



Board of Supervisors Health and Mental Health Cluster Agenda Review Meeting

DATE: March 11, 2026

TIME: 11:30 a.m. – 1:30 p.m.

MEETING CHAIR: Jazmine Garcia-Delgadillo, 1ST Supervisorial District

CEO MEETING FACILITATOR: Kieu-Anh King

THIS MEETING IS HELD UNDER THE GUIDELINES OF BOARD POLICY 3.055

To participate in the meeting in-person, the meeting location is:

Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, California 90012
Room 140

To participate in the meeting virtually, please call teleconference number:

1 (323) 776-6996 and enter the following: 330 628 704# or click here on a smartphone:

[Tel:+13237766996,,330628704#](tel:+13237766996,330628704#)

[Click here to join the meeting](#) on Microsoft Teams

For Spanish Interpretation, the Public should send emails within 48 hours in advance of the meeting to ClusterAccommodationRequest@bos.lacounty.gov

Members of the Public may address the Health and Mental Health Services Meeting on any agenda item. Two (2) minutes are allowed for each item.

THIS TELECONFERENCE WILL BE MUTED FOR ALL CALLERS. PLEASE DIAL *6 TO UNMUTE YOUR PHONE WHEN IT IS YOUR TIME TO SPEAK.

- I. Call to order
- II. **Information Items (Any Information Item is subject to discussion and/or presentation at the request of two or more Board offices):**
 - a. **DHS:** Request to Accept Compromise Offers of Settlement for Patients Seen Under the Trauma Center Service Agreement

- b. **DPH:** Recommendation to Continue the Declared Local Health Emergency for the January 2025 Critical Fire Events (#08563)

III. **Discussion Item:**

- a. **DHS/DPH/DMH/DHR/CEO:** Investing in Strengthening the County Health Care Workforce
(Presenters: Elizabeth Jacobi; Department of Health Services; Napoleon Valera, Chief Executive Office; Johan Julin and David Morfin, Department of Human Resources; Stanley S. Yen, Department of Mental Health; Johanna Prieto, Department of Public Health)

IV. Items Continued from a Previous Meeting of the Board of Supervisors or from the Previous Agenda Review Meeting

V. Items not on the posted agenda for matters requiring immediate action because of an emergency situation, or where the need to take immediate action came to the attention of the Department subsequent to the posting of the agenda.

VI. Public Comment

VII. Adjournment

IF YOU WOULD LIKE TO EMAIL A COMMENT ON AN ITEM ON THE HEALTH AND MENTAL HEALTH SERVICES CLUSTER AGENDA, PLEASE USE THE FOLLOWING EMAIL AND INCLUDE THE AGENDA NUMBER YOU ARE COMMENTING ON:

HEALTH_AND_MENTAL_HEALTH_SERVICES@CEO.LACOUNTY.GOV

**BOARD LETTER/MEMO
CLUSTER FACT SHEET**

Board Letter
Other

Board Memo

CLUSTER AGENDA REVIEW DATE	3/11/2026	
BOARD MEETING DATE	4/7/2026	
SUPERVISORIAL DISTRICT AFFECTED	<input checked="" type="checkbox"/> All <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th <input type="checkbox"/> 5 th	
DEPARTMENT(S)	Department of Health Services	
SUBJECT	REQUEST TO ACCEPT COMPROMISE OFFERS OF SETTLEMENT FOR PATIENTS SEEN UNDER THE TRAUMA CENTER SERVICE AGREEMENT.	
PROGRAM	Health Services	
AUTHORIZES DELEGATED AUTHORITY TO DEPT	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
SOLE SOURCE CONTRACT	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
	If Yes, please explain why: N/A	
SB 1439 SUPPLEMENTAL DECLARATION FORM REVIEW COMPLETED BY EXEC OFFICE	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No – Not Applicable	
DEADLINES/ TIME CONSTRAINTS	N/A	
COST & FUNDING	Total cost:	Funding source:
	\$ N/A	N/A
	TERMS (if applicable):	
Explanation: There is no net cost to the County		
PURPOSE OF REQUEST	<p>Requesting Board approval for the acceptance of compromise offers of settlement for patient accounts that are unable to be paid in full. The payments will replenish the Los Angeles County Trauma Funds.</p> <p>The Board is being asked to authorize the Director, or designee, to accept the attached compromise offers of settlement, pursuant to Section 1473 of the Health and Safety Code. This will expedite the County's recovery of revenue totaling \$32,000.00 for medical care provided at Harbor UCLA MC, Rancho Los Amigos NRC and LA General MC.</p>	

BACKGROUND (include internal/external issues that may exist including any related motions)	The acceptance of the attached compromise settlements will help maximize net revenues and will help DHS meet its' budgeted revenue amounts.
EQUITY INDEX OR LENS WAS UTILIZED	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If Yes, please explain how:
SUPPORTS ONE OF THE NINE BOARD PRIORITIES	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If Yes, please state which one(s) and explain how:
DEPARTMENTAL CONTACTS	Name, Title, Phone # & Email: DHS, Virginia Perez, Associate Hospital Administrator II, (626) 525-6077 virperez@dhs.lacounty.gov County Counsel, Georgina Glaviano, Deputy County Counsel, (213) 232-3958 GGlaviano@counsel.lacounty.gov

April 7, 2026

DRAFT

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

Dear Supervisors:

**REQUEST TO ACCEPT COMPROMISE OFFERS OF SETTLEMENT
FOR PATIENTS SEEN UNDER THE
TRAUMA CENTER SERVICE AGREEMENT
(ALL SUPERVISORIAL DISTRICTS)
(3 VOTES)**

SUBJECT

Request authorization from the Los Angeles County (LA County) Board of Supervisors (Board) for the Director of Health Services (Director), or designee, to accept compromise offers of settlement for patients who received medical care at either Los Angeles County (LA County) facilities and/or at non-County operated facilities under the Trauma Center Service Agreement. The compromise offers of settlement referenced below are not within the Director of Health Service's authority to accept.

IT IS RECOMMENDED THAT THE BOARD:

Authorize the Director of Health Services (Director), or designee, to accept the attached compromise offers of settlement, pursuant to Section 1473 of the Health and Safety Code, for the following individual accounts:

Patients who received medical care at LA County facilities:

- Harbor UCLA Medical Center – Account Number 102770197 in the amount of \$6,000.00 – (Attachment I).
- Rancho Los Amigos National Rehabilitation Center – Account Number 102755331 in the amount of \$10,000.00 – (Attachment II).
- Rancho Los Amigos National Rehabilitation Center – Account Number 101617295 in the amount of \$1,000.00 – (Attachment III).

- LA General Medical Center – Account Number 103100694 in the amount of \$5,000.00 – (Attachment IV).
- LA General Medical Center – Account Number 102922849 in the amount of \$7,000.00 – (Attachment V).
- LA General Medical Center – Account Number 102918260 in the amount of \$3,000.00 – (Attachment VI).

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

The compromise offers of settlement for patient accounts of patients who received medical care at LA County facilities is recommended because the patients are unable to pay the full amount of charges and the compromise offers represent the maximum amount the Department of Health Services (DHS) was able to negotiate or was offered.

It is in the best interest of LA County to approve the acceptance of these compromise offers, as it will enable the DHS to maximize net revenue on these accounts.

Implementation of Strategic Plan Goals

The recommended actions support LA County's Strategic Plan North Star 3 – Realize Tomorrow's Government Today, Focus Area Goal G – Internal Controls and Processes, Strategy 1 – Maximize Revenue.

FISCAL IMPACT/FINANCING

The approval will recover revenue totaling \$32,000.00 in charges.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

Under LA County Code Chapter Section 2.76.046, the Director, or designee, has the authority to reduce patient account liabilities by the greater of i) \$15,000, or ii) \$75,000 or 50 percent of the account balance, whichever is less. Any reduction exceeding the Director's, or designee's, authority requires Board approval.

On January 15, 2002, the Board adopted an ordinance granting the Director, or designee, authority to compromise or reduce patient account liabilities when it is in the best interest of LA County to do so.

On November 1, 2005, the Board approved a revised ordinance granting the Director, or designee, authority to reduce, on an account specific basis, the amount of any liability owed to LA County which relates to medical care provided by third parties for which LA

The Honorable Board of Supervisors

April 7, 2026

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County is contractually obligated to pay and related to which LA County has subrogation or reimbursement rights. The revised ordinance was adopted by the Board on December 8, 2005.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

Maximizing net revenues on patients who received medical care at LA County facilities will help DHS meet its budgeted revenue amounts.

Respectfully submitted,

Christina R. Ghaly, M.D.
Director

CRG:CB:vp

Enclosures

c: Chief Executive Office
County Counsel
Executive Office, Board of Supervisors

DATA FOR COMPROMISE SETTLEMENT

COUNTY OF LOS ANGELES – DEPARTMENT OF HEALTH SERVICES
TRANSMITTAL 25-03-A

Amount of Aid	\$42,539.00	Account Number	102770197
Amount Paid	\$0.00	Name	Adult Male
Balance Due	\$42,539.00	Service Date	11/14/23-07/12/24
Compromise Amount Offered	\$6,000.00	Facility	Harbor UCLA Medical Center
Amount to be Written Off	\$36,539.00	Service Type	Inpatient

JUSTIFICATION

The patient was treated at Harbor UCLA Medical Center at a total cost of \$42,539.00. The patient has a total of \$327,141.78 in medical bills and attorney fees.

The attorney has settled the case in the amount of \$100,000.00. Due to the low recovery and the insufficient funds to fully satisfy all liens and fees the attorney proposes the following disbursement:

Disbursements	Total Claim	Proposed Settlement	Percent of Settlement
Attorney Fees	\$39,330.00	\$39,330.00	39.33%
Attorney Cost	\$1,977.78	\$1,977.78	1.98%
Other lien holders	\$243,295.00	34,316.04	34.32%
Los Angeles Department of Health Services (Harbor UCLA MC)	\$42,539.00	\$6,000.00	6.00%
Net to Client (Heirs)	\$0.00	\$18,376.00	18.38%
Total	\$327,141.78	\$100,000.00	100.00%

DATA FOR COMPROMISE SETTLEMENT

COUNTY OF LOS ANGELES – DEPARTMENT OF HEALTH SERVICES
TRANSMITTAL 25-03-B

Amount of Aid	\$289,347.00	Account Number	102755331
Amount Paid	0.00	Name	Adult Male
Balance Due	\$289,347.00	Service Date	10/07/23-12/01/23
Compromise Amount Offered	\$10,000.00	Facility	Rancho Los Amigos National Rehabilitation Center
Amount to be Written Off	\$279,347.00	Service Type	Inpatient

JUSTIFICATION

The patient was treated at Rancho Los Amigos National Rehabilitation Center at a total cost of \$289,347.00. The patient has a total of \$ in medical bills and attorney fees.

The attorney has settled the case in the amount of \$100,000.00. Due to the low recovery and the insufficient funds to fully satisfy all liens and fees the attorney proposes the following disbursement:

Disbursements	Total Claim	Proposed Settlement	Percent of Settlement
Attorney Fees	\$33,333.00	\$33,333.00	33.33%
Attorney Cost	\$1,611.94	\$1,611.94	1.61%
Other lien holders	\$51,428.08	\$0.00	0.00%
Los Angeles Department of Health Services (Rancho Los Amigos NRC)	\$289,347.00	\$10,000.00	10.00%
Net to Client (Heirs)	\$0.00	\$55,055.06	55.06%
Total	\$375,720.02	\$100,000.00	100.00%

DATA FOR COMPROMISE SETTLEMENT

COUNTY OF LOS ANGELES – DEPARTMENT OF HEALTH SERVICES
TRANSMITTAL 25-03-C

Amount of Aid	\$34,583.00	Account Number	101617295
Amount Paid	\$0.00	Name	Adult Male
Balance Due	\$34,583.00	Service Date	10/21/24-01/22/25
Compromise Amount Offered	\$1,000.00	Facility	Rancho Los Amigos National Rehabilitation Center
Amount to be Written Off	\$33,583.00	Service Type	Inpatient

JUSTIFICATION

The patient was treated at Rancho Los Amigos National Rehabilitation Center at a total cost of \$34,583.00. The patient has a total of \$52,575.00 in medical bills and attorney fees.

The attorney has settled the case in the amount of \$15,000.00. Due to the low recovery and the insufficient funds to fully satisfy all liens and fees the attorney proposes the following disbursement:

Disbursements	Total Claim	Proposed Settlement	Percent of Settlement
Attorney Fees	\$5,000.00	\$5,000.00	33.33%
Attorney Cost	\$1,415.00	\$1,415.00	9.43%
Other lien holders	\$11,577.00	\$1,652.27	11.01%
Los Angeles Department of Health Services (Rancho Los Amigos NRC)	\$34,583.00	\$1,000.00	6.67%
Net to Client (Heirs)	\$0.00	\$5,933.00	39.55%
Total	\$52,575.00	\$15,000.00	100.00%

DATA FOR COMPROMISE SETTLEMENT

COUNTY OF LOS ANGELES – DEPARTMENT OF HEALTH SERVICES
TRANSMITTAL 25-03-D

Amount of Aid	\$39,676.00	Account Number	103100694
Amount Paid	\$0.00	Name	Adult Male
Balance Due	\$39,676.00	Service Date	03/06/25-06/05/25
Compromise Amount Offered	\$5,000.00	Facility	LA General Medical Center
Amount to be Written Off	\$34,676.00	Service Type	Inpatient

JUSTIFICATION

The patient was treated at LA General Medical Center at a total cost of \$39,676.00. The patient has a total of \$49,653.00 in medical bills and attorney fees.

The attorney has settled the case in the amount of \$25,000.00. Due to the low recovery and the insufficient funds to fully satisfy all liens and fees the attorney proposes the following disbursement:

Disbursements	Total Claim	Proposed Settlement	Percent of Settlement
Attorney Fees	\$8,332.50	\$8,332.50	33.33%
Attorney Cost	\$1,644.60	\$1,644.60	6.58%
Other lien holders	\$0.00	\$0.00	0.00%
Los Angeles Department of Health Services (LA General MC)	\$39,676.00	\$5,000.00	20.00%
Net to Client (Heirs)	\$0.00	\$10,022.90	40.09%
Total	\$49,653.10	\$25,000.00	100.00%

DATA FOR COMPROMISE SETTLEMENT

COUNTY OF LOS ANGELES – DEPARTMENT OF HEALTH SERVICES
TRANSMITTAL 25-03-E

Amount of Aid	\$28,181.00	Account Number	102922849
Amount Paid	\$0.00	Name	Adult Female
Balance Due	\$28,181.00	Service Date	06/05/24-12/20/24
Compromise Amount Offered	\$7,000.00	Facility	LA General Medical Center
Amount to be Written Off	\$21,181.00	Service Type	Inpatient

JUSTIFICATION

The patient was treated at LA General Medical Center at a total cost of \$28,181.00. The patient has a total of \$100,850.60 in medical bills and attorney fees.

The attorney has settled the case in the amount of \$35,000.00. Due to the low recovery and the insufficient funds to fully satisfy all liens and fees the attorney proposes the following disbursement:

Disbursements	Total Claim	Proposed Settlement	Percent of Settlement
Attorney Fees	\$11,666.00	\$11,666.00	33.33%
Attorney Cost	\$399.51	\$399.51	1.14%
Other lien holders	\$60,604.09	\$15,053.71	43.01%
Los Angeles Department of Health Services (LA General MC)	\$28,181.00	\$7,000.00	20.00%
Net to Client (Heirs)	\$0.00	\$880.78	2.52%
Total	\$100,850.60	\$35,000.00	100.00%

DATA FOR COMPROMISE SETTLEMENT

COUNTY OF LOS ANGELES – DEPARTMENT OF HEALTH SERVICES
TRANSMITTAL 25-03-F

Amount of Aid	\$30,771.00	Account Number	102918260
Amount Paid	\$0.00	Name	Adult Male
Balance Due	\$30,771.00	Service Date	05/30/24
Compromise Amount Offered	\$3,000.00	Facility	LA General Medical Center
Amount to be Written Off	\$27,771.00	Service Type	Inpatient

JUSTIFICATION

The patient was treated at LA General Medical Center at a total cost of \$30,771.00. The patient has a total of \$38,728.00 in medical bills and attorney fees.

The attorney has settled the case in the amount of \$15,000.00. Due to the low recovery and the insufficient funds to fully satisfy all liens and fees the attorney proposes the following disbursement:

Disbursements	Total Claim	Proposed Settlement	Percent of Settlement
Attorney Fees	\$6,000.00	\$6,000.00	40.00%
Attorney Cost	\$610.00	\$610.00	4.07%
Other lien holders	\$1,347.00	\$390.00	2.60%
Los Angeles Department of Health Services (LA General MC)	\$30,771.00	\$3,000.00	20.00%
Net to Client (Heirs)	\$0.00	\$5,000.00	33.33%
Total	\$38,728.00	\$15,000.00	100.00%

**BOARD LETTER/MEMO
CLUSTER FACT SHEET**

Board Letter

Board Memo

Other

CLUSTER AGENDA REVIEW DATE	3/11/2026	
BOARD MEETING DATE	4/7/2026	
SUPERVISORIAL DISTRICT AFFECTED	<input checked="" type="checkbox"/> All <input type="checkbox"/> 1 st <input type="checkbox"/> 2 nd <input type="checkbox"/> 3 rd <input type="checkbox"/> 4 th <input type="checkbox"/> 5 th	
DEPARTMENT(S)	Department of Public Health	
SUBJECT	RECOMMENDATION TO CONTINUE THE DECLARED LOCAL HEALTH EMERGENCY FOR THE JANUARY 2025 CRITICAL FIRE EVENTS	
PROGRAM	Executive Office Services	
AUTHORIZES DELEGATED AUTHORITY TO DEPT	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
SOLE SOURCE CONTRACT	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If Yes, please explain why:	
SB 1439 SUPPLEMENTAL DECLARATION FORM REVIEW COMPLETED BY EXEC OFFICE	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No – Not Applicable If unsure whether a matter is subject to the Levine Act, email your packet to EOLevineAct@bos.lacounty.gov to avoid delays in scheduling your Board Letter.	
DEADLINES/ TIME CONSTRAINTS		
COST & FUNDING	Total cost: \$	Funding source:
	TERMS (if applicable):	
	Explanation: There is no fiscal impact related to the continuance of this local health emergency, but the proclamation of local health emergency could allow the County to seek recovery of eligible costs from the Federal Emergency Management Agency and State of California. The County will incur costs associated with the response to and recovery from the local health emergency.	
PURPOSE OF REQUEST	The local health emergency declared by the local health officer on January 10, 2025, was ratified by the Board on January 14, 2025, and initially extended on February 11, 2025, and continued thereafter, must be reviewed by the Board to determine the need for the local health emergency to remain in effect at least once every 30 days, until it is terminated; and (2) proclaim the local health emergency terminated at the earliest possible date that conditions warrant the termination. Public Health and the Los Angeles County Health Officer have reviewed the need for the proclaimed local health emergency referenced above to remain in effect and recommend that the local health emergency be continued.	
BACKGROUND	The January 2025 Windstorm and Critical Fire Events are an ongoing local health emergency in Los Angeles County, which has required an ongoing response to several	

<p>(include internal/external issues that may exist including any related motions)</p>	<p>destructive and wind-driven fires, especially the Palisades and Eaton Fires. These fires have burned thousands of residences and structures and resulted in massive amounts of post-fire health hazards in the form of burned hazardous materials and hazardous ash, soot and fire debris remaining in the burn and surrounding areas. The recovery response to these catastrophic fire events requires the ongoing need for federal, State and local emergency response and recovery operations to implement and complete a large scale urban wildfire debris removal and disposal and evaluate related human health risks.</p> <p><u>Board Motion</u> On January 14, 2025, via motion, the Board ratified the County Health Officer's Declaration of Local Health Emergency made on January 10, 2025, for the January 2025 Windstorm and Critical Fire Events, in the County of Los Angeles. The Proclamation of Local Health Emergency shall remain in effect until its termination is proclaimed by the Board.</p>
<p>EQUITY INDEX OR LENS WAS UTILIZED</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If Yes, please explain how:</p>
<p>SUPPORTS ONE OF THE NINE BOARD PRIORITIES</p>	<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If Yes, please state which one(s) and explain how:</p>
<p>DEPARTMENTAL CONTACTS</p>	<p>Name, Title, Phone # & Email:</p> <ul style="list-style-type: none"> • Joshua Bobrowsky Director of Government Affairs, Public Health jbobrowsky@ph.lacounty.gov • Blaine D. McPhillips Senior Deputy County Counsel Health Services Division bmcphillips@counsel.lacounty.gov



BARBARA FERRER, Ph.D., M.P.H., M.Ed.
Director

DRAFT

BOARD OF SUPERVISORS

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County Health Officer

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Los Angeles, CA 90012
TEL (213) 288-8117 • FAX (213) 975-1273

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Kathryn Barger
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www.publichealth.lacounty.gov

April 07, 2026

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

Dear Supervisors:

**RECOMMENDATION TO CONTINUE THE DECLARED LOCAL HEALTH
EMERGENCY FOR THE JANUARY 2025 CRITICAL FIRE EVENTS
(ALL AFFECTED) (3 VOTES)**

SUBJECT

The Department of Public Health (Public Health) is recommending that the Board of Supervisors (Board) continue the local health emergency declared on January 10, 2025, in response to the January 2025 Windstorm and Critical Fire Events impacting Los Angeles County (County).

IT IS RECOMMENDED THAT THE BOARD:

Adopt and instruct the Chair of the Board to execute the attached Resolution to Continue the Local Health Emergency due to the January 2025 Windstorm and Critical Fire Events.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

The local health emergency declared by the local health officer on January 10, 2025, was ratified by the Board on January 14, 2025, and initially continued by the Board on February 11, 2025, must be reviewed by the Board to determine the need for the local health emergency to remain in effect at least once every 30 days, until it is terminated; and (2) proclaim the local health emergency terminated at the earliest possible date that conditions warrant the termination.

Public Health and the County Health Officer have reviewed the need for the proclaimed local health emergency referenced above to remain in effect and is recommending that the local health emergency be continued. This review included considerations of the extent to which the specified conditions for the proclaimed local health emergency, such as the continued existence of hazardous fire ash, soot, and debris remaining inside and near the burn areas; the continuation of the final stages of the Phase 2 fire debris removal and disposal process in the Eaton and Palisades burn areas; the ongoing need for federal and/or State financial assistance; and the extent to which departments continue to engage in essential emergency-related activities that are dependent on the local health emergency remaining in effect.

The January 2025 Critical Fire Events are an ongoing local health emergency in the County, which has required an ongoing response to the Palisades and Eaton Fires. These fires have resulted in massive amounts of post-fire health hazards in the form of burned hazardous materials and hazardous ash, soot and fire debris remaining in the burn and surrounding areas. These catastrophic fire events have caused the loss of life, displacement of thousands of residents, widespread damage and destruction to residential structures, businesses, and infrastructure. These devastating post-fire conditions required the combined forces of federal, State and other political subdivisions to combat. To mitigate the risks to health created by the fires, the United States Army Corp of Engineers and others have completed the Phase 1 and Phase 2 of fire debris removal and disposal activities. Currently, there are a limited number of properties that are awaiting fire debris removal and disposal in accordance with federal and State standards for safe removal of hazardous materials and waste.

Given the current and ongoing risks posed by post-fire health hazards during the remaining fire debris removal activities, Public Health recommends that the Board find that the local health emergency be continued.

Implementation of Strategic Plan Goals

These recommendations support the County Strategic Plan: North Star 2 – Foster Vibrant and Resilient Communities, Focus Area A – Public Health, Strategy i - Population Based Health.

FISCAL IMPACT/FINANCING

There is no fiscal impact related to the continuance of this local health emergency, but the proclamation of local health emergency could allow the County to seek recovery of eligible costs from the Federal Emergency Management Agency and State of California. The County will incur costs associated with the response to and recovery from the local health emergency.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

California Health and Safety Code Section 101080 and Chapter 2.68 of the Los Angeles County Code requires the Board to review the need for a proclaimed local health

The Honorable Board of Supervisors

4/7/2026

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emergency to remain in effect at least once every 30 days, until it is terminated. California Health and Safety Code Section 101080 requires the Board to terminate a proclaimed local health emergency at the earliest possible date that conditions warrant.

ENVIRONMENTAL DOCUMENTATION

This action is not subject to the California Environmental Quality Act (CEQA) because it is excluded from the definition of project under section 15378(b)(5) of the State CEQA Guidelines.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

There is no impact on current services.

CONCLUSION

Upon approval by the Board, the Public Health requests that an executed, stamped copy of the attached Resolution be returned to Public Health.

Respectfully submitted,

Barbara Ferrer, Ph.D., M.P.H., M.Ed.
Director

BF:db
#08563

Enclosure

c: Chief Executive Officer
County Counsel
Executive Office, Board of Supervisors
Public Works
CEO Office of Emergency Management

RESOLUTION BY THE COUNTY OF LOS ANGELES BOARD OF SUPERVISORS TO CONTINUE THE LOCAL HEALTH EMERGENCY FOR THE JANUARY 2025 CRITICAL FIRE EVENTS

WHEREAS, pursuant to Section 101080 of the California Health and Safety Code, the existence of a local health emergency was declared by the County Health Officer on January 10, 2025, and ratified by the Board of Supervisors (Board) on January 14, 2025, due to conditions of disaster or of extreme peril to the safety of persons and property arising from the January 2025 Windstorm and Critical Fire Events, beginning on January 7, 2025, affecting areas throughout the County of Los Angeles (County); and

WHEREAS, the January 2025 Critical Fire Events, beginning on January 7, 2025, are an ongoing local health emergency in the County, whose conditions have included an ongoing response to a number of destructive and wind-driven fires, which include, among others, the Palisades Fire, Eaton Fire, Hurst Fire, Creek Fire, Lidia Fire, and the Kenneth Fire, and post-fire hazards in the form of burned common household hazardous materials and contaminated ash, soot and fire debris remaining in the burn zones and surrounding areas. These conditions are or will likely be beyond the control of the resources of the County and require the combined forces of other political subdivisions and the ongoing need for federal and/or State financial assistance. To the extent which departments continue to engage in essential emergency-related activities that are dependent on the local health emergency remaining in effect; and

WHEREAS, there continues to be conditions of disaster or of extreme peril to the safety of persons and property arising from the January 2025 Critical Fire Events in the County, and to mitigate the risks to health created by the fires and post-fire health hazards, which include the presence of extensive amounts of common household items burned in the wildfires that created contaminated ash and fire debris, must be removed, transported, and disposed of from properties in accordance with federal and State standards, which is an on-going effort; and

WHEREAS, Health and Safety Code Section 101080 and Chapter 2.68 of the Los Angeles County Code requires the Board to review the need for a declared local health emergency to remain in effect at least once every 30 days, until it is terminated by the Board at the earliest possible date that conditions warrant; and

WHEREAS, the Board has reviewed the need to continue the local emergency for the January 2025 Critical Fire Events, which was already ratified on January 14, 2025, and continued thereafter; and

WHEREAS, the Board determines that there continues to exist conditions of disaster or of extreme peril to the health and safety of people arising from the local health emergency for the January 2025 Critical Fire Events such that continuation of this local health emergency is warranted.

NOW, THEREFORE, BE IT RESOLVED AND ORDERED by the Board of Supervisors of the County of Los Angeles that the local health emergency due to the January 2025 Critical Fire Events in the County continues to exist and is hereby extended for thirty (30) additional days, unless sooner terminated by the Board.

The foregoing resolution was on the *7th* day of *April 2026*, adopted by the Board of Supervisors of the County of Los Angeles and ex officio the governing body of all other special assessment and taxing districts, agencies and authorities for which said Board so acts.

EDWARD YEN
Executive Officer
Board of Supervisors

By _____
Deputy

APPROVED AS TO FORM:

DAWYN R. HARRISON
County Counsel

By _____
VANESSA MIRANDA
Deputy County Counsel
Health Services Division



March 11, 2026

**Los Angeles County
Board of Supervisors**

Hilda L. Solis
First District


Holly J. Mitchell
Second District

Lindsey P. Horvath
Third District

Janice K. Hahn
Fourth District

Kathryn Barger
Fifth District

TO: Supervisor Hilda L. Solis, Chair
Supervisor Holly J. Mitchell
Supervisor Lindsey P. Horvath
Supervisor Janice K. Hahn
Supervisor Kathryn Barger

FROM: Christina R. Ghaly, M.D. 
Director

**SUBJECT: INVESTING IN STRENGTHENING THE COUNTY
HEALTHCARE WORKFORCE (ITEM NO. 28 OF
THE APRIL 19, 2022, BOARD AGENDA)**

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On [April 19, 2022](#), the Board of Supervisors (Board), instructed the Alliance for Health Integration (AHI) to work with representatives assigned by the Department of Health Services (DHS), Mental Health (DMH) and Public Health (DPH), referred to as Health Departments, the Executive Director of the Economic Development Branch of Workforce Development, Aging, and Community Services (WDACS), the Worker Education and Resource Center (WERC), the Chief Executive Office (CEO), and Director of the Human Resources (DHR), in consultation with County Counsel, the Regional Consortium of Los Angeles County Community Colleges, labor partners, and other relevant stakeholders to implement the recommendations of the March 22, 2022 AHI memo to the Board with the following modifications:

- a. Create a timeline and prioritization plan to:
 - i. Implement Recommendation Nos. 2, 3, 4, 5, 7, 8, 10, 11, 13, and 18.
 - ii. Implement Recommendation Nos. 1, 9, 12, 14, 15, 16, and 17 to the extent that the recommendations only affect healthcare workforce job positions and classifications that are unique to the three Health Departments.
 - iii. In place of adopting Recommendation No. 19 as written in the memo:

*"To advance the health of our patients
and our communities by providing
extraordinary care"*



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1. Instruct the AHI to work with representatives assigned by the Directors of the Health Departments to report back to the Board in writing in 90 days with an alternative proposal for providing education and staff development on the topics that comprise the County's current Board-mandated training programs.
 2. Instruct the Director of Personnel, the CEO, and the Directors of any other relevant County Departments to develop a process for new mandated trainings that takes into account the Health Departments' critical staffing needs and incorporates feedback from the Departments on how such trainings can be best contextualized in a healthcare setting.
- b. Report back to the Board in writing in 60 days on options to:
- i. Beyond the specific recommendations to be adopted in full as noted above, streamline the existing CEO, and Departments of Personnel, DMH, DPH, and DHS' process for actions related to the recruitment, hiring, and allocation of Health Department positions, including both healthcare and non-healthcare classifications, to ensure an expedient, consistent and equitable hiring process, with these streamline options to also apply to reorganization requests and include suggested reasonable timelines by which requests are deemed automatically approved if not acted upon after a set number of days and the report back should include, for the Board's consideration, a discussion of any concerns raised regarding the streamlining options.
 - ii. Regularly monitor the fiscal impact, if any, of Directives 1a and 1b above to ensure fiscal integrity is maintained.
- c. Identify the amount of funding needed and classifications targeted to adequately implement the above directives, including expansion of the County's Preparing Los Angeles for County Employment program, as well as educational tuition reimbursement, and bonus and loan forgiveness programs.
- d. Review the work of the County's Fair Chance Task Force to identify whether the application of the nexus assessment is leading to a hiring backlog and lack of advancement opportunities in critical vacancies; and
- e. Report back to the Board in writing in 60 days on status, and update the Board quarterly thereafter, on progress and status.

In 2023, AHI transitioned the report updates to DHS. The Health Departments alongside the CEO and DHR prepared the Board requested quarterly report backs. As of August 2025, through this collaboration, the Departments continue to meet regularly and recommend a bi-annual presentation to report on-going progress, hiring trends and

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further initiatives to streamline the recruitment, hiring, and allocation of Health Department positions.

If you have any questions, you may contact me or your staff may contact Elizabeth Jacobi, Administrative Deputy by email at ejacobi@dhs.lacounty.gov and Marilyn Hawkins, Director of Human Resources Operations by email at mahawkins@dhs.lacounty.gov.

Attachment

CRG: ej: mh

c: Chief Executive Office
County Counsel
Executive Office, Board of Supervisors
Department of Economic Opportunity
Department of Human Resources
Department of Mental Health
Department of Public Health

Investing in Strengthening the County Healthcare Workforce

Board Motion Report March 2026



Overview

Board Motion 4/19/22 – Investing in Strengthening the County Health Care Workforce

- Directive #1: 19 Directives to **Modernize and Model Effective Recruitment, Hiring and Retention**

Healthcare Workforce Specific

- Total Compensation Design/Salary Step Placement Authority (SSP) (1)
- Overfill & Unlike Placement Authority on Budgeted Items (OPA) (17)
- Classification Management (14 - 16)
- Rehire Authority (9)
- Increase HR Staffing for Health Depts (12)
- Re-envision County Mandated Training (19)

Modernize & Model Effective Approaches

- Compensation Design, Targeted Incentives & Flexible Workforce Shortage Rates (2-5)
- Civil Service and Streamlining County hiring process (7, 8, 10 & 11)
- Eligible List Utility, New Class Series, Appropriate Specialties (7, 15 & 16)
- Process Improvements (8, 13 & 14)
- Backfill Authority (18)
- Expand PLACE (6)

Health Departments Vacancy Snapshot

**Hiring authority will be impacted by fiscal challenges in FY25-26*

<p>DHS Department of Health Services Budgeted Positions Vacancy Rate 12.56%*</p>	<p>DMH Department of Mental Health Budgeted Positions Vacancy Rate 18.7%</p>	<p>DPH Department of Public Health Budgeted Positions Vacancy Rate 9.1%*</p>
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Health Services Hiring Freeze

- Due to rising costs and federal revenue cuts, DHS is facing a budget crisis. As a result, **DHS implemented a hiring freeze effective July 18, 2025.**
- Every year, the cost of medical supplies, the cost of pharmaceuticals, and the cost of labor goes up. Instead of providing additional resources to keep pace with even minimal levels of inflation, the federal Big Bill has slashed Medicaid funding, directly hurting health systems which focus on providing care to low-income populations.
- DHS has been taking action to reduce costs wherever possible, limiting hiring on management positions, reducing registry and overtime costs, limiting non-essential purchases, and freezing non-essential travel and training, among other steps.
- By implementing a hiring freeze, DHS' goal is to minimize the impact of future reductions to patients and workforce.
- The hiring freeze applies to the four hospitals (LA General, Harbor, Olive View, Rancho), the Ambulatory Care Network, and Health Services Administration, with executive oversight over any exemptions.
- While hiring volume is expected to decrease in FY25-26, modernization of County rules and efficiencies in personnel practices remain a priority for DHS.

Public Health Update

Current Workforce & Hiring Status

- DPH implemented a *soft hiring freeze* in June 2025 (ongoing)
- Current vacancy rate: **9.1%**

Fiscal Challenges Overview

- DPH is facing unprecedented budgetary challenges requiring difficult actions, including service and workforce reductions

FY 2025–26 projected deficit: \$42.6M

• Key Deficit Drivers

- \$16.1M NCC structural deficit
 - Driven by NCC curtailments, step increases, Year 1 bonus costs, grant funding losses, grant overhangs, and rising operational costs
- \$17.8M DHSP FY 2024–25 revenue accrual
 - One-time deficit that must be resolved in FY 2025–26
- \$0.8M FEMA claim denial
 - Denial of wildfire response reimbursement

Public Health Update

Operational Impacts

- Due to the size of the deficit, ongoing State and federal revenue uncertainty, and the County's 8.5% curtailments, DPH determined programmatic reductions are necessary
 - Programmatic reductions impact approximately 121 positions
 - Workforce reductions initiated in November 2025

FY 2026–27 Known Revenue Reductions & Cost Pressures

- **\$28.7M** total projected reductions and unbudgeted expenses
 - \$6.6M reduction in ongoing funding (Measure H transition to Measure A)
 - Grant awards reduced by \$6.6M
 - \$8.8M Year 2 Board-approved one-time payments (bonuses)
 - \$13.3M Year 2 Cost of Living Adjustment (COLA)
 - Tens of millions may be lost through federal and state grant reductions

Health Departments Hiring Snapshot

FY25-26 (Q1 & Q2)

Personnel Transactions Q1: July 1 to Sept 30, FY 25/26	DMH	DHS	DPH	Personnel Transactions Q2: Oct 1 to Dec 31, FY 25/26	DMH	DHS	DPH
New Hire	159	457	195	New Hire	118	183	90
Rehire	39	82	63	Rehire	28	36	57
Promotion	145	455	264	Promotion	187	102	130
Voluntary Reduction	7	9	10	Voluntary Reduction	13	3	4
Change of Class	16	19	35	Change of Class	7	5	22
Restoration	6	0	0	Restoration	0	2	1
Transfer	3	59	20	Transfer	10	29	6
Sub-Title Change	1	13	0	Sub-Title Change	6	27	0
Total	376	1094	587	Total	363	387	310**

*DHS experiences an expected hiring/attrition spike at the end of each FY related to Physician Post Grad programs.

** DPH continues to hire for positions funded by grants, state funding, and revenue-generating programs, including Environmental Health, SAPC, and the Health Facilities Division.

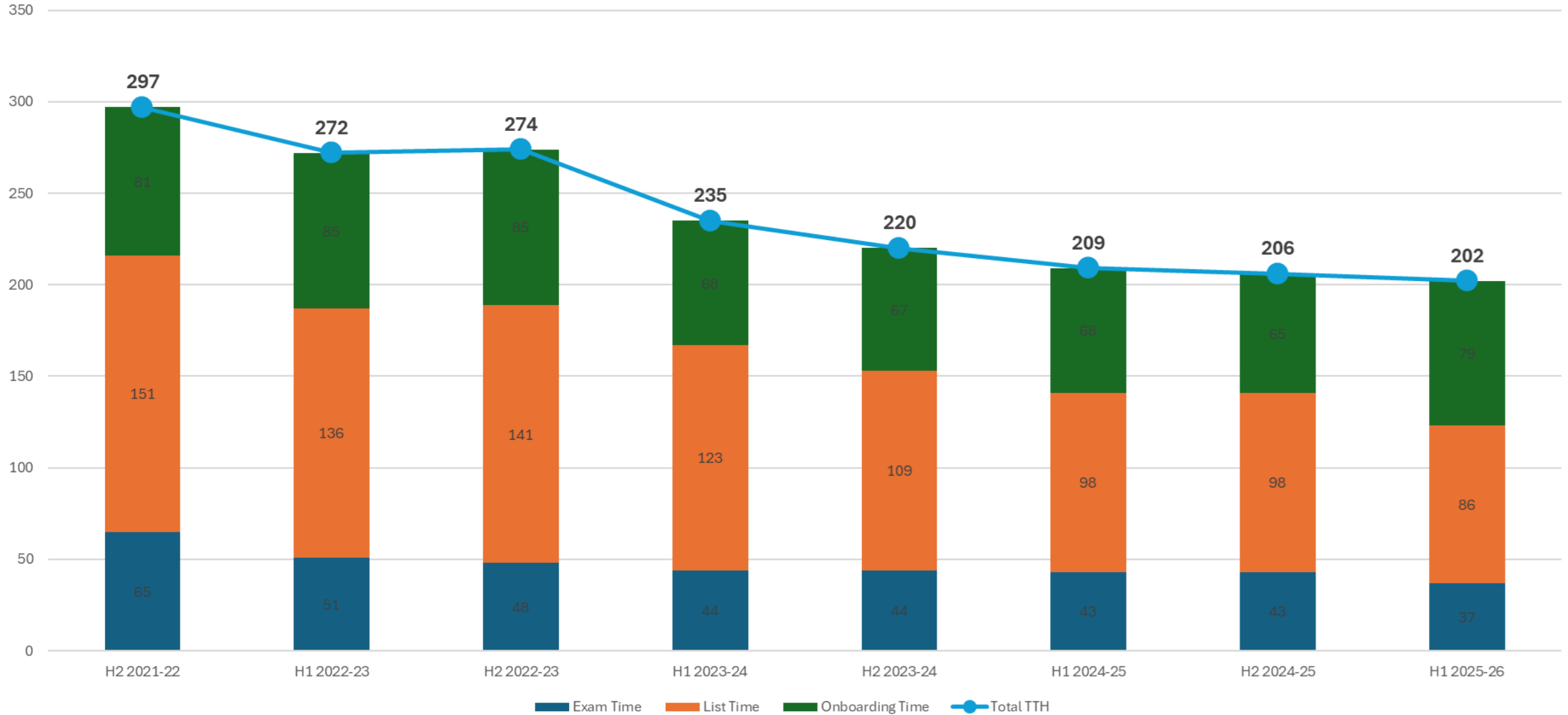
Health Departments Hiring Fairs

FY25-26 (Q1 & Q2)

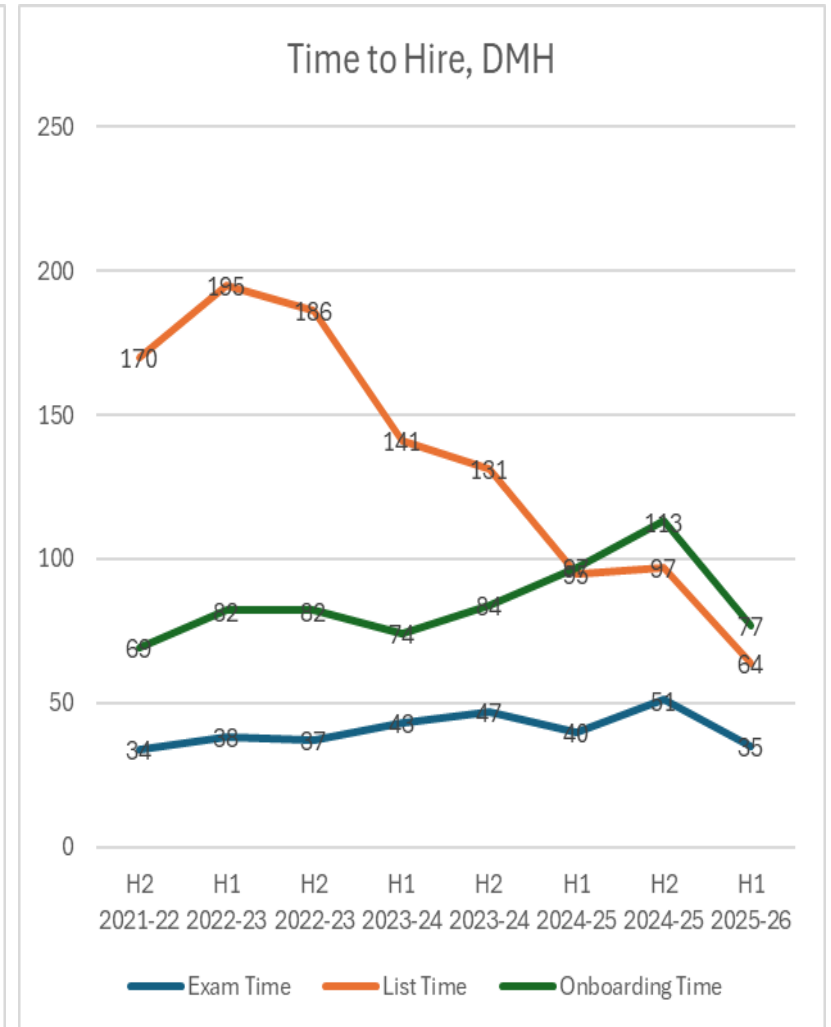
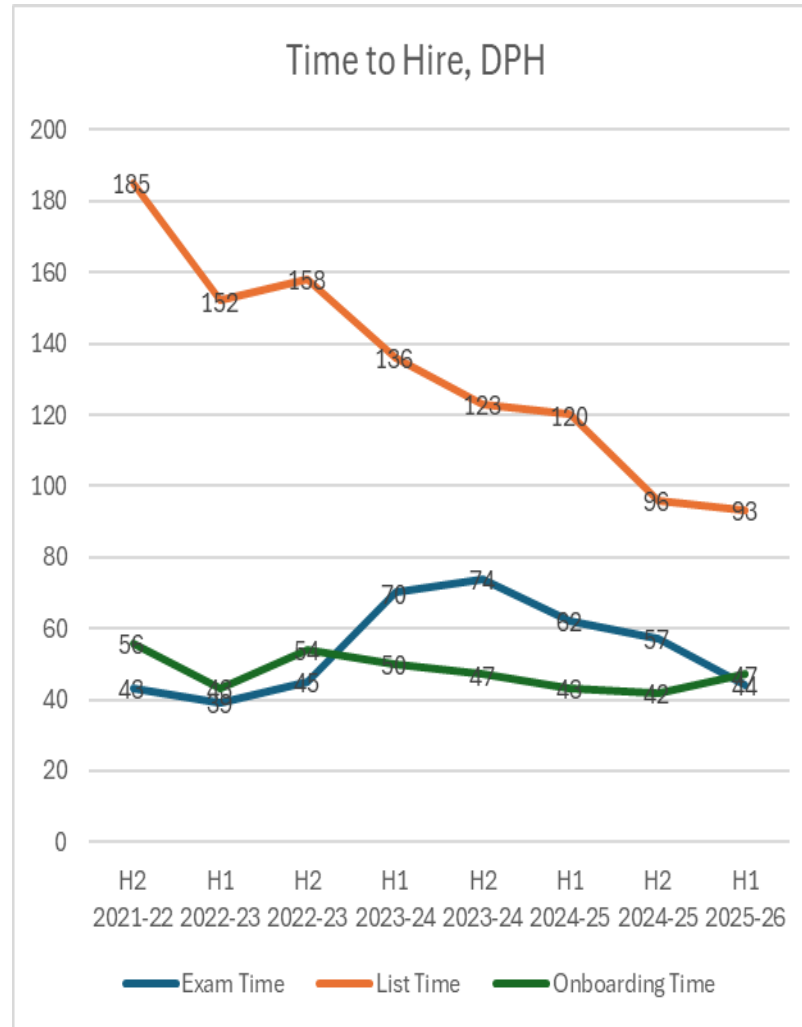
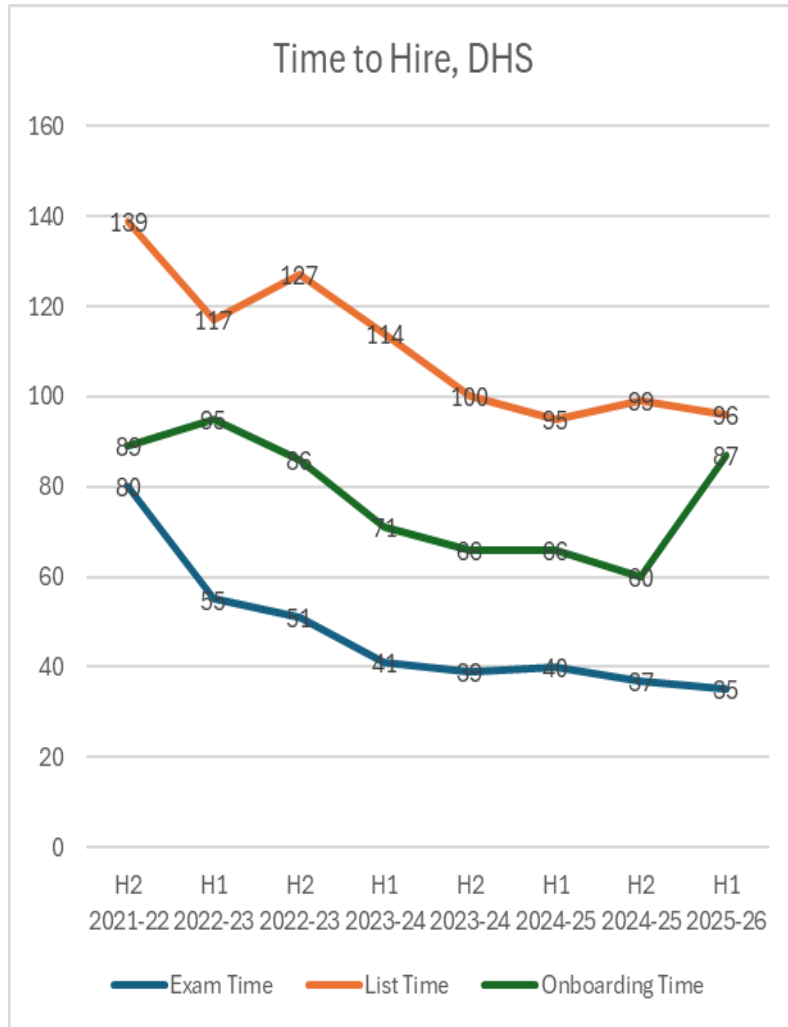
Hiring Fairs Q1 & Q2: July 1 to December 31, FY 25/26	DMH	DHS	DPH
Total Events	11	3	8
Total Attendees	283	68	115
Total Offers	82	42	88
Total Hires	78	20	76
Top Classifications	Psychiatric Social Worker Community Health Worker Mental Health Clinician	Nursing Attendant I Patient Resources Worker	Environmental Health Specialist I Health Facilities Evaluator, Nursing Contract Program Auditor Assistant Staff Analyst Health Program Analyst Staff Analyst

Trending Time To Hire (Applicant Point-of-View)

Time to Hire, Health Departments



Trending Time To Hire by Department (Applicant Point-of-View)



Health Department Attrition Snapshot

FY25-26 (Q1 & Q2)

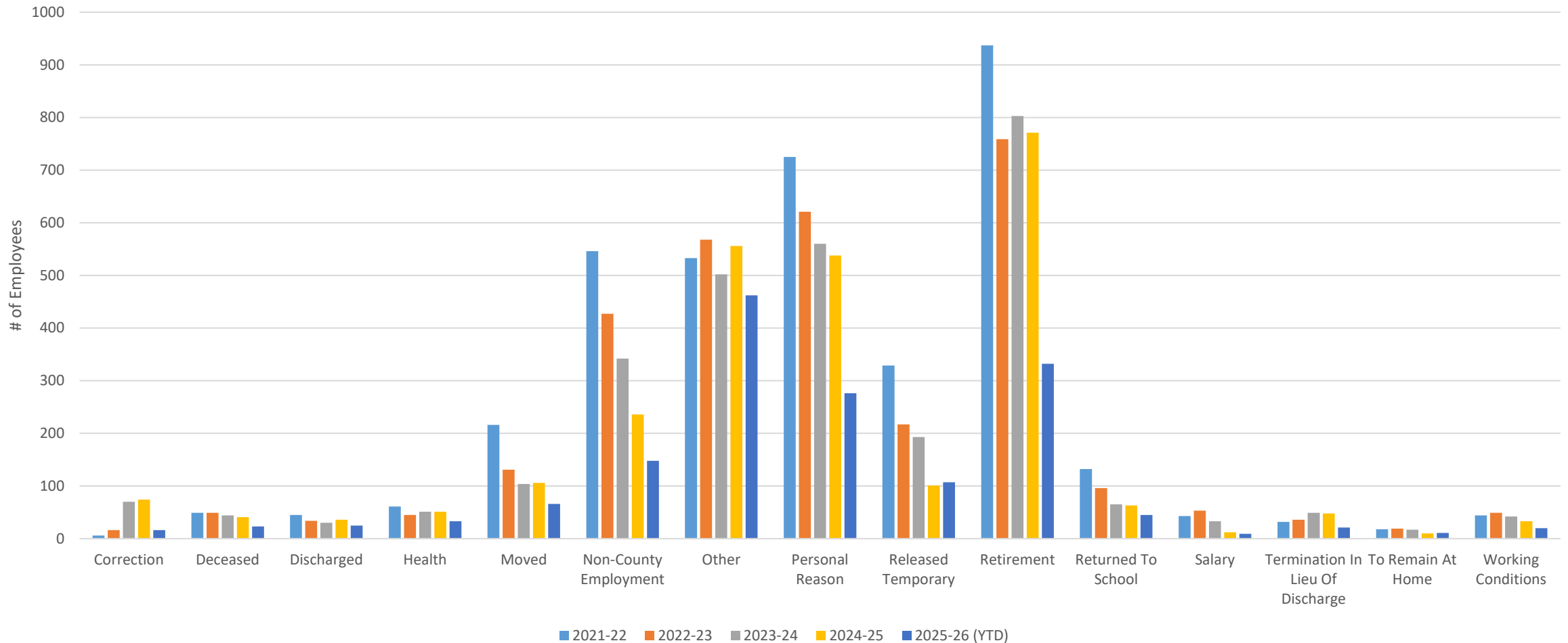
Attrition Q1: Jul 1 to Sep 30, FY 25/26	DMH	DHS	DPH
Retirements	21	99	86
Personal Reasons	7	127	28
Non-County Employment	7	62	18
Released Temp	14	14	33
Other (County Code "Other")	12	426	27
Total	61	728	192

Attrition Q2: Oct 1 to Dec 31, FY 25/26	DMH	DHS	DPH
Retirements	20	63	53
Personal Reasons	8	67	32
Non-County Employment	7	42	16
Released Temp	5	21	23
Other (County Code "Other")	16	7	20
Total	56	200	144

*DHS experiences an expected hiring/attrition spike at the end of each FY related to Physician Post Grad programs.

Historic Attrition Reasons, 2021-26

Health Departments Attrition, Fiscal Years 2021-22 to 2025-26



Classification and Compensation

OPA and SSP Delegated Authority Data

OPA/Position Authority Delegated From CEO						
Department Positions			Positions/Classes Approved to Date			Cumulative Transactions
Dept.	Total Positions FY 25-26 Adopted		Total Positions/Classes		Total % of Dept Pos./Classes	Total By Department
	Pos.	Classes	Pos.	Classes		
DHS	31,285	857	21,898	472	70%/55%	8,136
DMH	8,232	243	5,846	96	71%/40%	299
DPH	5,849	408	3,435	123	59%/30%	205
Total	45,366	1,508	31,179	691	69%/46%	8,640

Special Step Placement (SSP) Authority Delegated From CEO						
Department Positions			Approved to Date			Cumulative Transactions
Dept.	Total Positions FY 25-26 Adopted		Total Positions/Classes		Total % of Dept Pos./Classes	Total by Department
	Pos.	Classes	Pos.	Classes		
DHS	31,118	857	17,739	404	57%/47%	1,994
DMH	7,962	243	3,588	48	44%/20%	284
DPH	5,842	408	3,101	105	53%/26%	330
Total	44,922	1,508	24,428	557	54%/37%	2,608

Classification and Compensation

Continued

Department & Program		Scope	Completion Date
DHS	Health Services - Los Angeles General Medical Center – Clinical Nursing Director Review	Review of nursing operations which resulted in the reclassification of 1 position to assist the department with realigning resources with current operations.	March 2026
	Health Services – Departmentwide - Anesthesia Technician	Review and restructuring of 15 Surgical Technicians and Nursing Attendants positions department wide to Anesthesia Technician (new classification).	Winter 2025
	Health Services – Housing for Health - Departmentwide	Resulted in the transfer of 415 positions to establish the Department of Homeless Services and Housing. In addition, CEO established a new classification of Director, Homeless Services and Housing. <i>* Effective 1/1/26, Housing for Health transitioned from Health Services to the new Homeless Services and Housing Dept.</i>	Winter 2025
DMH	Mental Health – Mental Health Program Manager Series Review	Transition classifications into MAPP, enabling the department to restructure and streamline management functions and respond more efficiently to board initiatives.	Spring 2026
	Mental Health – Request to Create New Classifications	Review request to create three (3) new classifications associated recently completed reorganizations within the department.	Spring 2026

Leveraging Emergency Hiring

- **Civil Service Rule 13.04 for Emergency Hiring**
 - Allows for immediate appointment of job applicants without an initial exam
 - Requires nexus to an emergency
 - Time to Hire 76 days (vs 202 for traditional recruitments)
 - 2,057 hires to-date (as of 1/31/2026) across the Health Depts
- **Homeless Emergency**
 - DMH: 1,519 hires. TTH = 81 days.
 - DHS: 217 hires. TTH = 76 days.
 - DPH: 243 hires. TTH = 88 days.
- **DOJ Correctional Health Staffing Emergency**
 - DHS: 78 hires. TTH = 60 days.
- **NEW: Vacancy Rate Emergency**
 - Allows application of 13.04 when vacancy rates > 17.5%
 - Affords departments a new recruitment method related to AB 2561
 - No hires yet countywide
 - Use of 13.04 may be tempered by the hiring freeze, budget constraints, and the criticality of filling the position(s).
 - Departments will be encouraged to make use of emergency hiring provisions, as applicable
 - Examples of classifications that may be eligible in one of the Health Departments (but subject to assessment of operational need, hiring freeze and other constraints):
 - Patient Resources Worker
 - Psychiatric Social Worker II
 - Substance Abuse Counselor

Streamline Hiring

Modernize Civil Service Rules Governing the Examination Process

- Civil Service Rules (CSRs) 6, 7, 8, 10, 11
 - Applications and Applicants
 - Competitive Exams
 - Noncompetitive Exams
 - Eligible Lists
 - Certification and Appointment
- *Negotiated Agreement reached with labor on **significant proposed changes to Civil Service Rules** governing recruitment, examining, and hiring functions at the County to reflect modern HR practices.*
 - *Will require **Board approval***
 - *Proposed revisions include:*
 - *Changes to **scoring** and **banding/grouping** processes to ensure greater opportunities for candidates and hiring managers*
 - ***Removal of testing barriers** for positions identified by the Director of Personnel.*
 - *Expedites candidate processing and hiring*
 - *Expanded opportunities for temporary and recurrent employees to **qualify for permanent employment.***

Key Impacts to Hiring

Rule	Summary of Change	Impact
6.02	<p>Candidates who recently left the department (within 60 days) will now be eligible for appointment off departmental promotional lists.</p> <p>Allow recurrent and temporary employees to qualify for higher-level permanent positions if they have met the service criteria (e.g., six months).</p>	Allows for additional promotional pathways for current County employees, thereby helping to retain our internal workforce.
7.03	Condenses the job posting and filing periods so that departments can start accepting applications as soon as the opportunity is published.	Modernize county hiring and reduce confusion for external applicants in particular that aren't used to the County-specific processes.
7.13	Appraisal of Promotability is no longer a <i>requirement</i> for all promotional examinations, although it remains an option.	APs are time intensive, so a significant reduction in time to hire for departments moving away from that test part.
8	<p>Expands the option to conduct non-competitive examinations:</p> <ul style="list-style-type: none"> • When there are fewer applicants than there are vacancies. • For appointment to designated entry-level pipeline programs (e.g., TempLA, Career Development Intern, Youth Worker). • Where testing is impractical due to the nature of the KSAs needed for the job. 	Greatly expedites onboarding for affected positions.

Key Impacts to Hiring (cont.)

Rule	Summary of Change	Impact
10	Allows the department to determine the eligibility list's duration (one year standard removed)	Allows for nimble recruitments in fast-changing industries (i.e., tech)
11.01	Move towards data driven examination grouping; change from 5 to 3 bands.	Moving from 5 to 3 bands will allow more candidates with successful scores to be considered by hiring managers immediately.
11.01	<p>Increased ability for departments to fill high vacancy positions from Open Competitive and Interdepartmental Promotional lists, by allowing consideration of additional band(s) once there are less than 10 candidates available in the current band.</p> <p>Note: Rule of 5 retained for Departmental Promotional lists</p>	Considerable impact on time to hire. As with the banding change, more candidates in high volume exams will be quickly reachable.
11.04	Candidates can be withheld for failing to respond within 3 business days rather than 5.	Allows department to more quickly move on to others if a candidate is unresponsive or uninterested in the position.

Estimated Timeline

Where are we now?

1

Labor Negotiations

Formal agreement reached with SEIU and CCU. No contest from the Independents.

January 2026

2

Operations Cluster

Present draft Board Letter and Ordinance to the Operations Cluster for placement on the Board's agenda.

February 2026

3

Board Approval

Requires two readings on the Board's agenda for the Ordinance change to go into effect.

Estimated April 2026

4

Changes in Effect

CSR updates go into effect 30 days following the Board's final approval.

Estimated May/June 2026

Recruitment Pipelines

Nursing Attendant I Pipeline

- Since Spring of 2024, DEO has trained 376 Certified Nursing Assistants (CNA) candidates to participate in the opportunity to apply for the Nursing Attendant I (NA I) position at one of the four DHS hospitals, Harbor UCLA, LA General, Olive View, or Rancho Los Amigos. DEO and DHS have coordinated 10 Hiring Fairs for these candidates, which have resulted in 248 new permanent County employees.
- *In 2025, DHS held Hiring Fairs for DEO trained Nursing Attendant cohorts on the following dates:*
 - *8/13/25, where 16 CNA candidates attended; 15 were selected and received contingent job offers, and 15 were onboarded.*
 - *10/29/25, where 24 CNA candidates attended, 23 were selected and received contingent job offers, and 22 were onboarded.*

Future Reports

Next Report

August 2026 (Biannual presentation covering Q3/Q4)

Appendix A

BOARD MOTION LINK: [Here](#)

Additional Directives:

Directive #2: Direct the Director of DHR and the Executive Director of the Economic Development Branch of WDACS, in consultation with the Alliance for Health Integration (AHI), to work with the Los Angeles County Community Colleges and Workforce System to develop a career development program for training and onboarding into the County's appropriate critical vacancies in health positions.

Directive #3: Direct the CEO, in coordination with the Director of DHR and AHI, to develop and publish a live dashboard that makes real-time data on hiring progress publicly available.

Directive #4: Direct the CEO, through her Legislative Affairs and Intergovernmental Relations Branch, to support and advocate for policy proposals that incentivize students to pursue careers in allied health, health and mental health care and to facilitate the development of a diverse pipeline of workers from the local community, including those who have a background with the criminal justice system.

Appendix B

County Termination Codes and Descriptions

eHR Termination Descriptions

Standard Termination Codes

20	Termination - Non-County Employment	Termination from county service because the employee has found employment elsewhere.
21	Termination - To Remain at Home	Termination from county service because the employee has chosen to remain at home.
22	Termination - Moved	Termination from county service because the employee has reported they have moved from the area.
23	Termination - Personal Reason	Termination from county service when the employee states 'personal reason.'
24	Termination - Health	Termination from county service when the employee cites a health-related reason for leaving county employment.
25	Termination - Working Conditions	Termination from county service when the employee cites unsuitable working conditions as a reason for leaving county employment.
26	Termination - Salary	Termination from county service when the employee cites insufficient salary as a reason for leaving county employment.
27	Termination - Returned to School	Termination from county service when the employee indicates a return to school as the reason for leaving county employment.
28	Termination - Maternity	Termination from county service when the employee cites maternity as a reason for leaving county employment.
30	Termination - Released Temporary	Termination from county service when a temporary employee is released at the end of the temporary work assignment for which they were hired. Relevant for item subs: C, F, G, J, M, & O.
32	Termination - Deceased	Termination from county service due to the employee's death while in service.
34	Termination - Failed Medical Exam	Use to record a termination from county service when an employee fails the medical exam. This termination code applies if an employee is granted provisional authority to work & subsequently fails to pass the medical exam or comply with the conditions established at the time of hire. (no longer in use)
35	Termination - Recurrent Release	Termination from county service when a recurrent employee is temporarily released at the end of seasonal employment. In accordance with Civil Service Rule 14.02(C) use of the termination code allows the individual to

Click on image
to open eHR Termination Codes
and Descriptions