

**ECONOMY AND EFFICIENCY COMMISSION
MINUTES OF THE REGULAR MEETING
November 1, 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

Lacking a quorum of Commissioners, Chairman Barcelona called the meeting to order as a Committee of the Whole at 10:18 a.m.

II. APPROVAL OF COMMISSIONER'S ABSENCES

The following was the attendance for the meeting:

COMMISSIONERS PRESENT

Fred P. Balderrama
Isaac Diaz Barcelona
Jonathan S. Fuhrman
Arne Kalm
Chun Y. Lee
Adam Murray
Freda Hinsche Otto
Robert H. Philibosian
Stefan Wolowicz

COMMISSIONERS REQUESTING TO BE EXCUSED

Robert Cole
Alan Glassman
Ronald K. Ikejiri
Bradley Mindlin
Royal F. Oakes
Roman Padilla
William Petak
Janice Kamenir-Reznik
Solon Soteras

UNEXCUSED ABSENCES

Hope J. Boonshaft

III. APPROVAL OF July 12, 2012 and September 06, 2012 MINUTES

Chairman Barcelona stated that without the presence of a quorum of commissioners, no corrections or amendments to the minutes of the July 12, 2012 and September 06, 2012 could be made.

IV. CHAIRMAN/ EXECUTIVE DIRECTOR'S REPORT

Executive Director Edward Eng stated that two of the documents that were handed out at today's meeting are Board motions and directives the Commission received in the month of October 2012. He stated that one of the directives is for the E&E Commission to assess the use of digital technology in the County of Los Angeles as part of the e-government project where Commissioner Kalm is task force Chair. He stated that the second directive is the nexus project of the Civil Service Reform Report, the disciplinary process leading up to the appeals to the Civil Service Commission.

Chairman Barcelona stated that he is very grateful to be attending the Commission meeting this month after his health experience the last couple of months. He thanked all of the Commissioners and staff for their thoughts, concerns, and prayers.

V. TASK FORCE REPORTS

1. Civil Service Reform-- Commissioner Hinsche Otto

Commissioner Hinsche-Otto reported that the task force made a presentation at the October 30, 2012 Board Meeting. She stated that the Board of Supervisors requested an update of the recommendations that were made in the original Civil Service Reform. She stated that the task force shared that they have seen remarkable changes throughout the County as a result of the recommendations that the task force made in the original report. Commissioner Hinsche Otto indicated that it was very interesting going before the Supervisors at the Board Meeting because she can't recall a time when there has been such positive feedback and response to the report that the Commission has done. She stated that the Supervisors were very supportive and very pleased with the report.

Commissioner Fuhrman reported that one of the follow up recommendations was to change the nature of the pre-hearing conferences to that of a settlement mode. He stated that although the Supervisors were not willing to address Civil Service rule changes at this time due to the complex process involving collective bargaining, the Supervisors, through a motion co-sponsored by Supervisor Antonovich and Supervisor Molina, unanimously voted to setup a pilot program of voluntary mediation sessions with a revolving fund not to exceed \$50,000 dollars from the Chief Executive Office (CEO). Through this pilot program, the fund will be set up to pay up to four hours of hearing officer's time for each voluntary mediation session and if the mediation was successful, the involved department will reimburse the cost of mediation to the revolving fund because the department will have saved additional costs that would have been incurred for Civil Service hearing (i.e. Hearing Officer and court reporter per diems). He stated that the CEO and DHR will track the pilot mediation program and report to the Board after six months with an analysis of the program's results as well as a recommendation on whether the program should be continued. He also stated that the continuation of the program after the pilot phase assumes that the parties who wish to mediate will determine how to best allocate the cost of mediation. He stated that the Civil Service Commission (CSC) would offer this program of voluntary mediation following the task force's recommendations such that if a department would like to have a voluntary mediation session presided over by a hearing officer, the County now has a process to do that and have the funds to pay for the hearing officers as well.

Commissioner Hinsche-Otto stated that this particular recommendation came from Chair-Emeritus Philibosian. She stated that this was an addition to the original recommendation and when the task force filed the updated report, the Supervisors picked up on it right away. She stated that the task force work is not done and there will be plenty more to do with the new motion.

Commissioner Fuhrman reported that as part of the same motion, the Board of Supervisors unanimously gave the Commission a new assignment to look at the piece of the process that occurs from when the initial disciplinary action is contemplated through the investigation phase, through the skelly hearing, and through the final departmental decision making process, and this particular part of the process can take up to a year. He stated that the Board of Supervisors is looking to the Commission to see if the Commission could get a similar reduction in the timeline on the front-end of the disciplinary process as the task force did with the CSC Appeal process. He stated that the task force will be talking to departments, stakeholders, Unions, CEO, and the Board Offices to see if the task force can come up with some suggestions. He stated that the Board is looking for a report back from the Commission by June 2013.

Executive Director, Edward Eng stated that the motion that Commissioner Fuhrman alluded to is a three page motion and if anyone needs a copy he has it available. He also stated that he was in attendance at the Board meeting and he would like to congratulate the task force on a job well done.

Chairman Barcelona stated that he would also like to thank the task force for their hard work and dedication. He stated that it is really satisfying as Commissioners to know that the Commission is making a difference. He stated that for the continuation project on Civil Service Reform, he would like to ask Commissioners Hinsche-Otto and Fuhrman to Co-Chair the task force. He stated that he would like to also recognize the Chair-Emeritus for his idea on using the specialized hearing officers for mediation, which the Board used as the framework for a pilot as reflected on page 3 of the new motion. He stated that if any Commissioner would like to be a part of this historic project, please send him or Executive Director Edward Eng an email.

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

Commissioner Kalm reported that the task force thought they would be off and running with the e-government project that has been so long in the gestation period when the Board of Supervisors passed a motion two weeks ago tasking the Commission to do a project. He stated that a lot has been accomplished in the six to eight months with those that have been on the task force; the task force has had a number of interviews with department heads and it has really helped the task force focus in on what the objectives of the project are. He stated that the project has morphed into a study of the management process for approving the applications of technology that produced the kind of e-government projects that the Commission is familiar with. He stated that in that regard it is interesting that the project is really a motherhood project from a sense that everyone is for the idea that we should be doing this more rapidly and more efficiently. He stated that in an analogy, the E&E Commission is asked to be the fertility doctor to see what it takes to achieve pregnancy soon. He stated that there are delays in projects that have been approved by the Board of Supervisors, i.e. the PALMS Project that involved automated plans processing which ended up in gridlock because of inter-departmental and budgetary issues. He stated that he fully

recognized that the Commission should not meddle in information technology projects where existing oversight structure is in place. However, he stated that the e-government project is more in parallel with what we have already done as a Commission on the Governance, Strategic Plan, and the Civil Service Study. He stated that it is all about process: why do things move so slowly and how can the County restructure its processes. He stated that one of the things the task force has learned is that there is a strategic planning process in the County and business automation plan component of it but they don't necessarily produce incentives for the department heads to push harder because they are not tied to the MAPP goals. He stated that these are the kinds of issues that the task force has gotten some really good feedback on. He stated that some departments have technology as a part of their DNA much more than other departments. He stated that he and Mr. Eng had a meeting yesterday with one department where they were proud of the fact that for 90 years the County has been a paper-based organization and they admitted to the fact that it is difficult to train some of the established employees to flip over from paper to digital technology.

Commissioner Kalm stated he would like the Commissioners to read the task force summary that has been prepared to get the focus on how the task force views the project. He stated that the task force is in a more needy mode than Civil Service task force by a long shot because this task force should have additional staffing in order to effectively carry out the remaining part of the work. He said he is interested in recruiting anyone that has an interest in working with the e-government task force. He stated that the task force has a year or so to come up with the final recommendations and he is certainly hopeful that this Commission could multi-task two projects at the same time recognizing that this will have some workload impact on our Executive Director.

Chairman Barcelona stated that he and Executive Director Edward Eng were discussing the workload issue and it is all about prioritizing. He stated that Mr. Eng will develop a strategy so that the Commission can have both projects going simultaneously. He stated it takes manpower and getting people involved but it should be doable.

3. Video Arraignment-- Commissioner Fuhrman

Commissioner Fuhrman stated that there is nothing new to report.

VI. LIAISON REPORTS

1. Quality & Productivity Commission – Steve Wolowicz

Commissioner Wolowicz stated that there was 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

Director, Mrs. Lisa Garrett, Los Angeles County Department of Human Resources

IX. NEW BUSINESS

None

X. PUBLIC COMMENT

None

XI. ADJOURNMENT

The meeting was adjourned by Chairman Barcelona at 11:23 a.m.

Respectfully Submitted,

Edward Eng,

Executive Director