

Date: September 13, 2022

To: Thomas B. Modica, City Manager



From: Joe Ambrosini, Director of Human Resources



For: Mayor and Members of the City Council

Subject: **Workers' Compensation Claims Division Transfer From the City Attorney's Office to the Human Resources Department**

Overview

Effective October 1, 2022, the Workers' Compensation Claims Division and functions will transition from the City Attorney's office to the Human Resources Department under the Risk Management Bureau. The City of Long Beach's (City) Leadership Team continuously reviews various department and citywide operations for organizational efficiencies. These efforts have led to numerous creative enhancements throughout the organization which have resulted in many positive improvements for our employees. This initiative will streamline workflows and enhance service levels for our employees and the Long Beach community. We are thrilled to announce this new initiative that will greatly benefit our City employees.

Background

The City Attorney and City Manager have assessed the current organizational structure and are in full support of this change. The organizational benefits of this transition will include but are not limited to, providing our current workers' compensation employees with greater administrative and operational support resulting in an enhanced level of service to over 6,000 City employees. Additionally, this will allow for opportunities to improve operations and streamline processes. Structurally reorganizing the Workers' Compensation Claims Division with the Human Resources Department will strengthen the existing operational partnership with the Human Resources divisions' that already work closely with Workers' Compensation- Risk Management, Occupational Health, and Safety. Further, this new structure is consistent with other benchmark public agencies. Please note that the Workers' Compensation litigation attorneys and their legal assistants are not part of this transition and will remain with the City Attorney's Office.

Next Steps

The Human Resources Department in conjunction with the City Attorney's Office is implementing a transition plan including several meetings with affected employees and each respective labor organization regarding the impacts of the move.

We are excited to welcome the Workers' Compensation Claims Division staff to Human Resources. We all look forward to seeing the enhanced synergies and improvements that develop from this transition.

Workers' Compensation Claims Division Transfer From the City Attorney's Office to the
Human Resources Department
September 13, 2022
Page 2

If you have any questions regarding this memorandum, please contact Joleen Richardson,
Manager of Risk and Occupational Health Services, at 562-570-6754.

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