

ORDINANCE NO. 171515

An ordinance establishing a time bank of vacation and overtime hours donated by uniformed fire personnel for use by uniformed fire personnel in the event of catastrophic illness or injury causing severe financial hardship.

THE PEOPLE OF THE CITY OF LOS ANGELES

DO ORDAIN AS FOLLOWS:

Section 1. Establishment of Program

The Catastrophic Illness Leave Donation Program is hereby created. It shall apply to all uniformed Fire Department members covered by Memoranda of Understanding Nos. 22 and 23 who have passed probation and are permanent, full-time, members of the Fire Department and of the Fire Pension System.

Sec. 2. Administration of Program

The Fire Department shall establish a committee to administer the Catastrophic Illness Leave Donation Program. The committee shall consist of five members: one member shall be designated by the Chief Engineer and General Manager; one member shall be designated by, and shall represent, the Los Angeles City Fire Department Chief Officers Association; and three members shall be designated by, and shall represent, the United Firefighters of Los Angeles City. The committee shall be responsible for making decisions on requests for use of time bank hours. Decisions of the committee shall not be subject to the grievance procedure nor to any other appeal process.

Records of all time donated shall be maintained by the Fire Department and the City Controller.

Sec. 3. Rules for Donating Time

Members will be allowed to donate any amount of vacation and/or overtime hours to a leave donation time bank so long as the donation of such hours does not adversely impact the ability of a member to meet the requirement of taking one vacation segment off. No other accrued time may be donated.

Donations shall be made to, and withdrawals shall be made from, the leave donation time bank. No direct employee-to-employee donations are permitted.

The names of all members who donate time shall be kept confidential.

All donation of time shall be final.

All donations of time shall be made on a dollar for dollar basis, whereby a donor member's time shall be converted into dollars based on the donor member's rate of pay and then reconverted into hours based on the recipient member's rate of pay.

Sec. 4. Eligibility Criteria and Rules

In order to be eligible to receive donations from the time bank, a member must have passed probation, be permanent and full-time and be a member of the Fire Pension System.

Time bank hours shall be used only by uniformed members: 1. who are disabled from working due to a non-industrial illness or injury or who must care for a family member suffering from a catastrophic illness or injury or life threatening disease because the family member does not have other care reasonably available to him/her; 2. who have exhausted all sick leave, vacation, holiday, RDO and TS time; and 3. who are facing severe financial hardship due to their own catastrophic illness or injury or because they have to care for a family member suffering from a catastrophic illness or injury. The definition of family member for purposes of this provision is the same as the definition of family member in Memoranda of Understanding 22 and 23.

A member who is covered by some other type of disability insurance or leave program will not be eligible to draw from the time bank concurrently unless the member can demonstrate he/she faces severe financial hardship notwithstanding receipt of such other benefit.

A member who applies to use time from the time bank will be required to sign an authorization for disclosure of medical information and may be required to provide personal financial information for the sole use of the committee designated to consideration requests for time.

A member who is using time bank hours will be considered to be on active payroll status.

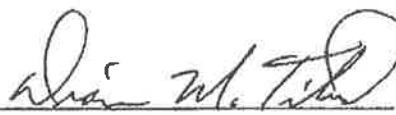
Sec. 5. Automatic Deposit of Hours

Notwithstanding Los Angeles Administrative Code Section 4.172, when a uniformed member has accrued the maximum number of vacation hours permitted, all vacation hours to which he/she would otherwise be subsequently entitled shall not be waived or lost but shall automatically be deposited in the time bank.

Sec. 6. The City Clerk shall certify to the passage of this ordinance and cause the same to be published in some daily newspaper printed and published in the City of Los Angeles.

I hereby certify that the foregoing ordinance was passed by the Council of the City of Los Angeles, by a vote of not less than two-thirds of all of its members, at its meeting of FEB 04 1997.

J. MICHAEL CAREY, City Clerk

By 
Deputy

Approved FEB 14 1997


JP Mayor

Approved as to Form and Legality

January 22, 1997
JAMES K. HAHN, City Attorney

By 
DIANE N. WENTWORTH
Assistant City Attorney

File No. 96-2416