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COUNTY OF LOS ANGELES

Kenneth Hahn Hall of Administration
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Chief Executive Officer
Fesia A. Davenport

"To Enrich Lives Through Effective and Caring Service"

July 29, 2025

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:

**AUTHORIZATION TO PAY A ONE-TIME RATIFICATION PAYMENT OF \$5,000 TO
REPRESENTED EMPLOYEES WHEN THE BARGAINING UNIT SUCCESSFULLY RATIFIES THE
2025-2028 SUCCESSOR MEMORANDA OF UNDERSTANDING; AND PAY A RELATED
PAYMENT TO NON-REPRESENTED EMPLOYEES
(ALL DISTRICTS)
(4 VOTES)**

SUBJECT

The County is in the process of reaching comprehensive tentative agreements for 2025–2028 successor Memoranda of Understanding (MOU) with various labor partners. This is to request blanket authorization to issue ratification payments, in accordance with the terms of each agreement, and seek approval to extend these payments to full-time non-represented employees to ensure timely implementation.

IT IS RECOMMENDED THAT THE BOARD:

1. Approve a one-time ratification payment for employees in active pay status on the date of ratification, for bargaining units that reach a comprehensive tentative agreement and ratify the 2025–2028 successor MOU; and approve a related payment for non-represented employees.
2. Authorize the Auditor-Controller to issue ratification payments in accordance with the terms of each negotiated agreement.
3. Instruct the Auditor-Controller to make all necessary payroll adjustments to implement this authorization.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

The County is in the process of reaching comprehensive tentative agreements for 2025–2028 successor MOU with various labor partners. To facilitate the prompt implementation of newly negotiated agreements, this is to request the authority to process ratification payments as defined in each labor agreement. These payments are part of comprehensive settlements negotiated in good faith with labor partners and are consistent with past practice. Approval to issue similar payments to non-represented employees ensures equitable treatment across the workforce.

Implementation of Strategic Plan Goals

This recommendation supports the County's Strategic Plan – North Star Goal 3: Realize Tomorrow's Government Today, by fostering fiscal responsibility and workforce stability through a sustainable wage and benefits structure.

Strategic Asset Management Principles Compliance

Not Applicable.

FISCAL IMPACT/FINANCING

The actions recommended in this Board Letter are within the parameters established by the Board of Supervisors. The County's pension actuary, Cheiron, Inc., has advised that the proposed payments do not exceed the payroll increase assumed in the retirement plan's current actuarial valuation. Therefore, there will be no negative impact on the funded status of the retirement system.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

These ratification payments are consistent with prior labor settlements and reflect good faith negotiations between the County and its employee representatives.

ENVIRONMENTAL DOCUMENTATION

Not Applicable.

CONTRACTING PROCESS

Not Applicable.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

No impact on current services.

CONCLUSION

Approving these recommendations will enable the County to fulfill its negotiated commitments in a

The Honorable Board of Supervisors

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timely and consistent manner, reinforcing trust with labor partners and supporting continuity across County operations. Extending these payments to non-represented employees ensures internal equity while aligning with the County's broader goals of workforce retention and fiscal responsibility. This approach reflects sound governance and promotes stability during a critical phase in this labor negotiations cycle.

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:KLW

SM:LR:rfm

c: Executive Office, Board of Supervisors
County Counsel
Auditor-Controller
Human Resources
All Department Heads
SEIU Local 721
CCU Member Unions
Independent Unions