

PERSONNEL AND HIRING COMMITTEE REPORT relative to the Plan Year 2026 LAwell Program.

Recommendation for Council action:

APPROVE the Plan Year 2026 LAwell Program including the employee benefit plans, benefit plan premiums and rates, and program design features as detailed in the July 16, 2025 Personnel Department Report, attached to the Council File.

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 August 22, 2025, your Committee considered a July 16, 2025 Personnel Department report relative to the Plan Year 2026 LAwell 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 benefits program, defining the structure of benefit plans, and recommending service providers to the General Manager Personnel Department.

Currently, the LAwell Program covers approximately 27,000 employees and 32,000 dependents. Division 4, Chapter 7, Article 5, Sec. 4.303 of the Los Angeles Administrative Code provides that the City Council authorize suitable employee benefit programs as recommended by the JLMBC and maintained by the Personnel Department. On July 16, 2025, the JLMBC recommended adoption of the LAwell Program for Plan Year 2026. The purpose of this transmittal is to request that the City Council approve the JLMBC's recommendation.

The LAwell Program Plan Year is a 12-month period concurrent with each calendar year. Each year the JLMBC reviews information provided by the Personnel Department, benefits consultants, and service providers for the purpose of recommending to City Council adoption of the premiums and rates for the subsequent year. The JLMBC may also recommend certain modifications to LAwell Program design services and features.

The LAwell Program contains a diverse array of benefit plans with multiple vendors providing benefit plans, wellness services, administrative services, consulting services, and federally required compliance services. The City's diverse range of services creates

opportunities for employees to customize their benefit needs in support of the health and well-being of themselves and their dependents. The proposed benefit plans, services, and service providers for Plan Year 2026 are detailed in the Personnel Department report. After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the Plan Year 2026 LAwell Program. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Personnel and Hiring Committee

COUNCILMEMBER	VOTE
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McOSKER:	YES
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RODRIGUEZ:	ABSENT
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HUTT:	YES
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8/22/25

-NOT OFFICIAL UNTIL COUNCIL ACTS-