


## ANALYSIS

This ordinance amends Title 5 – Personnel and Title 6 – Salaries of the Los Angeles County Code relating to Fringe Benefits changes by:

- Amending Section 5.33.040 (Contributions) to revise the contribution rates of the Choices Plan;
- Amending Section 5.36.025 (Contribution to Health Insurance Coverage for Specified Employees) to revise the temporary/part-time employee subsidy rates for health insurance coverage for the Coalition of County Unions Represented Employees and Non-Represented Employees; and
- Amending Section 6.20.080.A (Bereavement Leave) to update the bereavement leave days available for usage.

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GS:gr

Requested: 8/18/25  
Revised: 8/29/25

**ORDINANCE NO. \_\_\_\_\_**

An ordinance amending Title 5 – Personnel and Title 6 - Salaries of the Los Angeles County Code, relating to Fringe Benefits changes.

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.**

1. Except as otherwise provided herein, on a monthly basis, for each month of the 20236 Plan Year (commencing with County pay warrants issued on or about January 15, 20236), the County shall contribute to the Plan on behalf of each Participant an amount equal to two hundred forty-four dollars (\$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 one thousand two hundred forty-one and fifteen cents (\$1,099.20241.15); (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 two thousand two hundred sixty-four and forty-eight cents (\$2,005.49264.48); 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 two thousand six hundred seventy-five and five cents (\$2,369.40675.05).

2. Except as otherwise provided herein, on a monthly basis, for each month of the 20247 Plan Year (commencing with County pay warrants issued on or about January 15, 20247), the County shall contribute to the Plan on behalf of each

participant an amount equal to two hundred forty-four dollars (\$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 one thousand three hundred forty and forty-four cents (\$1,426.68340.44), (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 two thousand four hundred forty-five and sixty-four cents (\$2,055.63445.64); 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 two thousand eight hundred eighty-nine and five cents (\$2,428.33889.05).

3. Except as otherwise provided herein, for each month of the 20258 Plan Year (commencing with County pay warrants issued on or about January 15, 20258), the County shall contribute to the Plan on behalf of each Participant an amount equal to two hundred forty four (\$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 one thousand four hundred forty-seven and sixty-eight cents (\$1,149.21447.68); (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 two thousand six hundred forty-one and twenty-nine cents (\$2,096.74641.29); 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 three thousand one hundred twenty and seventeen cents (\$2,476.903,120.17).

4. 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.

5. 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 two hundred fifty (\$250) on each of the March 28, 2014 and July 30, 2014 pay dates.

6. No Nonelective Contribution shall be contributed for any Participant if he has not been in a pay status for at least eight (8) hours during the prior month. Nonelective Contributions shall be reflected in County payroll warrants issued on or about the fifteenth (15) 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 (30) 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 (15) day of the month following the month in which the requisite pay status was complete.

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**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 ~~S~~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:

1.      Monthly temporary and monthly recurrent employees (designated as "O" or "B" in Section 6.28.020 of this Code) who are (a) employed in classifications specifically approved for said special maximum monthly Contribution rates by the Board of Supervisors, and (b) otherwise entitled to a County contribution toward County-sponsored or County-approved union-sponsored health insurance coverage pursuant to the provisions of this chapter.

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 1-1-23	Effective 1-1-24	Effective 1-1-25
Employee	\$1,011.56	\$1,036.85	\$1,057.59
Employee plus one dependent	\$1,796.66	\$1,841.58	\$1,878.41
Employee plus two or more dependents	\$2,062.36	\$2,113.92	\$2,156.20

Maximum Monthly County Contribution—Coalition of County Unions Represented Employees			
Coverage	Effective 1-1-23 <del>6</del>	Effective 1-1-24 <del>7</del>	Effective 1-1-25 <del>8</del>
Employee	<del>\$1,030.89</del> <u>1,164.01</u>	<del>\$1,056.66</del> <u>1,257.13</u>	<del>\$1,077.79</del> <u>1,357.70</u>
Employee plus one dependent	<del>\$1,830.98</del> <u>2,067.43</u>	<del>\$1,876.75</del> <u>2,232.82</u>	<del>\$1,914.29</del> <u>2,411.45</u>
Employee plus two or more dependents	<del>\$2,101.77</del> <u>2,373.19</u>	<del>\$2,154.34</del> <u>2,563.05</u>	<del>\$2,197.40</del> <u>2,768.09</u>

Maximum Monthly County Contribution—Non-Represented Employees			
Coverage	Effective 1-1-23 <del>6</del>	Effective 1-1-24 <del>7</del>	Effective 1-1-25 <del>8</del>
Employee	<del>\$722.02</del> <u>815.26</u>	<del>\$740.07</del> <u>880.48</u>	<del>\$754.87</del> <u>950.92</u>
Employee plus child(ren)	<del>\$1,282.40</del> <u>1,448.01</u>	<del>\$1,314.46</del> <u>1,563.85</u>	<del>\$1,340.75</del> <u>1,688.96</u>
Employee plus spouse/domestic partner	<del>\$1,282.40</del> <u>1,448.01</u>	<del>\$1,314.46</del> <u>1,563.85</u>	<del>\$1,340.75</del> <u>1,688.96</u>
Employee plus family	<del>\$1,472.06</del> <u>1,662.16</u>	<del>\$1,508.86</del> <u>1,795.13</u>	<del>\$1,539.04</del> <u>1,938.74</u>

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**SECTION 3.** Section 6.20.080 is hereby amended to read as follows:

**6.20.080 Other Leaves of Absence.**

A. Bereavement Leave. Any person employed in a full-time permanent position who is compelled to be absent from duty because of death of ~~his father, mother~~ the employee's parent, stepfather, stepmother, stepparent, father-in-law, mother-in-law, parent-in-law, brother, sister, sibling, brother-in-law, sister-in-law, sibling-in-law, husband, ~~wife~~ spouse, child, stepchild, grandfather, grandmother, grandparent, great grandfather, ~~great grandmother~~ great grandparent, grandchild, domestic partner or domestic partner's ~~father, mother~~ parent, stepfather, stepmother, stepparent, child, stepchild, or grandchild, shall be allowed the time necessary to be absent from work at his regular pay for not more than ~~three~~ five (5) working days, or in the case of employees employed on a 56-hour workweek in the Probation Department, not more than ~~36~~ sixty (60) working hours, and all other employees employed on a 56-hour workweek not more than ~~33~~ fifty-five (55) working hours; ~~and in addition, an employee may use not more than two working days of accrued holiday, vacation, personal leave, full pay sick leave, nonelective annual leave, elective annual leave, or compensatory time, or taken as time without pay, as designated by the employee, for a total of five working days. Effective January 1, 1999, an employee, who is required to travel a minimum of 500 miles one-way in connection with such absence, shall be eligible to receive a total of five working days of bereavement leave without needing to use his accrued holiday, vacation, personal leave, full pay sick leave, nonelective annual leave, elective annual leave, or compensatory time.~~ Notwithstanding any other provisions of this Section A, any person

employed on a monthly permanent 9/10 time position (Item Sub "D") shall receive  
24~~forty~~ (40) hours of bereavement leave.

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