

ANALYSIS

This ordinance amends Title 5 – Personnel of the Los Angeles County Code, relating to cafeteria plan contributions under the Choices Plan and Local 721 Cafeteria Plan, contributions to health insurance for temporary/part-time employees, and uniform allowances for non-represented safety employees; and Title 6 – Salaries of the Los Angeles County Code, relating to holidays by:

- Amending subsections 5.33.040A, 5.36.025A, and 5.37.040A by adding contribution amounts for the 2022 plan year.
- Amending subsections 5.72.053A, 5.72.053C, 5.72.060A, 5.72.060B, 5.72.080B, and 5.72.300A by extending uniform allowances through 2021.
- Amending subsection 6.12.040A and 6.12.040B by adding the Juneteenth Holiday.

RODRIGO A. CASTRO-SILVA
County Counsel



By:

RICHARD D. BLOOM
Principal Deputy County Counsel
Labor & Employment Division

RDB:bd

Requested: 09/17/2021
Revised: 09/17/2021

ORDINANCE NO. _____

An ordinance amending Title 5 – Personnel and Title 6 – Salaries of the Los Angeles County Code relating to cafeteria benefit allowances, health insurance contributions for temporary/part-time employees, non-represented safety uniform allowances, and holidays.

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

SECTION 1. Section 5.33.040 is hereby amended to read as follows:

5.33.040 Contributions.

A. Nonelective Contributions.

...

4. Except as otherwise provided herein, for each month of the 2022 Plan Year (commencing with County pay warrants issued on or about January 15, 2022), 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 \$1,056.92; (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 \$1,928.36; 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 \$2,277.98.

45. 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.

56. 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.

67. 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.

...

SECTION 2. Section 5.36.025 is hereby amended to read as follows:

5.36.025 Contribution to Health Insurance Coverage for Specified 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:

...

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

Maximum Monthly County Contribution — SEIU Local 721 Represented Employees				
Coverage	Effective 1-1-19	Effective 1-1-20	Effective 1-1-21	<u>Effective 1-1-22</u>
Employee	\$844.55	\$895.22	\$948.93	<u>\$972.65</u>
Employee plus one dependent	\$1,500.02	\$1,590.02	\$1,685.42	<u>\$1,727.56</u>
Employee plus two or more dependents	\$1,721.85	\$1,825.16	\$1,934.67	<u>\$1,983.04</u>

Maximum Monthly County Contribution Coalition of County Unions Represented Employees				
Coverage	Effective 7-1-19	Effective 1-1-20	Effective 1-1-21	<u>Effective 1-1-22</u>
Employee	\$860.68	\$912.32	\$967.06	<u>\$991.24</u>
Employee plus one dependent	\$1,-528.68	\$1,620.40	\$1,717.62	<u>\$1,760.56</u>
Employee plus two or more dependents	\$1,754.75	\$1,860.04	\$1,971.64	<u>\$2,020.93</u>

Maximum Monthly County Contribution — Non-Represented Employees			
Coverage	Effective 1-1-19	Effective 1-1-20	Effective 1-1-21
Employee	\$664.04	\$677.32	\$694.25
Employee plus child(ren)	\$1,179.41	\$1,203.00	\$1,233.08
Employee plus spouse	\$1,179.41	\$1,203.00	\$1,233.08
Employee plus two or more dependents	\$1,353.84	\$1,380.92	\$1,415.44

...

SECTION 3. Section 5.37.040 is hereby amended to read as follows:

5.37.040 Contributions.

A. Nonelective Contributions.

...

4. Except as otherwise provided herein, for each month of the 2022 Plan Year (commencing with County pay warrants issued on or about January 15, 2022), the County shall contribute to the Plan on behalf of each Participant

an amount equal to \$228.00, 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 \$1,037.10; 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 \$1,892.22; 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 \$2,235.31.

45. 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.

56. 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.

67. 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 5.37.050F 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 completed.

...

SECTION 4. Section 5.72.053 is hereby amended to read as follows:

5.72.053 Uniform Allowance—Peace Officers.

A. Any person employed in the position of Captain (Item No. 2721), Captain, DA (Item No. 2896), Commander (Item No. 2723), Detective (UC) (Item No. 9977), Detective (UC) (Item No. 9978), or Detective (UC) (Item No. 9980) shall be entitled to annual lump-sum payments as follows:

...

7. Effective December 1, 2018 through December 15, ~~2020~~2021, \$1,750.00 payable annually between December 1 and 15, provided such person was employed in one of the aforementioned positions on November 1 of that same calendar year.

...

C. Any person employed in the position of Division Chief, Sheriff (UC) (Item No. 9968), Assistant Sheriff (UC) (Item No. 9969), Undersheriff (UC) (Item No. 9970), or Detective (UC) (Item No. 9979), shall be entitled to annual lump-sum payments as follows:

...

6. Effective December 1, 2018 through December 15, ~~2020~~2021, \$875.00 payable annually between December 1 and 15, provided such person was employed in one of the aforementioned positions on November 1 of that same calendar year.

SECTION 5. Section 5.72.060 is hereby amended to read as follows:

5.72.060 Uniforms—Forester and Fire Warden Employees.

A. In addition to all other compensation provided for in this Code, any person employed as an Assistant Chief, Forestry Division (Item No. 0335), Assistant Chief, Lifeguard Services, Fire (Item No. 2934), Assistant Fire Chief (Item No. 0217), Battalion Chief (56 Hours) (Item No. 0208), Forestry Division (Item No. 0336), Chief Lifeguard Services, Fire (Item No. 2935), or Section Chief, Lifeguard Services, Fire (Item No. 2932) shall be entitled to the following payments provided such person's performance is "Competent" or better or, in the case of persons paid in accordance with the provisions of Title 6, Chapter 6.08, Part 3 of this Code, "Met Expectations" or better:

...

6. Effective December 1, 2018 through December 15, ~~2020~~2021, \$1,750.00 payable annually between December 1 and 15, provided such person was employed in one of the aforementioned positions on November 1 of that same calendar year.

B. In addition to all other compensation provided for in this Code, any safety fire-fighting employee employed as a Chief, Air Operations, Fire Services (Item No. 0215), Chief Deputy, Business Operations, Fire (UC) (Item No. 0224), Chief Deputy, Emergency Operations, Fire (UC) (Item No. 0220), or Deputy Fire Chief,

Emergency Operations (UC) (Item No. 0219), shall be entitled to the following payments provided such person's performance is "Competent" or better or, in the case of persons paid in accordance with the provisions of Title 6, Chapter 6.08, Part 3 of this Code, "Met Expectations" or better:

...

6. Effective December 1, 2018 through December 15, ~~2020~~2021, \$875.00 payable annually between December 1 and 15, provided such person was employed in one of the aforementioned positions on November 1 of that same calendar year.

...

SECTION 6. Section 5.72.080 is hereby amended to read as follows:

5.72.080 Uniforms—Lifeguards.

...

B. Department of Parks and Recreation. In addition to all other compensation provided for in this Code, any person employed in the position of Lake Aquatics Manager (Item No. 2959) or in the position of Chief Lake Lifeguard (Item No. 2960) shall be entitled to the following only if such person's performance is "Competent" or better:

...

5. Effective December 1, 2018 through December 15, ~~2020~~2021, \$1,750.00 payable annually between December 1 and December 15, provided such person was employed in one of the aforementioned positions on November 1 of that same calendar year.

SECTION 7. Section 5.72.300 is hereby amended to read as follows:

5.72.300 Clothing Allowance—Probation Officers.

A. The Assistant Head Transportation Deputy, Probation (Item No. 8629) shall be entitled to the following if his or her performance is "Competent" or better:

...

5. Effective December 1, 2018 through December 15, ~~2020~~2021, \$875.00 payable annually between December 1 and December 15, provided such person was employed in said position on November 1 of that same calendar year.

...

SECTION 8. Section 6.12.040 is hereby amended to read as follows:

6.12.040 Holidays Defined.

A. Holidays are defined as follows:

New Year's Day	January 1
Martin Luther King Jr.'s Birthday	The third Monday in January
Presidents' Day	The third Monday in February
Cesar Chavez Day	The last Monday in March
Memorial Day	The last Monday in May
<u>Juneteenth Day</u>	<u>June 19</u>
Independence Day	July 4
Labor Day	The first Monday in September
Indigenous Peoples Day	The second Monday in October
Veterans Day	November 11
Thanksgiving Day	The fourth Thursday in November

Friday after Thanksgiving	The fourth Friday in November
Christmas	December 25

B. If January 1st, June 19th, July 4th, November 11th, or December 25th falls upon a Saturday, the preceding Friday is a holiday. If January 1st, June 19th, July 4th, November 11th, or December 25th falls upon a Sunday, the following Monday is a holiday.

SECTION 9. Pursuant to Government Code Section 25123(f), this ordinance shall take effect immediately upon final passage.

[533040DCCEO]

Fringe Negotiations Changes and Non-Rep Uniform Allowance Continuance
SUMMARY of CHANGES

	SECTION	TITLE	DESCRIPTION OF CHANGE & COMMENTS
1	5.33.040 A	The Choices Plan - Contributions	Updates the cafeteria benefit contributions for 2022 plan year.
2	5.36.025 A	Group Insurance – Contribution to Health Insurance Coverage for Specified Employees	Updates the tables to include the contributions towards Temporary/Part-time employee health insurance for the 2022 plan year.
3	5.37.040 A	The Local 721 Cafeteria Plan - Contributions	Updates the cafeteria benefit contributions for 2022 plan year.
4	5.72.053	Clothing – Uniform Allowance – Peace Officers	Provides for the annual uniform or clothing allowance for calendar year 2021.
5	5.72.060	Clothing – Uniform Allowance – Forester and Fire Warden Employees	Same as above.
6	5.72.080	Clothing – Uniform Allowance – Lifeguards	Same as above.
7	5.72.300	Clothing – Uniform Allowance – Probation Officers	Same as above.
8	6.12.040 A and B	Working Hours, Working Week and Holidays – Holidays Defined	Updates the table and clarifying paragraph with the addition of Juneteenth.