

**CITY OF LOS ANGELES**  
INTER-DEPARTMENTAL CORRESPONDENCE

Date: July 11, 2019

To: The Mayor  
The Council

From: Jon Merritt, President  
Innovation and Performance Commission



Subject: **RECOMMENDATION REGARDING THE CREATION OF THE CITY-WIDE  
INNOVATION & PERFORMANCE AWARDS**

At the June 3<sup>rd</sup>, 2019 meeting of the Innovation and Performance Commission (IPC), the Commission adopted the recommendation outlined in the IPC Motion of Action document attached. This document is now transmitted for further consideration and action.

Attachment

*JM:BLS: 11190106h*

cc: *Herb Wesson, Council President*  
*Bob Blumenfield, Councilmember, 3<sup>rd</sup> District*  
*Miguel Sangalang, Deputy Mayor, Mayor's Office of Budget and Innovation*  
*Richard Llewellyn, Jr, City Administrative Officer*

Innovation & Performance Commission  
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c/o City Administrative Officer (CAO)  
200 North Main Street  
Room 1500, City Hall East  
Los Angeles, CA 90012-4190

## IPC Motion of Action



### Creation of the City-Wide Innovation & Performance Awards

SPONSOR: Commissioner Jason Seward

CO-SPONSOR: Commissioner Jerry Levey

ISSUE: Recognition of City Employee & Commissioner performance is of paramount importance to effective governance, employee retention and employee morale.

**President**

Jon Merritt

**Vice President**

Shelly Bisnoff

Jason Seward

**Commissioners**

Allison Buchner

Tony Hoang

Jerry Levey

John Parker

Mindy Serin

Dr. John Walker

### **BACKGROUND**

The City of Los Angeles Innovation and Performance Commission (IPC), formerly, the Quality and Productivity Commission (QPC) is a 9-member appointed non-compensated commission dedicated to improving services delivered by the City of Los Angeles.

Dating back to its inception in 1983, the QPC hosted the Quality & Productivity Awards. Held annually, the awards sought to recognize programs in the City of Los Angeles that saved money, improved service and demonstrated leadership. When the QPC evolved into the Innovation & Performance Commission (IPC), the Quality & Productive Awards were discontinued.

Shortly thereafter, the Mayor's Office created the Civic Innovation Awards on a short-term basis to recognize city employees that contributed toward the goal of advancing the City of Los Angeles by rethinking traditional approaches and delivering smarter, better and faster services to benefit our residents, businesses and visitors. The most recent Civic Innovation Awards were presented in 2017.

The Innovation & Performance Commission (IPC) continues to make a monumental difference on an ongoing basis by awarding pilot funding thru its Innovation Fund to support innovative ideas that advance the City of Los Angeles. The IPC has reached a consensus that it is of equal importance to prioritize the recognition of City Employee and City Commissioner performance both as a tool to support employee morale, to advance employee retention and to accentuate staff contributions. To this end, in 2019, the IPC established the Innovation & Performance Awards Ad Hoc Committee to review the feasibility and next steps that would be involved with the official creation of the City-Wide Innovation & Performance Awards, which would build upon and incorporate input from, both the successes and legacy of the Mayor's Civic Innovation Awards and the former Quality & Productivity Commission's Quality & Productivity Awards.

## **PROPOSED NOMINATION, REVIEW & PRESENTATION PROCESS**

Innovation & Performance Award nominations would be received on an ongoing basis by the Innovation & Performance Commission (IPC) via website portal from other employees, Supervisors, General Managers, Commissioners, Elected Officials, the public, etc. The IPC will review all nominations, with the assistance of the CAO, and then make awardee recommendations based upon IPC-approved guidelines. Awards to City Employees and Commissioners will be presented by the Innovation and Performance Commission (IPC), City Council, and/or Mayor's Office. Any and all applicable processes are to be reviewed further by IPC and finalized prior to implementation.

## **FISCAL IMPACT**

Ad Hoc Committee has both reviewed potential costs with the Mayor's Office and CAO's office, and verified that fiscal impact to implement the Innovation & Performance Awards is minimal, and costs associated with its implementation would be absorbed by the Innovation & Performance Commission Administrative Services Budget.

## **RECOMMENDATION:**

Establish the City-Wide Innovation & Performance Awards to recognize City Employees and Commissioners that have advanced LA's goal of being the "Best Run Big City in America" through their exemplary performance that have significantly improved customer service, streamlined processes, saved money, and/or increased the quality of life in the City of Los Angeles.

**DISTRIBUTION:** Mayor Eric Garcetti; City Administrative Officer Richard Llewellyn, Jr.; City Council President Herb Wesson; Public Works and Gang Reduction Committee Chairperson Councilmember Bob Blumenfield; Deputy Mayor for Budget and Innovation Miguel Sangalang; and additional parties as deemed necessary