



CELIA ZAVALA
EXECUTIVE OFFICER

COUNTY OF LOS ANGELES BOARD OF SUPERVISORS

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MEMBERS OF THE BOARD

HILDA L. SOLIS

MARK RIDLEY-THOMAS

SHEILA KUEHL

JANICE HAHN

KATHRYN BARGER

November 16, 2018

TO: Supervisor Sheila Kuehl, Chair
Supervisor Hilda L. Solis
Supervisor Mark Ridley-Thomas
Supervisor Janice Hahn
Supervisor Kathryn Barger
Sachi A. Hamai, Chief Executive Officer
Mary Wickham, County Counsel
Press Room

FROM: Celia Zavala 
Executive Officer

POSTED: November 16, 2018

RE: Corrections and/or additions to the agenda for the Board meeting of
Tuesday, November 20, 2018.

3. SUBSTITUTE RECOMMENDATION:

County Health Care Workforce Analysis and Forecasting

Substitute recommendation as submitted by Supervisor Solis: Authorize the Chief Executive Officer, in collaboration with the Directors of the Health Agency, Health Services, Mental Health and Public Health, to engage a consultant by March 15, 2019 to conduct an assessment of all County workforce development programs involving occupations across the Departments of Health Services, Mental Health and Public Health (Departments), an analysis and forecast workforce changes and needs across all three Departments' entry- and mid-level health care support and extender occupations (i.e., nursing assistants,

certified medical assistants, Licensed Vocational Nurses, ophthalmology technicians, physician assistants) through the use of a wide range of quantitative and qualitative research strategies and methods which may include, but not be limited to, interviews with key Department staff members, management and leadership, representatives and members from affiliated unions, researching and analyzing changes in local, State and Federal policies and rules that can impact the Departments' workforce needs in the future, and by examining existing and planned County health-related job openings and workforce assessments within its Departments; and take the following related actions:

Evaluate the consistency of future workforce needs of the Health Agency Departments with those of the broader health services industry, both locally and nationally, and identify any key differences that would provide for unique hiring opportunities or challenges within the County;

Conduct an analysis of the student population at Los Angeles County's College of Nursing and Allied Health (CONAH) and identify demographics, how many students are current health care sector workers and in what occupations, how many are enrolled to attain higher wage health care occupations if they are already employed in the health care sector, how many are currently employed with the Departments, how many current Department employees are CONAH graduates, among other pertinent issues and information as it relates to identifying CONAH's existing capacity for serving the County's health system; and

Evaluate the merits of potentially developing new programs and capacity for CONAH to serve as a central entity for training new workers for health care support and extender occupations and/or upskilling existing Department workers and recommend options for supplementing any future efforts at CONAH to ensure the County adequately addresses the Departments' future workforce needs; and

Instruct the Chief Executive Officer and the Directors of the Health Agency, Health Services, Public Health and Mental Health to work with the consultant to report back to the Board in writing by July 15, 2019.
(18-7239)

[Motion by Supervisor Solis](#)

[Substitute motion by Supervisor Solis](#)

8. **REVISE:**

Increasing County Efforts to Address Rising Sexually Transmitted Disease Rates

Revised recommendation as submitted by Supervisors Kuehl and Ridley-Thomas: Direct the Chief Executive Officer to allocate \$5,000,000 from tobacco settlement funds set aside as obligated fund balance to implement the following over a 24-month period and work with the Director of Public Health to submit budget actions to the Board for their consideration that account for the increase in the Department of Public Health's contractual obligations for these Sexually Transmitted Disease (STD) services in Fiscal Years 2018-19 through 2020-21, as needed:...

Authorize the Director of Public Health to ~~amend~~ augment existing STD screening and treatment contracts by ~~up~~ amending the contracts to 400% of current ~~increase the maximum contract amount obligation and/or extend the term as needed~~ to sustain expend the tobacco settlement funds and additional targeted grant funding, in order to sustain and expand the reach of existing services that we are not currently funding and to purchase additional STD screening and treatment services;

Authorize the Director of the Department of Public Health to use up to \$1,000,000 in additional targeted grant funding to execute new or amend any existing STD screening and treatment contracts, to provide these additional services to persons who report alcohol or substance use;

Instruct the Director of Public Health to report back to the Board in 90 days on the Department's efforts to sustain and expand the publicly-supported STD service delivery system as outlined above...
(18-7202)

[Motion by Supervisors Kuehl and Ridley-Thomas](#)

[Revised motion by Supervisors Kuehl and Ridley-Thomas](#)

SUPPLEMENTAL AGENDA

41-A. Just Cause Evictions - Rent Stabilization Ordinance

Recommendation as submitted by Supervisor Barger: Instruct the Director of Business and Consumer Affairs and the Executive Director of the Community Development Commission to report back to the Board in 60 days with a thorough analysis of having the Just Cause Eviction section of the Rent Stabilization Ordinance apply to tenants after one year of tenancy. (18-7284)

[Motion by Supervisor Barger](#)

41-B. SEIU Fringe Benefits and Bargaining Units Represented by Service Employee International Union Local 721 Memoranda of Understanding

Recommendation: Approve the successor Fringe Benefits Memorandum of Understanding (MOU) with Service Employee International Union (SEIU) Local 721 for a three-year term ending September 30, 2021; approve an ordinance for introduction amending County Codes, Title 5 - Personnel and Title 6 - Salaries, for salary adjustments and related changes for non-represented employees; approve the successor MOUs for the following SEIU Local 721 Bargaining Units listed below, for a three-year term ending September 30, 2021; and instruct the Auditor-Controller to make all payroll system changes necessary to implement the recommendations contained herein: **(Chief Executive Office)** (Relates to Agenda No. 41-E)

4-VOTES

- Unit 105 - Student Workers
- Unit 111 - Clerical and Office Services Employees
- Unit 112 - Supervising Clerical and Office Services Employees
- Unit 121 - Administrative Technical and Staff Personnel
- Unit 122 - Supervising Administrative Technical and Staff Personnel
- Unit 201 - Building Custodians and Services Employees
- Unit 211 - Institutional Support Services Employees
- Unit 221 - Paramedical Technical Employees
- Unit 222 - Supervising Paramedical Health Employees
- Unit 341 - Health Science Professional Employees

Unit 342 - Supervising Health Science Professional Employees
Unit 431 - Artisan and Blue Collar Employees
Unit 432 - Supervisory Artisan and Blue Collar Employees
Unit 711 - Social Workers
Unit 722 - Medical Social Workers
Unit 723 - Children's Social Workers
Unit 729 - Health Financial Support Services
Unit 731 - Social Services Investigators
Unit 732 - Supervising Social Services Investigators
Unit 777 - Supervising Social Workers
Unit 811 - Librarians (18-7192)

[Board Letter](#)

41-C. Findings and Order for Project No. 98187-(3) and Revised Vesting Tentative Tract Map No. 52805-1-(3)

Recommendation: Adopt findings and order denying Project No. 98187-(3) and Revised Vesting Tentative Tract Map No. 52805-1-(3), which sought to create five single-family residence lots and one open-space lot on 107.8 acres located along Kanan Road approximately 7,900 feet southwest of the intersection of Kanan Road and Cornell Road in the Santa Monica Mountains North Area Community Standards District within the Malibu Zoned District, applied for by Land Developer and Associates Corporation. (On October 23, 2018, the Board indicated its intent to deny the Project.) **(County Counsel)** (Relates to Agenda No. 41-D) (18-5122)

[Findings and Order](#)

41-D. Findings and Order for Project No. 98187-(3) and Conditional Use Permit No. RPPL2016-003948(3)

Recommendation: Adopt findings and order denying Project No. 98187-(3) and Conditional Use Permit No. RPPL2016-003948-(3), which sought to authorize on-site grading on a property located along Kanan Road approximately 7,900 feet southwest of the intersection of Kanan Road and Cornell Road in the Santa Monica Mountains North Area Community Standards District within the Malibu Zoned District, applied for by the Land Developer and Associates Corporation. (On October 23, 2018, the Board indicated its intent to deny the Project.) **(County Counsel)** (Relates to Agenda No. 41-C) (18-7278)

[Findings and Order](#)

ORDINANCE FOR INTRODUCTION

41-E. County Codes, Title 5 - Personnel and Title 6 - Salaries Amendment

Ordinance for introduction amending County Codes, Title 5 - Personnel and Title 6 - Salaries, relating to Fringe Benefits and Salary changes by amending the following Sections: **(Chief Executive Office)** INTRODUCE, WAIVE READING, AND PLACE ON THE AGENDA FOR ADOPTION (Relates to Agenda No. 41-B) **4-VOTES**

5.36.025 - to revise the Temporary/Part-time employee subsidy rates for health insurance coverage;

5.37.040 - to update the contribution rates of the Local 721 Cafeteria Plan;

5.37.050 - to limit the amount of unspent Nonelective contributions under the Local 721 Cafeteria Plan that may be received as taxable cash;

Portions of Chapter 5.72 relating to uniform allowances;

6.08.010 relating to step advancement for non-represented employees compensated at or below a salary threshold;

6.08.340, 6.08.370, 6.08.373 and 6.08.375 - to delete an obsolete reference, update annual salary thresholds for initial and promotional appointments for Tier I and Tier II MAPP participants, and clarify the general and merit salary adjustment provisions for Department Heads;

6.08.310, 6.08.320, 6.08.325, 6.08.330, 6.08.335, 6.08.340, 6.08.355, 6.08.360, 6.08.370, 6.08.375 and 6.08.390 - to replace references to the Chief Administrative Officer with Chief Executive Officer;

6.08.445, 6.08.450 and 6.08.455 - relating to the New Management Physician Pay Plan to correct a stand-by pay reference, correct Departmental reference, and update rates for non-represented occasional and relief physicians;

6.20.080 - relating to Bereavement Leave;

6.26.040 - to delete and replace certain tables to update the standardized salary schedule table, salary schedules and tables for Management Appraisal and Performance Plan (Tier I and Tier II), the Management Physician Pay Plan (M Schedules), the Registered Nursing Schedule for non-represented Registered Nurses, and the New Management Physicians Pay Plan (E Schedules);

6.28.050 - to delete and replace the Table of Classes of Positions;

6.28.050-25 - to correct a salary note related to the Management Physicians Pay Plan and establish a new Options Sustainability salary note;

6.44.200 - to delete and replace tables to update the Board of Supervisors performance-based pay plan; and

6.100.020 - to expand the list of qualifying Master's Degrees for additional compensation for certain Probation Department employees. (18-7271)

[Ordinance](#)

ADDITIONAL CLOSED SESSIONS

CS-2.

PUBLIC EMPLOYMENT

(Government Code Section 54957 (b)(1))

Consideration of candidate(s) for appointment to the position of Director of the Health Agency. (18-0169)

CS-3.

DEPARTMENT HEAD PERFORMANCE EVALUATIONS

(Government Code Section 54957)

Department Head performance evaluations. (11-1977)

CS-4.

CONFERENCE WITH LABOR NEGOTIATORS

(Government Code Section 54957.6)

Agency designated representatives: Sachi A. Hamai, Chief Executive Officer and designated staff

Unrepresented employees (all). (13-4431)