

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: May 30, 2024

To: The City Council

From: Matthew W. Szabo, City Administrative Officer



Subject: **EXPIRATION OF COVID-19 VACCINATION REQUIREMENT FOR ALL CURRENT AND FUTURE CITY EMPLOYEES – ORDINANCE AMENDING LOS ANGELES ADMINISTRATIVE CODE SECTIONS 4.700, 4.701, 4.702, 4.703, AND 4.704 AND ADDING SECTION 4.706 PERTAINING TO EMPLOYMENT FOLLOWING RESIGNATION OR TERMINATION**

RECOMMENDATIONS

The City Administrative Officer (CAO) recommends the following actions by the City Council and Mayor:

1. That the City Council, subject to the approval of the Mayor, adopt the attached ordinance, approved as to form and legality by the City Attorney, amending Sections 4.700, 4.701, 4.702, 4.703, and 4.704 of Article 12 of Chapter 7 of the Los Angeles Administrative Code, pertaining to COVID-19 Vaccination Requirement for All Current and Future City Employees, to provide an expiration date of June 2, 2024; and adding Section 4.706 pertaining to Employment Following Resignation or Termination; and
2. That the City Council authorize the Controller and the CAO to correct any clerical or technical errors in the above ordinance.

SUMMARY

Effective August 21, 2021, Ordinance No. 187134, adopted by the City Council on August 18, 2021, and approved by the Mayor on August 20, 2021, amended the Los Angeles Administrative Code (LAAC) by adding Sections 4.700 *et seq.* to require COVID-19 vaccination for all current and future City employees. On October 26, 2021, City Council adopted a resolution, providing for implementation of the provisions contained in Ordinance No. 187134 and as detailed in the City's last, best, and final offer issued to the City's employee organizations on October 14, 2021. Subsequently, the City Council approved various modifications to Ordinance No. 187134, mainly pertaining to testing requirements.

In February 2023, the City withdrew its March 4, 2020, declaration of emergency due to COVID-19, and on May 11, 2023, the federal government declared an end to the Federal

COVID-19 Public Health Emergency Declaration, which then led to an expiration of the collection of certain types of public health data by the government's Centers for Disease Control and Prevention. This action ultimately led to significant differences between federal policies and the City's vaccination ordinance, specifically in the definition of "fully vaccinated."

In addition to the federal government, the following entities no longer require COVID-19 vaccination as a condition of employment. Some policies remain in effect for specific groups, such as health care workers in the City of Pasadena.

- City of Long Beach (January 2023)
- City of San Diego (February 2023)
- Los Angeles County (April 2023)
- Los Angeles Unified School District (September 2023)
- Orange County (January 2023)
- City of Pasadena (April 2023)
- University of California System (August 2023)

On January 12, 2024, the Executive Employee Relations Committee instructed the CAO to take the necessary steps to effectuate the expiration of Ordinance No. 187134. Accordingly, a draft ordinance was prepared with assistance from the City Attorney's Office, which was then provided to the City's employee organizations allowing for comments and feedback. No opposition was expressed.

The ordinance submitted herein provides an expiration date of June 2, 2024, to the provisions of the COVID-19 Vaccination Requirement for all Current and Future City Employees, by amending LAAC Sections 4.700, 4.701, 4.702, 4.703, and 4.704. Additionally the ordinance adds LAAC Section 4.706 "Employment Following Resignation or Termination" for employees who resigned or were terminated pursuant to any of the provisions of LAAC Sections 4.700 through 4.704.

FISCAL IMPACT

There are no costs associated with the ordinance amending LAAC Sections 4.700 through 4.704 and the addition of LAAC Section 4.706, which provides an expiration date and adds a re-employment provision for employees who resigned or were terminated during the City's COVID-19 vaccine requirement prior to the expiration date of June 2, 2024.

MWS:MCB:PAG:MAU:CEC:0724205

Attachments