

ANALYSIS

This ordinance amends Title 6 – Salaries of the Los Angeles County Code by changing the salary of one non-represented employee classification, amending a Los Angeles County Employees Retirement Association ("LACERA") Management Appraisal and Performance Plan Tier I Salary Structure table, and providing for a determination of the compensation for LACERA's Chief Investment Officer. The LACERA Boards of Retirement and Investments acted under, and the Board of Supervisors shall act, pursuant to Government Code section 31522.4.

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By 

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RDB:av

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ORDINANCE NO. _____

An ordinance amending Title 6 - Salaries of the Los Angeles County Code relating to the changing of one non-represented classification and amending a Los Angeles County Employees Retirement Association salary structure table to implement the findings of a compensation study.

The Board of Supervisors of the County of Los Angeles ordains as follows:

SECTION 1. Section 6.26.040 is hereby amended to add pay ranges to the following Los Angeles County Employees Retirement Association salary structure table:

LOS ANGELES COUNTY EMPLOYEES RETIREMENT
ASSOCIATION (LACERA)
MANAGEMENT APPRAISAL AND PERFORMANCE PLAN
TIER I SALARY STRUCTURE TABLES - LR SCHEDULE
Table LG - Effective July 1, 2016

Range	Minimum	Control Point	Maximum
LR 25	\$23,205.16	\$29,164.03	\$35,122.90
<u>LR 26</u>	<u>\$24,945.55</u>	<u>\$31,351.35</u>	<u>\$37,757.13</u>
<u>LR 27</u>	<u>\$26,816.47</u>	<u>\$33,702.70</u>	<u>\$40,588.91</u>
<u>LR 28</u>	<u>\$28,827.70</u>	<u>\$36,230.40</u>	<u>\$43,633.08</u>
<u>LR 29</u>	<u>\$30,989.78</u>	<u>\$38,947.68</u>	<u>\$46,905.56</u>
<u>LR 30</u>	<u>\$33,314.02</u>	<u>\$41,868.75</u>	<u>\$50,423.48</u>

SECTION 2. Section 6.28.050 is hereby amended to change the salary and salary note of the following class:

6.28.050 Tables of Classes of Positions with Salary Schedule and Level.

ITEM NO.	TITLE	EFFECTIVE DATE	SALARY OR SALARY SCHEDULE AND LEVEL	
0493	Chief Investment Officer, LACERA (UC)	01/01/2016	N23L <u>NAA</u>	LR25

SECTION 3. Section 6.28.050-25 is hereby amended to read as follows:

6.28.050-25 Notes to Section 6.28.050.

NOTE 1. Notwithstanding any other provision of this Title 6, the minimum hourly rate for this position shall be that specified herein, or the current Federal Minimum Wage hourly rate, the current State Minimum Wage hourly rate, or the current Los Angeles County Minimum Wage hourly rate, whichever is greatest.

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NOTE AA. Notwithstanding any other provision of this Title 6, a person employed in this position shall be paid in accordance with the provisions of Section 6.127.030.F.

SECTION 4. Section 6.127.030 is hereby amended to define the salary range appointing authority for the Chief Investment Officer:

6.127.030 Additional Information.

A. Step Pay Plan. Notwithstanding Section 6.08.010, by specific action, any person designated to act as Retirement Administrator pursuant to Section 6.127.020 of this code may approve step placement of an employee of the Los Angeles County Employees Retirement Association at any step within the salary range for the position

which he or she holds, provided that placements made pursuant to this section are reported to the ~~b~~Boards of ~~r~~Retirement and ~~i~~Investments on a periodic basis. The succeeding step advancement in such a case will be made thereafter on a yearly basis unless an exception is specifically authorized by the retirement administrator.

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F. Chief Investment Officer. Notwithstanding any other provision of Title 6 of this code, the salary range for any person designated to act as Chief Investment Officer shall be determined by the Boards of Retirement and Investments.

SECTION 5. Section 6.127.040 is hereby amended to define eligibility for participation in MAPP Tier I to those employees as designated by the Boards of Retirement and Investments:

6.127.040 LACERA Tier I and Tier II Management Appraisal and Performance Plan.

A. Purpose. The purpose of the Management Appraisal and Performance Plan is to improve LACERA's ability to employ executive, senior management, and management employees, to evaluate and compensate those employees for the contributions they make toward achieving LACERA priorities, and to motivate them to excel and achieve high efficiency, reduce costs, realize expected revenues, and deliver quality services to LACERA's members and beneficiaries.

B. Definitions. The following terms when used in this Section 6.127.040 with initial capital letters, unless the context clearly indicates otherwise, shall have the following respective meanings:

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7. "Tier I" means that part of the Plan that is applicable to positions specifically designated as eligible for Tier I by the Board of Supervisors as requested by the Board of Retirement and Board of Investments jointly. Salary ranges applicable to Tier I Participants are designated by the letters "LR" in Sections 6.28.050 and 6.26.020-A of this code and as designated by the Board of Retirement and Board of Investments under Section 6.127.030. Tier I Salary ranges are defined in terms of a minimum rate, a maximum rate, and a Control Point and are divided into quartiles for salary administration purposes in accordance with the provisions of Section 6.08.370 or as designated by the Boards of Retirement and Investments under Section 6.127.030.

SECTION 6. Pursuant to Government Code section 25123(f), this ordinance shall take effect immediately upon final passage.

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