

ORDINANCE NO. 183096

An ordinance amending Article 5 of Chapter 7 of the Los Angeles Administrative Code pertaining to the administration of employee benefits programs by adding a new Section 4.310.1 to provide administrative guidelines and a waiver provision for the dependent eligibility verification program administered by the Personnel Department.

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

Section 1. Article 5 of Chapter 7 of the Los Angeles Administrative Code is amended by adding a new Section 4.310.1 to read as follows:

Sec. 4.310.1. Employee and Dependent Eligibility Verification and Waiver Provision.

(a) The Personnel Department shall verify eligibility for any dependent enrolled in the employee benefits program and require employees to provide required documentation to establish dependent eligibility. Ineligible employees and dependents shall be terminated from employee benefits effective the date of ineligibility as determined by the Personnel Department.

(b) The Personnel Department shall administer on behalf of the City of Los Angeles, a dependent eligibility verification program, as authorized by the City Council, for employees and dependents enrolled in employee benefits programs.

(c) Upon finding by the Personnel Department during the designated dependent eligibility verification program period that an employee or employee dependents are ineligible to enroll in the employee benefits program or not entitled to a City premium subsidy, the Personnel Department shall terminate the ineligible employee or ineligible dependent from the employee benefits plan effective prospectively as established by the Personnel Department.

(d) Employees who fail to submit the dependent eligibility verification program required documentation for a dependent(s) by the verification deadline established by the Personnel Department shall be considered as ineligible dependents and terminated from the employee benefits plan effective prospectively as established by the Personnel Department.

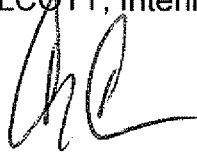
(e) Employees who have ineligible dependent(s) removed from the employee benefits plan pursuant to Sections 4.310.1(c) and (d) shall be granted a waiver from collection of overpayment of City premium subsidy and any claims costs associated with covering an ineligible dependent(s). The waiver shall not apply to employees or dependents who received benefits coverage or City premium subsidies based on fraud or intentional misrepresentation of material fact.

Sec. 2. This ordinance shall be operative 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.

I hereby certify that this ordinance was passed by the Council of the City of Los Angeles, at its meeting of MAY 28 2014.

HOLLY L. WOLCOTT, Interim City Clerk


By 
Deputy

Approved 6/11/14


Mayor

Approved as to Form and Legality

MICHAEL N. FEUER, City Attorney

By 
ZNA PORTLOCK HOUSTON
Senior Assistant City Attorney

Date 4-1-14

File No. 14-0255