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October 6, 2021

Councilmember Nithya Raman, Chair
Information, Technology, and General Services Committee
Attn: Michael Espinosa

Councilmember Paul Krekorian, Chair
Budget and Finance Committee
Attn: Andrew Suh

RE: COUNCIL FILE TRANSMITTAL

On October 6, 2021, the Personnel, Audits, and Animal Welfare (PAAW) Committee considered Information Technology Oversight Committee, Controller, and Information Technology Agency (ITA) reports relative to the Human Resources and Payroll (HRP) Project and related matters, Council file No. 20-0313.

After consideration, the PAAW Committee moved to adopt the following replacement instructions for this item:

1. Authorize the General Manager of ITA to negotiate an amendment to the contract between the City of Los Angeles and Workday, Inc., C-135368, for a change order to implement a phased deployment approach of the HRP system. The phased approach should begin no sooner than April 2022, and the HRP steering committee should report to PAAW Committee in January with a phasing plan that is supported by all four lead HRP departments.
2. Transfer appropriations in the amount of \$1,000,000 from the Unappropriated Balance Fund No. 100/58, Account No. 580329, Human Resources and Payroll System Replacement, to the Information Technology Agency Fund No. 100/32, Account No. 003040, Contractual Services, to fund anticipated expenditures.
3. Instruct the HRP Steering Committee to begin providing monthly reports to the PAAW Committee, beginning January 2022, using the template described in September 30, 2021 report from the Steering Committee to PAAW Committee with possible changes to the report format should they be requested by the PAAW Committee Chair. Monthly reports should include an assessment of the implementation of Controller recommendations one through four under adjustments to project communication.

4. Instruct the City Administrative Officer (CAO) to lead the effort to promptly establish a contract with a highly respected Quality Assurance (QA) consulting firm, issue a Request for Proposal, Request for Qualifications, or other appropriate bid solicitation using the Controller's Bench contractors (and requesting the Controller to administer the contract), identify funding for a consulting firm, and report to the Council with the recommended contract for approval. In developing the contract, the CAO should ensure that each of the four departments (CAO, ITA, Personnel, Controller) have the opportunity to develop input and review/approve of the tasks required of the QA, including the leadership team communication issues raised in the Controller's report, which should be addressed at the earliest possible point.

5. Instruct the CAO to discuss with the Executive Employee Relations Committee the practical value of new Memorandum of Understandings having compensation change dates no earlier than January 2023.

Pursuant to the multiple referral of this matter, the subject Council file is hereby transmitted to the Information, Technology, and General Services Committee and Budget and Finance Committee.

Andrew Suh for Adam Lid
Legislative Assistant
Personnel, Audits, and Animal Welfare Committee

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

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