

WHEREAS, the Board of Water and Power Commissioners (Board) has approved provisions for various health and dental plans of the Los Angeles Department of Water and Power (LADWP) and subsidies into a single Board Resolution No. 86-169 and adopted amending Board Resolutions; and

WHEREAS, over the years, the Board is asked to approve annual amendments to Resolution 86-169 as part of the amendments process for health and dental plans; and

WHEREAS, pursuant to negotiations with the recognized employee organizations of LADWP, it is the request of the Board to incorporate certain changes to the health and dental plan provisions and subsidies within the aforesaid document.

NOW, THEREFORE, BE IT RESOLVED, that, except as set forth hereinafter, provisions of the various Board Resolutions that address the LADWP health and dental plans and subsidies shall, henceforth, be, and are hereby incorporated in a single document to be entitled, "LADWP HEALTH PLANS RESOLUTION" with said Board Resolution to read as follows. Once approved, this Resolution supersedes and replaces prior amendments to Board Resolution No. 86-169:

#### LADWP HEALTH PLANS RESOLUTION

##### Section 1. Definitions

- 1.01 Employer    The Los Angeles Department of Water and Power.  
The Los Angeles Water and Power Employees' Association.  
The Los Angeles Water and Power Community Credit Union.
- 1.02 Employee    An employee of the employer whose normal daily service is 20 hours or more per week and who is eligible to participate in health and dental plan benefits under any of the plans set forth in Section 2.1.
- 1.03 Retiree        A person who is receiving a monthly retirement allowance from the Water and Power Employees' Retirement Plan (Retirement Plan).
- 1.04 Dependent    Any person having the following relationship to an employee or retiree:
- (a)    Legal Spouse or Domestic Partner.
  - (b)    Child who is under 26 years of age.
  - (c)    [Provision Deleted]

- (d) Unmarried incapacitated child beyond the date such child attains the limiting age indicated above for dependent children, providing that all of the following are met:
  - (i) The child, on the date he or she attains the limiting age, is incapable of self-sustaining employment because of mental or physical handicap and became so incapacitated prior to such date.
  - (ii) The child, on that date, is chiefly dependent on the employee or retiree for support.
  - (iii) The plan is furnished due proof of the incapacity not later than 31 days after the date the child attains the limiting age. However, dependent coverage as to the child may not be continued beyond the earliest of the following occurrences:
    - a. Cessation of the incapacity.
    - b. Failure to furnish any required proof of continuing incapacity or to submit to any required examination.
    - c. Termination of dependent coverage as to the child for any reason other than attaining the limiting age.

As used herein, child shall include natural child, step-child, legally adopted child, child of a domestic partner, or child for whom the employee or retiree has legal guardianship, provided that these children reside with the employee or retiree in a normal parent-child relationship, are financially dependent upon the employee or retiree for support and maintenance, and are otherwise eligible as defined above.

- (e) (i) No person shall be considered a dependent if he or she is also eligible as an employee or retiree, or if he or she is in active military service. If an employee enrolled in a health or dental plan terminates his or her employment with LADWP and his or her spouse or domestic partner is also enrolled in a health or dental plan as a subscriber, or becomes so enrolled, the employee may elect coverage as a dependent under his or her spouse's or domestic partner's

coverage. Enrollment must occur within 31 days of the last day of employment with LADWP.

- (ii) Commencing July 1, 1992, when an employee's spouse or domestic partner is placed on leave without pay status and his or her spouse or domestic partner has health or dental coverage as an active employee, the non-working spouse or domestic partner may be covered as a dependent provided that within 31 days from the commencement of the leave without pay, the working spouse or domestic partner completes an Enrollment Change Form and the non-working spouse or domestic partner completes a health and/or dental plan termination form. If the non-working spouse or domestic partner returns to work, he or she must remain as a dependent until the next Open Enrollment period, at which time he or she must reenroll as a subscriber in any health and/or dental plan if he or she wishes to continue coverage.

Section iii thereof be and it is hereby added to read:

- (iii) If the spouse of a LADWP retiree, who is also a LADWP employee, retires, he or she may be eligible to receive the benefit(s) of the spouse provided that he or she is an eligible spouse as defined by the Retirement Plan. However, the retiree may only enroll in a single plan subsidized by LADWP.

## Section 2. Enrollment in a Health Plan

Section 2.1 thereof be and it is hereby amended to read:

2.1 Commencing April 29, 2024, and continuing through May 10, 2024 (the "Open Enrollment Period"), subject to the eligibility provisions of each respective plan, each eligible employee, retiree, and survivor, may enroll himself or herself, his or her spouse or domestic partner, and his or her eligible dependents, if any, in any one, but only one, of the following medical plans; and one, and only one, of the following dental plans, provided however, that he or she shall file and maintain with the LADWP a written request and authorization for deductions to be made from his or her salary, wages, and benefits payable by the Water and Power Retirement Plan for the cost of said plans in which he or she has enrolled himself or herself, his or her spouse or domestic partner, and his or her eligible dependents, if any.

Notwithstanding the provisions set forth herein, each employee in the classification of Utility Pre-Craft Trainee or Utility Worker, may enroll himself or herself, his or her spouse or domestic partner, and his or her eligible dependents, if any, in any one, but only one, of the aforementioned medical plans; and one, and only one, of the aforementioned dental plans, provided however, that he or she shall file and maintain with the LADWP a written request and authorization for deductions to be made from his or her salary, wages, and benefits payable by the Water and Power Retirement Plan for the cost of said plans in which he or she has enrolled himself or herself, his or her spouse or domestic partner, and his or her eligible dependents, if any.

(a) Health Plans

- (i) Kaiser Foundation Health Plan, Inc.
- (ii) United Healthcare
- (iii) Health Plan of Nevada

(b) Dental Plans

- (i) Delta Dental of California
- (ii) United Concordia Dental

Section 3. Plan Payments

- 3.1 Rates shall be in accordance with the specific health or dental plans as approved by the Board under separate Board Resolutions.

Section 3.2 thereof be and it is hereby amended to read:

3.2 Health and Dental Plan Deductions

Effective with respect to payments due July 1, 2024, and thereafter, for the cost of health and dental plans, upon written request and authorization of those persons, who, under the terms of said plans, are enrolled therein, the Chief Financial Officer be and is hereby authorized and directed to deduct such amount as such persons may so request and authorize from their salaries, wages, and benefits payable by the Water and Power Retirement Plan, and the Chief Accounting Employee be and is hereby authorized and directed to authenticate demands for the amounts so deducted in favor of the respective organizations providing said plans as set forth in Section 2.1 (a) and (b) hereof.

- 3.3 Employees who are not receiving a salary, wages, or benefits payable by the Retirement Plan, or Workers' Compensation, temporary or permanent disability benefits may pay the cost of such plans directly to LADWP in order to maintain their participation in the specific health or dental plans, where eligible.

Section 3.4(1) thereof be and it is hereby amended to read:

3.4(1) Employees: Effective with respect to payments due from payroll in the period ending May 19, 2024, and thereafter, for the cost of said plans, each employee to whom an annual salary rate is applicable, who shall have completed the necessary service which is required for membership in the Water and Power Employees Retirement Plan only, shall have such deduction reduced by the amount of such cost, but not to exceed the subsidy (the Family Rate of the Kaiser Health Plan and the Family Rate of the Delta Dental Plan), and an amount equivalent to the amount of such reduction shall be paid directly by the LADWP from the appropriate fund for the employee's account to the respective organizations providing such plans as set forth in Section 2.1 (a) and (b) hereof. For purposes of the subsidies of this Section 3.4, a domestic partner will be treated as a dependent.

Notwithstanding the provisions set forth herein, each employee in the classification of Customer Service Representative or Clerk, who shall have completed the necessary service which is required for membership in the Water and Power Employees Retirement Plan only, and who is deemed to be a "half-time civil service employee" under the provisions of Part 2 of the Clerical Unit Memorandum of Understanding, shall receive health and dental plan subsidies equal to one-half the subsidies provided to full-time employees to whom an annual salary rate is applicable.

Notwithstanding the provisions set forth herein, each employee in the classification of Utility Pre-Craft Trainee (Class Code 1110), Utility Worker (Class Code 3119), Assistant Gardener (Class Code 3142), Custodial Services Assistant (Class Code Assistant Gardener (Class Code 3142), Custodial Services Assistant (Class Code 3149), Garage Assistant (Class Code 3538), Maintenance Assistant (Class Code 3108) and Warehouse and Toolroom Worker Assistant (Class Code 1831), shall have such deduction reduced by the amount of such cost, but not to exceed the subsidy set forth in this section, and an amount equivalent to the amount of such reduction shall be paid directly by the Department from the appropriate fund for the employee's account to the respective organizations providing such plans as set forth in Section 2.1 (a) and (b) hereof. For purposes of the subsidies of this Section 3.4, a domestic partner will be treated as a dependent.

1. Section 3.4(1) a. thereof be and it is hereby amended to read:

a. International Brotherhood of Electrical Workers Local 18 (IBEW-Local 18) employees

Health Plan of Nevada

Employee only	\$ 1,461.25
Employee with one eligible dependent	\$ 2,928.11

Employee with two or more eligible dependents \$ 4,091.43

Kaiser Foundation Health Plan, Inc.

Employee only \$ 868.32

Employee with one eligible dependent \$ 1,736.64

Employee with two or more eligible dependents \$ 2,457.36

United Healthcare (HMO)

Employee only \$ 2,140.06

Employee with one eligible dependent \$ 2,493.17

Employee with two or more eligible dependents \$ 2,739.28

United Healthcare Non-Differential PPO (Owens Valley)

Employees who work and reside in the Owens Valley, Southern Nevada, Delta Utah, and other "out-of-area" locations where there is no other LADWP-sponsored medical plan available to an employee.

Employee only \$ 1,767.60

Employee with one eligible dependent \$ 3,532.55

Employee with two or more eligible dependents \$ 4,450.95

United Healthcare Choice Plus (Active PPO)

Employee only \$ 1,400.08

Employee with one eligible dependent \$ 2,240.13

Employee with two or more eligible dependents \$ 2,730.16

b. All other employees

Health Plan of Nevada

Employee only \$ 1,461.25

Employee with one eligible dependent \$ 2,928.11

Employee with two or more eligible dependents \$ 4,091.43

Kaiser Foundation Health Plan, Inc.

Employee only \$ 868.32

Employee with one eligible dependent \$ 1,736.64

Employee with two or more eligible dependents \$ 2,457.36

United Healthcare (HMO)

Employee only \$ 2,140.06

Employee with one eligible dependent \$ 2,493.17

Employee with two or more eligible dependents \$ 2,739.28

United Healthcare Non-Differential PPO (Owens Valley)

Employees who work and reside in the Owens Valley, Southern Nevada, Delta Utah, and other "out-of-area" locations where there is no other LADWP-sponsored medical plan available to an employee. Also, available to all Management Employees Association, Association of Confidential Employees, and Bargaining Unit V employees.:

Employee only	\$ 1,767.60
Employee with one eligible dependent	\$ 3,532.55
Employee with two or more eligible dependents	\$ 4,450.95

United Healthcare Choice Plus (Active PPO)

Employee only	\$ 1,400.08
Employee with one eligible dependent	\$ 2,240.13
Employee with two or more eligible dependents	\$ 2,730.16

2. Section 3.4(1) b. thereof be and it is hereby amended to read:

b. International Brotherhood of Electrical Workers Local 18 (IBEW-Local 18) employees, Management Employees Association (MEA) employees, Bargaining Unit U and V employees, Service Employees International Union (SEIU) Local 721 employees, Load Dispatchers Association employees, and Association of Confidential Employees (ACE) employees as set forth below:

Delta Dental (PPO)

Employee only	\$ 42.34
Employee with one eligible dependent	\$ 85.35
Employee with two or more eligible dependents	\$ 139.94

United Concordia Dental (DHMO)

Employee only	\$ 18.80
Employee with one eligible dependent	\$ 26.85
Employee with two or more eligible dependents	\$ 38.17

Section 3.4(2) Retirees

Section 3.4(2) c. thereof be and it is hereby amended to read:

- (i) For Tier I retirees and Tier II retirees from IBEW-represented Bargaining Units with LADWP Qualifying Service:

Effective with respect to deductions due from retirement checks June 30, 2024, and thereafter, those employees who are age 55 or over and who

retired with more than 10 years of service, shall have such deductions reduced by the amount of such cost, but not to exceed the amount computed by using the formula:

$$A = 1.0 \times \$2,364.88 \times \left( \frac{\text{AAR}}{55} \times \frac{\text{S}-5}{25} \right)$$

In lieu of the formula set forth in subsection a. hereof, but subject to the same terms and conditions as subsection a., except as otherwise set forth herein.

- (ii) For Tier II retirees from non-IBEW represented Bargaining Units:

Effective with respect to deductions due from retirement checks June 30, 2024, and thereafter, those employees who are age 55 or over and who retired with more than 10 years of service, shall have such deductions reduced by the amount of such cost, but not to exceed the amount computed by using the formula:

$$A = 1.0 \times \$1,182.44 \times \left( \frac{\text{AAR}}{55} \times \frac{\text{S}-5}{25} \right)$$

3. Section 3.4(3) thereof be and it is hereby amended to read:

3.4(3) Surviving Spouses and Family Death Benefit Recipients

- a. For Tier I retirees and Tier II retirees from IBEW-represented Bargaining Units with LADWP Qualifying Service:

Effective with respect to deductions due from surviving spouse monthly benefit checks or family death benefit (FDB) recipient monthly benefit checks dated June 30, 2024, and thereafter, for the cost of said plans, each person who is receiving a monthly eligible spouse benefit from the Water and Power Employees' Retirement Fund, or each person who is receiving a monthly survivorship benefit from the Water and Power and Power Employees Death Benefit Fund, or each family who is receiving a monthly FDB from the Water and Power Employees Death Benefit Fund, except as stated below, who is enrolled in a LADWP-sponsored health plan, shall have such deduction reduced by the amount of such cost, adjusted for age and length of service of the deceased spouse, but not to exceed the amount computed by using the formula:

$$A = 1.0 \times \$2,364.88 \times \left( \frac{\text{AAR}}{55} \times \frac{\text{S}-5}{25} \right)$$

where A equals the computed amount, but in no event less than \$30.32, where AAR equals attained age in years at the time of the deceased spouse's retirement or death, where S equals service in months rounded to the nearest whole year, and where the term  $\frac{(AAR \times S - 5)}{55 - 25}$  is never greater than one (1).

An amount equivalent to the amount of such reduction shall be paid directly by the LADWP from the appropriate fund for the surviving spouse's account to the respective organizations providing said plans as set forth in Section 2.1(a) hereof. Persons receiving a monthly benefit as a surviving spouse and dependent children over age of 18 shall not receive the FDB reduction.

b. For Tier II retirees from non-IBEW represented Bargaining Units:

Effective with respect to deductions due from surviving spouse monthly benefit checks or family death benefit (FDB) recipient monthly benefit checks dated June 30, 2024, and thereafter, for the cost of said plans, each person who is receiving a monthly eligible spouse benefit from the Water and Power Employees' Retirement Fund, or each person who is receiving a monthly survivorship benefit from the Water and Power and Power Employees Death Benefit Fund, or each family who is receiving a monthly FDB from the Water and Power Employees Death Benefit Fund, except as stated below, who is enrolled in a LADWP-sponsored health plan, shall have such deduction reduced by the amount of such cost, adjusted for age and length of service of the deceased spouse, but not to exceed the amount computed by using the formula:

$$A = 1.0 \times \$1,182.44 \times \frac{(AAR \times S - 5)}{55 - 25}$$

where A equals the computed amount, but in no event less than \$30.32, where AAR equals attained age in years at the time of the deceased spouse's retirement or death, where S equals service in months rounded to the nearest whole year, and where the term  $\frac{(AAR \times S - 5)}{55 - 25}$  is never greater than one (1).

An amount equivalent to the amount of such reduction shall be paid directly by the LADWP from the appropriate fund for the surviving spouse's account to the respective organizations providing said plans as set forth in Section 2.1(a) hereof. Persons receiving a monthly benefit as a surviving spouse and dependent children over age of 18 years shall not receive the FDB reduction.

Section 4. Benefit Provisions

The specific benefit provisions of each of the health and dental plans listed in Section 2.1 hereof shall be contained in the contracts and amendments thereto for each plan adopted under separate Board Resolution, and the provisions thereof shall be binding upon such plan participants.

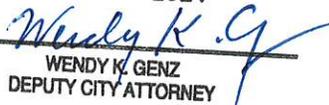
I HEREBY CERTIFY that the foregoing is a full, true, and correct copy of the Resolution adopted by the Board of Water and Power Commissioners of the City of Los Angeles at its meeting held

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Secretary

APPROVED AS TO FORM AND LEGALITY  
HYDEE FELDSTEIN SOTO, CITY ATTORNEY

MAR 18 2024

BY

  
WENDY K. GENZ  
DEPUTY CITY ATTORNEY