



REPORT
FROM

THE PERSONNEL
DEPARTMENT

TO: The Honorable Mayor and The Honorable Members of City Council	DATE May 14, 2013
REFERENCE	COUNCIL FILE 12-0230
SUBJECT: Consolidated Reasonable Accommodation Report –Third Quarter FY 2012/2013	

RECOMMENDATION: Receive and file.

DISCUSSION: Attached is a comprehensive overview for the third quarter of FY 2012/2013 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 2012/2013, 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 2011/2012. A brief comparison of the third quarter data for FY 2012/2013 versus FY 2011/2012 shows that the current light duty hours worked decreased by 1,592; IOD saved increased by \$250,415; and IOD spent increased by \$9,295.

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 2012/2013.

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 2012/2013.

Submitted by: 
Olivia Flores, Sr. Personnel Analyst

Approved by: 
Raelynn Napper, Section Head
EEO Section


MARGARET WHELAN,
GENERAL MANAGER

TEMPORARY MODIFIED DUTY (LD) COST SAVINGSWORKERS' COMPENSATION IOD COSTS
FISCAL YEAR 2012-13 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)		
	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	\$162.30	0	\$0.00	\$0.00	0.00	\$0.00	\$0.00			
Airports	9,367.20	\$241,852.17	\$952,093.00	6,044.20	\$158,657.76	\$786,828.43	8,742.00	\$235,029.63	\$913,391.05			
Animal Services	2,082.96	\$53,594.78	\$52,196.30	1,508.30	\$38,001.09	\$78,714.77	1,574.00	\$39,927.31	\$81,388.54			
Building & Safety	987.00	\$45,138.93	\$65,544.04	685.00	\$31,490.78	\$80,441.43	781.00	\$38,053.11	\$156,754.84			
City Attorney's Office	0.00	\$0.00	\$63,577.47	0.00	\$0.00	\$32,025.52	0.00	\$0.00	\$49,401.88			
CAO	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00			
City Clerk	0.00	\$0.00	\$37,762.77	0.00	\$0.00	\$2,125.00	0.00	\$0.00	\$815.74			
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	\$0.00			
Council	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00			
Comm. Development	0.00	\$0.00	\$33,186.71	0.00	\$0.00	\$16,235.85	0.00	\$0.00	\$13,191.38			
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	\$10,072.83	0.00	\$0.00	\$5,395.79	0.00	\$0.00	\$1,972.91			
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	121.00	\$5,207.27	\$1,700.76	205.50	\$8,843.76	\$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	10,840.00	\$371,889.69	\$3,533,374.23	7,729.00	\$256,588.49	\$2,953,602.58	8,736.00	\$301,561.70	\$3,151,341.62			
Fire Dept. Civilian	1,421.50	\$44,313.71	\$43,263.54	1,694.50	\$51,494.23	\$27,164.42	1,819.00	\$57,403.47	\$62,716.60			
General Services	3,465.00	\$127,739.39	\$455,701.92	2,293.50	\$89,381.03	\$312,497.05	3,728.00	\$108,494.78	\$347,296.34			
Harbor Dept.	1,271.00	\$41,276.44	\$289,601.72	543.00	\$16,528.51	\$234,518.89	856.00	\$28,212.72	\$281,909.62			
Housing Dept.	0.00	\$0.00	\$16,486.89	0.00	\$0.00	\$11,464.49	0.00	\$0.00	\$12,625.14			
Human Relations	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00			
Info. Technology	737.50	\$26,544.31	\$74,337.48	412.40	\$17,138.57	\$36,114.54	671.80	\$20,028.14	\$44,143.90			
Library	0.00	\$0.00	\$25,966.43	0.00	\$0.00	\$27,539.53	0.00	\$0.00	\$17,677.82			
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	\$0.00			
Office of Finance	0.00	\$0.00	\$48,204.43	0.00	\$0.00	\$25,650.97	0.00	\$0.00	\$8,101.52			
Pensions	0.00	\$0.00	\$28,413.71	0.00	\$0.00	\$15,145.09	0.00	\$0.00	\$15,832.38			
Personnel Dept.	0.00	\$0.00	\$60,201.80	106.00	\$3,694.10	\$83,682.21	435.00	\$15,159.75	\$95,088.53			
Planning Dept.	0.00	\$0.00	\$766.20	0.00	\$0.00	\$0.00	0.00	\$0.00	\$3,794.41			
Police Dept. Sworn	63,160.10	\$2,989,894.30	\$7,291,083.62	61,630.40	\$2,874,392.97	\$6,519,800.20	79,445.20	\$3,813,404.62	\$6,636,446.11			
Police Dept. Civilian	23,511.00	\$861,980.63	\$611,744.19	21,072.00	\$748,833.36	\$593,048.01	25,632.40	\$929,220.41	\$729,294.19			
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	\$892.55			
PW - Contract Admin	0.00	\$0.00	\$1,432.60	0.00	\$0.00	\$0.00	0.00	\$0.00	\$236.21			
PW - Engineering	301.00	\$14,285.70	\$20,837.59	0.00	\$0.00	\$19,065.70	795.00	\$36,572.62	\$4,391.58			
PW - BEMS	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00			
PW - Sanitation	8,371.50	\$266,027.62	\$651,604.97	5,357.00	\$175,690.01	\$620,821.35	6,333.60	\$189,146.62	\$658,046.24			
PW - Street Lighting	0.00	\$0.00	\$7,524.99	0.00	\$0.00	\$4,419.27	0.00	\$0.00	\$18,285.20			
PW - Street Services	5,165.00	\$162,111.78	\$493,123.98	3,943.00	\$125,109.87	\$361,177.63	5,077.70	\$159,539.42	\$372,757.82			
Rec. & Parks	6,056.50	\$159,992.67	\$465,505.06	7,018.50	\$179,688.84	\$338,491.94	6,778.50	\$184,392.40	\$300,956.10			
Retirement (ACERS)	0.00	\$0.00	\$2,042.84	0.00	\$0.00	\$0.00	0.00	\$0.00	\$14,064.62			
Transportation	6,148.00	\$172,769.40	\$424,847.41	3,163.20	\$88,504.70	\$347,805.88	4,454.50	\$132,643.20	\$384,013.41			
Treasury	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00			
Zoo	1,031.50	\$28,004.88	\$29,622.25	449.00	\$14,815.05	\$12,351.82	541.00	\$14,129.93	\$29,824.02			
TOTALS	143,916.70	\$5,607,416.40	\$15,790,286.23	123,770.00	\$4,875,208.63	\$13,547,829.12	156,606.10	\$6,311,763.59	\$14,406,652.29	0.00	\$0.00	\$0

**DEPARTMENTAL SUMMARY OF REASONABLE ACCOMMODATION REQUESTS
THIRD QUARTER, FY 2012-13**

Department	# of Requests	Granted	Denied*	Pending Cases as of 3/31/13
Aging	0	0	0	0
Airports	3	0	0	9
Animal Services	2	0	0	0
Building & Safety	0	0	0	0
CAO	1	0	0	1
CDD	1	0	0	1
CERS	0	0	0	0
City Attorney	0	0	0	0
City Clerk, CLA & Mayor's Office	0	0	0	0
Controller	0	0	0	0
Convention Center	0	0	0	0
Cultural Affairs	0	0	0	0
Department on Disability	0	0	0	1
El Pueblo	0	0	0	0
Emergency Preparedness	0	0	0	0
Employee Relations	0	0	0	0
Ethics	0	0	0	0
Finance	0	0	0	3
Fire Department	11	9	0	11
General Services	0	2	4	1
Harbor	0	0	0	2
ITA	1	0	0	1
L. A. Housing	1	0	0	1
Library	2	2	0	0
Neighborhood Empowerment	0	0	0	0
P/W Board/OMES	0	0	0	0
P/W Contract Administration	1	1	0	2
P/W Engineering	0	0	0	0
P/W Sanitation	4	0	0	9
P/W Street Lighting	0	0	0	0
P/W Street Services	6	2	1	6
Pensions	0	0	0	0
Personnel	2	0	0	2
Planning	0	0	0	2
Police	4	3	0	7
Recreation & Parks	11	6	0	11
Transportation	4	5	0	21
Water & Power	21	17	0	21
Zoo	0	0	0	0
TOTALS	75	47	5	112

*Denied: Following Department/Bureau's attempts to accommodate, employee forwarded to Citywide Placement, or when Public Works, then forward to Public Works, Office of Management Employee Services.

CITYWIDE PLACEMENT EFFORTS

DEPARTMENT	FY 2012-13 3rd Quarter		
	New Searches	Resolved Placements	Pending Placement Cases as of 3/31/13
Aging	0	0	0
Airports	0	1	1
Animal Services	0	1	0
Building & Safety	0	0	0
CAO	0	0	0
CDD	0	0	0
CERS	0	0	0
City Attorney	0	0	0
City Clerk, CLA & Mayor's Office	0	0	0
Controller	0	0	0
Convention Center	0	0	1
Cultural Affairs	0	0	0
Dept On Disability	0	0	0
El Pueblo	0	0	0
Emergency Preparedness	0	0	0
Employee Relations	0	0	0
Ethics	0	0	0
Finance	0	0	0
Fire Department	0	0	1
General Services	0	0	4
Harbor	0	0	0
ITA	0	0	0
L. A. Housing	0	0	0
Library	0	0	1
Neighborhood Empowerment	0	0	0
P/W Board/OMES	0	0	0
P/W Contract Administration	0	0	0
P/W Engineering	0	0	0
P/W Sanitation	0	0	1
P/W Street Lighting	0	0	0
P/W Street Services	0	0	2
Pensions	0	0	0
Personnel	0	0	0
Planning	0	0	0
Police	0	0	0
Recreation & Parks	0	0	1
Transportation	0	0	0
Water & Power	0	0	0
Zoo	0	0	0
TOTALS	0	2	12

**DEPARTMENTAL SUMMARY OF REASONABLE ACCOMMODATION REQUESTS
THIRD QUARTER, FY 2012-13**

Department	# of Requests	Granted	Denied*	Pending Cases as of 3/31/13
Aging	0	0	0	0
Airports	3	0	0	9
Animal Services	2	0	0	0
Building & Safety	0	0	0	0
CAO	1	0	0	1
CDD	1	0	0	1
CERS	0	0	0	0
City Attorney	0	0	0	0
City Clerk, CLA & Mayor's Office	0	0	0	0
Controller	0	0	0	0
Convention Center	0	0	0	0
Cultural Affairs	0	0	0	0
Department on Disability	0	0	0	1
El Pueblo	0	0	0	0
Emergency Preparedness	0	0	0	0
Employee Relations	0	0	0	0
Ethics	0	0	0	0
Finance	0	0	0	3
Fire Department	11	9	0	11
General Services	0	2	4	1
Harbor	0	0	0	2
ITA	1	0	0	1
L. A. Housing	1	0	0	1
Library	2	2	0	0
Neighborhood Empowerment	0	0	0	0
P/W Board/OMES	0	0	0	0
P/W Contract Administration	1	1	0	2
P/W Engineering	0	0	0	0
P/W Sanitation	4	0	0	9
P/W Street Lighting	0	0	0	0
P/W Street Services	6	2	1	6
Pensions	0	0	0	0
Personnel	2	0	0	2
Planning	0	0	0	2
Police	4	3	0	7
Recreation & Parks	11	6	0	11
Transportation	4	5	0	21
Water & Power	21	17	0	21
Zoo	0	0	0	0
TOTALS	75	47	5	112

*Denied: Following Department/Bureau's attempts to accommodate, employee forwarded to Citywide Placement, or when Public Works, then forward to Public Works, Office of Management Employee Services.

CITYWIDE PLACEMENT EFFORTS

DEPARTMENT	FY 2012-13 3rdd Quarter		
	New Searches	Resolved Placements	Pending Placement Cases as of 3/31/13
Aging	0	0	0
Airports	0	1	1
Animal Services	0	1	0
Building & Safety	0	0	0
CAO	0	0	0
CDD	0	0	0
CERS	0	0	0
City Attorney	0	0	0
City Clerk, CLA & Mayor's Office	0	0	0
Controller	0	0	0
Convention Center	0	0	1
Cultural Affairs	0	0	0
Dept On Disability	0	0	0
El Pueblo	0	0	0
Emergency Preparedness	0	0	0
Employee Relations	0	0	0
Ethics	0	0	0
Finance	0	0	0
Fire Department	0	0	1
General Services	0	0	4
Harbor	0	0	0
ITA	0	0	0
L. A. Housing	0	0	0
Library	0	0	1
Neighborhood Empowerment	0	0	0
P/W Board/OMES	0	0	0
P/W Contract Administration	0	0	0
P/W Engineering	0	0	0
P/W Sanitation	0	0	1
P/W Street Lighting	0	0	0
P/W Street Services	0	0	2
Pensions	0	0	0
Personnel	0	0	0
Planning	0	0	0
Police	0	0	0
Recreation & Parks	0	0	1
Transportation	0	0	0
Water & Power	0	0	0
Zoo	0	0	0
TOTALS	0	2	12