

**ECONOMY AND EFFICIENCY COMMISSION
MINUTES OF THE REGULAR MEETING
April 6, 2017**

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 Chair Barcelona called the Commission meeting to order at 10:03 a.m.

II. APPROVAL OF COMMISSIONER'S ABSENCES

The following was the attendance for the meeting:

COMMISSIONERS PRESENT

Isaac Diaz Barcelona
Bart Benjamins
Robert Cole
Thomas De Simone
Becca Doten
Jonathan S. Fuhrman
Ronald K. Ikejiri
Kyo Paul Jhin
Jeffrey Monical
Ed Munoz
Wilma Pinder
Benjamin Reznik
Steven Ward
Lisa Watson

COMMISSIONERS REQUESTING TO BE EXCUSED

Benjamin Everard
T. Warren Jackson
Adam Murray

COMMISSIONERS NOT REQUESTING TO BE EXCUSED

None

III. APPROVAL OF FEBRUARY 2, 2017 MINUTES

Chair Barcelona asked if there were any objections or changes to the minutes of the February 2, 2017 Commission meeting. Hearing no changes, the motion was then Moved, Seconded, and Adopted. The minutes of the February 2, 2017 Commission meeting was approved.

IV. REPORTS

A. RECRUITMENT, EXAM AND HIRING PROCESS

Commissioner Fuhrman reported that the task force was asked to address the issue by a motion from the Board of Supervisors last November with a remarkable short timeline. He thanked the very active task force Co-Chair De Simone, Commissioner Jackson, Commissioner Munoz, Commissioner Benjamins, Commissioner Pinder, and Commissioner Ward, and Commissioner Watson. He stated that Co-Chair De Simone and Commissioner Jackson took the lead in drafting the recommendations and then the task force drafted the report around the recommendations. He stated that basically the task force has three major groups of recommendations they are all highlighted for easy review on the table of contents and there is also an executive Summary on pages one and two.

Commissioner Fuhrman stated that there are a series of recommendations that are relatively straight forward relating to process improvements, better communication among between the people who hire and the people who screen applicants for the particular job. He stated that the taskforce is recommending that DHR make clear that resumes can be reviewed by hiring managers and those applicants who may be applying for a job category (in positions where there may a job opening in 5 to 10 county departments) submit a cover letter. He stated there is a recommendation for technological improvements, a big issue revolved around list management where currently when there is a list of eligible candidates for a job category that is present in multiple departments, hiring managers essential get a static list which they then report back on and then can ask for an updated list that reflects the candidates that are either or not interested in working for the county anymore or already hired by another county. He stated that this procedure could take weeks and as one department may find out that a candidate is no longer interested in other departments may still be calling the candidate. The solution is rather than having a static list that would go back and forth, the task force recommends that DHR look at upgrading the vendor software to a real-time database system rather than a static PDF list distribution. He stated that lastly there is a series of recommendations that may require Civil Service Rule changes and cultural changes within the county that can be more controversial, but there was encouragement from the Board of Supervisors to think big and outside the box on these issues. He stated that one of the issues is that the task force recommend eliminating the appraisal of Promotability process(AP) for inter-departmental promotional exams. It has been discussed in prior reports and there seems to be a clear consensus that when the task force is dealing with inter-departmental exams, the AP is useless. He stated that the task force is recommending that DHR do away with AP's when it comes to inter-departmental promotional exams and instead move to the Work Style Assessment (WSA) tool which is a computer administered tool to take the place of the AP. He stated that the task force heard fairly consistent complaints that the rule of 5 which require that hiring managers focus on a particular band until there are fewer than 5 eligible candidates in that band, and the task force has recommended several potential ways to achieve greater flexibility by changing the rule of 5 which is a part of the Civil Service Rule to a rule of 10 or by expanding the range of band 1. He stated that there are a variety of mechanisms but the task force is trying to address the expressed need for flexibility in approaching a list of candidates.

Commissioner Fuhrman stated that the last three recommendations 9, 10, and 11 would be cultural changes within the county particularly in how the county delegates power between central agencies and the departments. He stated that currently one of the county rules is if a

hiring manager is hiring someone from the outside into a job with an established set of pay grades, the candidate from outside, regardless of what their current salary is or level expertise, they have to start at pay grade 1 within that job range. He stated that it can be appealed and the hiring manger can go to the CEO and ask for permission to bring them in at step 3, 4 or step 5 and they can engage in a multiple weeks of bargaining, and often that is granted after 3 or 4 weeks. He stated that the task force is recommending that county department heads be given the authority to bring someone in up to the midpoint of the job classification. He stated that the next recommendation involves giving county department heads the authority to reclassify positions within their departments. Commissioner Fuhrman stated that the most controversial recommendation is to create a mechanism in the county whereby a small amount, a 1% of budget positions be reserved for off schedule hires that would allow a manger to hire someone even when they don't have an established item previously authorized and approved. He stated that the recommendation was made in response to comments the task force heard from department's heads who argued that the biggest challenge they face is bringing in talent and identifying exceptionally qualified candidates and bringing them into the county family.

He stated that those are the 11 recommendation that the task force is recommending and a copy has been given to each Commissioner to review. He asked for the Commission's approval of the report as submitted with permission to make minor changes in their final editorial session. He stated that the task force will also be running this by both DHR, CEO, and all Board Offices so that have a chance to correct any factual statements or correct any errors.

The motion to approve the report for minor edits and then distribution of final report without coming back to the Commission for approval was moved, seconded and unanimously approved.

B. COUNTYWIDE CRIMINAL JUSTICE COORDINATING COMMITTEE (CCJCC)

Executive Director Eng stated that he attended the meeting and there were about 3 or 4 presentations and found the most significant one was the report on Prop 64 Marijuana Law. He stated that it is impacting every city and he has learned a lot from the presentation at CCJCC and has invited Mr. Joe Nicchitta to be today's guest speaker.

C. ISD PURCHASING PROCESS

No Report

D. VIDEO ARRAIGNMENT

Commissioner Fuhrman stated that the task force met with the Sherriff's Office and that the longtime Assistant Sheriff that the task force has been working with is retiring and they had the opportunity to meet the Commander who will be taking his place starting next week. He stated that they are extremely interested in pursuing the potential for Video Arraignment as they continue to have about 60% of the individuals in the county jails are pre-trial detainees. He stated that they are moving about 1,200 inmates a day to the courts mostly for arraignments, continuance motions and status conferences. He stated that the program in Glendale is continuing to work well and they are probably willing to fund the expansion of the program. He stated that the technology is continuing to improve over the years and now is at

a point where there is currently off-the-shelf software available that would simplify and expedite the process. He stated that the task force next step is to work with the District Attorney's and the Public Defender's Offices to try and get them on board and go from there.

V. PRESENTATION

Los Angeles County CEO/Office of Marijuana Management, Mr. Joe Nicchitta, Countywide Coordinator

VII. NEW BUSINESS

Vice-Chair Doten stated that at last month's meeting the Commission discussed having term limits for the Chairperson of the Commission. She made a motion to amend the bylaws to reflect that the Chairperson of the Commission could only serve up to two consecutive years as Chair. She stated that she added language to the bylaws that reads the terms of the office of Chair and Vice Chair are for the calendar year or for the portion thereof remaining after the election to office. Both the Chair and the Vice Chair shall serve a term of one year from the date of their election, or until the next first annual meeting of the year when elections occur. She stated that no Chair or Vice-Chair shall serve more than two full consecutive terms if the office of the Chair becomes vacant in the middle of a term, the Chair may finish that term and serve up two more consecutive terms. She stated that she would also like to make a small amendment to have only one Vice-Chair.

Chair Barcelona asked for a motion to approve the bylaw changes. Hearing no changes, the motion was then Moved, Seconded, and Adopted.

VIII. PUBLIC COMMENT

None

IX. EXECUTIVE COMMITTEE REPORTS AND ANNOUNCEMENTS

Executive Director Eng reported that at the request of several commissioners, in lieu of next month's meeting, the E&E Commission will take a tour of the Los Angeles County Medical-Examiner Coroner's Department. He stated that commissioners must RSVP by May 4, 2017 with Admin Assistant Aisha Pittmon. He stated that for the October meeting our guest speaker will be Supervisor Kathryn Barger, November meeting Supervisor Hahn and December Supervisor Ridley-Thomas.

X. COMMISSIONERS' ANNOUNCEMENTS

None

XI. STAFF ANNOUNCEMENTS

There was nothing new to report.

XII. ADJOURNMENT

The meeting was adjourned by Chair Barcelona at 11:50 a.m.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Edward Eng", written in a cursive style.

Executive Director, Edward Eng