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 – First Quarter FY 2015/2016	

RECOMMENDATION: Receive and file.

DISCUSSION: Attached is a comprehensive overview for the first 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 first 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 first quarter data for FY 2015/2016 versus FY 2014/2015 shows that the current light duty hours worked decreased by 17,249; IOD saved increased by $541,196; and IOD spent decreased by $1,525,410.

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 first 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 first quarter of FY 2015/2016.

Submitted by: ______________________
Olivia Flores, Division Manager
EEO, ODCR, & Employee Development Division

Approved by: ______________________
WENDY MACY
GENERAL MANAGER

Attachment 1
Page 1

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

	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		
Department	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												
Airports	19,681.00	$653,550.66	$1,094,661.76												
Animal Services	2,368.00	$63,840.06	$69,663.88												
Building & Safety	2,319.00	$101,791.52	$102,309.45												
CAO	0.00	$0.00	$13,255.35												
City Attorney's Office	2,423.00	$116,189.34	$93,202.67												
City Clerk	0.00	$0.00	$0.00												
Coliseum - Sports Arena	0.00	$0.00	$0.00												
Comm on Children	0.00	$0.00	$0.00												
Controller	0.00	$0.00	$0.00												
Convention Center	0.00	$0.00	$0.00												
Council	0.00	$0.00	$0.00												
Cultural Affairs	0.00	$0.00	$0.00												
Disability	0.00	$0.00	$0.00												
Economic & Workforce Dev	0.00	$0.00	$14,695.85												
El Pueblo	2.00	$31.64	$0.00												
Emerg. Preparedness	0.00	$0.00	$0.00												
Employee Relations Board	0.00	$0.00	$0.00												
Ethics Comm.	0.00	$0.00	$0.00												
Environmental Affairs	0.00	$0.00	$0.00												
Fire Dept. Sworn	8,518.00	$342,364.17	$3,734,730.07												
Fire Dept. Civilian	514.00	$19,350.50	$113,525.88												
General Services	5,215.00	$174,632.09	$221,383.04												
Harbor Dept.	3,749.00	$127,976.33	$173,490.86												
Housing and Community Inv	0.00	$0.00	$120,571.82												
Human Relations	0.00	$0.00	$0.00												
Info. Technology	131.00	$5,426.02	$20,157.80												
Library	118.00	$4,636.22	$27,780.81												
Mayor's Office	0.00	$0.00	$0.00												
Neighborhood Emp.	0.00	$0.00	$0.00												
Office of Finance	0.00	$0.00	$41,372.86												
Pensions	0.00	$0.00	$0.00												
Personnel Dept.	9.00	$298.44	$45,306.58												
Planning Dept.	0.00	$0.00	$20,910.93												
Police Dept. Sworn	52,179.00	$2,547,460.95	$6,848,530.80												
Police Dept. Civilian	24,902.00	$970,999.56	$736,558.53												
PW - Board of	0.00	$0.00	$21,600.68												
PW - Contract Admin.	0.00	$0.00	$21,786.95												
PW - Engineering	79.00	$3,188.04	$1,434.59												
PW - Sanitation	10,433.00	$356,818.87	$943,444.46												
PW - Street Lighting	73.00	$2,601.01	$5,152.29												
PW - Street Services	3,929.00	$129,844.89	$298,878.99												
Rec. & Parks	6,215.00	$161,916.73	$251,366.68												
Retirement (LACERS)	107.00	$4,647.01	$1,392.63												
Transportation	5,939.00	$192,300.11	$456,949.48												
Treasurer	0.00	$0.00	$0.00												
Zoo	1,653.00	$49,252.11	$33,957.14												
TOTALS	**150,556.00**	**$6,029,116.27**	**$15,544,348.81**	**0.00**	**$0.00**	**$0.00**	**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

	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		
Department	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												
Airports	10,646.80	$314,300.97	$1,096,589.14												
Animal Services	1,782.00	$48,369.53	$101,987.02												
Building & Safety	1,775.00	$77,713.26	$77,351.47												
CAO	0.00	$0.00	$0.00												
City Attorney's Office	0.00	$0.00	$78,754.06												
City Clerk	0.00	$0.00	$0.00												
Coliseum - Sports Arena	0.00	$0.00	$0.00												
Comm on Children	0.00	$0.00	$0.00												
Controller	0.00	$0.00	$0.00												
Convention Center	0.00	$0.00	$0.00												
Council	0.00	$0.00	$0.00												
Cultural Affairs	0.00	$0.00	$0.00												
Disability	0.00	$0.00	$0.00												
Economic & Workforce Dev	0.00	$0.00	$50,887.40												
El Pueblo	0.00	$0.00	$0.00												
Emerg. Preparedness	0.00	$0.00	$0.00												
Employee Relations Board	0.00	$0.00	$0.00												
Ethics Comm.	0.00	$0.00	$0.00												
Environmental Affairs	0.00	$0.00	$0.00												
Fire Dept. Sworn	6,421.00	$256,707.11	$4,206,845.95												
Fire Dept. Civilian	796.50	$29,391.91	$26,426.73												
General Services	4,475.00	$151,330.42	$450,729.93												
Harbor Dept.	2,242.00	$80,123.05	$280,358.80												
Housing Dept.	0.00	$0.00	$52,745.13												
Human Relations	0.00	$0.00	$0.00												
Info. Technology	402.90	$12,456.17	$1,572.58												
Library	0.00	$0.00	$18,482.20												
Mayor's Office	0.00	$0.00	$0.00												
Neighborhood Emp.	0.00	$0.00	$0.00												
Office of Finance	200.00	$7,414.56	$53,757.56												
Pensions	0.00	$0.00	$0.00												
Personnel Dept.	0.00	$0.00	$4,560.12												
Planning Dept.	0.00	$0.00	$7,266.59												
Police Dept. Sworn	57,250.30	$2,831,592.41	$7,626,684.76												
Police Dept. Civilian	24,392.90	$957,283.34	$758,933.35												
PW - Board of	0.00	$0.00	$7,346.08												
PW - Contract Admin.	0.00	$0.00	$23,541.34												
PW - Engineering	0.00	$0.00	$31,166.66												
PW - Sanitation	4,680.50	$168,034.10	$597,794.54												
PW - Street Lighting	0.00	$0.00	$5,465.84												
PW - Street Services	4,893.80	$164,674.58	$336,729.20												
Rec. & Parks	7,323.10	$198,358.39	$436,958.72												
Retirement (LACERS)	0.00	$0.00	$0.00												
Transportation	5,338.00	$166,520.42	$704,731.56												
Treasurer	0.00	$0.00	$0.00												
Zoo	687.40	$23,650.21	$32,091.94												
TOTALS	**133,307.20**	**$5,487,920.43**	**$17,069,758.67**	**0.00**	**$0.00**	**$0.00**	**0.00**	**$0.00**	**$0.00**	**0.00**	**$0.00**	**$0.00**	**0.00**	**$0.00**	**$0.00**

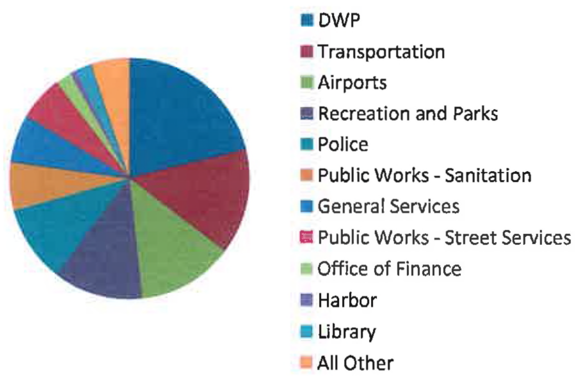
Attachment 2

RA Dashboard

Quarterly Breakdown

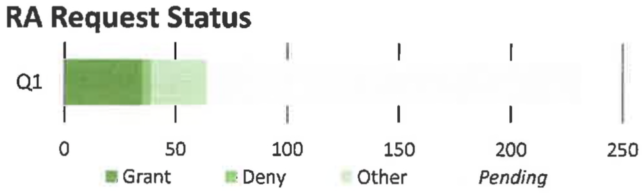
First Quarter - Fiscal Year 2015/16

RA Requests by Department



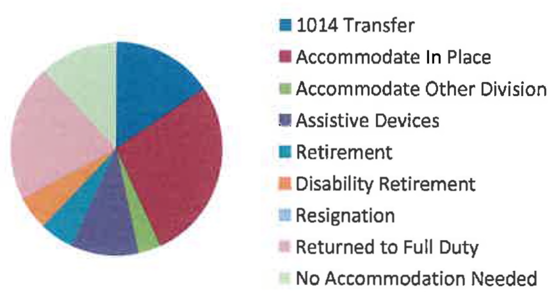
Department	Q1
DWP	49
Transportation	33
Airports	30
Recreation and Parks	28
Police	24
Public Works - Sanitation	15
General Services	15
Public Works - Street Services	14
Office of Finance	5
Harbor	2
Library	5
All Other	12
TOTAL	**232**

RA Request Status



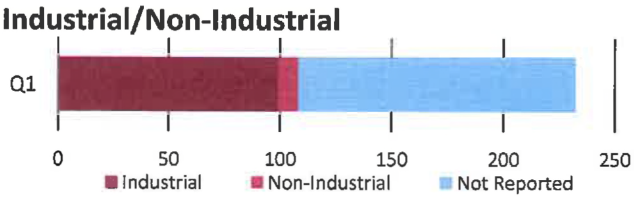
RA Request Status	Q1
Grant	35
Deny	4
Other	25
Pending	*168*
TOTAL	**232**

Types of Resolutions



Types of Resolutions	Grant	Deny	Other	TOTAL
1014 Transfer	8	0	1	**9**
Accommodate In Place	16	0	0	**16**
Accommodate Other Division	2	0	0	**2**
Assistive Devices	6	0	0	**6**
Retirement	0	0	3	**3**
Disability Retirement	0	1	2	**3**
Resignation	0	0	0	**0**
Returned to Full Duty	1	0	11	**12**
No Accommodation Needed	2	0	5	**7**

Industrial/Non-Industrial



Injured On Duty	Q1
Industrial	99
Non-Industrial	9
Not Reported	124

Attachment 3

FY 2015-2016 CITYWIDE PLACEMENT ACTIVITY

Pending at end of prior FY = 13	New Referral	Referral Denied	Referral 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						
NOVEMBER						
DECEMBER						
JANUARY						
FEBRUARY						
MARCH						
APRIL						
MAY						
JUNE						
Totals	1	0	2	12	3	