

ANALYSIS

This ordinance amends Title 5 – Personnel and Title 6 – Salaries of the Los Angeles County Code, relating to fringe benefits and salary changes by:

- Amending Sections 5.33.020 and 5.33.040 to update the definition of Eligible Employee and the contribution rates of the Choices Cafeteria Plan;
- Amending Section 5.36.025 to revise the Temporary/Part-Time employee subsidy rates for health insurance coverage;
- Amending Sections 5.36.070 and 5.36.075 to update the definition of Eligible Employee for group term life insurance;
- Amending Sections 6.18.060 and 6.18.080 relating to the accrual of Vacation Leave; and
- Amending Section 6.28.050, Table of Classes of Positions to make minor technical corrections.

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ORDINANCE NO. 2016-0005

An ordinance amending Title 5 – Personnel and Title 6 – Salaries of the Los Angeles County Code, relating to fringe benefits and salary changes.

The Board of Supervisors of the County of Los Angeles ordains as follows:

SECTION 1. Section 5.33.020 is hereby amended to read as follows:

5.33.020 Definitions.

The following terms when used herein with initial capital letters, unless the context clearly indicates otherwise, shall have the following respective meanings:

A. "Benefit" means cash and/or one or more Nontaxable Benefits or Taxable Benefits.

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M. "Eligible Employee" means a full-time permanent employee of the County who is not in an Excluded Bargaining Unit and who is designated by the Board as eligible to participate in the Plan. For purposes hereof, "full-time permanent" means any employee appointed to an "A," "M," or "N," or Z item pursuant to Title 6 of the Los Angeles County Code.

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SECTION 2. Section 5.33.040 is hereby amended to read as follows:

5.33.040 Contributions.

A. Nonelective Contributions.

1. Except as otherwise provided herein, for each month of the 2014 2016 Plan Year (commencing with County pay warrants issued on or about January 15, 2014-2016), the County shall contribute to the Plan on behalf of each Participant an amount equal to \$244.00, unless (1) said Participant is entitled to One Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to ~~\$757.46~~ 860.72; or (2) said Participant is entitled to Two Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to ~~\$1,382.02~~ 1,570.43; or (3) said Participant is entitled to Three Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to ~~\$1,632.60~~ 1,855.16.

2. Except as otherwise provided herein, for each month of the 2015 2017 Plan Year (commencing with County pay warrants issued on or about January 15, 2015-2017), the County shall contribute to the Plan on behalf of each Participant an amount equal to \$244.00, unless (1) said Participant is entitled to One Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to ~~\$812.00~~ 912.37, or (2) said Participant is entitled to Two Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to ~~\$1,481.53~~ 1,664.66; or (3) said Participant is entitled to Three Party Medical Insurance Coverage with respect to said

month, in which case, the County shall contribute an amount equal to ~~\$1,750.15~~
1,966.47.

3. Except as otherwise provided herein, for each month of the 2018 Plan Year (commencing with County pay warrants issued on or about January 15, 2018), the County shall contribute to the Plan on behalf of each Participant an amount equal to \$244.00, unless (1) said Participant is entitled to One-Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to \$971.68; (2) said Participant is entitled to Two-Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to \$1,772.86; or (3) said Participant is entitled to Three-Party Medical Insurance Coverage with respect to said month, in which case, the County shall contribute an amount equal to \$2,094.29.

34. Beginning in January 2015, participants may decline coverage to enroll in an individual health insurance plan (including enrolling in health insurance coverage through a health care exchange); however, there will be no waiver contribution for participants who choose to decline coverage and enroll in an individual plan. This provision shall not apply to participants who decline coverage and have enrolled in an individual health insurance plan prior to January 2014.

45. In addition to these monthly Nonelective Contributions, the County shall make two ad hoc Nonelective Contributions on behalf of each Participant in an amount equal to \$250 on each of the March 28, 2014 and July 30, 2014 pay dates.

56. No Nonelective Contribution shall be contributed for any Participant if he has not been in a pay status for at least eight hours during the prior month. Nonelective Contributions shall be reflected in County payroll warrants issued on or about the fifteenth day of the month following the month in which the requisite pay status was completed. Effective beginning on and after April 1, 2010, or such later date as may be determined by the Chief Executive Officer when the human resources management system reflecting this provision is implemented, an advance of approximately one-half the monthly Nonelective Contributions received as additional Eligible Earnings in accordance with Section 5.33.050F shall be reflected in County payroll warrants issued on or about the thirtieth day of the month in which the requisite pay status was completed and the remainder of such additional Eligible Earnings shall be reflected in County payroll warrants issued on or about the fifteenth day of the month following the month in which the requisite pay status was complete.

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SECTION 3. Section 5.36.025 is hereby amended to read as follows:

5.36.025 Contribution to ~~h~~HHealth ~~i~~Insurance ~~e~~Coverage for ~~s~~Specified ~~e~~Employees.

Pursuant to Article 1 (commencing with section 53200) of Chapter 2, Part 1 of Division 2 of Title 5, of the California Government Code, the County will pay a monthly contribution to each group medical/hospital insurance plan administered by the County,

or administered by an employee organization and approved by the County, for each eligible employee who elects to enroll in such plan.

A. The maximum monthly County contribution rates set forth in the table below shall apply with respect to:

1. Monthly temporary and monthly recurrent employees (designated as "O" or "B" in Section 6.28.020 of this Code) who are (a) employed in classifications specifically approved for said special maximum monthly Contribution rates by the Board of Supervisors, and (b) otherwise entitled to a County contribution toward County-sponsored or County-approved union-sponsored health insurance coverage pursuant to the provisions of this chapter.

2. Monthly permanent 3/4 time employees (designated as "Y" in Section 6.28.020 of this Code).

	Maximum Monthly County Contribution— SEIU Represented Employees		
Coverage	Effective 1-1-16	Effective 1-1-17	Effective 1-1-18
Employee	\$715.84	\$755.21	\$800.52
Employee plus one dependent	\$1,271.41	\$1,341.34	\$1,421.82
Employee plus two or more dependents	\$1,459.44	\$1,539.71	\$1,632.09

<u>Maximum Monthly County Contribution—</u> <u>Coalition of County Unions Represented Employees</u>			
<u>Coverage</u>	<u>Effective 1-1-16</u>	<u>Effective 1-1-17</u>	<u>Effective 1-1-18</u>
<u>Employee</u>	<u>\$722.66</u>	<u>\$766.02</u>	<u>\$815.81</u>
<u>Employee plus one dependent</u>	<u>\$1,283.53</u>	<u>\$1,360.55</u>	<u>\$1,448.99</u>
<u>Employee plus two or more dependents</u>	<u>\$1,473.34</u>	<u>\$1,561.75</u>	<u>\$1,663.27</u>

<u>Maximum Monthly County Contribution—</u> <u>Non-Represented Employees</u>			
<u>Coverage</u>	<u>Effective 1-1-16</u>	<u>Effective 1-1-17</u>	<u>Effective 1-1-18</u>
<u>Employee</u>	<u>\$582.26</u>	<u>\$617.20</u>	<u>\$654.23</u>
<u>Employee plus one dependent</u>	<u>\$1,034.16</u>	<u>\$1,096.21</u>	<u>\$1,161.98</u>
<u>Employee plus spouse</u>	<u>\$1,034.16</u>	<u>\$1,096.21</u>	<u>\$1,161.98</u>
<u>Employee plus two or more dependents</u>	<u>\$1,187.10</u>	<u>\$1,258.33</u>	<u>\$1,333.83</u>

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SECTION 4. Section 5.36.070 is hereby amended to read as follows:

5.36.0470 Life Insurance.

The County will pay the premium for a \$2,000.00 group term life-insurance plan. All employees whose status is one of the following are eligible to receive this insurance:

A. Permanent, full-time (designated as A, L, or N, D, or Z in Section 6.28.020 of this code);

SECTION 5. Section 5.36.075 is hereby amended to read as follows:

5.36.075 Retirement Plan E Life Insurance.

Effective with the implementation of Retirement Plan E, in addition to the life insurance specified in Section 5.36.070, the County will pay the premium for an \$8,000.00 group term life insurance plan for all employees enrolled in Retirement Plan E who are:

A. Permanent, full-time (designated as A, L, or N, D, Z in Section 6.28.020 of this code);

SECTION 6. Section 6.18.060 is hereby amended to read as follows:

6.18.060 Vacation aAccrual for fFire dDepartment eEmployees on a 56-hHour-wWeek bBasis.

A. Persons employed in the Fire Department on a 56-hour week basis shall be entitled to vacations subject to the provisions of this Chapter 6.18 and on the basis of the following Table 3 in lieu of Table 1 specified in Section 6.18.025:

Table 3

Vacation Accrual for Fire Department 56-Hour Employees

Vacation Years of Service	Vacation Accrual Rate	Vacation Maximum Hours
0 to less than 4 years	.075	144
4 to less than 10 years	.097	192
10 to less than 12 years	.111	216
12 years or more	.122	240

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C. Effective with the pay period ending January 15, 2016, vacation for persons employed in the Fire Department on a 56-hour week basis shall be accrued as follows:

Table 3B

Vacation Accrual for Fire Department 56-Hour Employees

<u>Vacation Years of Service</u>	<u>Vacation Accrual Rate</u>	<u>Vacation Maximum Hours</u>
<u>0 to less than 4 years</u>	<u>6:32</u>	<u>144</u>
<u>4 to less than 10 years</u>	<u>8:27</u>	<u>192</u>
<u>10 to less than 12 years</u>	<u>9:40</u>	<u>216</u>

<u>12 years to less than 20 years</u>	<u>10:46</u>	<u>240</u>
<u>20 to less than 21 years</u>	<u>10:58</u>	<u>252</u>
<u>21 to less than 22 years</u>	<u>11:30</u>	<u>264</u>
<u>22 to less than 23 years</u>	<u>12:00</u>	<u>276</u>
<u>23 to less than 24 years</u>	<u>12:32</u>	<u>288</u>
<u>24 years or more</u>	<u>13:03</u>	<u>300</u>

SECTION 7. Section 6.18.080 is amended to read as follows:

6.18.080 Time for ~~t~~Taking ~~v~~Vacations.

A. Vacations shall be taken at the time authorized by an employee's department head.

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G. Where specifically approved by the Board of Supervisors, safety fire-fighting employees and full-time permanent, safety lifeguard employees employed in the Fire Department and full-time permanent, safety lifeguard employees employed in the Department of Parks and Recreation shall be compensated for accumulated vacation time as follows:

1. A 56-hour safety fire-fighting employee employed in the Fire Department who, as of December 31, 2005, has in excess of 720 hours of accumulated Current and Deferred Vacation time and a 40-hour safety fire-fighting employee employed in the Fire Department who, as of said date, has in excess of 480

hours of accumulated Current and Deferred Vacation time shall not be paid for such time prior to termination from County service. Such accumulated Current and Deferred Vacation time shall remain available for the employee's use subject to prior approval of the employee's department head. Upon termination from County service, any such remaining time shall be paid off at the workday rate of pay in effect on the employee's final day of County service.

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5. Commencing January 1, 2016, each 56-hour permanent safety fire-fighting employee employed in the Fire Department shall accrue Vacation time to a maximum of 720 hours and shall be compensated while in-service at the end of each calendar year thereafter for accumulated Vacation time which is in excess, in the aggregate, of 480 hours. In the case of 40-hour employees, each permanent safety fire-fighting employee employed in the Fire Department shall accrue Vacation time to a maximum of 480 hours and shall be compensated while in-service at the end of each calendar year thereafter for accumulated Vacation time which, in the aggregate, is in excess of 320 hours. Such excess Vacation time shall be paid at the employee's workday rate of pay in effect on the last day of the calendar year; and

6. Commencing January 1, 2016, each 40-hour permanent safety lifeguard employee employed in the Fire Department or in the Department of Parks and Recreation shall accrue Vacation time to a maximum of 480 hours and shall be compensated while in-service at the end of each calendar year thereafter for accumulated Vacation time which, in the aggregate, is in excess of 320 hours. Such

excess Vacation time shall be paid at the employee's workday rate of pay in effect on the last day of the calendar year.

SECTION 8. Section 6.28.050 is amended to read as follows:

6.28.050 Tables of eClasses of pPositions with sSalary sSchedule and lLevel.

Item No.	Title	Effective Date	Salary or Salary Schedule and Level	
0794	CHIEF COUNSEL, LACERA	01/01/2015	N23	LR18
<u>9216</u>		01/01/2016	N23L	LS18
6058	INSTITUTIONAL TRANSPORTATION WORKER	04/01/2015	NM	63D
		10/01/2015	NM	64E
		10/01/2016	NM	65F
		10/01/2017	NM	66G
		04/01/2018	NM	66L
7108	REPRODUCTION UNIT SUPERVISOR III	04/01/2015	NM	81H
		10/01/2015	NM	82J
		10/01/2016	NM	83K
		10/01/2017	NM	84G
		04/01/2018	NM	85D
6386	SENIOR BUTCHER	04/01/2015	NM	76C
		10/01/2015	NM	77D
		10/01/2016	NM	78E
		10/01/2017	NM	79B
		04/01/2018	NM	79K
3964	SENIOR CONTRACT ADMINISTRATOR	04/01/2015		98B
		10/01/2015		99C
		10/01/2016		100D
		10/01/2017		101A
		04/01/2018		101J

SECTION 9. Pursuant to Government Code ~~S~~ection 25123(f), this ordinance shall take effect immediately upon final passage. If this ordinance becomes effective after January 1, 2016, it shall be construed and applied as if it were effective and operative on and after January 1, 2016, except for Section 8 which shall be construed and applied as if it were effective and operative on and after October 1, 2015.

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