

PERSONNEL AND HIRING COMMITTEE REPORT relative to implementation of the Council-approved LAwell Program for Plan Year 2026.

Recommendation for Council action, pursuant to Motion (McOsker – Nazarian):

INSTRUCT the Personnel Department to report within 90 days on the implementation of the Council-approved LAwell Program for Plan Year 2026 to include:

- a. The success of the transition from prior medical plans and any issues or challenges identified.
- b. An analysis of the three health care model and the options provided to employees and their dependents.

Fiscal Impact Statement: 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 January 23, 2026, your Committee considered a Motion (McOsker – Nazarian) relative to implementation of the Council-approved LAwell Program for Plan Year 2026. According to the 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, 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 No. 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. After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the Motion. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

## Personnel and Hiring Committee

### **COUNCILMEMBER VOTE**

McOSKER: YES

RODRIGUEZ: YES

SOTO-MARTINEZ: YES

ARL

1/232/26

**-NOT OFFICIAL UNTIL COUNCIL ACTS-**