

ORDINANCE NO. _____

An ordinance amending Section 4.126 of the Los Angeles Administrative Code, pertaining to Allowance for Sick Leave, to increase the cash payment of accumulated sick leave hours provided in Subsection (b).

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

Section 1. Subsection (b) of Section 4.126 of the Los Angeles Administrative Code is amended by adding two new paragraphs, to be placed as the second and fourth paragraphs of Section 4.126(b), respectively, that read as follows:

Notwithstanding the immediately preceding paragraph, effective December 31, 2023, for calendar years 2023, 2024, 2025, 2026, 2027, and 2028, any unused balance of sick leave at full pay remaining at the end of each of those calendar years, which, if added to an employee's accumulated sick leave at full pay, will exceed 800 hours, shall, as soon as practicable after the effective date of this provision for calendar year 2023 and as soon as practicable after calendar years 2024, 2025, 2026, 2027, and 2028, be compensated for by cash payment of 100% of the salary rate current at the end of the pay period containing the date of December 31. Accordingly, for calendar year 2023 any employee who was compensated in January 2024 for accumulated sick leave in excess of 800 hours at 50% of full pay, shall be paid an additional amount equal to the original amount received in January 2024. For calendar years 2029 and thereafter, payouts of the balance of specified accumulated sick leave shall revert back to being compensated under the provision codified in the immediately preceding paragraph, which provides for cash payment of 50% of the salary rate current at the date of payment.

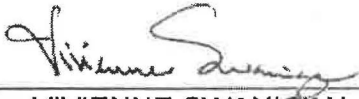
Notwithstanding the immediately preceding paragraph, from December 31, 2023, through December 23, 2028, inclusive, if an employee retires from City service or, if an employee who is eligible to retire on or after July 1, 1996, dies prior to retirement, any balance of accumulated sick leave at full pay up to a maximum of 800 hours remaining unused at the time of retirement or death shall be compensated to the employee or, in the event of the death of the employee, to the employee's legal beneficiaries, by cash payment of 100% of the employee's salary rate on the date of retirement or death. Any balance of accumulated sick leave at 50% of full pay remaining unused at the time of retirement or death shall be compensated to the employee or, in the event of the death of the employee, to the employee's legal beneficiaries by a cash payment of 50% of the employee's salary rate on the date of retirement or death. Commencing December 24, 2028, and thereafter, payouts of the balance of specified accumulated sick leave shall revert back to being compensated under the provision codified in the immediately preceding paragraph, which provides for cash payment of 50% or 25%, whichever is applicable, of the salary rate current at the date of payment.

Sec. 2. This ordinance shall be effective upon publication, pursuant to Charter Section 252(g).

Sec. 3. 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

HYDEE FELDSTEIN SOTO, City Attorney

By 
VIVIENNE SWANIGAN
Assistant City Attorney

Date May 2, 2024

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

Ordinance Passed _____

Approved _____