TOTALS	152,183.90	\$6,116,468.97	\$15,307,483.32	116,294.60	\$4,617,857.90	\$13,456,896.90	150,637.10	\$6,135,190.72	\$15,021,094.63	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00

**DEPARTMENTAL SUMMARY OF REASONABLE ACCOMMODATION REQUESTS
THIRD QUARTER FY 2014/15**

Department	# of Requests	Granted	Denied	Pending
Aging	0	0	0	0
Airports	7	0	0	21
Animal Services	0	0	0	2
Building & Safety	0	0	0	0
CAO	0	0	0	0
CERS	1	1	0	0
City Attorney	0	0	0	0
City Clerk, CLA & Mayor's Office	1	2	0	0
Controller	0	0	0	0
Convention Center	0	0	0	0
Cultural Affairs	0	0	0	0
Dept On Disability	0	0	0	0
Economic & Workforce Development	1	1	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	2	1	0	5
Fire Department	0	2	0	3
General Services	2	1	1	11
Harbor	0	0	0	2
ITA	0	0	0	0
L. A. Housing & Community Investment	1	1	0	2
Library	0	0	0	1
Neighborhood Empowerment	0	0	0	0
P/W Board	0	0	0	0
P/W Contract Administration	0	0	0	1
P/W Engineering	0	0	0	0
P/W Sanitation	4	1	0	12
P/W Street Lighting	0	0	0	0
P/W Street Services	1	5	1	5
P/W-Personnel-Liaison Services Bureau, Group 1	0	0	0	1
Pensions	0	0	0	0
Personnel	5	4	0	6
Planning	1	1	0	0
Police	8	5	0	28
Recreation & Parks	0	0	0	15
Transportation	3	3	0	28
Water & Power	38	27	0	28
Zoo	1	1	0	0
TOTALS	76	56	2	171

*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
Fiscal Year 2014/15
3rd Quarter

DEPARTMENT	New Searches	Accepted	Denied	Resolved Placements	Pending Placement Cases as of 12/31/2014
Aging	0	0	0	0	0
Airports	0	0	0	0	1
Animal Services	0	0	0	0	0
Building & Safety	0	0	0	0	0
CAO	0	0	0	0	0
CERS	0	0	0	0	0
City Attorney	0	0	0	0	0
City Clerk, CLA & Mayor's Office	0	0	0	0	0
Controller	0	0	0	0	0
Convention Center	0	0	0	0	1
Cultural Affairs	0	0	0	0	0
Dept On Disability	0	0	0	0	0
Economic & Workforce Development	0	0	0	0	0
El Pueblo	0	0	0	0	0
Emergency Management	0	0	0	0	0
Employee Relations	0	0	0	0	0
Ethics	0	0	0	0	0
Finance	0	0	0	0	0
Fire Department	0	0	0	0	1
General Services	1	1	0	3	8
Harbor	0	0	0	0	1
ITA	0	0	0	0	0
L. A. Housing& Community Investment	0	0	0	0	0
Library	0	0	0	0	1
Neighborhood Empowerment	0	0	0	0	0
P/W Board/OMES	0	0	0	0	0
P/W Contract Administration	0	0	0	0	0
P/W Engineering	0	0	0	0	0
P/W Sanitation	0	0	0	0	1
P/W Street Lighting	0	0	0	0	0
P/W Street Services	0	0	0	1	1
P/W Personnel-Liaison Services Bureau, Group 1	0	0	0	0	0
Pensions	0	0	0	0	0
Personnel	0	0	0	0	0
Planning	0	0	0	0	0
Police	0	0	0	0	0
Recreation & Parks	0	0	0	0	0
Transportation	0	0	0	0	0
Water & Power	0	0	0	0	0
Zoo	0	0	0	0	0
TOTALS	1	1	0	4	15