

PERSONNEL AND ANIMAL WELFARE COMMITTEE REPORT relative to the Plan Year (PY) 2019 LAwell Civilian Benefits Program.

Recommendation for Council action:

APPROVE the PY 2019 LAwell Civilian Benefits Program.

Fiscal Impact Statement: None submitted by the Personnel Department. Neither the City Administrative Officer nor the Chief Legislative Analyst has completed a financial analysis of this report.

Community Impact Statement: None submitted.

Summary:

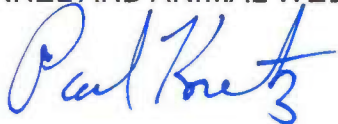
On June 6, 2018, your Committee considered a May 31, 2018 Personnel Department report relative to the PY 2019 LAwell Civilian Benefits Program. According to the Personnel Department, it administers the City's LAwell Program for active City civilian employees and their qualified dependents in conjunction with the City's Joint Labor Management Benefits Committee (JLMBC). The JLMBC is composed of five management and five labor representatives. The JLMBC was created in 1990 by action of the City Council and Mayor for the purpose of determining what plans were to be included in the Civilian benefits program, defining the structure of benefit plans, and recommending service providers to the General Manager Personnel Department.

The mission of the LAwell Program is to promote employee health/wellness with competitive benefits at a reasonable level relative to the City's financial capacity. Currently, the LAwell Program covers approximately 26,100 employees and 33,200 dependents. Each spring the JLMBC reviews information provided by the Personnel Department, benefits consultants, and service providers to establish LAwell Program design and costs for the subsequent calendar year. In 2018, the JLMBC also procured, and submitted recommendations to the General Manager Personnel Department to select service providers for the Employee Assistance Program (EAP), Tax-Advantaged Spending Accounts, and Wellness administration. On May 31, 2018, the JLMBC adopted recommendations to establish the LAwell Program for Plan Year 2019. Los Angeles Administrative Code Section 4.303 provides that Council authorize suitable employee benefit programs as recommended by the JLMBC and maintained by the Personnel Department.

After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the PY 2019 LAwell Civilian Benefits Program. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

PERSONNEL AND ANIMAL WELFARE COMMITTEE

A handwritten signature in blue ink, appearing to read "Paul Kretz", is written over the printed name of the committee.

<u>MEMBER</u>	<u>VOTE</u>
KORETZ:	YES
HARRIS-DAWSON:	YES
ENGLANDER:	ABSENT

ARL
6/6/18

-NOT OFFICIAL UNTIL COUNCIL ACTS-