

PLANNING and LAND USE MGT.

MOTION

PERSONNEL

MAR 29 2005

With the hiring of a new Director of Planning imminent, it is important our City leadership give the tools and support necessary for the new Director to take charge. The Department of City Planning is full of bright and intelligent personnel who have dedicated their professional lives to serving the City of Los Angeles. However, numerous factors ranging from budget restrictions, lack of adequate personnel, pressure from developers, citizen activists and neighborhood councils, and allegations of unfair promotional practices have contributed to an environment of staff demoralization. It should also be noted that the Planning Department is the only city department that is responsible to *nine* commissions, the Mayor, and the City Council. The City Council should provide the tools, support and guidance to help the new Director of Planning lead the department in increasing productivity, efficiency, responsiveness, innovation and improving staff morale.

With the transition in management leadership, a review of various municipal organizational models as well as previous and current personnel and performance audit recommendations would be most instructive. Such a review may highlight a variety of ideas and strategies for further consideration, including but not limited to restructuring of internal roles and functions, departmental reorganization and reform of management policies and practices.

City planning, zoning and land development matters are handled differently across the nation. There is no one municipal city planning organizational structure. In some cities, the city planning function is executed in a separate, independent department, while in others, it is consolidated with other municipal functions such as public works or building and safety. In the City of Los Angeles, the City Charter calls out specific mandates for the city planning function. What constitutes the appropriate and most effective organizational model for the second largest city in the nation is a policy question worth investigating.

In 1993, a personnel and organizational audit called the "Zucker Report" was published with specific suggestions on how to reorganize roles in the Planning Department. Unfortunately many recommendations were never implemented. Recently the Personnel Department completed an audit of the Planning Department. Currently the City Controller's Office is auditing the Planning and Public Works Departments, and plans to start an audit of the Building and Safety Department.

The various audit recommendations pertinent to the Planning Department ought to be compiled, analyzed and presented in a single document as a frame of reference for possible organizational and management reform. The new Director should have the benefit of considering these recommendations for prioritization and implementation.

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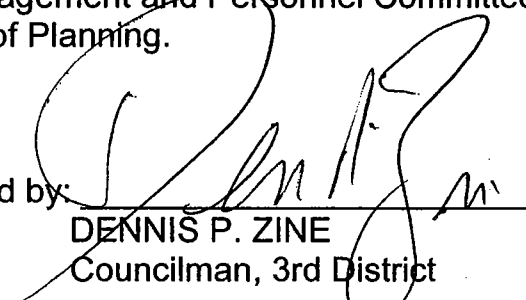
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I THEREFORE MOVE that the City Council instruct the City Administrative Officer (CAO) and Chief Legislative Analyst (CLA) to prepare a report containing but not limited to the following elements:

1. An inventory of organizational structures and models amongst U. S. municipalities implementing the city planning function.
2. A review and analysis of the above-mentioned audits, reports and City Charter mandates for any recommended restructuring of city planning roles, functions or organization.
3. An assessment of the legality, advantages and disadvantages of re-organizing the city planning function with other municipal functions within a single organization versus maintaining a separate, independent organization.

I FURTHER MOVE that the CAO and CLA report back to the Planning and Land Use Management and Personnel Committees prior to the hiring of the new Director of Planning.

Presented by:


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Seconded by:



DATE

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