



REPORT  
FROM

THE PERSONNEL  
DEPARTMENT

TO: The Honorable Mayor and The Honorable Members of City Council	DATE August 22, 2013
REFERENCE	COUNCIL FILE 13-0052
SUBJECT: Consolidated Reasonable Accommodation Report –Fourth Quarter FY 2012/2013	


RECOMMENDATION: Receive and file.

DISCUSSION: Attached is a comprehensive overview for the fourth 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 fourth 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 fourth quarter data for FY 2012/2013 versus FY 2011/2012 shows that the current light duty hours worked decreased by 15,698; IOD saved decreased by \$364,570; and IOD spent decreased by \$2,408,590.

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 fourth 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 fourth quarter of FY 2012/2013.

Submitted by:   
Olivia Flores, Sr. Personnel Analyst

Approved by:   
Raelynn Napper, Section Head  
EEO Section

  
MARGARET WHELAN,  
GENERAL MANAGER

BY \_\_\_\_\_ DEPUTY

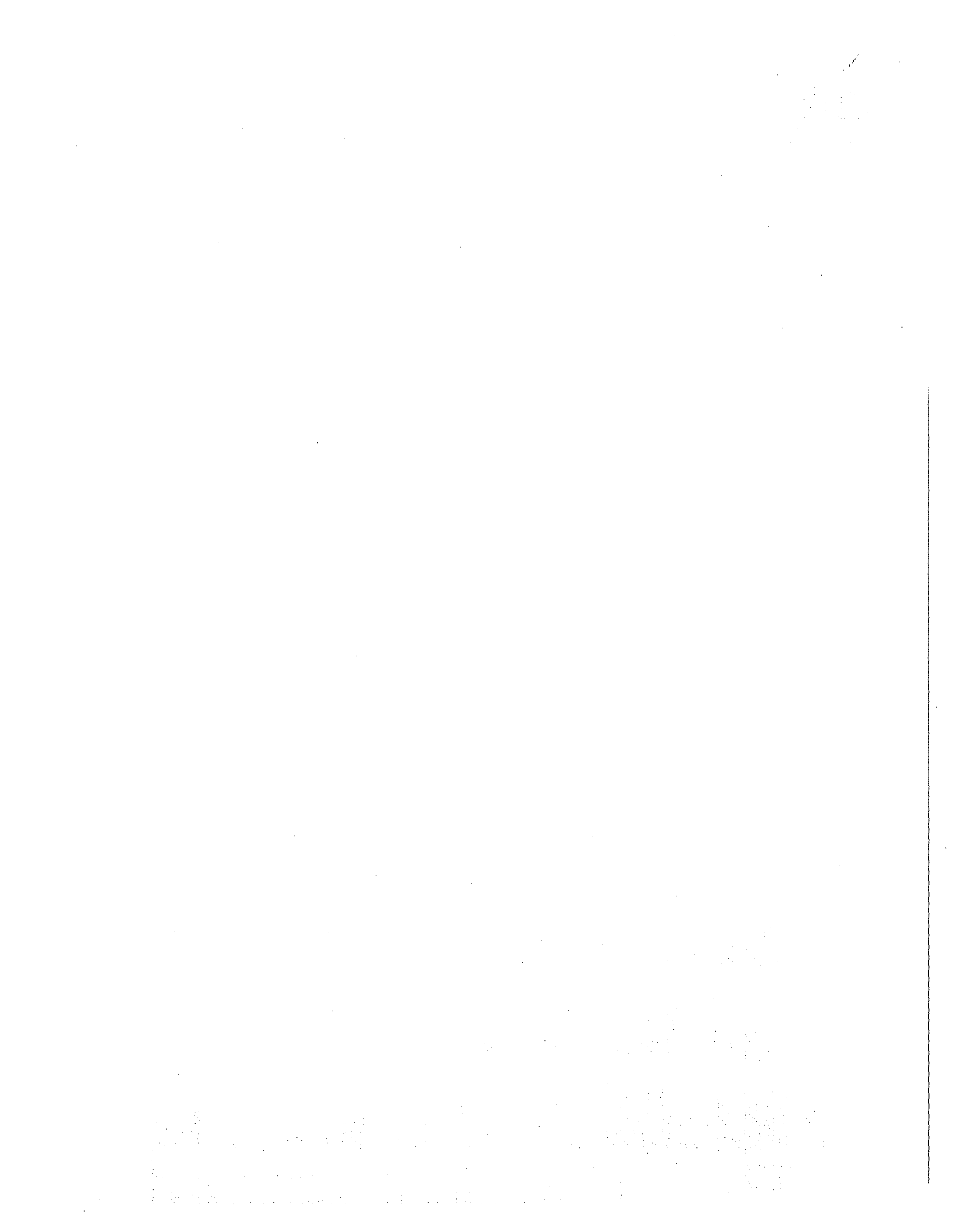
CITY CLERK

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RECEIVED  
CITY CLERK'S OFFICE

TEMPORARY MODIFIED DUTY (LD) COST SAVINGS/MORI  
FISCAL YEAR 2012-13 REP.

Department	1st Quarter Jul - Sep (PP 1-7)		2nd Quarter Oct - Dec (PP 8-13)		3rd Quarter Jan - Mar	
	LD Hours	IOD Saved	LD Hours	IOD Saved	LD Hours	IOD Saved
Aging	0.00	\$0.00	0	\$0.00	0.00	\$0.00
Airports	9,367.20	\$241,852.17	6,044.20	\$158,657.76	8,742.00	\$235,029.65
Animal Services	2,082.90	\$53,594.78	1,508.30	\$38,001.09	1,574.00	\$39,927.33
Building & Safety	987.00	\$45,138.93	685.00	\$31,490.78	781.00	\$38,053.11
City Attorney's Office	0.00	\$0.00	0.00	\$0.00	0.00	\$0.00
CAO	0.00	\$0.00	0.00	\$0.00	0.00	\$0.00
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
Controller	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
Comm. Development	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
Convention Center	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
Environmental Affairs	0.00	\$0.00	0.00	\$0.00	0.00	\$0.00
El Pueblo	0.00	\$0.00	121.00	\$5,207.27	205.50	\$8,843.77
Emp. Relations	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
Ethics Comm.	0.00	\$0.00	0.00	\$0.00	0.00	\$0.00
Fire Dept. Sworn	10,840.00	\$371,889.69	7,729.00	\$256,585.49	8,736.00	\$301,561.77
Fire Dept. Civilian	1,421.50	\$44,313.71	1,694.50	\$51,894.23	1,819.00	\$57,403.44
General Services	3,465.00	\$127,739.34	2,293.50	\$89,381.02	3,728.00	\$108,494.77
Harbor Dept.	1,271.00	\$41,276.44	543.00	\$19,526.51	856.00	\$28,212.77
Housing Dept.	0.00	\$0.00	0.00	\$0.00	0.00	\$0.00
Human Relations	0.00	\$0.00	0.00	\$0.00	0.00	\$0.00
Info. Technology	737.50	\$26,544.31	412.40	\$17,138.57	671.80	\$20,028.11
Library	0.00	\$0.00	0.00	\$0.00	0.00	\$0.00
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	0.00	\$0.00	0.00	\$0.00	0.00	\$0.00
Pensions	0.00	\$0.00	0.00	\$0.00	0.00	\$0.00
Personnel Dept.	0.00	\$0.00	106.00	\$3,694.10	435.00	\$15,159.77
Planning Dept.	0.00	\$0.00	0.00	\$0.00	0.00	\$0.00
Police Dept. Sworn	63,160.10	\$2,989,894.30	61,630.40	\$2,874,392.97	79,445.20	\$3,813,404.66
Police Dept. Civilian	23,511.00	\$861,980.63	21,072.00	\$748,833.36	25,632.40	\$929,220.44
PW - Accounting	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
PW - Contract Admin.	0.00	\$0.00	0.00	\$0.00	0.00	\$0.00
PW - Engineering	301.00	\$14,285.70	0.00	\$0.00	795.00	\$36,572.66
PW - BMIES	0.00	\$0.00	0.00	\$0.00	0.00	\$0.00
PW - Sanitation	6,371.50	\$266,027.62	5,357.00	\$175,690.01	6,333.50	\$189,146.66
PW - Street Lighting	0.00	\$0.00	0.00	\$0.00	0.00	\$0.00
PW - Street Services	5,165.00	\$162,111.78	3,943.00	\$125,109.87	5,077.70	\$159,539.44
Rec. & Parks	6,056.50	\$159,992.67	7,018.50	\$179,685.84	6,778.50	\$184,392.24
Retirement (AACERS)	0.00	\$0.00	0.00	\$0.00	0.00	\$0.00
Transportation	6,148.00	\$172,769.40	3,163.20	\$88,504.70	4,454.50	\$132,643.24
Treasury	0.00	\$0.00	0.00	\$0.00	0.00	\$0.00
Zoo	1,031.50	\$28,004.88	449.00	\$14,815.05	541.00	\$14,129.66
<b>TOTALS</b>	<b>143,916.70</b>	<b>\$5,607,416.40</b>	<b>123,770.00</b>	<b>\$4,875,208.63</b>	<b>156,606.10</b>	<b>\$6,311,763.11</b>



TEMPORARY MODIFIED DUTY (LD) COST SAVINGS/MORKE  
FISCAL YEAR 2011-12 REPOI

Department	1st Quarter Jul - Sep (PP-17)			2nd Quarter Oct - Dec (PP-8-13)			3rd Quarter Jan - Mar (PP-1-1)		
	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	\$0	\$0	0.00	\$0.00	\$0.00
Airports	10,564.40	\$261,100.43	\$700,825.03	11,499.50	\$327,789.90	\$894,583.32	11,461.00	\$330,196.28	\$0.00
Animal Services	694.20	\$17,075.48	\$26,445.71	481.00	\$11,147.54	\$21,544.44	1,215.40	\$30,144.56	\$0.00
Building & Safety	1,387.50	\$70,948.93	\$61,362.47	1,548.00	\$63,655.63	\$41,616.69	950.50	\$43,398.92	\$0.00
City Attorney's Office	0.00	\$0.00	\$27,439.22	0.00	\$0.00	\$29,267.65	0.00	\$0.00	\$0.00
CAC	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00
City Clerk	0.00	\$0.00	\$724.05	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00
City Clerk - Sports/Recreation	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	\$8,893.20	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	376.00	\$9,633.53	\$38,725.64	259.00	\$5,830.74	\$23,150.94	165.00	\$3,714.56	\$0.00
Convention Center	0.00	\$0.00	\$17,743.59	0.00	\$0.00	\$15,369.31	0.00	\$0.00	\$0.00
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	0.00	\$0.00	\$0.00	0.00	\$0.00	\$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/Control	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00
Fire Dept. Sworn	10,636.00	\$390,593.43	\$3,779,347.75	11,585.00	\$409,665.80	\$3,681,245.80	16,219.00	\$571,529.57	\$0.00
Fire Dept. Civilian	2,192.50	\$66,429.10	\$48,406.35	815.00	\$24,910.53	\$28,615.34	878.00	\$26,865.90	\$0.00
General Services	5,635.80	\$165,042.07	\$451,024.66	2,875.20	\$86,226.99	\$336,992.07	2,686.50	\$80,636.13	\$0.00
Harbor Dept	1,329.00	\$42,434.55	\$267,113.66	707.00	\$29,352.68	\$118,001.55	993.00	\$37,593.95	\$0.00
Housing Dept	198.00	\$8,248.09	\$37,053.57	202.00	\$8,219.17	\$7,728.61	32.00	\$1,302.05	\$0.00
Human Relations	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00
Info Technology	843.00	\$29,167.13	\$62,371.06	1,123.90	\$41,167.92	\$61,288.35	515.00	\$18,963.14	\$0.00
Library	56.00	\$980.03	\$25,343.07	0.00	\$0.00	\$26,439.92	165.00	\$6,140.64	\$0.00
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	195.00	\$6,417.45	\$23,374.48	93.00	\$3,060.63	\$26,893.23	0.00	\$0.00	\$0.00
Paratransit	0.00	\$0.00	\$10,643.37	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00
Personnel Dept	0.00	\$0.00	\$56,988.60	259.00	\$8,806.00	\$29,300.31	53.00	\$1,802.00	\$0.00
Planning Dept	0.00	\$0.00	\$2,990.40	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00
Police Dept. Sworn	63,153.20	\$2,901,573.40	\$6,324,462.89	58,432.30	\$2,706,918.79	\$6,539,429.75	69,543.70	\$3,242,276.56	\$0.00
Police Dept. Civilian	24,040.00	\$836,814.17	\$658,625.80	19,139.10	\$674,273.20	\$516,981.43	23,576.10	\$618,510.76	\$0.00
PW - Accounting	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00
PW - Board/et	0.00	\$0.00	\$1,035.32	0.00	\$0.00	\$2,307.36	0.00	\$0.00	\$0.00
PW - Contract Admin	0.00	\$0.00	\$29,916.56	0.00	\$0.00	\$33,995.53	0.00	\$0.00	\$0.00
PW - Engineering	417.00	\$13,821.41	\$1,857.39	562.00	\$19,763.09	\$70,056.39	533.00	\$18,272.92	\$0.00
PW - BMES	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00
PW - Sanitation	10,527.00	\$307,611.27	\$831,873.66	7,868.00	\$226,083.56	\$665,256.53	7,743.50	\$231,700.61	\$0.00
PW - Street Lighting	0.00	\$0.00	\$14,268.86	0.00	\$0.00	\$10,844.85	0.00	\$0.00	\$0.00
PW - Street Services	7,296.50	\$220,311.63	\$361,016.50	4,867.00	\$152,624.31	\$305,647.24	5,529.50	\$159,153.31	\$0.00
Rec. & Parks	8,703.60	\$26,515.54	\$291,947.52	8,508.20	\$20,910.41	\$323,228.21	10,119.00	\$282,722.81	\$0.00
Recreation (A/CERS)	0.00	\$0.00	\$13,761.72	0.00	\$0.00	\$10,670.19	0.00	\$0.00	\$0.00
Transportation	13,130.60	\$359,059.18	\$702,494.92	5,651.90	\$154,933.71	\$562,180.49	4,451.00	\$122,091.21	\$0.00
Treasury	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00
Zoo	424.00	\$11,297.55	\$59,462.00	750.00	\$4,962.28	\$29,093.07	1,369.00	\$34,332.71	\$0.00
TOTALS	162,399.30	\$5,945,094.37	\$14,958,145.89	137,246.10	\$5,167,302.78	\$14,220,621.77	158,198.20	\$6,061,348.81	\$0.00



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

Department	# of Requests	Granted	Denied*	Pending Cases as of 6/30/13
Aging	0	0	0	0
Airports	5	3	0	9
Animal Services	1	1	0	0
Building & Safety	0	0	0	0
CAO	0	0	0	1
CDD	0	1	0	0
CERS	0	0	0	0
City Attorney	0	0	0	0
City Clerk, CLA & Mayor's Office	1	0	0	1
Controller	0	0	0	0
Convention Center	0	0	0	0
Cultural Affairs	0	0	0	0
Department on Disability	0	1	0	0
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	1	0	1
Fire Department	10	9	0	11
General Services	8	5	0	4
Harbor	1	0	0	2
ITA	1	1	0	0
L. A. Housing	1	0	0	2
Library	0	0	0	0
Neighborhood Empowerment	0	0	0	0
P/W Board/OMES	0	0	0	0
P/W Contract Administration	1	1	0	3
P/W Engineering	0	0	0	0
P/W Sanitation	3	5	0	6
P/W Street Lighting	0	0	0	0
P/W Street Services	4	1	0	7
Pensions	0	0	0	0
Personnel	6	6	0	3
Planning	0	0	0	0
Police	4	4	0	9
Recreation & Parks	10	9	0	10
Transportation	6	5	1	21
Water & Power	32	20	0	21
Zoo	0	0	0	0
<b>TOTALS</b>	<b>94</b>	<b>73</b>	<b>1</b>	<b>111</b>

\*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 Fourth Quarter		
	New Searches	Resolved Placements	Pending Placement Cases as of 6/30/13
Aging	0	0	0
Airports	0	0	1
Animal Services	0	0	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	1	0
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
<b>TOTALS</b>	<b>0</b>	<b>1</b>	<b>11</b>