

**MOTION**

The Personnel Department administers the City's LAwell Program for active civilian employees and their eligible dependents in coordination with the Joint Labor Management Benefits Committee (JLMBC). Pursuant to Los Angeles Administrative Code Section 4.303, the City Council authorizes 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 (Council File 25-0816), which the Council approved on September 3, 2025. The approved program included the most significant changes to the City's health benefits in many years, including the selection of new medical providers, premium adjustments, and the transition away from Anthem as a City health plan provider.

This is the first time in many years that such significant changes have been made to the City's benefit plans. The Personnel Department conducted extensive outreach to all City employees, especially those who are currently enrolled in an Anthem health plan. Given the scale of these changes and their impact on approximately 27,000 employees and 32,000 dependents, it is appropriate for the Council be apprised of the success and challenges in this transition and the overall implementation of the LAwell Program for Plan Year 2026.

**I THEREFORE MOVE** that the Council instruct the Personnel Department to report back within 90 days on the implementation of the Council-approved LAwell Program for Plan Year 2026, including the success of the transition from prior medical plans and any issues or challenges identified.

**I FURTHER MOVE** that the report include an analysis of the three health care model and the options provided to employees and their dependents.

PRESENTED BY:



TIM McOSKER  
Councilmember, 15th District

SECONDED BY:



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