

**PERSONNEL, AUDITS, AND ANIMAL WELFARE and BUDGET AND FINANCE COMMITTEES REPORT** relative to the continuation of the Catastrophic Illness Program.

**Recommendations for Council action:**

1. APPROVE the continuation of the Catastrophic Illness Program (Catastrophic Program) as an ongoing benefit.
2. REQUEST the City Attorney to prepare and present the necessary ordinance to incorporate the Catastrophic Program as a new section to Division 4, Chapter 7, Article 5 of the City of Los Angeles Administrative Code (LAAC).

Fiscal Impact Statement: The Personnel Department reports that the additional sick time hours paid to Catastrophic Program recipients are effectively paid from departmental salary accounts. As utilization is rare, the ongoing fiscal impact of continuing to provide this benefit is minor.

Community Impact Statement: None submitted.

Summary:

On August 4, 2021, the Personnel, Audits, and Animal Welfare (PAAW) Committee considered a July 20, 2021 Personnel Department report relative to the continuation of the Catastrophic Illness 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 comprised 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 35,000 dependents. Division 4, Chapter 7, Article 5, Sec. 4.303 of the LAAC provides that the City Council authorize suitable employee benefit programs as recommended by the JLMBC and maintained by the Personnel Department. Benefit programs include a variety of insurance plans, including for health, dental, vision, disability, and life insurance; service programs, such as the Employee and Family Assistance Program; and income/health insurance continuation programs such as the Benefits Protection Plan and Catastrophic Program.

The Catastrophic Program provides compensation to employees who are experiencing their own or a dependent family member's catastrophic illness. The program was

established in 1993 as a two-year pilot program and, although the pilot program was previously extended by Ordinance, it has not yet been established as a continuing program within the LAAC. The Personnel Department is requesting that Council: a) approve the continuation of the Catastrophic Program as an ongoing benefit; and b) request the Office of the City Attorney to prepare and present the necessary ordinance to incorporate the Catastrophic Program as a new section to Division 4, Chapter 7, Article 5 of the LAAC. After consideration and having provided an opportunity for public comment, the PAAW Committee moved to recommend approval of the recommendations contained in the Personnel Department report, as detailed above. Subsequently, on September 13, 2021, the Budget and Finance Committee also considered this matter and after further consideration and having provided an opportunity for public, moved to concur with the PAAW Committee. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Personnel, Audits, and Animal Welfare Committee

**COUNCILMEMBER VOTE**

KORETZ:

HARRIS-DAWSON:

BONIN:

**-NOT OFFICIAL UNTIL COUNCIL ACTS-**