

**ECONOMY AND EFFICIENCY COMMISSION  
MINUTES OF THE REGULAR MEETING  
July 12, 2012**

ROOM 525, KENNETH HAHN HALL OF ADMINISTRATION  
500 West Temple St., Los Angeles, CA 90012

***Editorial Note:** Agenda sections may be taken out of order at the discretion of the chair. Any reordering of sections is reflected in the presentation of these minutes.*

**I. CALL TO ORDER**

With the presence of a quorum of Commissioners, Chairman Barcelona called the Commission meeting to order at 10:09 a.m.

**II. APPROVAL OF COMMISSIONER'S ABSENCES**

The following was the attendance for the meeting:

**COMMISSIONERS PRESENT**

Fred P. Balderrama  
Isaac Diaz Barcelona  
Robert Cole  
Jonathan S. Fuhrman  
Arne Kalm  
Chun Y. Lee  
Freda Hinsche Otto  
Roman Padilla  
William Petak  
Robert H. Philiposian  
Joe Safier  
Stefan Wolowicz

**COMMISSIONERS REQUESTING TO BE EXCUSED**

Alan Glassman  
Ronald K. Ikejiri  
Janice Kamenir-Reznik  
Bradley Mindlin  
Adam Murray  
Royal F. Oakes  
Solon Soteras

**UNEXCUSED ABSENCES**

Hope J. Boonshaft

Chairman Barcelona asked for a motion to approve absences. It was Moved, Seconded, and Adopted: Commissioners requesting excuses to be absent were excused

**III. APPROVAL OF May 3, 2012 & June 7, 2012 MINUTES**

Chairman Barcelona asked if there were any objections or changes to the minutes of the May 3, 2012 and June 7, 2012 Commission meetings. Hearing none, the motion was then Moved, Seconded, and Adopted. The minutes of the May & June 2012 Commission meeting were approved.

**IV. CHAIRMAN/ EXECUTIVE DIRECTOR'S REPORT**

Chairman Barcelona stated that he would like to congratulate Commissioner Royal Oakes on his reappointment to the E&E Commission.

**V. TASK FORCE REPORTS**

**1. Civil Service Reform-- Commissioner Hinsche Otto**

Chair-Emeritus stated that he would like to move the adoption of the report. Commissioner Fuhrman seconded the motion. The report was adopted and Chairman Barcelona opened it up to the Commission for discussion.

Commissioner Hinsche Otto stated that the taskforce wanted to do an update of the report that was presented more than a year ago to the Supervisors to see what the impact was. She stated that the taskforce took several months to conduct interviews with a broad scope of individuals which included: Department Heads, Board Offices, Labor Union representatives, former as well as current Hearing Officers, to get a sense of how the report's recommendations were being received: Commissioner Hinsche Otto stated that the meeting with DHR was very interesting because they came back with a very comprehensive report on things that they had accomplished in great detail. She stated that the taskforce also found significant improvements in the entire appeal process where time frames were cut shorter, and processes were simplified and made more efficient. Commissioner Hinsche Otto stated that it is very gratifying to see some of the work the departments, DHR, and the Civil Service Commission are doing to make all these things happen.

Commissioner Wolowicz asked if some of the wording was going to be changed. Executive Director Eng replied that the taskforce has the authority to make minor changes without coming back to the Commission for approval. Commissioner Hinsche Otto stated that the taskforce received comments from a number of Commissioners. She stated the taskforce will be modifying the report in terms of editing but that the recommendations will stay the same.

Commissioner Wolowicz stated that the report needs to appear stronger. Commissioner Wolowicz used recommendations number 5 as an example and stated that this was a mandate from the Board that instructed the Director of DHR to eliminate the AP Process.

Commissioner Hinsche Otto replied that the taskforce found that the AP is still a process that is not working well and that more time and energy needs to be devoted to the AP Process to make it work. Commissioner Fuhrman stated that the Board did formally adopt the Commission's original report and that in essence, adopted the report's recommendations.

He stated that as is typical in most County operations, the County's response has been a little slow but that DHR has developed an alternative assessment tool in place of the AP. Commissioner Fuhrman stated that DHR has offered this tool to all departments and several departments have used the tool. He stated that there has been positive feedback that the tool has identified the people that were the best candidates. He stated there were a couple of departments that didn't think it worked very well.

Commissioner Wolowicz stated that he is familiar with the way it works and has seen this in government and have sometimes written such requirements but that even though the rule or the law has passed, nothing came out of it. He stated that his point is rather than ducking the issue, just simply say that this was our recommendation but we know that there is opposition, reluctance or that it is not being universally embraced. He stated that when the report uses phrases like "the task force urges that it continually be explored", you run into resistance. Chair-Emeritus replied that the Board has adopted the report but it is something that will take some time. He also stated he has been a part of the process of AP's and PE's and it is not an easy thing to change overnight. He stated that it is remarkable some of the changes that have been made thus far.

Commissioner Fuhrman asked Commissioner Wolowicz if he'd prefer a sentence saying that the taskforce urges DHR not to approve any further interdepartmental promotional exams that include AP's. Commissioner Wolowicz replied that he is not holding himself out to understand it to that level of detail. He stated that the taskforce has articulated this report very well but he definitely would not have ducked the issues. Commissioner Wolowicz stated that he is just simply saying that if you include in a legislative action that something is to or is not to be done and then goes on and puts a qualifier subsequently in there, there would be ambiguity. He stated that it is not that he agree or disagrees with the point, it's just that for those that are put in positions of having to then come back and make a ruling, subsequently there is going to be interpretations that will be rendered either by the Supervisors or by the Commission.

Commissioner Hinsche Otto stated that the Civil Service Commission worked with the taskforce on a limited bases in the follow up phase. She stated that a lot of the information came secondarily through research that Commissioner Fuhrman did and some of it was anecdotal. Commissioner Hinsche Otto stated that one major success has been the Countywide disciplinary guidelines. She stated that everyone that the taskforce talked to liked it because the guidelines are now very clear and there have been training sessions held across the County.

Commissioner Fuhrman stated that when the taskforce did the initial study in 2010, the taskforce heard consistently based on anecdotal evidence that the system was incredibly slow. He stated that Department Heads complained about getting a case resolved two years later, and Union Reps stating that these people's lives are hanging for two and three years until cases are resolved. He stated that the taskforce decided to go back and try to get some quantitative evidence to back up the anecdotal input that the taskforce had been receiving consistently across all departments. Commissioner Fuhrman stated as of May 2010 the taskforce asked for the 25 most recent resolved cases and put together a timeline for each of those cases. He stated then they took the entire timeline from when an appeal was granted by the Commission to start the process to when a final resolution was made. He stated that the entire process was averaging approximately two years for the sample of the 25 cases.

Commissioner Fuhrman stated that the Civil Service Commission has adopted several procedural changes. He stated that as of 2011 new rules were in place. He also stated that as a part of the taskforce's review in May 2012, they took the most 25 most recent cases and did the same timeline analysis and looked at each of the pieces of the process: from when a hearing is granted, from when the hearing occurred, from the first hearing date to the last hearing date, to a preliminary decision, and then to a final decision. He stated that when you compared the 2 sets of data, there was a substantial decline in the timeline. He stated that there has been a huge improvement in the efficiency of the process and the taskforce believes that it has benefited both management and employees and has not impacted employee's ability to get a fair hearing or to have their due process rights respected.

## **2. Assessing e-Government Process in Los Angeles County -- Commissioner Kalm**

Commissioner Kalm stated that the taskforce for E-Government has gathered some steam within the last two weeks. He stated that the taskforce is still in the organizational phase. He stated that the focus is more on the process than actual application since the taskforce doesn't have the expertise to tell to department heads what they need to do. Commissioner Kalm stated that the taskforce does have the expertise to evaluate whether the process of initiating and pursuing e-government applications is actually working. He stated that the taskforce has had a number of interviews with various department and have found that there are a number of issues that the Commission could come up with recommendations to address them. He stated that the taskforce would like to expand participation in the project.

Executive Director Eng stated that Edel Vizcarra, Planning Deputy from the 5<sup>th</sup> District, expressed that Supervisor Antonovich really has a passion for using e-Government to improve service and efficiencies in the County.

Chairman Barcelona stated that he would like to officially appoint Commissioner Alan Glassman to the task force.

## **3. Video Arraignment-- Commissioner Fuhrman**

Executive Director Eng stated that there is nothing new to report.

## **VI. LIAISON REPORTS**

### **1. Quality & Productivity Commission – Vacant**

Executive Director Edward Eng stated that there is nothing new to report.

### **2. Countywide Criminal Justice Coordinating Committee- Chair-Emeritus Philibosian**

Chair-Emeritus Philibosian stated that there was nothing new to report.

## **VIII. PRESENTATION**

5<sup>th</sup> District, Planning Deputy, Edel Vizcarra, Los Angeles County Board of Supervisors

**IX. NEW BUSINESS**

None

**X. PUBLIC COMMENT**

None

**XI. ADJOURNMENT**

The meeting was adjourned by Chairman Barcelona at 11:29 a.m.

Respectfully Submitted,

*Edward Eng,*

Executive Director