

PERSONNEL, AUDITS, AND ANIMAL WELFARE COMMITTEE REPORT relative to the Plan Year (PY) 2023 LAwell Civilian Benefits Program.

Recommendation for Council action:

APPROVE the PY 2023 LAwell Program including the employee benefit plans, benefit plan premiums and rates, and program design features as detailed in the June 16, 2022 Personnel Department report, attached to the Council File.

Fiscal Impact Statement: Neither the City Administrative Office nor the Chief Legislative Analyst has completed a financial analysis of this report.

Community Impact Statement: None submitted.

Summary:

On August 3, 2022, your Committee considered a June 16, 2022 Personnel Department report relative to the PY 2023 LAwell 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 composed 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 25,000 employees and 32,000 dependents.

The LAwell Program PY is a 12-month period concurrent with each calendar year. Each year the JLMBC reviews information provided by the Personnel Department, benefits consultants, and service providers for the purpose of recommending to City Council adoption of the premiums and rates for the subsequent year. The JLMBC may also recommend certain modifications to LAwell Program design services and features. The recommended 2023 LAwell Program reflects the success of the JLMBC and Personnel Department in providing a vibrant and competitive benefits package while also successfully managing employer and member costs. In 2023, premium costs for the Kaiser and Anthem plans will rise. Additionally, the Employee and Family Assistance Program (EFAP) will incur a small increase. Outside of the increases to the Health and EAP benefits, all other benefit provider premiums and rates are decreased or unchanged in 2023 compared to 2022 premiums and rates. After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the recommendation contained in the Personnel Department report. This matter is now submitted to Council for its consideration.

Respectfully Submitted,
Personnel, Audits, and Animal Welfare Committee

COUNCILMEMBER VOTE

KORETZ: YES

HARRIS-DAWSON: YES

BONIN: ABSENT

ARL

8/3/22

-NOT OFFICIAL UNTIL COUNCIL ACTS-