

MOTION

PERSONNEL

OCT 26 2004

The City has initiated review of personal service contracting procedures at the proprietary departments. Recently, the specific issue of the appropriateness of contracting with former City of Los Angeles (City) employees to perform services similar to that of their City employment duties has arisen. To further ensure the City is engaging in appropriate personal service contracting practices, the City should also review its personal service contracts with recently departed City employees and determine whether the contracts were awarded in conformance with City procedures and to evaluate whether changes to City procedures regarding such contacts are warranted.

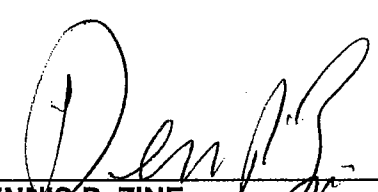
It is not uncommon to hear of former City employees receiving personal service contracts from the City to perform similar if not identical duties to those previously performed as employees at compensation levels far above those received as City employees. Contracts between City Department's and their former employees can result in potential public perceptions of impropriety. City contracting procedures must ensure that personal service contracts, including contracts with former City employees, are awarded with the best interests of the City and its taxpayers at heart. The City must serve as a model of ethical, objective, fair, practical and transparent contracting practices.

I THEREFORE MOVE that the City Council direct the City Administrative Officer (CAO), in cooperation with other City Departments as appropriate, to report to the Personnel Committee within 90 days regarding:

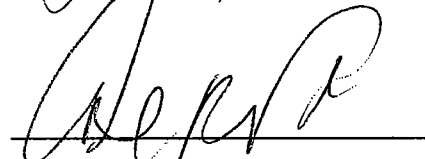
- 1) The number of personal service contracts awarded to former City employees within one year of their resignation, retirement or termination, whether the contracting City Department was the Department that the employee most recently worked for or a different City Department, whether the services contracted for were similar to those performed by the individual when they were a City employee, and whether or not such contracts were sole source contracts or competitively bid.
- 2) Recommended modifications to City procedures, if any, to ensure personal service contracts awarded to former City employees by City Departments, including proprietary departments, are appropriate and in the best interest of the City.

I FURTHER MOVE that the City Council direct all City Departments, including proprietary departments, to expeditiously respond to all CAO information requests regarding personal service contracts awarded to former City employees.

PRESENTED BY:


DENNIS P. ZINE
Councilmember, 3rd District

SECONDED BY:



04-2225

AP
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