

PERSONNEL AND ANIMAL WELFARE COMMITTEE REPORT relative to request for substitute authority for one Senior Systems Analyst I and one Systems Programmer II for the Bureau of Sanitation (BOS).

Recommendation for Council action:

APPROVE substitute authority for the BOS for one Senior Systems Analyst I and one Systems Programmer II position to provide technical support for the City's 311/Customer Relationship Management (CRM) System Project for the period January 1, 2014 through June 30, 2014.

Fiscal Impact Statement: The City Administrative Officer (CAO) reports that there is no General Fund impact as these positions are fully supported by special funds. The BOS will hold two regular Systems Analyst II positions vacant to fund the costs of the higher salary substitute authority positions. Full year savings from the two Systems Analyst II vacancies (\$162,182 for both positions) are sufficient to support the six-month costs of the Senior Systems Analyst I (\$47,647) and Senior Programmer II (\$53,812) substitute authorities, which have a total cost of \$101,459. Sufficient funds are available in the 2013-14 Adopted Budget to support the request and the recommendation in the January 6, 2014 CAO report, attached to the Council file, complies with the City's Financial Policies as ongoing revenues will support ongoing expenditures.

Community Impact Statement: None submitted.

Summary:

On January 21, 2014, your Committee considered a January 6, 2014 CAO report relative to a request for substitute authority for one Senior Systems Analyst I and one Systems Programmer II for the BOS. According to the CAO, on January 23, 2013, Council approved a settlement with Oracle Corporation, which included the purchase of software licenses to improve the BOS's Solid Resource Fee Billing and Service Request System and the Citywide 311/CRM System (Council File No. 13-0045). These improvements will assist the BOS's efforts to comply with the class action lawsuit settlement agreement *Lilith Chakhalyan, et al. v. City of Los Angeles* (Council File No. 11-1902), which requires the BOS to implement corrective measures to prevent future Solid Resource Fee overcharges.

The BOS has agreed to purchase the hardware, host the systems, and provide the ongoing maintenance and support for the systems and infrastructure. These systems will be supported by a six member team. Four of the positions are currently supporting the existing Sanitation Service Request System and the remaining two positions will be reallocated from two vacant System Analyst II positions to a Senior Systems Analyst I and Senior Programmer II position. This reallocation was approved by the Civil Service Commission on August 22, 2013 and on December 11, 2013, the CAO's Employee Relations Division approved the higher level pay grade for the SP position. Substitute authority is required to employ persons at the reallocated classifications until the change can be reflected in the BOS's Department Personnel Ordinance. These substitute authorities are fully supported by special funds and the BOS will hold two regular Systems Analyst II positions vacant to fund these positions.

After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the substitute position request as detailed in the above recommendation.

This matter is now submitted to Council for its consideration.

Respectfully Submitted,

PERSONNEL AND ANIMAL WELFARE COMMITTEE

**MEMBER    VOTE**

KORETZ:    YES

O'FARRELL: YES

FUENTES:    YES

**-NOT OFFICIAL UNTIL COUNCIL ACTS-**