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Chief Executive Officer

County of Los Angeles CHIEF EXECUTIVE OFFICE

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"To Enrich Lives Through Effective And Caring Service"

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BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES

28 October 19, 2021

CELIA ZAVALA
EXECUTIVE OFFICER

October 19, 2021

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, California 90012

Dear Supervisors:

**MEMORANDA OF UNDERSTANDING EXTENSIONS FOR SEIU FRINGE BENEFITS, ALL
INDIVIDUAL BARGAINING UNITS REPRESENTED BY SEIU LOCAL 721, AND FOR THE
COALITION OF COUNTY UNIONS; AND RELATED BONUS AND FRINGE BENEFIT CHANGES
FOR NON-REPRESENTED EMPLOYEES
ALL DISTRICTS
(4-VOTES)**

SUBJECT

This letter extends the terms of the Fringe Benefits Memorandum of Understanding (MOU) and individual bargaining units for Service Employee International Union (SEIU) Local 721, the Fringe Benefits MOU for the Coalition of County Unions (CCU) and provides a one-time Bonus for represented and non-represented classifications, including those subject to the provisions of the Nursing Management Pay Plan, and the Board of Supervisors Pay Plan. Also submitted for approval is a criteria-based COVID Appreciation Pay bonus and a Department of Health Services (DHS) "Hero Pay" bonus to recognize the performance of all DHS employees during the pandemic.

IT IS RECOMMENDED THAT THE BOARD:

1. Approve the accompanying Fringe Benefits MOU amendment with SEIU Local 721 for a six-month term ending on March 31, 2022.
2. Approve the accompanying Fringe Benefit MOU amendment with CCU for a nine-month term ending on March 31, 2022.
3. Approve related changes as set forth in the accompanying ordinance amending Title 5 – Personnel, and Title 6 – Salaries, of the Los Angeles County Code.

4. Approve a countywide one-time bonus of \$1,000 (\$500 part-time) and an additional \$500 COVID Appreciation Pay for qualifying employees as defined by the Chief Executive Officer.

5. Authorize the DHS use of special funding for a "Hero Pay" bonus for all qualifying DHS employees, up to a maximum of \$650.

6. Approve the accompanying "no change" MOU extensions for a six-month term ending March 31, 2022, for the following SEIU Local 721 bargaining units:

Unit 105 - Student Workers

Unit 111 - Clerical and Office Services Employees

Unit 112 - Supervising Clerical and Office Services Employees

Unit 121 - Administrative Technical and Staff Personnel

Unit 122 - Supervising Administrative Technical and Staff Personnel

Unit 201 - Building Custodians and Services Employees

Unit 211 - Institutional Support Services Employees

Unit 221 - Paramedical Technical Employees

Unit 222 - Supervising Paramedical Health Employees

Unit 311 - Registered Nurse

Unit 312 - Supervising Registered Nurses

Unit 341 - Health Science Professional Employees

Unit 342 - Supervising Health Science Professional Employees

Unit 431 - Artisan and Blue Collar Employees

Unit 432 - Supervisory Artisan and Blue Collar Employees

Unit 711 - Social Workers

Unit 722 - Medical Social Workers

Unit 723 - Children's Social Workers

Unit 729 - Health Financial Support Services

Unit 731 - Social Services Investigators

Unit 732 - Supervising Social Services Investigators

Unit 777 - Supervising Social Workers

Unit 811 – Librarians

7. Instruct the Auditor-Controller to make all payroll system changes necessary to implement the recommendations contained herein.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

BACKGROUND

This Board letter seeks approval for negotiated labor agreements for the periods of July 1, 2021 – March 31, 2022 and October 1, 2021 – March 31, 2022 for the CCU and SEIU, respectively. The terms of these agreements were made in consideration of uncertain economic projections for the County.

Represented Employees

SEIU Local 721 Fringe Benefit MOU Amendment

We have concluded negotiations and are submitting an MOU extension for a six-month term from

October 1, 2021 to March 31, 2022. This agreement and corresponding modifications to the County Code provide for changes in the contributions to the Options Cafeteria Plan, medical plan subsidies for part-time temporary and recurrent employees, and the addition of a new County holiday (Juneteenth).

The County's monthly cafeteria allowances and health insurance subsidies for full-time and eligible part-time employees represented by SEIU Local 721 will increase by two and one-half percent (2.5%) for 2022.

CCU Fringe Benefit MOU Amendment

We have concluded negotiations and are submitting an MOU extension for a nine-month term from July 1, 2021 to March 31, 2022. This agreement and corresponding modifications to the County Code provide for changes in the contributions to the Choices Cafeteria Plan, medical plan subsidies for qualified temporary/part-time employees, and the addition of a new County holiday (Juneteenth).

The County's monthly cafeteria allowances and health insurance subsidies for full-time and eligible part-time employees represented by the CCU will increase by two and one-half percent (2.5%) for 2022.

SEIU Local 721 Individual Bargaining Unit Amendments

We have reached an agreement with all of the individual bargaining units represented by SEIU Local 721. Therefore, we request your approval of all MOU amendments that provide for a six-month term from October 1, 2021 to March 31, 2022.

Countywide One-time Bonus, COVID Appreciation Bonus, and DHS "Hero Pay"

The CCU Fringe and SEIU MOU amendments provide that full-time represented employees will each receive a one-time payment of \$1,000 (\$500 for part-time). In addition, represented employees meeting specific eligibility criteria will be entitled to a \$500 COVID Appreciation Pay, and DHS employees meeting eligibility criteria may qualify for an additional "Hero Pay" bonus up to \$650.

Non-Represented Employees

In light of these agreements, it is appropriate to extend similar one-time payments, including DHS-specific Hero Pay, to full-time non-represented employees who meet the eligibility requirements.

Finally, we are adjusting the dates of uniform allowances for non-represented safety employees to extend through 2021.

All adjustments to benefits and allowances are detailed in the accompanying ordinance.

Implementation of Strategic Plan Goals

The actions recommended in this Board letter promote the County's Strategic Plan Goal of Fiscal Sustainability by providing a wage and benefit structure that is financially responsible.

FISCAL IMPACT/FINANCING

The provisions of these MOU amendments are within the parameters established by the Board of Supervisors. The County's pension actuary, Cheiron, Inc., has advised that the proposed compensation adjustments do not exceed the increase in payrolls assumed in the current actuarial valuation of the retirement plan. Therefore, there will be no negative impact on the funded status of the retirement system.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

These MOU amendments provide a countywide one-time bonus in place of general salary movement. In addition, employees meeting "elevated risk" criteria may receive an additional bonus for their work during the COVID-19 Pandemic. The accompanying successor MOUs and ordinance have been approved as to form by the County Counsel.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

No impact on current services.

Respectfully submitted,



FESIA A. DAVENPORT
Chief Executive Officer

FAD:JMN:MM:TP
SRM:DC:mj

Enclosures

- c: Executive Office, Board of Supervisors
- County Counsel
- Department Heads
- Coalition of County Unions
- Service Employees International Union
- Local 721