



SACHI A. HAMAI  
Chief Executive Officer

## County of Los Angeles CHIEF EXECUTIVE OFFICE

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*"To Enrich Lives Through Effective And Caring Service"*

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# ADOPTED

BOARD OF SUPERVISORS  
COUNTY OF LOS ANGELES

24 May 21, 2019

CELIA ZAVALA  
EXECUTIVE OFFICER

May 21, 2019

The Honorable Board of Supervisors  
County of Los Angeles  
383 Kenneth Hahn Hall of Administration  
500 West Temple Street  
Los Angeles, California 90012

Dear Supervisors:

**ADJUSTMENT OF ALL PERCENTAGE-BASED BONUS LANGUAGE IN SUCCESSOR  
MEMORANDA OF UNDERSTANDING TO REFLECT STANDARDIZED SALARY TABLE LEVELS  
AND CORRESPONDING PERCENTAGES PROVIDED FOR IN COUNTY CODE SECTION 6.26.40  
ALL DISTRICTS  
(4 VOTES)**

**SUBJECT**

This letter is to modify and incorporate by reference into all successor Memoranda of Understanding (MOUs), the County's standardized salary schedule table levels and percentages. All percentage-based bonuses negotiated during the 2018 bargaining season shall be converted to a level differential and paid according to the Level Percentage Conversion Table and standardized salary schedule table found in County Code 6.26.40, pursuant to County Code 6.26.015.

**IT IS RECOMMENDED THAT THE BOARD:**

1. Approve the conversion of all percentage-based bonuses identified in successor MOUs to a level differential as specified on Attachment B and pay such bonuses in accordance with the Level Percentage Conversion Table and salary schedule table found in County Code 6.26.040, pursuant to County Code 6.26.015.
2. Instruct the Auditor-Controller to make all payroll system changes necessary to implement the recommendations contained herein.

## **PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION**

### **BACKGROUND**

Successor Memoranda of Understanding for County Bargaining Units were approved by the Board of Supervisors (Board) on November 20, 2018, February 12, 2019, February 19, 2019, March 5, 2019 and March 26, 2019 (all such MOUs listed on Attachment A). Various MOUs provide for bonuses that are expressed as a flat percentage of salary. In order to conform with the technical definition of “pensionable compensation” as set forth in The California Public Employee’s Pension Reform Act (PEPRA), Government Code Sections 7522-7522.74, and consistent with the intent of the parties to the MOUs, it is necessary to convert the flat percentage bonuses set forth in the MOUs to level differentials reflected on the Level Percentage Conversion Table (as specified in County Code Section 6.26.015) and that correspond to the salary schedules and levels on the standardized salary schedule table set forth in County Code Section 6.26.040. It is our intent that this conversion will apply to pending successor MOUs that are still in progress and pending approval by the Board (as specific on Attachment A).

Attachment B sets forth the specified MOUs percentages, the corresponding level differential to which each percentage is converted, and the adjusted (increased) bonus percentage actually paid pursuant to the established level on the Level Percentage Conversion Table (as specified in County Code Section 6.26.015). In each case, the amount the bonus percentage is increased (in connection with its conversion to a level reflected on the standardized salary schedule table) is equal to a fraction of one percent. For example, a bonus that is currently expressed in the MOUs as a 3% (three percent) bonus is converted to a twelve (12) level bonus, which will be paid at 3.0416% pursuant to the Level Percentage Conversion Table and the standardized salary schedule table.

Conversion of the specified MOUs bonuses to level differentials reflected on the Level Percentage Conversion Table and the standardized salary schedules is intended to cause such amounts to be treated as “pensionable compensation” under PEPRA requirements, subject to the determination made by the Board of Retirement for the Los Angeles County Employees Retirement Association (LACERA).

Nothing herein is intended to constitute an administration interpretation and/or determination of the types of compensation included in “pensionable compensation” under PEPRA, or changes a prior determination made by the LACERA Board of Retirement. In all cases, LACERA’s Board of Retirement makes determinations regarding inclusion of “compensation earnable” and “pensionable compensation” in the definition of final compensation.

### **Implementation of Strategic Plan Goals**

The actions recommended in this Board letter promote the County’s Strategic Plan Goal of Fiscal Sustainability by providing a wage and benefit structure that is financially responsible.

### **FISCAL IMPACT/FINANCING**

The County’s pension actuary, Cheiron, Inc., has advised that the proposed compensation adjustments do not exceed the increase in payrolls assumed in the current actuarial valuation of the retirement plan. Therefore, there will be no negative impact on the funded status of the retirement system.

The Honorable Board of Supervisors

5/21/2019

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The estimated cost of the recommended action will be de minimis.

**FACTS AND PROVISIONS/LEGAL REQUIREMENTS**

All of the impacted County Unions identified in Attachment A were advised of the adjustments of the recommended conversion of the percentage-based bonuses.

**IMPACT ON CURRENT SERVICES (OR PROJECTS)**

No impact on current services.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Sachi A. Hamai". The signature is fluid and cursive, with a long horizontal stroke at the end.

SACHI A. HAMAI

Chief Executive Officer

SAH:JJ:MM:MTK

TP:SM:LR:PB:mlj

Enclosures

c: Executive Office, Board of Supervisors  
County Counsel  
Auditor-Controller  
Human Resources

**APPROVED AND PENDING MOU'S**

I. Approved MOUs and Agenda Dates

October 16, 2018

Unit 611 – Peace Officers

Unit 612 – Supervisory Peace Officers

Unit 613 – Public Defender Investigators

November 20, 2018

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

February 12, 2019

Unit 801 – Association of Deputy District Attorneys

Unit 725 – Supervising Child Support Officers

Unit 703 – Probation Directors

February 19, 2019

Unit 614 – Criminalists/Forensic Identification Specialists

Unit 621 – Custody Assistants/Corrections Officers

Unit 631 – Coroner Investigators

Unit 632 – Supervising Coroner Investigators

February 26, 2019

Unit 311 – Registered Nurses

Unit 312 – Supervising Registered Nurses

March 5, 2019

Unit 321 – Physician Assistants

Unit 323 – Interns and Resident Physicians

Unit 421 – Automotive and Equipment Maintenance and Repair  
Unit 721 – Psychiatric Social Workers  
Unit 724 – Supervisory Professional Social Workers  
Unit 802 – Child Support Attorneys  
Unit 821 – Agricultural Inspectors

March 26, 2019

Unit 401 – Plant Operating Engineers

II. Pending MOUs

Unit 131 – Appraisers  
Unit 132 – Supervising Appraisers  
Unit 301 – Pharmacists  
Unit 324 – Physicians and Veterinarians  
Unit 325 – Mental Health Psychiatrists/Dental Professionals  
Unit 331 – Health Investigative and Supportive Services  
Unit 411 – Building Trades and Skilled Craftsmen  
Unit 412 – Supervising Building and Construction Trades and Operating Engineers  
Unit 501 – Professional Engineers  
Unit 502 – Supervisory Professional Engineers  
Unit 511 – Engineering Technicians  
Unit 512 – Supervisory Engineering Technicians  
Unit 601 – Firefighters  
Unit 602 – Supervisory Firefighters  
Unit 603 – Fire Specialists  
Unit 604 – Supervising Fire Specialists  
Unit 641 – Beach Lifeguards  
Unit 642 – Supervisory Beach Lifeguards  
Unit 701 – Deputy Probation Officers  
Unit 702 – Supervisory Deputy Probation Officers  
Unit 803 – Public Defender Attorneys

MOU PERCENTAGE	LEVELS	E-HR PERCENTAGE
0.2500%	1	0.2500%
0.5000%	2	0.5006%
0.7500%	3	0.7519%
1.0000%	4	1.0038%
1.2500%	5	1.2563%
1.5000%	6	1.5094%
1.7500%	7	1.7632%
2.0000%	8	2.0176%
2.2500%	9	2.2726%
2.5000%	10	2.5283%
2.7500%	11	2.7846%
3.0000%	12	3.0416%
3.2500%	13	3.2992%
3.5000%	14	3.5574%
3.7500%	15	3.8163%
4.0000%	16	4.0759%
4.2500%	17	4.3361%
4.5000%	18	4.5969%
4.7500%	19	4.8584%
5.0000%	20	5.1206%
5.2500%	21	5.3834%
5.5000%	22	5.6468%
5.7500%	23	5.9109%
6.0000%	24	6.1757%
6.2500%	25	6.4411%
6.5000%	26	6.7072%
6.7500%	27	6.9740%
7.0000%	28	7.2414%
7.2500%	29	7.5096%
7.5000%	29	7.5096%
7.7500%	30	7.7783%
8.0000%	31	8.0478%
8.2500%	32	8.3179%
8.5000%	33	8.5887%
8.7500%	34	8.8602%
9.0000%	35	9.1323%
9.2500%	36	9.4051%
9.5000%	37	9.6787%
9.7500%	38	9.9528%
10.0000%	39	10.2277%
10.2500%	40	10.5033%
10.5000%	40	10.5033%
10.7500%	41	10.7796%
11.0000%	42	11.0565%
11.2500%	43	11.3341%
11.5000%	44	11.6125%
11.7500%	45	11.8915%
12.0000%	46	12.1712%
12.2500%	47	12.4517%
12.5000%	48	12.7328%

MOU PERCENTAGE	LEVELS	E-HR PERCENTAGE
12.7500%	49	13.0146%
13.0000%	49	13.0146%
13.2500%	50	13.2972%
13.5000%	51	13.5804%
13.7500%	52	13.8644%
14.0000%	53	14.1490%
14.2500%	54	14.4344%
14.5000%	55	14.7205%
14.7500%	56	15.0073%
15.0000%	56	15.0073%
15.2500%	57	15.2948%
15.5000%	58	15.5830%
15.7500%	59	15.8720%
16.0000%	60	16.1617%
16.2500%	61	16.4521%
16.5000%	62	16.7432%
16.7500%	63	17.0351%
17.0000%	63	17.0351%
17.2500%	64	17.3277%
17.5000%	65	17.6210%
17.7500%	66	17.9150%
18.0000%	67	18.2098%
18.2500%	68	18.5053%
18.5000%	68	18.5053%
18.7500%	69	18.8016%
19.0000%	70	19.0986%
19.2500%	71	19.3964%
19.5000%	72	19.6948%
19.7500%	73	19.9941%
20.0000%	74	20.2941%
20.2500%	74	20.2941%
20.5000%	75	20.5948%
20.7500%	76	20.8963%
21.0000%	77	21.1985%
21.2500%	78	21.5015%
21.5000%	78	21.5015%
21.7500%	79	21.8053%
22.0000%	80	22.1098%
22.2500%	81	22.4151%
22.5000%	82	22.7211%
22.7500%	83	23.0279%
23.0000%	83	23.0279%
23.2500%	84	23.3355%
23.5000%	85	23.6438%
23.7500%	86	23.9529%
24.0000%	87	24.2628%
24.2500%	87	24.2628%
24.5000%	88	24.5735%
24.7500%	89	24.8849%
25.0000%	90	25.1971%

MOU PERCENTAGE	LEVELS	E-HR PERCENTAGE
25.2500%	91	25.5101%
25.5000%	91	25.5101%
25.7500%	92	25.8239%
26.0000%	93	26.1384%
26.2500%	94	26.4538%
26.5000%	95	26.7699%
26.7500%	95	26.7699%
27.0000%	96	27.0868%
27.2500%	97	27.4046%
27.5000%	98	27.7231%
27.7500%	99	28.0424%
28.0000%	99	28.0424%
28.2500%	100	28.3625%
28.5000%	101	28.6834%
28.7500%	102	29.0051%
29.0000%	102	29.0051%
29.2500%	103	29.3276%
29.5000%	104	29.6509%
29.7500%	105	29.9751%
30.0000%	106	30.3000%
30.2500%	106	30.3000%
30.5000%	107	30.6258%
30.7500%	108	30.9523%
31.0000%	109	31.2797%
31.2500%	109	31.2797%
31.5000%	110	31.6079%
31.7500%	111	31.9369%
32.0000%	112	32.2668%
32.2500%	112	32.2668%
32.5000%	113	32.5974%
32.7500%	114	32.9289%
33.0000%	115	33.2612%
33.2500%	115	33.2612%
33.5000%	116	33.5944%
33.7500%	117	33.9284%
34.0000%	118	34.2632%
34.2500%	118	34.2632%
34.5000%	119	34.5989%
34.7500%	120	34.9354%
35.0000%	121	35.2727%
35.2500%	121	35.2727%
35.5000%	122	35.6109%
35.7500%	123	35.9499%
36.0000%	124	36.2898%
36.2500%	124	36.2898%
36.5000%	125	36.6305%
36.7500%	126	36.9721%
37.0000%	127	37.3145%
37.2500%	127	37.3145%
37.5000%	128	37.6578%



MOU PERCENTAGE	LEVELS	E-HR PERCENTAGE
37.7500%	129	38.0019%
38.0000%	129	38.0019%
38.2500%	130	38.3469%
38.5000%	131	38.6928%
38.7500%	132	39.0395%
39.0000%	132	39.0395%
39.2500%	133	39.3871%
39.5000%	134	39.7356%
39.7500%	135	40.0849%
40.0000%	135	40.0849%
40.2500%	136	40.4352%
40.5000%	137	40.7862%
40.7500%	137	40.7862%
41.0000%	138	41.1382%
41.2500%	139	41.4911%
41.5000%	140	41.8448%
41.7500%	140	41.8448%
42.0000%	141	42.1994%
42.2500%	142	42.5549%
42.5000%	142	42.5549%
42.7500%	143	42.9113%
43.0000%	144	43.2686%
43.2500%	144	43.2686%
43.5000%	145	43.6267%
43.7500%	146	43.9858%
44.0000%	147	44.3458%
44.2500%	147	44.3458%
44.5000%	148	44.7066%
44.7500%	149	45.0684%
45.0000%	149	45.0684%
45.2500%	150	45.4311%
45.5000%	151	45.7946%
45.7500%	151	45.7946%
46.0000%	152	46.1591%
46.2500%	153	46.5245%
46.5000%	153	46.5245%
46.7500%	154	46.8908%
47.0000%	155	47.2581%
47.2500%	155	47.2581%
47.5000%	156	47.6262%
47.7500%	157	47.9953%
48.0000%	158	48.3653%
48.2500%	158	48.3653%
48.5000%	159	48.7362%
48.7500%	160	49.1080%
49.0000%	160	49.1080%
49.2500%	161	49.4808%
49.5000%	162	49.8545%
49.7500%	162	49.8545%
50.0000%	163	50.2291%