

PUBLIC SAFETY and PERSONNEL, AUDITS, AND HIRING COMMITTEES REPORT relative to embedding a Workday Technical expert into the Los Angeles Fire Department (LAFD) to better navigate the transition to the Workday software system and correct pay discrepancies.

Recommendations for Council action, pursuant to Motion (Hernandez – Rodriguez):

1. INSTRUCT the Information Technology Agency (ITA) to report in 30 days on the steps needed to embed a Workday Technical expert into the LAFD to better navigate the transition to the Workday software system and correct pay discrepancies.
2. INSTRUCT the LAFD to report back in 30 days on the scale and severity of the problem and corrective actions and support needed to resolve the payroll accounting and payroll system.

Fiscal Impact Statement: Neither the City Administrative Officer nor the CLA has completed a financial analysis of this report.

Community Impact Statement: None submitted.

Summary:

On November 28, 2023, the Public Safety (PS) Committee considered a Motion (Hernandez – Rodriguez) relative to embedding a Workday Technical expert into the LAFD to better navigate the transition to the Workday software system and correct pay discrepancies. According to the Motion, the men and women of the LAFD risk their lives everyday to protect more than 4 million people who live, work, and play in America's second largest city. By responding to over 1,500 emergency incidents like fires, traffic accidents, and medical emergencies, as well as transporting over 600 people to area hospitals each day, the LAFD ensures that Angelenos are getting the care they need, and staying safe.

There have been important steps taken by LAFD to recruit and reward staff for training and promotions, ensuring that retention is at the forefront of the department, and that employees get the financial compensation they deserve for their ongoing skill development. Despite the necessary and transformational work they do, hundreds of LAFD firefighters and medics have not been paid for months of work performed for the City. There is a 40% vacancy in LAFD personnel and accounting and it is further compounded by the transition in payroll systems happening throughout the City. Even though the LAFD has made this a priority, it is unable to keep up with these changes and get monies out at the rate needed without additional support. There is an immediate need to eliminate the large backlog and bring us current on payroll accounting and an efficiently running payroll system. After consideration and having provided an opportunity for public comment, the PS Committee moved to recommend approval of the

Motion. Subsequently, on January 16, 2024, the Personnel, Audits, and Hiring (PAH) Committee also considered this matter. After consideration and having provided an opportunity for public comment, moved to concur with the November 28, 2023 action of the PS Committee. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Public Safety Committee

COUNCILMEMBER	VOTE
RODRIGUEZ:	YES
LEE:	YES
McOSKER:	YES
PARK:	YES
SOTO-MARTINEZ:	YES

Respectfully Submitted,

Personnel, Audits, and Hiring Committee

COUNCILMEMBER	VOTE
McOSKER:	YES
PADILLA:	YES
SOTO-MARTINEZ:	YES

ARL

1/16/24

-NOT OFFICIAL UNTIL COUNCIL ACTS-