

**ECONOMY AND EFFICIENCY COMMISSION
MINUTES OF THE REGULAR MEETING
March 4, 2021**

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.

1. CALL TO ORDER

With the presence of a quorum, Chair Munoz called the Commission meeting to order at 10:30 a.m. via Microsoft Teams.

2. APPROVAL OF COMMISSIONER'S ABSENCES

The following was the attendance for the meeting:

COMMISSIONERS PRESENT

Robert Cole
Nancy Coleman
Becca Doten
Benjamin Everard
Jacob Haik
Michael Hastings
Ronald K. Ikejiri
T. Warren Jackson
Larry Kaplan
Ed Munoz
Robert Philibosian
Wilma Pinder
Joanne Saliba
John Anthony Schmitz
Velveth Schmitz
Connie Sullivan
Steven Ward
Cesar Zaldivar-Motts

COMMISSIONERS REQUESTING TO BE EXCUSED

Jeffrey Monical
Yolanda Rodriguez-Pena
Natalie Samarjian

3. APPROVAL OF FEBRUARY 4, 2021 MINUTES

Chair Munoz asked if there were any objections or changes to the minutes of the February 4, 2021 Commission meeting. Hearing no changes, the motion was then Moved, Seconded, and Adopted. The minutes of the February 4, 2021 Commission meeting were approved.

4. PUBLIC COMMENT

None

5. REPORTS

i. CCJCC

Commissioner Jackson reported that there was no CCJCC meeting.

ii. Environmental Transit Stop Solution

Commissioner Saliba reported that the task force met before the EEC meeting. She reported that the meeting was a report-out meeting that she and Executive Director Eng had with Chief Deputy Martin Reyes from Supervisor Solis's office. She reported that the focus is to explore alternative funding or other ideas for bus benches in underserved communities.

Commissioner Saliba reported that Executive Director Eng came up with an idea to partner with a college to do this as a research project. She reported that the task force believed that it would be more efficient to try and find a school in the 1st District to take on this project. She also reported that the task force has agreed to follow up with East LA College, Cal State LA, and SCI-ARC (So. Ca. Institute of Architecture), a nonprofit organization. She reported that Commissioner J. Schmitz came up with the idea to contact service organizations such as Eagle Scouts to do the maintenance on each of the bus stops. She reported that Commissioner V. Schmitz came up with the idea to adopt a "bus stop". She reported that the task force will follow up on the following action items before the next task force meeting: (1) contact schools for their interests in the research project, and (2) try and find alternative funding source such as PIF funding.

Chair Munoz stated that the task force should consider reaching out to Cal Poly Pomona which is one of Supervisor Solis's alma mater.

iii. Telework best practices in Los Angeles County

Commissioner Jackson presented the PowerPoint presentation created by Executive Director Eng. He reported that the presentation included trends shaping the future of telework, a snapshot of how telework works before and during the pandemic, and how it may function after the pandemic. He also discussed telework challenges, and most importantly, the task force's recommendations for a hybrid future.

Commissioner Jackson reported that a survey was done by Executive Director Eng and summarized the survey results: (1) 90% of participants reported higher productivity and 10% felt more valued, and on the downside, (2) 40% missed a sense of belonging, 30% missed collaboration and communication, and 30% stated that there is a lack of trust from management.

Commissioner V. Schmitz stated she feared there maybe the danger of erosion of trust between an employee and the employer, and over a long period it can create other ancillary issues..

Commissioner Sullivan stated that she's not sure there is an erosion of trust but that a lot of managers would like to be able to see their employees working.

Commissioner Jackson stated that it is more problematic when you don't get to see the better side of an employee because you're not there in real-time. He asked if it is a red flag that the Department of Human Resources (DHR) should be aware of.

Commissioner Haik stated that he likes the point that Commissioner V. Schmitz brought up and he thinks that it is something that needs to be highlighted. He stated that it was a very different process a lot of people had to adapt to. He stated that as a manager in the City of LA, he attends all kinds of training and this may be a good recommendation on how to manage people remotely. For example, how do you identify warning signs that an employee isn't adapting well?

Commissioner Jackson reported that there are 5 recommendations in the presentation: (1) Adapt to the changing needs of employees and shift from a traditional office archetype to a hybrid form of work: a remote and brick-and-mortar model, (2) Accelerate and reengineer management systems and processes for optimal workflows and decision making in a hybrid environment, (3) Encourage and incentivize a shift from a command-and-control, crisis response culture to one that is trust-based to catalyze innovation and unleash talent in a hybrid model, (4) Build a network of flexible enterprises (teams) that emphasizes agility in response to emerging challenges and opportunities, and (5) Ensure compliance with employment, health, and safety laws. He reported that the list of recommendations and the full PowerPoint presentation was provided by Administrative Assistant Pittmon through email with all the recommendations listed in full detail.



Telework2.0Framework.pptx

Executive Director reported that the task force approached the report from an employee perspective and to provide a better balance, he would like to implement a survey from the management viewpoint. He reported that the task force is going to make the same presentation to DHR in the upcoming weeks. He also reported that the task force can also ask DHR to implement survey for the report at the management level. He reported that doing that would round out the report and make it more comprehensive.

iv. Evaluate LA County DCFS Foster Youth Program

Commissioner Ward reported that the task force had its first meeting with the Department of Children and Family Service (DCFS) on Wednesday, February 17, 2021. He reported that DCFS went pretty in depth and only had time to address 3 of the recommendations from the report. He reported that Executive Director Eng suggested that DCFS provide written responses to each of the recommendations for the task force to review and come up with questions.

Commissioner Ward reported that once the task force receives a written response from DCFS they will have another task force meeting to evaluate the responses. He reported that he is personally invested in this project and looks forward to the response back from DCFS within the next couple of weeks.

6. PRESENTATION

There was no presentation at the March Microsoft Teams Meeting.

7. COMMISSIONERS' ANNOUNCEMENTS

Nothing new to report.

8. STAFF ANNOUNCEMENTS

Executive Director Eng reported that he is very encouraged and appreciative by the participation from Commissioners on each of the task forces. He reported that he also wants to make sure there are no additional issues are logging on to MS Teams for future Virtual Meetings. He reported that it has taken a tremendous amount of time for Administrative Assistant Pittmon to work with IT and each Commissioner to fix all the issues and to get everyone set up. He also thanked the Administrative Assistant for the "hand-raising" protocol and that it has helped the meeting flow more efficiently.

Administrative Assistant Pittmon reported that she is still working on getting 1st District, Supervisor Solis to speak at the next E&E Commission Meeting.

9. ADJOURNMENT

The meeting was adjourned by Vice-Chair Jackson at 11:56 am.

Respectfully Submitted,



Executive Director, Edward Eng