

REPORT
FROM



THE PERSONNEL
DEPARTMENT

TO: The Honorable Mayor and The Honorable Members of City Council

DATE
April 7, 2016

REFERENCE

COUNCIL FILE
15-0064

SUBJECT: Consolidated Reasonable Accommodation Report – Second Quarter FY 2015/2016

RECOMMENDATION: Receive and file.

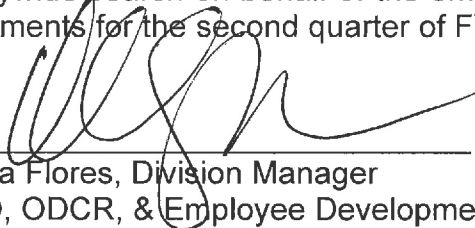
DISCUSSION: Attached is a comprehensive overview for the second quarter of FY 2015/2016 regarding the efforts of City departments in providing temporary modified duty for injured employees, reducing workers' compensation costs and reasonably accommodating employees with permanent work restrictions as 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 2015/2016, 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 2015/2016. A brief comparison of the second quarter data for FY 2015/2016 versus FY 2014/2015 shows that the current light duty hours worked increased by 14,966.40; IOD saved increased by \$469,125; and IOD spent decreased by \$133,903.

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, the number of requests granted by departments, and the types of reasonable accommodations provided for the second quarter of FY 2015/2016.

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 2015/2016.

Submitted by:


Olivia Flores, Division Manager
EEO, ODCR, & Employee Development Division

Approved by:


WENDY MACY
GENERAL MANAGER

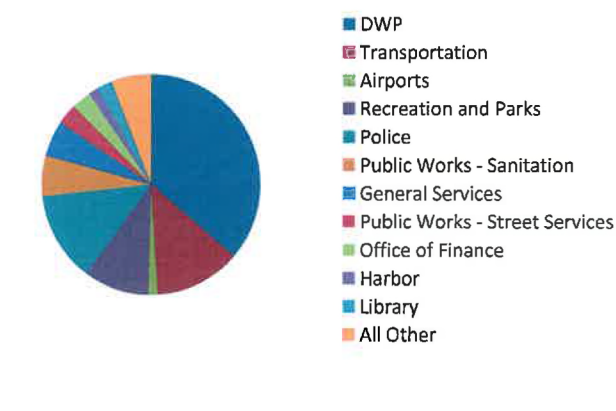
TEMPORARY MODIFIED DUTY (LD) COST SAVINGS/WORKERS' COMPENSATION IOD COSTS
FISCAL YEAR 2015-16 REPORT

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	\$16,275.98	0.00	\$0.00	\$0.00									
Airports	19,681.00	\$653,550.66	\$1,094,661.76	15,785.00	\$541,102.36	\$753,807.78									
Animal Services	2,368.00	\$63,840.06	\$69,663.88	1,239.70	\$33,450.17	\$80,357.89									
Building & Safety	2,319.00	\$101,791.52	\$102,309.45	1,927.00	\$86,398.30	\$83,112.17									
CAO	0.00	\$0.00	\$13,255.35	0.00	\$0.00	\$12,282.31									
City Attorney's Office	2,423.00	\$116,189.34	\$93,202.67	1,314.50	\$84,950.91	\$46,940.74									
City Clerk	0.00	\$0.00	\$0.00	0.00	\$0.00	\$12,771.88									
Coliseum - Sports Arena	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									
Controller	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									
Council	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									
Economic & Workforce Dev	0.00	\$0.00	\$14,695.85	45.00	\$2,265.75	\$2,550.99									
El Pueblo	2.00	\$31.64	\$0.00	-1.00	\$15.82	\$0.00									
Emerg. Preparedness	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									
Ethics Comm.	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									
Fire Dept. Sworn	8,518.00	\$342,364.17	\$3,734,730.07	4,413.00	\$186,109.21	\$3,660,140.99									
Fire Dept. Civilian	514.00	\$19,350.50	\$113,525.88	913.50	\$32,489.57	\$70,055.75									
General Services	5,215.00	\$174,632.09	\$221,383.04	5,098.50	\$176,547.99	\$208,065.22									
Harbor Dept.	3,749.00	\$127,976.33	\$173,490.86	2,011.00	\$66,235.52	\$157,634.16									
Housing and Community Inv	0.00	\$0.00	\$120,571.82	0.00	\$0.00	\$78,289.95									
Human Relations	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00									
Info. Technology	131.00	\$5,426.02	\$20,157.80	0.00	\$0.00	\$72,253.81									
Library	118.00	\$4,636.22	\$27,780.81	86.00	\$2,177.06	\$0.00									
Mayor's Office	0.00	\$0.00	\$0.00	0.00	\$0.00	\$21,307.39									
Neighborhood Emp.	0.00	\$0.00	\$0.00	0.00	\$0.00	\$17,471.36									
Office of Finance	0.00	\$0.00	\$41,372.86	0.00	\$0.00	\$34,885.32									
Pensions	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00									
Personnel Dept.	9.00	\$298.44	\$45,306.58	0.00	\$0.00	\$60,142.02									
Planning Dept.	0.00	\$0.00	\$20,910.93	0.00	\$0.00	\$3,840.32									
Police Dept. Sworn	52,179.00	\$2,547,460.95	\$6,848,530.80	50,113.80	\$2,448,899.85	\$6,865,899.93									
Police Dept. Civilian	24,902.00	\$970,999.56	\$736,558.53	23,900.30	\$915,858.37	\$498,879.21									
PW - Board of	0.00	\$0.00	\$21,600.68	0.00	\$0.00	\$6,106.36									
PW - Contract Admin	0.00	\$0.00	\$21,786.95	0.00	\$0.00	\$26,087.79									
PW - Engineering	79.00	\$3,188.04	\$1,434.59	0.00	\$8.05	\$5,350.95									
PW - Sanitation	10,433.00	\$356,818.87	\$943,444.46	9,676.30	\$320,347.45	\$574,411.75									
PW - Street Lighting	73.00	\$2,601.01	\$5,152.29	26.00	\$625.04	\$5,393.10									
PW - Street Services	3,929.00	\$129,844.89	\$298,878.99	2,410.00	\$81,826.22	\$165,106.33									
Rec. & Parks	6,215.00	\$161,916.73	\$251,366.68	5,788.80	\$154,658.69	\$231,327.76									
Retirement (LACERS)	107.00	\$4,647.01	\$1,392.63	333.80	\$14,497.27	\$77.52									
Transportation	5,939.00	\$192,300.11	\$456,949.48	3,484.50	\$113,026.13	\$318,716.96									
Treasurer	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00									
Zoo	1,653.00	\$49,252.11	\$33,957.14	1,034.50	\$35,049.86	\$21,766.46									
TOTALS	150,556.00	\$6,029,116.27	\$15,544,348.81	129,600.20	\$5,296,507.95	\$14,095,034.17	0.00	\$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 2014-15 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	0.00	\$0.00	\$0.00									
Airports	10,646.80	\$314,300.97	\$1,096,589.14	9,003.50	\$265,164.21	\$908,311.71									
Animal Services	1,782.00	\$48,369.53	\$101,987.02	771.40	\$20,681.95	\$88,167.11									
Building & Safety	1,775.00	\$77,713.26	\$77,351.47	1,339.50	\$59,341.09	\$35,271.57									
CAO	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									
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									
Comm on Children	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									
Convention Center	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									
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									
Economic & Workforce Dev	0.00	\$0.00	\$50,887.40	0.00	\$0.00	\$14,395.46									
El Pueblo	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									
Employee Relations Board	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									
Environmental Affairs	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									
Fire Dept. Civilian	796.50	\$29,391.91	\$26,426.73	269.00	\$11,115.85	\$0.02									
General Services	4,475.00	\$151,330.42	\$450,729.93	3,847.50	\$126,953.78	\$273,377.28									
Harbor Dept.	2,242.00	\$80,123.05	\$280,358.80	1,649.00	\$74,680.68	\$305,690.35									
Housing Dept.	0.00	\$0.00	\$52,745.13	0.00	\$0.00	\$108,777.11									
Human Relations	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									
Library	0.00	\$0.00	\$18,482.20	0.00	\$0.00	\$22,556.01									
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	200.00	\$7,414.56	\$53,757.56	640.80	\$23,012.74	\$149,427.75									
Pensions	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									
Planning Dept.	0.00	\$0.00	\$7,266.59	0.00	\$0.00	\$27,848.58									
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									
Police Dept. Civilian	24,392.90	\$957,283.34	\$758,933.35	21,065.40	\$846,348.07	\$734,882.98									
PW - Board of	0.00	\$0.00	\$7,346.08	0.00	\$0.00	\$0.00									
PW - Contract Admin.	0.00	\$0.00	\$23,541.34	0.00	\$0.00	\$20,874.95									
PW - Engineering	0.00	\$0.00	\$31,166.66	0.00	\$0.00	\$19,955.43									
PW - Sanitation	4,680.50	\$168,034.10	\$597,794.54	5,560.50	\$197,569.84	\$396,849.10									
PW - Street Lighting	0.00	\$0.00	\$5,465.84	3,229.00	\$113,092.57	\$3,612.81									
PW - Street Services	4,893.80	\$164,674.58	\$336,729.20	0.00	\$0.00	\$287,968.31									
Rec. & Parks	7,323.10	\$198,358.39	\$436,958.72	4,984.50	141,731.21	\$366,215.35									
Retirement (LACERS)	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00									
Transportation	5,338.00	\$166,520.42	\$704,731.56	3,512.00	\$111,889.91	\$630,686.72									
Treasurer	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									
TOTALS	133,307.20	\$5,487,920.43	\$17,069,758.67	114,633.80	\$4,827,383.13	\$14,228,937.59	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00

RA Requests by Department



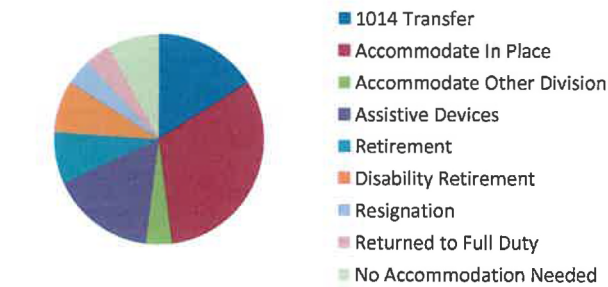
Department	Q2
DWP	49
Transportation	17
Airports	2
Recreation and Parks	13
Police	18
Public Works - Sanitation	8
General Services	7
Public Works - Street Services	4
Office of Finance	4
Harbor	2
Library	3
All Other	8
TOTAL	135

RA Request Status



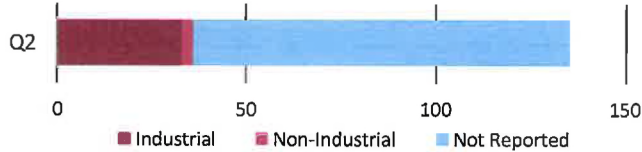
RA Request Status	Q2
Grant	20
Deny	2
Other	6
Pending	107
TOTAL	135

Types of Resolutions



Types of Resolutions	Grant	Deny	Other	TOTAL
1014 Transfer	4	0	0	4
Accommodate In Place	8	0	0	8
Accommodate Other Division	1	0	0	1
Assistive Devices	4	0	0	4
Retirement	0	0	2	2
Disability Retirement	0	0	2	2
Resignation	0	0	1	1
Returned to Full Duty	0	0	1	1
No Accommodation Needed	2	0	0	2

Industrial/Non-Industrial



Injured On Duty	Q2
Industrial	33
Non-Industrial	3
Not Reported	99

FY 2015-2016 CITYWIDE PLACEMENT ACTIVITY

Pending at end of prior FY = 13	New Referral	Denied	Accepted	Active Cases Placement	Resolved Cases	Comments
JULY	1	0	2	15	0	
AUGUST	0	0	0	14	1	1 Disability Retirement from Harbor
SEPTEMBER	0	0	0	12	2	1 resigned 1 returned to dept for new assessment/rec'd new work restrictions.
OCTOBER	1	1	0	12	0	
NOVEMBER	1	0	0	11	1	1 Placement of CT from Library to CT at LAPD.
DECEMBER	0	0	0	11	0	
JANUARY						
FEBRUARY						
MARCH						
APRIL						
MAY						
JUNE						
Totals	3	1	2	11	4	