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**COUNTY OF LOS ANGELES**

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Fesia A. Davenport

"To Enrich Lives Through Effective and Caring Service"

# ADOPTED

BOARD OF SUPERVISORS  
COUNTY OF LOS ANGELES

41 August 6, 2024

*Edward Yen*  
EDWARD YEN  
EXECUTIVE OFFICER

August 06, 2024

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:

**EMPLOYEE RELATIONS COMMISSIONER (ERCOM) RE-APPOINTMENT TO SECOND TERM  
(ALL DISTRICTS)  
(3-VOTES)**

**SUBJECT**

Re-Appointment of Mr. Najeeb Khoury to the position of Commissioner on the three-member Employee Relations Commission.

**IT IS RECOMMENDED THAT THE BOARD:**

Approve the re-appointment of Commissioner Khoury to serve as ERCOM Commissioner effective retroactive to March 1, 2024.

**PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION**

As stated in the Los Angeles County Code (County Code) Section 5.04.100, all appointments to ERCOM shall be made by the Board of Supervisors (Board).

ERCOM Commissioner Khoury's term ended this year. Commissioner Khoury has honorably served on ERCOM during his first term. His re-appointment will allow ERCOM to continue to function in its capacity with no interruptions.

The CEO, in conjunction with County labor partners, now formally recommend the re-appointment of Mr. Khoury.

### **Implementation of Strategic Plan Goals**

The actions recommended in this letter promote North Star III, Realize Tomorrow's Government Today, by pursuing the development of our workforce.

### **FISCAL IMPACT/FINANCING**

Funding for the Employee Relations Commissioner is included in the Fiscal Year 2023-2024 Adopted Budget.

### **FACTS AND PROVISIONS/LEGAL REQUIREMENTS**

ERCOM is the administrative body that governs labor relations for the County. ERCOM determines appropriate bargaining units, who will represent them, and what classifications will be represented in each unit. ERCOM also decides whether anyone violated the Employee Relations Ordinance, and if so, the appropriate remedy.

On March 1, 2021, the Board appointed Mr. Khoury to the position of Commissioner on the Employee Relations Commission. This appointment was based on a joint nomination between the County and a committee of employee organizations pursuant to the Ordinance, Section 5.04.100. Pursuant to the Ordinance, commissioners are to serve at the pleasure of the Board for three-year terms.

As Commissioner Khoury's term ends, the CEO and a committee of its labor partners jointly submit Commissioner Khoury's name for re-appointment.

### **IMPACT ON CURRENT SERVICES (OR PROJECTS)**

The re-appointment of Mr. Khoury will ensure the Commission is operating at full capacity and in the efficiency of public services.

The Honorable Board of Supervisors

8/6/2024

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Respectfully submitted,



FESIA A. DAVENPORT

Chief Executive Officer

FAD:JMN:MM

JDS:GK:mlj

c: Executive Office, Board of Supervisors  
County Counsel  
Auditor-Controller  
Human Resources