



FESIA A. DAVENPORT
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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June 28, 2022

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:

ADOPTED

BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES

26 June 28, 2022

CELIA ZAVALA
EXECUTIVE OFFICER

AUTHORIZATION TO PAY A ONE-TIME SIGNING BONUS FOR ALL LABOR BARGAINING UNIT MEMBERS THAT HAVE SUCCESSFULLY REACHED A COMPREHENSIVE TENTATIVE AGREEMENT WITH THE COUNTY FOR A SUCCESSOR MEMORANDUM OF UNDERSTANDING DURING THE 2022 NEGOTIATION SEASON, AND A SIMILAR BONUS FOR NON-REPRESENTED EMPLOYEES (ALL DISTRICTS) (4-VOTES)

SUBJECT

The County has reached tentative agreements for successor Memorandum of Understanding (MOU) with Service Employees International Union (SEIU) Local 721 and the Committee of Interns and Residents (CIR) from April 1, 2022 to March 31, 2025. As the parties work to finalize the MOUs, we request authorization to immediately pay the signing bonus agreed to by the parties and approval to pay future signing bonuses agreed to as part of a comprehensive tentative agreement with the County.

IT IS RECOMMENDED THAT THE BOARD:

1. Approve a one-time signing bonus of \$1,375 (\$700 part-time) for the following SEIU Local 721 bargaining units, all CIR members, and non-represented employees (as defined by the Chief Executive Office):

- 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

2. Delegate authority to the Chief Executive Officer, or her designee, to instruct the Auditor-Controller to pay all future signing bonuses for the 2022 negotiation season pursuant to the negotiated agreements entered by the Chief Executive Office.

3. Instruct the Auditor-Controller to make all necessary payroll system changes to implement the recommendations.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

Represented employees

The County reached tentative agreements for successor MOU with SEIU Local 721 and the CIR from April 1, 2022 to March 31, 2025. As the parties work to finalize the MOUs, we request authorization to immediately pay the signing bonus agreed to by the parties. Furthermore, we request delegated authority to instruct the Auditor-Controller to pay future signing bonuses agreed to as part of a comprehensive tentative agreement with the County for the 2022 negotiation season.

The signing bonus for full-time SEIU and CIR employees is \$1,375 (\$700 for part-time) and is scheduled to be paid within 45 days of Board approval. It is anticipated that other County's labor Unions will reach similar agreements with us, and the County would like to immediately process those bonuses without delay.

Non-Represented Employees

Considering these agreements, it is customary to extend similar negotiated one-time payments to full-time non-represented County employees as defined by the Chief Executive Office.

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 one-time signing bonus payments are the result of good faith negotiations between the parties and are consistent with prior labor agreements.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

No impact on current services.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Fesia A. Davenport', with a stylized, flowing script.

FESIA A. DAVENPORT

Chief Executive Officer

FAD:JMN:MM

TP:TTP:DC:mlj

c: Executive Office, Board of Supervisors
County Counsel
All Department Heads
Service Employees International Union
Local 721
Coalition of County Unions
Committee of Interns and Residents