



County of Los Angeles
**CHIEF EXECUTIVE OFFICE
OPERATIONS CLUSTER**

REVISED

DATE: October 11, 2012
TIME: 1:00 p.m.
LOCATION: Kenneth Hahn Hall of Administration, Room 830

AGENDA

Members of the Public may address the Operations Cluster on any agenda item by submitting a written request prior to the meeting.
Three (3) minutes are allowed for each item.

1. Call to order

- A) **Board Letter – COUNTYWIDE CLASSIFICATION ACTIONS LETTER**
CEO Class/Comp – Steve Masterson or designee

- B) **Board Letter – RECOMMENDATION TO APPROVE AND AWARD AN AGREEMENT BY AND BETWEEN DPSS AND ACCENTURE, LLP FOR THE LEADER REPLACEMENT SYSTEM**
CIO – Richard Sanchez or designee
DPSS – Michael Sylvester

- C) **Board Letter – HEARING ON RATE INCREASE AT COUNTY AUTO PARK 10 – HEARING ON NEW PARKING RATE AT COUNTY AUTO PARK 11A**
ISD – Tom Tindall or designee

- D) **Board Letter - County/Metro Cross - Promotional Partnership for Employee Discounts**
CEO – Martin Zimmerman or designee

- E) **Board Letter – RECOMMENDATION TO PROVIDE LEGAL REPRESENTATION FOR TWO CLINICAL PSYCHOLOGISTS IN THE CEO FOR ADMINISTRATIVE PROCEEDINGS BROUGHT BY THE CALIFORNIA BOARD OF PSYCHOLOGY**
CEO/County Counsel – Steve NyBlom or designee

2. Public Comment

3. Adjournment



County of Los Angeles
CHIEF EXECUTIVE OFFICE

Kenneth Hahn Hall of Administration
500 West Temple Street, Room 713, Los Angeles, California 90012
(213) 974-1101
<http://ceo.lacounty.gov>

WILLIAM T FUJIOKA
Chief Executive Officer

Board of Supervisors
GLORIA MOLINA
First District

MARK RIDLEY-THOMAS
Second District

ZEV YAROSLAVSKY
Third District

DON KNABE
Fourth District

MICHAEL D. ANTONOVICH
Fifth District

October 30, 2012

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, CA 90012

Dear Supervisors:

**COUNTYWIDE CLASSIFICATION ACTIONS
(ALL SUPERVISORIAL DISTRICTS)
(3 VOTES)**

SUBJECT

This letter and accompanying ordinance will update the tables of classes of positions and departmental staffing provisions by adding a new classification, by restoring a classification, by deleting classifications, by updating compensation provisions to reflect class deletions, and by reclassifying positions in various County departments.

IT IS RECOMMENDED THAT THE BOARD:

Approve the accompanying ordinance amending Title 6, Salaries, of the County Code to add one (1) Countywide classification, to restore one (1) classification in the Department of Public Works; to delete one (1) non-represented classification; to update compensation provisions to reflect class deletions; and to reclassify 24 positions to implement results of classification studies in the departments of the Assessor, Health Services, Internal Services, Public Social Services, Public Works, and Treasurer and Tax Collector.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

Your Board of Supervisors (Board) has requested submission of classification letters on a periodic basis throughout the year to facilitate consideration of classification and compensation recommendations in a timely manner. Approval of these recommendations will provide the ordinance authority for County departments to implement the classification and compensation recommendations in this letter.

These recommendations will ensure the proper classification and compensation of positions based upon the duties and responsibilities assigned to these jobs (Attachments A and B). This is a primary goal of the County's classification and compensation system. Positions reclassified upward and laterally are consistent with the class concepts of the proposed classifications.

We are recommending these actions based upon generally accepted principles of classification and compensation. Furthermore, these actions are important in addressing departmental operational needs and in maintaining consistency in personnel practices throughout the County. The proper classification and compensation of positions facilitates good business operations and can reduce the number of costly personnel-related problems.

New Classification

We are recommending one (1) new non-represented classification to be established in the Classification Plan in conjunction with a motion by your Board (Attachment A). The Management Fellow class will be used for participants in the new Management Fellows program, which is to be implemented by DHR at the request of the Board.

The new Management Fellow classification will be placed in the Management Appraisal and Performance Plan (MAPP) range S4 which will allow for a greater degree of flexibility with recruitment and placement of Fellows. The Chief Executive Office will review each MAPP placement request and approve initial step placement based on the Fellow's assignment, education, and experience.

Restored Non-Represented Classification

We are recommending the restoration of the Governmental Relations Representative, Public Works as part of the County Classification Plan (Attachment A). Your Board had approved the deletion of this classification in April 2005, as it had been vacant since 1998. This classification is intended to serve as liaison with the Board of Supervisors on departmental issues, engage in consultation on departmental policies and technical items of importance to the County and Board of Supervisors, and assist in the review and development of position statements of State and Federal legislation that may have an effect on the County and provide analysis of the effects.

Deleted Classifications/Departmental Provisions

In conjunction with our continuing goal of reducing classifications, we are recommending the deletion of one (1) non-represented classification and two (2) vacant represented classifications (Attachment A). The Employee Relations Commission (ERCOM) has approved the represented classes for deletion and the affected departments have been informed of and have consented to these deletions. This recommendation is consistent with the County's strategy to reduce the number of obsolete classifications. In addition, we are updating compensation provisions to reflect class deletions.

Reclassifications

Based upon individual position studies conducted at the request of six (6) departments, we recommend that 24 positions be reclassified (Attachment B). The assigned duties, responsibilities, and/or utilization of these positions have changed since the original allocations were made. The positions are more appropriately classified in the recommended classes.

Implementation of Strategic Plan Goals

The Board's approval of the accompanying ordinance will further the County Strategic Plan Goal 1 - Operational Effectiveness. Specifically, it will address the Service Excellence and Organizational Effectiveness Strategy to improve the quality of the workforce, to achieve departmental operational efficiencies, and to maintain consistency in personnel practices throughout the County. These recommendations are in line with the Human Resources Transformation Strategic Initiative Project, which includes the deletion of specialized classes in an effort to streamline the classification system.

FISCAL IMPACT/FINANCING

The projected budgeted annual costs for the 24 positions that will be reclassified is estimated to total \$229,094 (all funds). Net County cost is estimated to be \$45,712. Cost increases associated with the upward reclassification actions will be absorbed within the Board's adopted budget for each affected department. No additional funding is required.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

The County Charter authorizes the establishment and maintenance of "a classification plan and the classification of all positions." This responsibility is further delineated in Civil Service Rule 5.

Appropriate notifications have been made to the impacted employee organizations regarding the recommended classification actions. The accompanying ordinance implementing amendments to Title 6, Salaries, of the County Code has been approved as to form by County Counsel.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

Your approval of these classification recommendations will enhance the operational effectiveness of the departments through the proper compensation of positions.

Respectfully submitted,

WILLIAM T FUJIOKA
Chief Executive Officer

WTF:BC:EFS
SJM:AE:KP:ra

Attachments (2)

c: Executive Office, Board of Supervisors
County Counsel
Auditor-Controller
Human Resources
Affected Departments

ATTACHMENT A

**NON-REPRESENTED CLASSIFICATION
RECOMMENDED FOR ADDITION**

Proposed Savings/ Cafeteria Benefit Plan	Item No.	Title	Salary Schedule & Level
Savings/ Megaflex	0998	Management Fellow	N23 S4

**NON-REPRESENTED CLASS RECOMMENDED FOR
RESTORATION TO THE CLASSIFICATION PLAN**

Item No.	Title	Salary Schedule & Level
1012	Governmental Relations Representative, Public Works	N23 S12

NON-REPRESENTED CLASS RECOMMENDED FOR DELETION

Item No.	Title
8622	Deputy Director, Administration, Probation

REPRESENTED CLASSES RECOMMENDED FOR DELETION

Item No.	Title
6540	Electronics Communications Technician Trainee
6114	Welder Working Supervisor

RECOMMENDATIONS FOR POSITION RECLASSIFICATION

ASSESSOR

Number of Positions	Present Classification and Salary	Classification Findings and Salary
2	Information Systems Supervisor II Item No. 2596A NM 104B Non-Represented	Information Technology Manager I Item No. 2565A N23 S11 Non-Represented
1	Information Systems Supervisor I Item No. 2595A NM 99E Non-Represented	Principal Application Developer Item No. 2526A NM 103E Non-Represented
1	Senior Application Developer Item No. 2525A NM 97B Represented	Principal Application Developer Item No. 2526A NM 103E Non-Represented

As part of the ongoing Information Technology (IT) Restructuring Project, we are continuing with Phase II of the Countywide IT Occupational Study, which covers the classification and allocation of supervisory and management IT positions. The above subject positions are assigned to the Application and Technology Support Services and Operations Sections and the duties and responsibilities assigned to the subject positions meet the allocation criteria for reclassification. Therefore, we recommend upward reclassification of the positions listed in the table above.

HEALTH SERVICES – VALLEYCARE NETWORK – OLIVE VIEW/UCLA MEDICAL CENTER

Number of Positions	Present Classification and Salary	Classification Findings and Salary
1	Clinical Laboratory Scientist Instructor Item No. 4900A NM 93H Represented	Laboratory Quality Control Coordinator Item No. 4902A NM 95C Represented
4	Supervising Clinical Laboratory Scientist I Item No. 4903A NM 92C Represented	Supervising Clinical Laboratory Scientist II Item No. 4904A NM 95K Represented

The subject Clinical Laboratory Scientist Instructor position reports to the Clinical Laboratory Scientist Administrative Coordinator and is assigned to the Department of Pathology, Quality Control Division where it is responsible for administering quality improvement activities. Specific duties include evaluation and review of proficiency testing, development, tracking and data analysis of key quality improvement indicators; conducting and evaluating customer satisfaction surveys; monitoring laboratory services, developing and writing policies and procedures; and investigating and supporting corrective actions.

The duties and responsibilities assigned to this position meet the class concept and allocation standards for Laboratory Quality Control Coordinator, a class which plans, organizes, implements and maintains the effective operation of a quality control program for hospital based laboratories. Therefore, we recommend upward reclassification to Laboratory Quality Control Coordinator.

The subject Supervising Clinical Laboratory Scientist I positions are assigned to the Department of Pathology and report to the Clinical Laboratory Scientist Administrative Coordinator. These positions are primarily responsible for supervising the work of Clinical Laboratory Scientists providing laboratory results to clinical providers. The positions oversee staff in single laboratory units operating three shifts per day or two or more laboratory units on a single shift.

The supervisory responsibilities meet the allocation standards for Supervising Clinical Laboratory Scientist II, a class which exercises technical and administrative supervision over a single clinical laboratory unit operating three shifts a day or two or more clinical laboratory units operating on a single shift. Therefore, we recommend upward reclassifications to Supervising Clinical Laboratory Scientist II.

INTERNAL SERVICES DEPARTMENT

Number of Positions	Present Classification and Salary	Classification Findings and Salary
1	Electronics Audio Technician Item No. 6535A Flat Rate \$5,789.33 Represented	Audio, Video, and Security Systems Technician Item No. 6547A Flat Rate \$6,094.04 Represented
1	Electronics Communications Technician Supervisor Item No. 6544A Flat Rate \$7,008.16 Represented	Audio, Video, and Security Systems Technician Supervisor Item No. 6550A Flat Rate \$7,008.16 Represented

The subject Electronics Audio Technician and Electronics Communications Technician Supervisor positions are assigned to the Internal Services Department, Telecommunications Branch, Voice & Video Applications Division, Audio/Video & Maintenance Section.

The duties of the subject Electronics Audio Technician position are to install, configure, test, maintain, and repair closed-circuit television systems, Internet Protocol based audio-video teleconferencing systems, and related equipment. By definition, positions allocable to the class of Electronics Audio Technician install, maintain, repair and operate audio systems and electronic audio-visual equipment. In contrast, positions allocable to the class of Audio, Video, and Security Systems Technician are responsible for installing, configuring, testing, maintaining, and repairing audio, video and security systems, and related equipment. We therefore recommend upward reclassification of the subject Electronics Audio Technician position to Audio, Video, and Security Systems Technician.

The subject Electronics Communications Technician Supervisor position provides administrative and technical supervision for a unit of eight (8) journey-level workers engaged in the installation, configuration, testing, maintenance, and repair of audio, video and security systems, and related equipment used for public address, audio and video intercommunications, closed-circuit television and audio and video teleconferencing. In contrast, positions allocable to Electronics Communications Technician Supervisor are responsible for supervising the work of a section engaged in the maintenance, repair, installation and modification of fixed and mobile radio communications and related equipment. Because the responsibilities of the subject position are more consistent with the definition for Audio, Video, and Security Systems Technician Supervisor, a class which supervises the work of a unit of eight (8) to thirty (30) positions engaged in the installation, configuration, testing, maintenance, and repair of audio, video and security systems, and related equipment, we recommend lateral reclassification of the subject position to Audio, Video, and Security Systems Technician Supervisor.

PUBLIC SOCIAL SERVICES

Number of Positions	Present Classification and Salary	Number of Positions	Classification Findings and Salary
6	Financial Specialist I Item No. 0747A N26M 79J Non-Represented	2	Administrative Services Manager I Item No. 1002A NM 93C Non-Represented
		4	Program Assistant, Public Social Services Item No. 7980A NM 81B Represented

The subject Financial Specialist I (FS I) positions are currently vacant, and are assigned to the newly created Fiscal Compliance Section within the Chief Deputy Office, and perform audit/investigative duties within the section.

Two of the positions assigned are primarily responsible for supervising lower-level staff performing audit and compliance work. By definition, positions allocable to FS I typically assist in analyzing and making recommendations for the solution of departmental accounting, budgetary, and other financial problems. It is not a managerial class. In contrast, positions assigned to the level of Administrative Services Manager I independently perform a full range of difficult to complex issues which have direct impact on departmental programs and operations, and may be responsible for supervising the work of lower-level analysts. Therefore, we are recommending upward reclassification of the two (2) subject positions to Administrative Services Manager I.

The remaining four (4) Financial Specialist I positions perform Board mandated audits to safeguard County assets and ensure that financial transactions are executed as authorized and properly recorded. In addition, positions provide recommendations for the solution of operational issues that impact the efficient delivery of special services programs. These responsibilities are more specialized and complex than typically assigned to an FS I. In contrast, positions allocated to the level of Program Assistant, Public Social Services analyze and make recommendations for the solution of problems related to the implementation and administration of public assistance or social services programs. Therefore, we recommend upward reclassifications to Program Assistant, Public Social Services.

PUBLIC WORKS

Number of Positions	Present Classification and Salary	Classification Findings and Salary
2	Management Analyst Item No. 1848A NM 86D Non-Represented	Senior Departmental Personnel Technician Item No. 1849A NM 90D Non-Represented
1	Senior Typist-Clerk Item No. 2216A NMV 67D Represented	Departmental Personnel Assistant Item No. 1842A NM 69J Represented

The subject Management Analyst positions report to an Administrative Services Manager II and are assigned to the Exams Unit and Classification/Compensation Unit of the Human Resources Division, respectively. The positions oversee the respective units and serve as lead analysts by performing the more difficult technical personnel work.

Based on the scope of work assigned, the subject positions meet the definition for Senior Departmental Personnel Technician, a class which is responsible for performing the more difficult technical personnel work in a County department or supervises the day-to-day work of a small unit comprised of technical personnel and clerical staff of the personnel office of a medium-sized department. Therefore, we recommend upward reclassifications of the subject positions to Senior Departmental Personnel Technician.

The subject Senior Typist-Clerk is assigned to the Return-to-Work Unit in the Human Resources Division. The primary responsibility is receiving, processing and tracking Workers' Compensation Claims as well as performing specialized clerical duties. The duties and responsibilities support allocation to Departmental Personnel Assistant, a class which is responsible for performance of a variety of specialized clerical duties in the personnel office of a County department. Therefore, we recommend upward reclassification to Departmental Personnel Assistant.

TREASURER AND TAX COLLECTOR

Number of Positions	Present Classification and Salary	Classification Findings and Salary
1	Information Systems Supervisor I Item No. 2595A NM 99E Non-Represented	Principal Application Developer Item No. 2526A NM 103E Non-Represented
2	Information Systems Supervisor I Item No. 2595A NM 99E Non-Represented	Principal Information Systems Analyst Item No. 2594A NM 103H Non-Represented
1	Information Systems Supervisor I Item No. 2595A NM 99E Non-Represented	Principal Network Systems Administrator Item No. 2561A NM 103H Non-Represented

As part of the ongoing Information Technology (IT) Restructuring Project, we are continuing with Phase II of the Countywide IT Occupational Study, which covers the classification and allocation of supervisory and management IT positions. The above subject positions serve as supervisors and oversee various sections of the Information Systems Division, respectively. The duties and responsibilities assigned to the subject positions meet the allocation criteria for reclassification. Therefore, we recommend upward reclassifications of one (1) Information Systems Supervisor I to Principal Application Developer, two (2) Information System Supervisor I positions to Principal Information Systems Analyst, and (1) Information Systems Supervisor I to Principal Network Systems Administrator.

ANALYSIS

This ordinance amends Title 6 – Salaries, of the Los Angeles County Code by

- Adding and establishing the salary for one (1) employee classification;
- Restoring and establishing the salary for one (1) employee classification;
- Deleting one (1) non-represented classification;
- Amending a provision in Section 6.28.050-25 (Notes to Section 6.28.050) to reflect a classification deletion;
- Repealing Section 6.77.110 (Narcotics and dangerous drugs commission) to reflect a classification deletion; and
- Adding, deleting, and/or changing certain classifications and numbers of ordinance positions in the departments of Assessor, Health Services, Internal Services, Public Social Services, Public Works, and Treasurer and Tax Collector.

JOHN KRATTLI
County Counsel

By: _____
RICHARD D. BLOOM
Principal Deputy County Counsel
Labor & Employment Services Division

RDB:kp

ORDINANCE NO. _____

An ordinance amending Title 6 - Salaries, of the Los Angeles County Code relating to the addition, deletion, and/or changing of certain classifications and number of ordinance positions in various departments to implement the findings of classification studies.

The Board of Supervisors of the County of Los Angeles ordains as follows:

SECTION 1. Section 6.28.050 is hereby amended to add the following classes:

ITEM NO.	TITLE	EFFECTIVE DATE	SALARY OR SALARY SCHEDULE AND LEVEL	
<u>1012</u>	<u>GOVERNMENTAL RELATIONS REP,PW</u>	_____*	<u>N23</u>	<u>S12</u>
<u>0998</u>	<u>MANAGEMENT FELLOW</u>	_____*	<u>N23</u>	<u>S4</u>

SECTION 2. Section 6.28.050 is hereby amended to delete the following class:

ITEM NO.	TITLE	EFFECTIVE DATE	SALARY OR SALARY SCHEDULE AND LEVEL	
8622	DEPUTY DIRECTOR,ADMINISTRATION, PROB	10/01/2006	N23	R14
		04/01/2007	N23	S15
		07/01/2007	N23	S15
		01/01/2008	N23	S15
		01/01/2009	N23	S15

Section 3. Section 6.28.050-25 is hereby amended to read as follows:

6.28.050-25 Notes to Section 6.28.050.

. . .

NOTE 30A—TABLE OF APPRENTICE RATES

ITEM NO.	CLASSIFICATION	EFFECTIVE DATE	1ST	2ND	3RD	4TH	5TH	6TH	7TH	8TH	9TH	10TH
6254	Carpenter Apprentice	01/01/98	1379.46	1724.33	2069.19	2241.62	2414.06	2586.49	2758.92	3103.79		
		07/01/98	1407.05	1758.81	2110.57	2286.45	2462.33	2638.22	2814.10	3165.86		
		01/01/99	1435.19	1793.99	2152.79	2332.19	2511.59	2690.99	2870.38	3229.18		
		07/01/99	1463.90	1829.87	2195.84	2378.83	2561.82	2744.81	2927.79	3293.77		
		01/01/00	1493.17	1866.47	2239.76	2426.40	2613.05	2799.70	2986.34	3359.64		
6280	Carpet and Linoleum Layer Apprentice	01/01/98	1430.20	1608.97	1966.52	2324.07	2681.62	3039.17	3217.94			
		07/01/98	1458.80	1641.15	2005.85	2370.55	2735.25	3099.95	3282.30			
		01/01/99	1487.98	1673.97	2045.97	2417.96	2789.96	3161.95	3347.95			
		07/01/99	1517.74	1707.45	2086.89	2466.32	2845.76	3225.19	3414.91			
		01/01/00	1548.09	1741.60	2128.63	2515.65	2902.67	3289.70	3483.21			
6468	Electrician Apprentice	01/01/98	1700.98	1913.60	2126.23	2338.85	2551.47	2976.72	3401.96	3827.21		
		07/01/98	1735.00	1951.88	2168.75	2385.63	2602.50	3036.25	3470.00	3903.75		
		01/01/99	1769.70	1990.91	2212.13	2433.34	2654.55	3096.98	3539.40	3981.83		
		07/01/99	1805.10	2030.73	2256.37	2482.01	2707.64	3158.92	3610.19	4061.47		
		01/01/00	1841.20	2071.35	2301.50	2531.64	2761.79	3222.09	3682.39	4142.69		
6540	Electronic Communications Technician-Trainee	01/01/98	2812.23	2812.23	2972.21	2972.21						
		07/01/98	2868.48	2868.48	3031.66	3031.66						
		01/01/99	2925.85	2925.85	3092.29	3092.29						
		07/01/99	2984.36	2984.36	3154.13	3154.13						
		01/01/00	3044.05	3044.05	3217.21	3217.21						
6503	Elevator Mechanic Apprentice	01/01/98	2110.87	2321.95	2533.04	2744.12	2955.21	3166.30	3377.38	3799.56		
		07/01/98	2153.09	2368.39	2583.70	2799.01	3014.32	3229.63	3444.94	3875.55		
		01/01/99	2196.15	2415.76	2635.37	2854.99	3074.60	3294.22	3513.83	3953.06		
		07/01/99	2240.07	2464.08	2688.08	2912.09	3136.10	3360.11	3584.11	4032.13		
		01/01/00	2284.87	2513.36	2741.84	2970.33	3198.82	3427.31	3655.79	4112.77		
6702	Locksmith Apprentice	01/01/98	1379.46	1724.33	2069.19	2414.06	2758.92	3103.79				
		07/01/98	1407.05	1758.81	2110.57	2462.33	2814.10	3165.86				
		01/01/99	1435.19	1793.99	2152.79	2511.59	2870.38	3229.18				
		07/01/99	1463.90	1829.87	2195.84	2561.82	2927.79	3293.77				
		01/01/00	1493.17	1866.47	2239.76	2613.05	2986.34	3359.64				
6165	Metal Lather	01/01/98	1379.46	1724.33	2069.19	2241.62	2414.06	2586.49	2758.92	2931.35	3103.79	
	Apprentice	07/01/98	1407.05	1758.81	2110.57	2286.45	2462.33	2638.22	2814.10	2989.98	3165.86	

		01/01/99	1435.19	1793.99	2152.79	2332.19	2511.59	2690.99	2870.38	3049.78	3229.18	
		07/01/99	1463.90	1829.87	2195.84	2378.83	2561.82	2744.81	2927.79	3110.78	3293.77	
		01/01/00	1493.17	1866.47	2239.76	2426.40	2613.05	2799.70	2986.34	3172.99	3359.64	
7519	Millwright Apprentice	01/01/98	1406.16	1757.70	2109.24	2285.01	2460.78	2636.55	2812.32	3163.86		
		07/01/98	1434.28	1792.86	2151.43	2330.71	2510.00	2689.28	2868.57	3227.14		
		01/01/99	1462.97	1828.71	2194.45	2377.32	2560.19	2743.07	2925.94	3291.68		
		07/01/99	1492.23	1865.29	2238.34	2424.87	2611.40	2797.93	2984.46	3357.51		
		01/01/00	1522.07	1902.59	2283.11	2473.37	2663.63	2853.89	3044.14	3424.66		
6970	Painter Apprentice	01/01/98	1253.38	1566.73	1880.08	2036.75	2193.42	2506.77	2820.11			
		07/01/98	1278.45	1598.07	1917.68	2077.48	2237.29	2556.90	2876.52			
		01/01/99	1304.02	1630.03	1956.03	2119.03	2282.04	2608.04	2934.05			
		07/01/99	1330.10	1662.63	1995.15	2161.41	2327.68	2660.20	2992.73			
		01/01/00	1356.70	1695.88	2035.06	2204.64	2374.23	2713.41	3052.58			
7266	Plumber Apprentice	01/01/98	1719.14	1719.14	2664.66	2664.66	3438.27	3438.27	3868.06	3868.06		
		07/01/98	1753.52	1753.52	2717.96	2717.96	3507.04	3507.04	3945.42	3945.42		
		01/01/99	1788.59	1788.59	2772.31	2772.31	3577.18	3577.18	4024.32	4024.32		
		07/01/99	1824.36	1824.36	2827.76	2827.76	3648.72	3648.72	4104.81	4104.81		
		01/01/00	1860.85	1860.85	2884.31	2884.31	3721.70	3721.70	4186.91	4186.91		
7744	Refrigeration	01/01/98	1719.14	1977.01	2234.88	2492.75	2750.62	3008.49	3266.36	3524.23	3782.10	4039.97
	Mechanic	07/01/98	1753.52	2016.55	2279.58	2542.60	2805.63	3068.66	3331.69	3594.72	3857.74	4120.77
	Apprentice	01/01/99	1788.59	2056.88	2325.16	2593.45	2861.74	3130.03	3398.32	3666.61	3934.89	4203.18
		07/01/99	1824.36	2098.01	2371.67	2645.32	2918.98	3192.63	3466.28	3739.94	4013.59	4287.25
		01/01/00	1860.85	2139.98	2419.10	2698.23	2977.36	3256.48	3535.61	3814.74	4093.87	4372.99
6289	Roofer Apprentice											
	1st 3 months	01/01/98	1360.15	1700.19	2040.22	2380.26	2720.30	3060.33				
	2nd 3 months		1530.17									
	1st 3 months	07/01/98	1387.35	1734.19	2081.03	2427.87	2774.70	3121.54				
	2nd 3 months		1560.77									
	1st 3 months	01/01/99	1415.10	1768.88	2122.65	2476.43	2830.20	3183.98				
	2nd 3 months		1591.99									
	1st 3 months	07/01/99	1443.40	1804.26	2165.11	2525.96	2886.81	3247.66				
	2nd 3 months		1623.83									
	1st 3 months	01/01/00	1472.27	1840.34	2208.41	2576.48	2944.54	3312.61				
	2nd 3 months		1656.31									
7659	Sheet Metal	01/01/98	1872.14	2080.16	2288.18	2496.19	2704.21	2912.22	3120.24	3328.26		
	Apprentice	07/01/98	1909.59	2121.77	2333.94	2546.12	2758.29	2970.47	3182.65	3394.82		
		01/01/99	1947.78	2164.20	2380.62	2597.04	2813.46	3029.88	3246.30	3462.72		
		07/01/99	1986.74	2207.49	2428.23	2648.98	2869.73	3090.48	3311.23	3531.98		
		01/01/00	2026.47	2251.64	2476.80	2701.96	2927.13	3152.29	3377.45	3602.62		
7751	Steamfitter	01/01/98	1719.14	1977.01	2234.88	2492.75	2750.62	3008.49	3266.36	3524.23	3782.10	4039.97
	Apprentice	07/01/98	1753.52	2016.55	2279.58	2542.60	2805.63	3068.66	3331.69	3594.72	3857.74	4120.77
		01/01/99	1788.59	2056.88	2325.16	2593.45	2861.74	3130.03	3398.32	3666.61	3934.89	4203.18
		07/01/99	1824.36	2098.01	2371.67	2645.32	2918.98	3192.63	3466.28	3739.94	4013.59	4287.25
		01/01/00	1860.85	2139.98	2419.10	2698.23	2977.36	3256.48	3535.61	3814.74	4093.87	4372.99

• • •

SECTION 4. Section 6.38.010 (Assessor) is hereby amended to add the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
<u>2565A</u>	<u>2</u>	<u>INFORMATION TECHNOLOGY MANAGER I</u>

SECTION 5. Section 6.38.010 (Assessor) is hereby amended to change the number of ordinance positions for the following classes:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
2595A	40 <u>9</u>	INFORMATION SYSTEMS SUPERVISOR I
2596A	6 <u>4</u>	INFORMATION SYSTEMS SUPERVISOR II
2526A	4 <u>3</u>	PRINCIPAL APPLICATION DEVELOPER
2525A	42 <u>11</u>	SENIOR APPLICATION DEVELOPER

SECTION 6. Section 6.77.110 is hereby deleted in its entirety:

~~6.77.110 Narcotics and dangerous drugs commission.~~

~~Each member of the narcotics and dangerous drugs commission (Item No. 9422) shall be entitled to receive as compensation the sum of \$25.00 for each meeting of the commission attended by him, not to exceed one meeting in any one calendar week.~~

SECTION 7. Section 6.78.070 (Department of Health Services – ValleyCare network) is hereby amended to delete the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
4900A	4	CLINICAL LAB SCIENTIST INSTRUCTOR

SECTION 8. Section 6.78.070 (Department of Health Services – ValleyCare network) is hereby amended to add the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
<u>4902A</u>	<u>1</u>	<u>LABORATORY QUALITY CONTROL COORD</u>

SECTION 9. Section 6.78.070 (Department of Health Services – ValleyCare network) is hereby amended to change the number of ordinance positions for the following classes:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
4903A	4 <u>6</u>	SUPVG CLINICAL LAB SCIENTIST I
4904A	4 <u>5</u>	SUPVG CLINICAL LAB SCIENTIST II

SECTION 10. Section 6.81.010 (Internal Services Department) is hereby amended to add the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
<u>6550A</u>	<u>1</u>	<u>AUDIO,VIDEO,& SEC SYST TECH SUPVR</u>

SECTION 11. Section 6.81.010 (Internal Services Department) is hereby amended to change the number of ordinance positions for the following classes:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
6547A	2 <u>3</u>	AUDIO,VIDEO,& SEC SYST TECHNICIAN
6535A	4 <u>3</u>	ELECTRONICS AUDIO TECHNICIAN
6544A	6 <u>5</u>	ELECTRONICS COMMUNIC TECH SUPVR

SECTION 12. Section 6.108.010 (Department of Public Social Services) is hereby amended to delete the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
0747A	6	FINANCIAL SPECIALIST I

SECTION 13. Section 6.108.010 (Department of Public Social Services) is hereby amended to change the number of ordinance positions for the following classes:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
1002A	96 <u>98</u>	ADMINISTRATIVE SERVICES MANAGER I
7980A	133 <u>137</u>	PROGRAM ASSISTANT,PSS

SECTION 14. Section 6.109.010 (Department of Public Works) is hereby amended to change the number of ordinance positions for the following classes:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
1842A	4 <u>5</u>	DEPARTMENTAL PERSONNEL ASSISTANT
1848A	44 <u>12</u>	MANAGEMENT ANALYST
1849A	7 <u>9</u>	SENIOR DEPARTMENTAL PERSONNEL TECH
2216A	28 <u>27</u>	SENIOR TYPIST-CLERK

SECTION 15. Section 6.126.010 (Treasurer and Tax Collector) is hereby amended to add the following classes and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
<u>2526A</u>	<u>1</u>	<u>PRINCIPAL APPLICATION DEVELOPER</u>
<u>2594A</u>	<u>2</u>	<u>PRINCIPAL INFO SYSTEMS ANALYST</u>
<u>2561A</u>	<u>1</u>	<u>PRINCIPAL NETWORK SYSTEMS ADMIN</u>

SECTION 16. Section 6.126.010 (Treasurer and Tax Collector) is hereby amended to change the number of ordinance positions for the following class:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
2595A	5 <u>1</u>	INFORMATION SYSTEMS SUPERVISOR I

SECTION 17. Pursuant to Government Code Section 25123(f), this ordinance shall take effect immediately upon final passage.

*The Executive Office/Clerk of the Board of Supervisors shall insert the effective date for the salary or salary schedule and level in the space provided for the classification added and classification restored to Section 6.28.050 of the County Code.

[RECLASSOCT12KPCEO]

October 23, 2012
The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, CA 90012

Dear Supervisors:

**RECOMMENDATION TO APPROVE AND AWARD AN AGREEMENT BY AND BETWEEN THE DEPARTMENT OF PUBLIC SOCIAL SERVICES AND ACCENTURE, LLP FOR THE LOS ANGELES ELIGIBILITY, AUTOMATED DETERMINATION, EVALUATION AND REPORTING REPLACEMENT SYSTEM (LEADER REPLACEMENT SYSTEM)
(ALL SUPERVISORIAL DISTRICTS - 3 VOTES)**

SUBJECT

The LEADER Replacement System (LRS) will replace and integrate the functionality of multiple, disparate legacy systems, including: (i) the LEADER system, (ii) the GAIN (Greater Avenues for Independence) Employment Activity and Reporting System (GEARS), (iii) the General Relief Opportunity for Work (GROW) system, and (iv) certain Department of Children and Family Services (DCFS) systems. The LRS will streamline case management of public assistance programs (e.g., CalWORKs, Medi-Cal, General Relief, Cash Assistance Program for Immigrants, and CalFresh) by integrating business processes into a single Web-based system and expanding service delivery to the public by providing a full-service e-Government portal.

JOINT RECOMMENDATION WITH THE CHIEF INFORMATION OFFICER THAT THE BOARD:

1. Approve and instruct the Chairman to sign the attached agreement with Accenture LLP (Contractor or Accenture) effective the date it is executed (LRS Agreement). The LRS Agreement has an eleven (11) year initial term for a Total Maximum Contract Sum of \$577,148,461. The LRS Agreement includes an optional Extended Term of up to three (3) consecutive one-year periods that have a Total Maximum Contract Sum of \$153,560,310 for all three (3) years. Therefore, the aggregate Total Maximum Contract Sum for the LRS Agreement including the Extended Term is \$730,708,771.
2. Delegate authority to the DPSS Director, at her discretion, to execute each one-year optional Extended Term, as needed, with appropriate prior notification to the Board.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

The LRS will leverage the latest advances in Web technology and open standards-based architecture to eliminate the County's dependency on a particular vendor, and minimize the County's dependency on proprietary technology. The LRS will be a Services Oriented Architecture (SOA) solution with flexible hardware and software components, which will provide the much needed adaptability, interoperability, and scalability to effectively support constantly evolving public assistance programs and business operations. Upon full implementation of the LRS, the Los Angeles County Eligibility Automated Determination, Evaluation and Reporting System Information Technology Agreement (LEADER Agreement) with Unisys Corporation (Unisys) and the GAIN Employment Activity and Reporting System Agreement (GEARS Agreement) with HP Enterprise Services, LLC (formerly known as EDS, LLC) (HP) will both be terminated.

DPSS, in collaboration with County Counsel, Mitchell, Silberberg & Knupp, LLP (outside counsel), Department of Children and Family Services (DCFS), Chief Information Office (CIO), Chief Executive Office (CEO), Information Systems Commission (ISC), Auditor-Controller (A-C), Internal Services Department (ISD), as well as the California Health and Human Services Agency's Office of System Integration (OSI) and other stakeholders, developed and released a Request for Proposals (RFP) in November 2007 seeking proposals to replace LEADER, GEARS, GROW, and DCFS systems with an integrated Web-based SOA solution.

DPSS received proposals from four bidders: Accenture, Deloitte Consulting LLP (Deloitte), Electronic Data Systems, LLC (now known as HP Enterprise Services, LLC), and Unisys Corporation. The proposals were screened and evaluated by a 30-member evaluation committee comprised of DPSS, ISD, CIO, DCFS, and SEIU Local 721 representatives with a diverse array of program, business and technical expertise. Based on the results of the evaluation process, Accenture achieved the highest overall score.

DPSS, in collaboration with CIO, County Counsel, and outside counsel, commenced negotiations with Accenture in November 2009 and successfully completed negotiations in June 2010. The price of the LRS Agreement was significantly reduced and the value of the LRS Agreement to the County was maximized by reducing labor rates and clarifying certain cost factors through negotiations, including adjusting overstated pricing parameters (e.g., number of trainees, application software modification/enhancement hours, and legacy database tables to be converted) and appropriately delimiting the Contractor's risk profile (e.g. explicitly defining limitations of liability), while maintaining the scope of the LRS. Overall, our procurement strategies and rigorous negotiations resulted in more than \$170 million in total price reductions from Accenture's original bid. On June 24, 2010, Accenture executed a letter of intent to enter into the LRS Agreement as negotiated.

Accenture shall be responsible for LRS development and implementation services, including project management, technical design, application development, testing, training, conversion, archiving, pilot, and deployment, which shall take four (4) years to complete upon project commencement. Accenture shall also be responsible for LRS maintenance and operations services for seven (7) years, including data center operations, central print operations, and application software modifications/enhancements services. The County has the option to extend the LRS Agreement for maintenance and operations services for up to three (3) additional years.

The current term of the LEADER Agreement will expire on April 30, 2013 with the County option to extend up to two (2) one-year periods which, if exercised will result in the LEADER Agreement expiring on April 30, 2015. Consistent with California State law (i.e., Assembly Bill 16), it is anticipated that the County will exercise its option to extend the LEADER Agreement with Unisys for the remaining two (2) one-year periods, and to seek additional contract extensions, as needed. Therefore, the LRS project must start as soon as possible to minimize the length of additional contract extensions.

The total one-time project cost to develop and implement the LRS is approximately \$357 million, which includes approximately \$269 million in Contractor costs under the LRS Agreement, and approximately \$88 million in other associated project costs for County personnel, Los Angeles County Enterprise Network (LANet/EN) infrastructure hardware, software, ISD infrastructure services, and Quality Assurance (QA) services. After Countywide implementation, the average maintenance and operation cost for the LRS is approximately \$63.4 million per year for seven (7) years.

IMPLEMENTATION OF STRATEGIC PLANNING GOALS

The recommendation is consistent with the principles of County Strategic Plan Goal #1 (Operational Effectiveness) to provide the public with easy access to quality information and services that are both beneficial and responsive. In addition, the action is consistent with DPSS' objectives for increasing the efficiency and effectiveness of departmental programs through expanded information technology and communications, and is included in the Department's Business Automation Plan.

FISCAL IMPACT/FINANCING

The Total Maximum Contract Sum for the initial term is \$577,148,461. The LRS Agreement includes an optional Extended Term of up to three (3) consecutive one-year periods that have a Total Maximum Contract Sum of \$153,560,310. The aggregate Total Maximum Contract Sum for the LRS Agreement, including the Extended Term, is \$730,708,771.

The funding for fiscal year 2012-13 has been included in the Department's annual budget request. Sufficient funding for the subsequent fiscal years will be included in the Department's annual budget requests. Funding requests for the Extended Term will be submitted to the requisite State and federal agencies for approval as needed.

Throughout the initial term of the LRS Agreement, State and federal revenue is estimated to subvent \$527,051,975 (91.32%) of the costs, and Net County Cost (NCC) is estimated to be needed for the remaining \$50,096,486 (8.68%). These costs are represented by fiscal year in Attachment A (LRS Fiscal Year Costs).

FACTS AND PROVISIONAL/LEGAL REQUIREMENTS

Accenture is in compliance with all Board and CEO requirements. The LRS Agreement was reviewed and approved as to form by County Counsel. In accordance with the Board's policy regarding technology contracts, outside counsel also reviewed and commented on the LRS Agreement. The CIO has also reviewed and recommends approval of the actions. The CEO has been advised of the recommended actions as well.

Under the LRS Agreement, the County has either full ownership rights or a perpetual irrevocable royalty-free license to every component of the LRS Software, which provides the County with the ability to use another contractor and/or internal resources to support, maintain, and/or modify the LRS in the future. Accenture (or its subcontractor) owns the data center hardware and shall be responsible for data center maintenance and technology refreshes to prevent system obsolescence and to support projected system growth.

The LRS Agreement includes rigorous provisions to mitigate risk and ensure performance and compliance by the Contractor, including but not limited to: (i) strong Service Level Agreements (SLAs) to minimize disruptions and inefficiencies in business operations and service delivery; (ii) appropriate liquidated damages for delinquent key deliverables (up to four (4) times higher than those set forth in the LEADER Agreement (\$2,000-\$20,000 per day for LRS as compared to \$500-\$5,000 per day for LEADER)); (iii) support for regulatory changes mandated by the federal, State, or County through the functional design phase of the LRS project, as well as 20,000 hours of additional application development services for such changes after the functional design phase, at no additional cost; and (iv) extensive warranties in which County has the right to withhold payment for contractor's failure to meet specified performance standards.

The LRS Agreement includes all legally-required provisions and contains all applicable Board-mandated provisions.

Under separate cover, the Office of County Counsel is submitting to the Board an attorney-client privileged communication, which describes changes to the LRS Sample Agreement provisions modified during the negotiations. DPSS believes that the changes to the LRS Sample Agreement are commercially reasonable and consistent with private industry practices. CEO Risk Management has cleared the LRS Agreement provisions relating to insurance, indemnification, limitations of liability, and performance security. The Auditor-Controller's office has reviewed the LRS Agreement provisions relating to records and audits, as well as the financial information of the Accenture LLP's parent (Accenture plc), which has guaranteed Accenture LLP's contractual obligations under the LRS Agreement.

In addition, a performance bond in the amount of \$60 million is included, and shall be maintained until one (1) year after the successful deployment of LRS. Thereafter, it will be reduced to \$12 million and shall be maintained until a specified time period following termination of the LRS Agreement, depending on the basis for termination.

This is not a Prop A contract and accordingly is exempt from the requirements of the Living Wage Ordinance.

State and Federal Approval

Funding for the LRS was approved by the federal agencies, Centers for Medicare & Medicaid Services (CMS) on April 5, 2012 and Food & Nutrition Service (FNS) Agency on April 27, 2012. The State of California, through its California Health and Human Services Agency's Office of System Integration (OSI), issued its final approval letter for the LRS on August 22, 2012.

The federal government enacted the Patient Protection and Affordable Care Act of 2010 (ACA) to ensure that all Americans have access to affordable health insurance by providing a health insurance exchange. Pursuant to the final approval letter from the State, Los Angeles County shall work with the State to assess wherever practical and appropriate, and taking into account all associated risks, the viability of leveraging shared or common system components between LRS and the California Healthcare Eligibility, Enrollment and Retention System (CalHEERS), in order to increase interoperability and minimize duplication of functionality, for consistency with federal enterprise architectural standards.

California's enacted FY 2012-13 Budget Bill includes sufficient funding to begin the LRS development. We anticipate receiving sufficient funding for the remaining fiscal years necessary to fully implement the LRS in Los Angeles County.

On September 20, 2011, Governor Brown signed Assembly Bill 16 (AB 16), which sets forth C-IV migration to LRS as State law. The 39 counties that currently use the C-IV system will migrate to LRS after LRS is fully developed and implemented in Los Angeles County, and will use LRS on an ongoing basis thereafter. We anticipate that the State will provide future funding for the migration of C-IV counties to the LRS.

This future migration will result in a combined 40-county consortium to govern the LRS system; this new consortium will consolidate and replace the existing LEADER and C-IV consortia. Furthermore, AB 16 states that California and the SAWS consortia shall take any action necessary

to extend the existing LEADER and C-IV contracts, pending the successful implementation of the LRS and completion of the C-IV migration to the LRS.

In response to AB 16, on December 14, 2011, DPSS and C-IV Joint Powers Authority (JPA) signed a Memorandum of Understanding (MOU), which serves as a non-binding reflection of the parties' initial agreement regarding the future establishment of a new combined consortium governance model. The State, in close collaboration with Los Angeles County and C-IV, will thoroughly assess various options and approaches for C-IV migration to the LRS and any procurement of future combined M&O services, including respective timelines, costs, benefits, and risks. The Board offices will be consulted throughout the process of forming the governance model for the new combined consortium.

CONTRACTING PROCESS

DPSS received four (4) timely submitted proposals by the May 15, 2008 deadline from Accenture, Deloitte, Electronic Data Systems, LLC (now known as HP Enterprise Services, LLC) (EDS/HP), and Unisys Corporation. As a result of a competitive solicitation and evaluation process, Accenture was selected.

The evaluation committee commenced evaluation of Business and Management/Technical Proposals on May 19, 2008 and completed consensus scoring of the Business and Management/Technical Proposals on November 6, 2008.

On November 7, 2008, review of the Price Proposal commenced. On January 9, 2009, an addendum to the RFP was released requesting the Proposers to submit revised pricing schedules in response to the general economic downturn. By February 9, 2009, all proposers submitted revised pricing schedules in response to this addendum.

The Auditor-Controller's office reviewed the proposers' financial information to assess financial stability and feasibility. On June 25, 2009, total composite scores based on management/technical ratings and total price calculations were compiled and finalized. On August 5, 2009, DPSS notified the Board, the State, and each proposer that Accenture's proposal received the highest composite score.

Contract negotiations with Accenture began in November 2009. After successful contract negotiations concluded in June 2010, Accenture executed a letter of intent to enter into the LRS Agreement as negotiated.

The California Health and Human Services Agency, California Department of Social Services (CDSS), California Department of Health Care Services (DHCS), and the Office of Systems Integration (OSI) cleared the negotiated LRS Agreement by November 2010.

On August 22, 2012, CDSS and DHCS provided final approval to award the LRS Agreement to Accenture, pursuant to federal approvals by CMS and FNS in April 2012.

Due to the size, scope, complexity and highly technical nature of the LRS, the LRS solicitation was not listed on the County Office of Small Business Web Site.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

The existing legacy systems (LEADER, GEARS and GROW) support over one million public assistance program cases with approximately 2.5 million beneficiaries, and process \$3 billion in benefits per annum. Extended use of these legacy systems will create an undue risk to those in need of such public assistance. LEADER has an outdated client-server architecture that uses proprietary database software and that can only operate on sole-source technology. The sustainability of the LEADER system is uncertain due to such technical issues. Replacing and integrating the functionality of disparate legacy systems with LRS will mitigate the aforementioned technical issues, as well as accelerate the implementation of future modifications/enhancements and adapt to ever-changing public assistance programs and policies in a timely and cost effective manner. The LRS architecture is fully scalable and flexible to effectively support performance needs, changing business needs, additional interfaces, and user growth. The LRS will support 24-7 user access and provide work schedule and office hour flexibility for County office operations. The system will expand and accelerate services delivery to the public using e-Government functionality, including self-screening, online enrollment, case information access, and electronic communications between the public and caseworkers.

CONCLUSION

The Executive Officer, Board of Supervisors, is requested to return one adopted stamped Board Letter and two original signed copies of the contract to the Director of DPSS.

Respectfully submitted,

Sheryl L. Spiller
Director

Richard Sanchez
Chief Information Officer

SLS:RS:vo

c: Chief Executive Officer
County Counsel
Executive Officer, Board of Supervisors
Deputy Chief Executive Officer
Auditor-Controller
Internal Services Department
Chair, Information Systems Commission



TOM TINDALL
Director

County of Los Angeles INTERNAL SERVICES DEPARTMENT

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Los Angeles, California 90063

Telephone: (323) 267-2101
FAX: (323) 264-7135

"To enrich lives through effective and caring service"

November 27, 2012

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, CA 90012

Dear Supervisors:

HEARING ON RATE INCREASE AT COUNTY AUTO PARK 10 HEARING ON NEW PARKING RATE AT COUNTY AUTO PARK 11A (ALL DISTRICTS - 3 VOTES)

SUBJECT

Recommendation to establish new parking rates at County Auto Park 11A; and to adjust the existing rates at County Auto Park 10.

IT IS RECOMMENDED THAT YOUR BOARD AFTER THE PUBLIC HEARING:

Authorize the Director of the Internal Services Department (ISD) or his designee to establish new parking rates at Auto Park 11A (Clara Shortridge Foltz Criminal Justice Center); and adjust the existing rates at Auto Park 10 for patrons visiting Grand Park and other buildings in the Los Angeles Civic Center.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

In May 2012, your Board authorized the Auditor-Controller and the Chief Executive Office (CEO) to collect revenue from County-owned parking lots and deposit it to the Grand Park Operating budget.

ISD manages 25 County parking lots located within the Los Angeles Civic Center and surrounding areas. In collaboration with the CEO, ISD recommends that your Board authorize the Director of ISD to adjust the existing rates at Auto Park 10 to the same rate structure that is authorized for public parking at the nearby Music Center and Disney Concert Hall parking lots, and approve the establishment of new parking rates for Auto Park 11A.

Auto Park 10

Auto Park 10 is located adjacent to the Hall of Records at 145 N. Broadway. On July 26, 2012, Auto Park 10 was re-opened to the public for parking to support patrons of Grand Park. Auto Park 10 currently has a parking rate of \$2.00 per 20 minutes, or \$10.00 maximum per day. The proposed parking rate is \$3.50 per 15 minutes, or \$20.00 maximum per day, and \$10.00 per day for weekends, evenings and special events.

Auto Park 11A

Auto Park 11A, where the demand exists but no rates are currently established, includes six public Americans with Disabilities Act (ADA) parking spaces that will be added to ISD's existing parking management services contract with Classic Parking, Inc., to provide public ADA parking for patrons visiting the Clara Shortridge Foltz Criminal Justice Center located at 210 West Temple Street. The proposed parking rates are the same as those proposed for Auto Park 10, as cited above.

Implementation of Strategic Plan Goals

Approval of the proposed rates will be consistent with the County's Strategic Plan Goal of Fiscal Responsibility.

FISCAL IMPACT/FINANCING

Because Auto Park 11A is not currently a revenue generating parking lot, and Auto Park 10 was recently re-opened for public use on July 26, 2012, only limited data exists to estimate gross revenues. The establishment of parking rates at these parking lots will help to partially defray the Grand Park operating costs. After adjusting gross revenues for payment of Los Angeles City tax (currently at 10%), revenues will be partially offset by parking management costs, including contractor operations that are provided under Board contract.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

Required public hearing notice was given pursuant to the procedures and requirement set forth in the Government Code 66018 and 6062(a).

IMPACT ON CURRENT SERVICES (OR PROJECTS)

ISD intends to implement the new parking rates within 30 days of your Board's approval. This will allow sufficient time to prepare signs and allow tenant agencies to inform their employees, guests and vendors.

The Honorable Board of Supervisors
November 27, 2012
Page 3

Respectfully submitted,

TOM TINDALL
Director

TT:JS:MN:rs

c: Executive Officer, Board of Supervisors
County Counsel
Auditor-Controller

DRAFT

October 30, 2012

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, CA 90012

Dear Supervisors:

**RECOMMENDATION TO ESTABLISH A CROSS-PROMOTIONAL
PARTNERSHIP WITH THE LOS ANGELES COUNTY METROPOLITAN
TRANSPORTATION AUTHORITY AND THE COUNTY OF LOS ANGELES
(ALL DISTRICTS) (3 VOTES)**

SUBJECT

The recommended action will establish a cross-promotional partnership between the County of Los Angeles and the Los Angeles County Metropolitan Transportation Authority (Metro) to extend Metro's Destination Discounts Program to County employees as part of the County's Employee Discount Program.

IT IS RECOMMENDED THAT THE BOARD:

1. Approve the County of Los Angeles' participation in a cross-promotional partnership with Metro to extend Metro's Destination Discounts Program to County employees;
2. Approve and delegate authority to the Chief Executive Officer to execute the attached Memorandum of Understanding (MOU) between the County of Los Angeles and Metro establishing an agreement allowing County employee's access to the Metro Destination Discounts Program, and setting forth in the Scope of Work the roles and responsibilities of the County and Metro for this cross-promotional partnership;

3. Instruct the Chief Executive Office, Office of Workplace Programs to coordinate with Metro to promote and administer the Metro Destination Discounts Program to County employees; and
4. Authorize the Chief Executive Officer to negotiate and execute future changes to the MOU and Scope of Work, as needed, with Metro's Chief Executive Officer.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

This recommended action will establish an affiliation between the County of Los Angeles' County Employee Discount Program and the Metro Destination Discounts Program mutually benefiting both organizations. The County of Los Angeles with its 100,000 plus employees will make it easier for Metro to further support ridership goals by allowing Metro to promote the program to a larger audience and develop relationships with new business partners who will participate in the Metro Destination Discounts Program. At the same time, Metro will make available to County employees, the same promotions and discounts offered through the Metro Destination Discounts Program.

The Metro Destination Discounts Program is a cross promotional barter program where Metro provides local businesses or events (promotional partners) with promotional advertising for their business or events, in designated Metro promotional materials. In return, the business or event provides Metro employees, retirees, and riders with a discount or added value opportunity. Many of the discounts for these businesses or event are found along Metro's transit, bus or light rail lines. As such, County employees would be able to experience the comfort and ease of using Metro lines to access these discounts, if they so choose.

County employees must show their County identification badge to take advantage of the Metro Destination Discounts. There are more than 200 Metro Destination Discounts offerings currently and additional opportunities are featured on Metro's website weekly. The promotion and discount categories include attractions, sports, retail, theaters, theme parks, museums, and travel. These special discounts will allow County employees to engage in family fun events and celebrate special occasions that otherwise might not be affordable.

The numerous vendor partnerships offered by Metro will greatly benefit County employees and their families by providing reasonably priced admissions to events, discounts on meals, and allow opportunities for employees to purchase inexpensive tickets to enjoy countywide venues.

The Office of Workplace Programs (WPP) within the Chief Executive Office has produced quarterly promotional posters highlighting employee discounts for countywide venues and events for over 18 months. Some of these special discounts include activities in the arts and entertainment, family-friendly outings, professional sports events, and multicultural dining experiences. Frequent e-mail blasts were sent to

County employees introducing new events and venues and special discounts. We also supplied posters to departments, distributed information to employee coordinators at more than 70 County sites, and posted informational flyers on County bulletin boards at the Civic Center.

These efforts stimulated widespread support by County employees, many of whom took part in the discount offerings. Since posting Metro and County discounts on <http://mylacounty.gov> we have received numerous inquiries from employees requesting future discount offerings.

IMPLEMENTATION OF STRATEGIC PLAN GOALS

The County Strategic Plan Goal of Operational Effectiveness (Goal 1) directs that we maximize the effectiveness of processes, structure, and operations to support timely delivery of customer-oriented and efficient public services. The Board's adoption of the MOU extending Destination Discounts to County employees is consistent with this goal by providing effective customer service to County employees.

FISCAL IMPACT/FINANCING

In the supplemental budget request at the October 2, 2012 meeting, the Board of Supervisors approved funding for one staff position for WPP to administer this program to County employees.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

County Code Chapter 5.62 states the partnerships in excellence program is intended to provide a mechanism for enhancing employee morale and rewarding day-to-day achievement of standards of excellence. The proposed addition of the Metro Destination Discounts to the existing County Employee Discount Program fosters a more satisfying work climate in which employee participation, initiative, and teamwork are encouraged and rewarded.

ENVIRONMENTAL IMPACT

An additional benefit of using the Metro Destination Discounts Program is an increase in Metro ridership. County employees will be encouraged to use Metro lines to access the Destination Discounts. Since most of the discount venues are found along Metro lines, County employees would experience the comfort and ease of using Metro lines. This experience may result in increased ridesharing among County employees to and from the worksite. The increase in ridesharing may increase the County's Average Vehicle Ridership thereby reducing mobile source emissions countywide.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

Approval of the Memorandum of Understanding and Scope of Work between the County of Los Angeles and Metro will enhance operational effectiveness and customer service by delivering quality services to County employees and potentially expand Metro's ridership.

CONCLUSION

It is requested that the Executive Officer-Clerk of the Board, return three copies of the Minute Order and the adopted stamped Board letter to the CEO, Office of Workplace Programs, 500 W. Temple Street, B-1, Los Angeles, CA 90012.

Respectfully submitted,

WILLIAM T FUJIOKA
Chief Executive Officer

WTF:EFS:MKZ:RW:mr

Attachment

C: Executive Office, Board of Supervisors
County Counsel

Attachment A

Scope of Work

Overview:

The Metro Destination Discount Program is a cross promotional barter program, whereby LACMTA provides local businesses or events with free promotional advertising for their businesses or events in designated LACMTA promotional material. In return, the business or event provides LACMTA employees, retirees, and riders with a discount or added value opportunity.

The introduction of the Metro Destination Discount program to County employees ("LA County Employees") will enable County employees to take advantage of hundreds of discount opportunities throughout LA County when they present their County employee identification badge ("LA County ID badge").

For LACMTA, the extension of the program presents an opportunity to increase ridership, develop more Metro Destination Discounts partners within the County and for all discount participants an opportunity to learn about using the Metro system by building awareness for the ease, comfort and user friendly alternative to driving.

LACMTA Obligations:

1. As creator of the Metro Destination Discount Program, LACMTA will continue to act as the project manager and will be responsible for maintaining partnerships with current Promotional Partners and for negotiating new promotional opportunities with new local businesses.
2. LACMTA will notify current and new Promotional Partners of the addition of LA County Employees to the program and will explain that the LA County ID badge will now be accepted as valid proof to receive discount opportunities.
3. LACMTA will include an exemplar LA County ID badge on the Metro Destination Discount pages and in all copy communication on webpages.
4. LACMTA will develop a promotional icon/tool to represent the Metro Destination Discount program for introduction to County employees, promotional partners, and LACMTA employees. This icon will be used as a window clinger for businesses and entertainment venues to display who are included in the Metro Destination Discount program along with a QR code identifying that business location as a Metro Destination Discount location. The QR code allows people to access Metro Destination Discounts through their smart phone or android to determine the discount offered at that location. The icon will be included on all of the marketing and promotional materials associated

with the program to develop a program branding element and generate awareness for the program.

County Obligations:

1. County will notify LACMTA if approached by local businesses about promotional opportunities.
2. County will link its web page directly to the Metro Destination Discount page where all special offers will be promoted and linked to information about LACMTA transportation related projects and programs.
3. County will make existing informational assets available to LACMTA to promote existing and new Metro Destination Discounts to County employees, including but not limited to: web channels, blogs, e-blasts, newsletters, flyers, County web and cable channels.

LACMTA and County Shared Obligations

1. LACMTA and County will develop information avenues between the two organizations to promote both existing Metro Destination Discounts Partners and new local businesses or events to all of the County employees.
2. LACMTA and County will work together to develop an informational system to promote existing and new Metro Destination Discounts to County employees through existing information avenues, which will include (but not limited to) the following: web channels, blogs, e-blasts, newsletters, flyers, County web and cable channels and other promotional avenues as identified.
3. LACMTA web team and County IT department meet to discuss web interface of the two agencies and to handle and develop best strategies for functionality.
4. LACMTA and County will develop a marketing plan to build awareness of the Metro Destination Discount Program.
5. LACMTA and County develop a working plan on how to promote the Metro Destination Discounts to County employees and develop a plan and schedule on how to share information and promotional updates for County employees.
6. County and LACMTA develop a plan for sharing discount information and building awareness to promote the benefits of the Metro Destination Discount program to County employees and promotional benefits to promotional partners.
7. County and LACMTA develop an action plan to continue to promote Metro Destination Discounts to County employees for a minimum of 30 days through County

informational channels and by including the Metro Destination icon on County collateral materials and website.

8. County and LACMTA develop internal holiday campaign to build awareness for the Metro Destination Discount program to include County employees, LACMTA employees, promotional discount partners and promoted to program users.

9. County and LACMTA continue to meet to develop internal campaigns, problem solve issues with program and to continue to build awareness and promote the Metro Destination Discount program to LA County and LACMTA employees along with promotional partners.



MEMORANDUM OF UNDERSTANDING

BETWEEN

**COUNTY OF LOS ANGELES
THROUGH
THE CHIEF EXECUTIVE OFFICE**

AND

**THE LOS ANGELES COUNTY METROPOLITAN AUTHORITY
FOR COUNTY'S INCLUSION IN THE DESTINATION DISCOUNT PROGRAM**

Prepared by:

Chief Executive Office
Office of Workplace Programs
500 W. Temple St., 7th Floor
Los Angeles, CA 90012

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (“MOU”) by and between the **County of Los Angeles**, through its Chief Executive Office (“County”), and the **Los Angeles County Metropolitan Transportation Authority** (“LACMTA”), is made as of this ___ day of October, 2012 (“Effective Date”), to extend LACMTA’s Metro Destinations Discount Program to employees of the County.

RECITALS

WHEREAS, The Metro Destination Discount Program is a cross promotional barter program, whereby LACMTA provides local businesses or events (“Promotional Partners”) with free promotional advertising for their businesses or events, in designated LACMTA promotional material, in return the business or event provides Metro employees, retirees, and riders with a discount or added value opportunity; and

WHEREAS, LACMTA developed the Metro Destination Discounts Program to support ridership goals for the agency; and

WHEREAS, County has 100,000+ employees; and

WHEREAS, LACMTA believes extending the program to County employees would further support ridership goals by allowing LACMTA to promote the program to a larger audience and developing relationships with new Promotional Partners; and

WHEREAS, the Los Angeles County Board of Supervisors and the LACMTA Board of Directors desire to extend the Metro Destination Discounts Program to employees of County; and

NOW, THEREFORE, it is mutually understood and agreed by County and LACMTA as follows below.

TERMS & CONDITIONS

1. **Term.** The term of this MOU (“Term”) shall commence on the Effective Date and shall run until such time as this MOU is terminated by any of the parties as provided herein.
2. **Scope of Work.** The parties shall undertake the obligations set forth in the Scope of Work (Attachment “A”).
3. **Promotional Partners.** LACMTA makes no guarantee that the Promotional Partners will extend the Destination Discounts to County Employees. Failure of Promotional Partners to honor the discounts for County employees will not constitute a breach of this Agreement by LACMTA.

4. **Marks and Logos.** Each party will have the right to use the other party's marks and logos with prior approval in connection with the promotions and discounts contemplated in this MOU. County and LACMTA agree that neither party will use any mark or logo of the other party without first giving the owner of the mark or logo the opportunity to review the copy and reject any use of the mark or logo that does not meet with such party's approval, provided that such approval may not be unreasonably withheld.

5. **Intellectual Property.** County and LACMTA each have the exclusive right to certain names, logos, trademarks, service marks, and other identifications ("Party Marks"), and County and LACMTA agree that neither shall use the other's Party Marks except as contemplated in this MOU without the express written consent of the other party.

6. **Indemnity.** County and LACMTA shall indemnify, defend and hold harmless each other, their Special Districts, directors, elected and appointed officers, employees, and agents from and against any and all liability, including but not limited to demands, allegations, claims, actions, fees, costs, and expenses (including attorney and expert witness fees), arising from or connected with any acts, obligations and/or omissions arising from, related to or agreed to in this MOU. This Paragraph shall survive termination of this MOU.

7. **Termination.** This MOU may be terminated by any party for any reason after thirty (30) days written notice thereof.

8. **Notices.** Any notice or other communication required hereunder shall be in writing and delivered by: (a) overnight courier or U.S. registered or certified mail; and (b) a copy sent by facsimile. Such notices shall be deemed given on the date of delivery thereof, and shall be provided to:

County of Los Angeles Chief Executive Office 500 W. Temple Street Room B-1 Los Angeles, CA 90012 Attn: Director, Workplace Programs Fax: 213-633-4694	Los Angeles County Metropolitan Transportation Authority One Gateway Plaza Los Angeles, CA 90012 Attn: Fran Curbello, Communications Manager Promotions and Special Events Fax: 213 922-5654
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9. **Rights Reserved.** All rights not specifically granted in this MOU are expressly reserved by each party.

10. **Choice of Law / Venue.** This MOU shall be governed by, and construed in accordance with, the laws of the State of California. The parties agree and consent to the exclusive jurisdiction of the courts of the State of California for all purposes regarding this MOU and further agree and consent that venue of any action brought hereunder shall be exclusively in the County of Los Angeles.

11. **Entire Agreement.** This MOU sets forth the entire agreement between the parties, superseding all prior agreements, MOUs and understandings, either written or oral, and may not be altered or modified except by a writing signed by the parties.
12. **Amendments.** This MOU may be modified or waived only by a separate writing signed by both parties. No consent or waiver, express or implied, by either party of any term or condition of this MOU, or any breach thereof, shall be construed as a consent to or waiver of such term or condition or any other term or breach thereof; nor shall any waiver of any default under this MOU be construed as a waiver of any subsequent such default or other default.
13. **Validity.** The invalidity or unenforceability of any provision or portion of this MOU shall, as far as possible, not affect the validity or enforceability of the other provisions or portions of this MOU.
14. **Waiver.** No waiver by the parties of any breach of any provision of this MOU shall constitute a waiver of any other breach or of such provision. Failure of the parties to enforce at any time, or from time to time, any provision of this MOU shall not be construed as a waiver thereof. The rights and remedies set forth in this MOU shall not be exclusive and are in addition to any other rights and remedies provided by law.
15. **Execution of MOU.** This MOU may be executed in two or more counterparts or by facsimile or PDF signature (or both), each of which will be deemed to be an original, but all of which will constitute one and the same MOU.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed in their respective names, by their proper officers thereunto duly authorized, the day and year first above written.

County of Los Angeles,
Chief Executive Office

**Los Angeles County Metropolitan
Transportation Authority**

By: _____

William T Fujioka
Chief Executive Officer

By: _____

Arthur T. Leahy
Chief Executive Officer

APPROVED AS TO FORM:

Office of the County Counsel
JOHN F. KRATTLI

Deputy



County of Los Angeles CHIEF EXECUTIVE OFFICE

Kenneth Hahn Hall of Administration
500 West Temple Street, Room 713, Los Angeles, California 90012
(213) 974-1101
<http://ceo.lacounty.gov>

WILLIAM T FUJIOKA
Chief Executive Officer

October 16, 2012

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, California 90012

Board of Supervisors
GLORIA MOLINA
First District

MARK RIDLEY-THOMAS
Second District

ZEV YAROSLAVSKY
Third District

DON KNABE
Fourth District

MICHAEL D. ANTONOVICH
Fifth District

Dear Supervisors:

**RECOMMENDATION TO PROVIDE LEGAL REPRESENTATION FOR TWO
CLINICAL PSYCHOLOGISTS IN THE CHIEF EXECUTIVE OFFICE FOR
ADMINISTRATIVE PROCEEDINGS BROUGHT BY THE CALIFORNIA BOARD OF
PSYCHOLOGY
(ALL DISTRICTS) (3-VOTES)**

SUBJECT

Request to provide legal representation for two clinical psychologists in the Chief Executive Office for administrative proceedings brought by the California Board of Psychology.

IT IS RECOMMENDED THAT THE BOARD:

1. Provide legal representation for two clinical psychologists for administrative proceedings brought by the California Board of Psychology.
2. Find that the administrative proceedings are brought on account of acts or omissions in the scope of the clinical psychologists' employment as employees of the County of Los Angeles Chief Executive Office.
3. Find that the defense of the clinical psychologists would be in the best interests of the County.
4. Find that the clinical psychologists acted in good faith, without actual malice, and in the apparent interests of the County.
5. Direct County Counsel to secure legal representation, at the County's expense, for two clinical psychologists in the Chief Executive Office.

"To Enrich Lives Through Effective And Caring Service"

**Please Conserve Paper – This Document and Copies are Two-Sided
Intra-County Correspondence Sent Electronically Only**

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTIONS:

This Office is seeking Board approval to provide legal representation for two clinical psychologists who have been requested to respond to a California Board of Psychology inquiry regarding alleged conduct with an applicant for a position with the County during the process of a pre-placement psychological evaluation, and conduct with an existing County employee during the process of a psychological re-evaluation.

The first clinical psychologist consulted with the Chief Executive Office, Chief of Psychological Services, following the evaluation. Based on the psychological tests conducted, the interview, and the applicant's response, the decision was made to disqualify the applicant. The applicant subsequently filed a complaint with the California Board of Psychology.

The second clinical psychologist consulted with the Chief Executive Office, Chief of Psychological Services, following the evaluation. Based on the psychological tests conducted, the interview, the employee's response, and review of relevant medical and psychological records, the decision was made that the employee was not fit for duty. The department was advised of this and it was recommended that the department take appropriate administrative action.

The Chief of Psychological Services has reviewed the specific allegations in both cases and confirms that the actions taken and the questions asked are appropriate and necessary in order to conduct a thorough psychological evaluation. Both clinical psychologists are employed by the County of Los Angeles and were acting in the course and scope of their employment. Our review reveals no indication that either clinical psychologist acted in bad faith or with actual malice. Rather, it appears that both clinical psychologists acted in good faith, without actual malice and in the apparent interests of the County of Los Angeles.

It is necessary to quickly and aggressively respond to the inquiries in order to ensure its appropriate resolution. The California Board of Psychology requires a response by October 23, 2012 in the first case and October 24, 2012 in the second case.

Implementation of Strategic Plan Goals

The recommended actions support the County's Strategic Plan Goal No. 1, Operational Effectiveness, by ensuring that the committed efforts of our staff are recognized and defended when challenged.

FISCAL IMPACT/FINANCING

The costs for providing legal representation should not exceed \$20,000 for both clinical psychologists. Funds will be allocated from the Chief Executive Office's existing operating budget.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

Government Code Section 995.6 provides that the County is not required to provide for the defense of an administrative proceeding brought against a County employee, but the County may provide for such defense if:

- (a) The administrative proceeding is brought on account of an act or omission in the scope of his employment as an employee of the public entity; and
- (b) The public entity determines that such defense would be in the best interests of the public entity and that the employee acted, or failed to act, in good faith, without actual malice and in the apparent interests of the public entity.

IMPACT ON CURRENT SERVICES (OR PROJECTS):

None.

CONCLUSION:

This Office recommends that the Board find that both clinical psychologists acted in good faith, without actual malice, and in the apparent interests of the County and that their representation before the California Board of Psychology is in the best interests of the County. This office further recommends that the Board direct County Counsel to secure legal representation for both clinical psychologists at the County's expense.

Respectfully submitted,



WILLIAM T FUJIOKA
Chief Executive Officer

WTF:EFS:SEN:ef

c: Executive Office, Board of Supervisors
County Counsel