

PERSONNEL AND ANIMAL WELFARE COMMITTEE REPORT relative to the exemption of one Senior Architect (Class Code 7927) position in the Bureau of Engineering (BOE) to serve as the Americans With Disabilities Act (ADA) Coordinator for the City's Sidewalk Repair Program.

Recommendations for Council action, SUBJECT TO THE APPROVAL OF THE MAYOR:

1. RESOLVE that the position of Senior Architect (Class Code 7927) in the BOE to serve as the ADA Coordinator for the City's Sidewalk Repair Program is APPROVED and CONFIRMED from April 1, 2018 through June 30, 2018, subject to an allocation of position by the Civil Service Commission.
2. AUTHORIZE the BOE to utilize funding already appropriated to the Sidewalk Repair Program for salaries to provide full funding for the ADA Coordinator (Senior Architect position) through June 30, 2018.
3. NOTE and FILE the March 8, 2018 BOE report relative to the exemption of one Senior Architect (Class Code 7927) position in the BOE to serve as the ADA Coordinator for the City's Sidewalk Repair Program.

Fiscal Impact Statement: The CAO reports that there is no impact to the General Fund at this time. The Sidewalk Repair Fund (Fund No. 57F) includes sufficient salary funds for this position in 2017-18.

Community Impact Statement: None submitted.

Summary:

On March 21, 2018, your Committee considered a March 8, 2018 BOE and March 16, 2018 CAO reports relative to the exemption of one Senior Architect (Class Code 7927) position in the BOE to serve as the ADA Coordinator for the City's Sidewalk Repair Program. According to the BOE, in response to the *Willits v. City of Los Angeles Settlement Agreement* (Settlement), the City made a historic commitment to invest \$1.4 billion over 30 years to fix our City's sidewalks. On February 3, 2015, Council adopted the actions under Council File No. 14-0163-S4, creating the City's Sidewalk Repair Program (Program). Subsequently, the Settlement was finalized with the compliance period commencing on July 1, 2017.

Pursuant to Section 15 of the Settlement, the City is required to hire an ADA Coordinator within 12 months after the commencement of the compliance period, June 30, 2018. Per the Settlement requirements; the ADA Coordinator must: have a minimum of three years' experience in providing ADA services; substantial experience in evaluating or assisting public entities in evaluating the accessibility of facilities under Title II of the ADA; and be knowledgeable in current federal and state accessibility standards. Additionally, the ADA Coordinator must be licensed either as an architect or as a registered civil engineer.

In the fall of 2017, the Program conducted a Citywide recruitment for the ADA Coordinator position and unfortunately, the BOE did not receive any applications from internal City candidates with the required qualifications. The unique background, qualifications, and expertise required

from the potential candidates and the inability to find that candidate within the City necessitated the BOE's request for an exempt position, including establishing a competitive salary range for the Program's ADA Coordinator position. Accordingly, on November 13, 2017 the Mayor concurred action of City Council directing the Personnel Department to work with the BOE to recruit qualified candidates that meet the qualifications of the Settlement and identify an appropriate classification for the potential successful candidate. The Personnel Department, in conjunction with the BOE, subsequently commenced with a state-wide external recruitment process for the Program's ADA Coordinator position, reaching out to over 17 organizations including the Division of the State Architect, Certified Access Specialist Institute, California Certified Accessibility Specialists, American Society of Civil Engineers, and the American Institute of Architects.

Of the 726 Certified Access Specialist (CASp) certified individuals listed on the California Department of General Services, Division of the State Architect's registry, only 104 were registered architects or engineers. At the closing of the application period, the BOE received 17 applications, of which only five of the applicants met the required Settlement qualifications. Concurrently, the Personnel Department reviewed the position requirements and job duties as stipulated in the Settlement and recommended that the City classification of Senior Architect was appropriate for the Program's ADA Coordinator position. The civil service exempt Senior Architect position will be funded using existing Program salary funds in Fund No. 57F for Fiscal Year (FY) 2017-18 and is consistent with the BOE's budget request for FY 2018-19 that would continue the Senior Architect position with full-year funding to serve as the ADA Coordinator for the City's Program.

After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the recommendations contained in the March 16, 2018 CAO report and detailed above in Recommendation Nos. 1 and 2. Additionally, the Committee moved to note and file the March 8, 2018 BOE report. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

PERSONNEL AND ANIMAL WELFARE COMMITTEE



<u>MEMBER</u>	<u>VOTE</u>
KORETZ:	YES
HARRIS-DAWSON:	YES
ENGLANDER:	ABSENT

ARL
3/21/18

-NOT OFFICIAL UNTIL COUNCIL ACTS-