

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

An ordinance amending Section 4.307 of the Los Angeles Administrative Code, pertaining to City Contributions to Health Plan Costs, to terminate effective January 1, 2020, the provision requiring non-represented full-time and half-time employees to contribute ten percent (10%) of the cost of their monthly medical plan premium.

**THE PEOPLE OF THE CITY OF LOS ANGELES  
DO ORDAIN AS FOLLOWS:**

Section 1. The second and third paragraphs of Subsection (b) of Section 4.307 of the Los Angeles Administrative Code are amended to read as follows:

Effective January 1, 2013, non-represented, full-time employees shall pay five percent (5%) of their monthly medical plan premium on a biweekly basis when the amount of their monthly premium for the City-sponsored medical plan in which they are enrolled is equal to or less than the amount of the City's maximum monthly healthcare subsidy. Effective January 1, 2015, this amount shall increase to ten percent (10%) and terminate effective January 1, 2020.

Effective January 1, 2013, in the event that non-represented, full-time employees are enrolled in a City-sponsored medical plan that has a monthly premium that exceeds the City's maximum monthly subsidy, then such employees shall pay on a biweekly basis the total of the difference between the cost of their monthly medical plan premium and the City's maximum monthly healthcare subsidy, plus five percent (5%) of the City's maximum monthly healthcare subsidy. Effective January 1, 2015, this amount shall increase to ten percent (10%) and terminate effective January 1, 2020.

Sec. 2. The second and third paragraphs of Subsection (c) of Section 4.307 of the Los Angeles Administrative Code are amended to read as follows:

Effective January 1, 2013, half-time employees who are members of LACERS and are enrolled in a City-sponsored medical plan shall pay five percent (5%) of the monthly Kaiser employee-only rate on a biweekly basis, when the cost of their medical plan is at or below the amount of the Kaiser employee-only rate. Effective January 1, 2015, this amount shall increase to ten percent (10%) and terminate effective January 1, 2020. When the cost of their medical plan is greater than the Kaiser employee-only rate, then such employees shall pay on a biweekly basis the total of the difference between the cost of their monthly medical plan premium and the Kaiser employee-only rate, plus five percent (5%) of the Kaiser employee-only rate. Effective January 1, 2015, this amount shall increase to ten percent (10%) and terminate effective January 1, 2020.

A half-time employee who, prior to January 23, 1990, was receiving the same subsidy as full-time employees, shall continue to receive that subsidy and

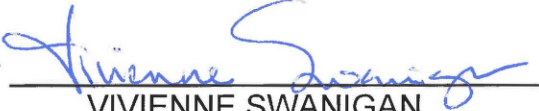
shall be eligible to receive any adjustments provided in Subsection (b), as long as such employee does not have a break in service. In addition, such employees shall contribute five percent (5%) toward the cost of their healthcare premium as described above for full-time employees, increasing to ten percent (10%) effective January 1, 2015, and terminating effective January 1, 2020.

Sec. 3. This ordinance shall be operative upon publication, pursuant to Charter Section 252(g).

Sec. 4. The City Clerk shall certify to the passage of this ordinance and have it published in accordance with Council policy, either in a daily newspaper circulated in the City of Los Angeles or by posting for ten days in three public places in the City of Los Angeles: one copy on the bulletin board located at the Main Street entrance to the Los Angeles City Hall; one copy on the bulletin board located at the Main Street entrance to the Los Angeles City Hall East; and one copy on the bulletin board located at the Temple Street entrance to the Los Angeles County Hall of Records.

Approved as to Form and Legality

MICHAEL N. FEUER, City Attorney

By   
VIVIENNE SWANIGAN  
Assistant City Attorney

Date 9/10/19

File No. \_\_\_\_\_

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The Clerk of the City of Los Angeles hereby certifies that the foregoing ordinance was passed by the Council of the City of Los Angeles.

CITY CLERK

MAYOR

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Ordinance Passed \_\_\_\_\_

Approved \_\_\_\_\_