

**ECONOMY AND EFFICIENCY COMMISSION  
MINUTES OF THE REGULAR MEETING  
March 2, 2023**

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, Vice-Chair Haik called the Commission meeting to order at 10:32 a.m. via Microsoft Teams.

**2. APPROVAL OF COMMISSIONER'S ABSENCES**

The following was the attendance for the meeting:

**COMMISSIONERS PRESENT**

Robert Cole  
Benjamin Everard  
Jacob Haik  
Larry Kaplan  
Katherine McKeon  
Robert Philibosian  
Wilma Pinder  
Joanne D. Saliba  
Dora Sandoval  
John Anthony Schmitz  
Connie Sullivan  
Jennifer Williams

**COMMISSIONERS REQUESTING TO BE EXCUSED**

Becca Doten  
Jeffrey Monical  
Natalie Samarjian  
Craig Taubman  
Cesar Zaldivar-Motts

**3. APPROVAL OF JANUARY 12, 2023, MINUTES**

Vice-Chair Haik asked if there were any objections or changes to the minutes of January 12, 2023, Commission meeting. Commissioner Saliba wanted to add that she thanked Commission Chair Emeritus Philibosian for his decades-long contribution and support for the video arraignment study. Commissioner Saliba wanted the verbiage to be reflected in the minutes. Hearing no changes, the motion was then Moved, Seconded, and Adopted. The changes and the minutes were approved by the Commission. The correction will be made to January 12, 2023, minutes. The minutes of January 12, 2023, Commission meeting were approved.

#### **4. PUBLIC COMMENT**

None

#### **REPORTS**

##### **i. CCJCC**

Commissioner Sullivan reported that LAPD and LASD made a presentation on Gun Violence Prevention and Response in LA County. She reported that Assistant Sheriff Holly Francisco and LAPD Deputy Chief provided an overview of law enforcement operations to limit access to firearms and reduce gun violence.

##### **ii. TASK FORCE PROJECT REPORTS**

###### **a. Hybrid Work 2.0 Taskforce:**

Commissioner Saliba stated that the Hybrid Work study is a follow-up report presented to the Board of Supervisors back in July 2021.

Commissioner Saliba reported that she wants to thank Administrative Assistant Pittmon for coordinating the interviews of various departments. She also thanked Commissioner Schmitz for the well-written notes he collected from all the interviews. Commissioner Saliba thanked Executive Director Eng for all his analysis and work on the previous report and the current one.

Commissioner Saliba reported that the task force met with 7 departments and each department provided different information on their telework policies. She reported that some departments are all teleworking, some departments had a 50/50 schedule where they came in two or three days a week, and some had staff return to work indefinitely. She reported that one of the main challenges within all the departments is they wanted a countywide policy and standard from the DHR because they are currently working in separate silos.

Chair-Emeritus Philibosian asked how remote employees are being evaluated. Commissioner Saliba mentioned this was also a point brought up in the interviews. She reported that it was a concern and shared that some departments have “employees check-ins,” and with that, they found that many employees are not working their traditional 9 to 5 hours, but they are working longer hours than before which is hard for the managers. She reported that the employees that are teleworking are focusing more on work instead of time in a seat.

Commissioner Saliba reported that some departments stated that they felt the county needs to stay competitive with the private sector, and to stay competitive and keep recruitment attractive, the county needs to offer teleworking as a perk.

Commissioner Kaplan asked if there were any analysis completed between government agencies and the private sector. Commissioner Saliba stated that an analysis was completed in the first report. Executive Director Eng stated that the Commission has always tried to look at private sector best practices and how the county can adopt them. He stated that the commission always tries to stay current with private sector trends and one of the trends is remote work being used for retention and recruitment.

Chair-Emeritus asked if there were any discussions of career development and how it is affected by remote work. He stated that a noted business executive stated, “you can work from home, but you can’t build a career from home”. He stated that one study the commission conducted in the past was succession planning. Commissioner Saliba stated this was also discussed in the interviews and some employees had no experience of being with the county except through a screen. She stated there was no true discussion on career planning within teleworking.

Executive Director Eng stated the task force did not discuss that from a managerial perspective, but the employees brought up the fact that when they aren’t in the office, they felt a disadvantage of not being promoted.

Executive Director Eng stated that the task force should be ready to wrap up the report within the next two months.

**b. SD2 Entrepreneur & Innovation Center:**

Commissioner Williams reported that she has not heard back from the 2<sup>nd</sup> District regarding a future meeting. Commissioner Williams reported that at a Board of Supervisors meeting, Supervisor Mitchell put forth a motion to create an infrastructure financing district in an unincorporated area. She further reported that the Supervisor created a motion to create a feasibility study to potentially implement the policy as a financing tool that will help fund communitywide benefit infrastructure projects. Commissioner Williams stated that she mentioned this in context to the entrepreneur center because where there are infrastructure projects, there is a need for jobs and contractors to support the work.

Executive Director Eng stated that the task force is waiting to hear from the 2<sup>nd</sup> district on the task force’s involvement with their Entrepreneurial Academy, which is the 2<sup>nd</sup> District’s version of the 1<sup>st</sup> District’s Entrepreneurial Center. He asked Administrative Assistant Pittmon follow up with the 2<sup>nd</sup> District on the next scheduled meeting date.

**c. Worker’s Compensation Taskforce:**

Commissioner Sullivan reported that the Commission will do a joint study with the Civil Grand Jury (CGJ) regarding the Workers’ Compensation study.

**5. PRESENTATION**

There was no presentation.

**6. COMMISSIONERS’ ANNOUNCEMENT**

Commissioner Sandoval announced that the California Legislature has set aside a day in March, Women’s History Month, to recognize women who are making an extraordinary difference in their communities. She reported that she has been selected as Woman of the Year for the City of Norwalk.

Commissioner Haik announced that he has accepted a position with Los Angeles Airport as the Director of Sustainability.

Commissioner Saliba announced that she had the pleasure of attending a book signing for Executive Director Eng. She stated everyone was excited to hear about the book. She encouraged each commissioner to read and purchase a copy.

Commissioner Williams announced that she is excited about the feasibility efforts for unincorporated communities. She stated the Board of Supervisors has approved a motion to take steps towards fundamental reform, including campaign finance transparency, and expanding the Board size.

Commissioner McKeon stated since most reports are close to being completed, the Commission should set aside time at the next meeting to discuss future projects. Executive Director Eng reported that he and Administrative Assistant Pittmon has met with the Executive Office and is looking to have a strategic planning discussion with the commission in the July 2023 meeting. He encouraged all E&E Commissioners need to meet with their appointing Supervisors to get new project ideas for 2023-2024.

## **7. STAFF ANNOUNCEMENTS**

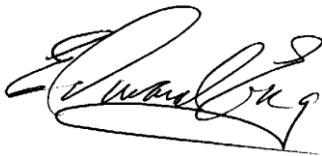
Administrative Assistant Pittmon reported that several Commissioners have resigned and that there are openings in several districts. She mentioned Commissioner Saliba's appointment is almost up as the CGJ Foreperson, and stated that she has been an important addition to the Commission and various commission task forces. She asked Commissioners with vacancies in their District to possibly contact their appointing Board office to see if they could help her stay on the Commission.

Administrative Assistant Pittmon reported that new Commissioner photo IDs are available for pickup in Room 374. She also stated commissioners who have not taken their new photos can contact HR and make an appointment before the next monthly meeting.

## **8. ADJOURNMENT**

The meeting was adjourned by Vice-Chair Haik at 11:58 am.

Respectfully Submitted,



Executive Director, Edward Eng