

## **ANALYSIS**

This ordinance amends Title 6 – Salaries of the Los Angeles County Code relating to salary changes by:

- Amending Sections 6.08.360 and 6.08.555 to revise references to Manpower Shortage Recruitment Rates and Manpower Shortage Ranges;
- Amending Section 6.08.565 to provide for reimbursement of a National Specialty or Board Certification, or a State Public Health Certification, for certain non-represented Registered Nurses; and to provide for an advanced educational bonus for certain non-represented Registered Nurses;
- Amending Sections 6.10.050 and 6.10.060 to revise references to Manpower Shortage Recruitment Rates and Manpower Shortage Ranges;
- Amending Section 6.10.105 to amend the Supervisory POST bonus provision;
- Amending Section 6.28.050 to correct the salary of one non-represented classification for internal equity purposes;
- Amending Section 6.33.020 to reflect certain new employee classifications in the Alternate Public Defender; and

- Amending Section 6.76.020 to provide for additional holiday hours for the Cesar Chavez holiday, and other holidays which may later be added, for certain employees of the Fire Department.

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RDB:bd

Requested: 05/01/2019  
Revised: 05/01/2019

**ORDINANCE NO. \_\_\_\_\_**

An ordinance amending Title 6 – Salaries of the Los Angeles County Code relating to salary changes.

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

**SECTION 1.** Section 6.08.360 (Special Provisions) is hereby amended to read as follows:

...

C. ~~Manpower-Critical~~ Shortage Recruitment Rates. The provisions of Section 6.10.050 shall not apply to Participants.

D. ~~Manpower-Critical~~ Shortage Ranges.

...

**SECTION 2.** Section 6.08.555 (Special case rates) is hereby amended to read as follows:

**6.08.555 – Special ~~e~~Case ~~r~~Rates.**

...

B. ~~Manpower-Critical~~ Shortage Ranges (Section 6.10.060~~\_A~~). When an employee or class is eligible for a ~~Manpower-Critical~~ Shortage Range adjustment in accordance with Section 6.10.060~~\_A~~ of the County Code, the alternative range shall be at least one Grid Level, but not more than 6 Grid Levels as approved by the Chief Executive Office.

...

**SECTION 3.** Section 6.08.565 (Additional provision) is hereby amended to read as follows:

**6.08.565 – Additional provisions.**

A. Shift Pay for Nursing Managers. When an employee in the following classes is regularly assigned to work an evening or night shift as defined in Section 6.10.020, the employee shall be paid the hourly shift differential indicated in the table below in addition to the employee's other pay.

<b>Shift Differential for Nursing Managers</b>			
<b>Item No.</b>	<b>Title</b>	<b>Evening Shift</b>	<b>Night Shift</b>
5295	Assistant Nursing Director, Admin	\$2.65	\$3.65
5286	Nurse Manager	\$2.50	\$3.30

B. Reimbursement for National Specialty or Board Certification. Effective January 1, 2019, a Nursing Manager may be reimbursed up to \$500 per year for obtaining one national Registered Nurse specialty or board certification related to their current assignment, subject to approval by the department head and the availability of funding. This section shall terminate effective September 30, 2021.

C. Reimbursement for Public Health Nurse State Certification. Effective January 1, 2019, a Nursing Manager may be reimbursed up to \$125 for Public Health Nurse Certification renewal related to their current assignment, subject to department

head approval and the availability of funding. Such reimbursement shall be on a one-time basis. This section shall terminate effective September 30, 2021.

D. Advanced Education Bonus. Effective October 1, 2018, a Nursing Manager who possesses a Doctorate or Ph.D. in Nursing or a closely related health field as determined by the department head, shall receive additional compensation equivalent to 3 percent above the salary schedule established in Section 6.28.050. The additional compensation provided by this section shall not constitute a base rate.

**SECTION 4.** Section 6.10.050 (Manpower shortage recruitment rates) is hereby amended to read as follows:

**6.10.050 – ~~Manpower~~Critical sShortage ~~r~~Recruitment rRates.**

A. ~~Manpower~~Critical Shortage Recruitment Rate. A ~~manpower-critical~~ shortage recruitment rate is a special hiring rate which may be any rate within the salary range established for a class in Section 6.28.050 of this title.

B. Establishment of Rate. When the chief ~~administrative~~executive officer finds, after investigation, that an existing or impending ~~manpower-critical~~ shortage exists in a specific classification, he may approve establishment of a ~~manpower-critical~~ shortage recruitment rate. The chief ~~administrative~~executive officer may determine that the rate shall apply to a specific position or positions within a class, or to an entire class of positions. The chief ~~administrative~~executive officer may establish the rate by authorizing the appointment of persons to positions for which the rate is designated. The chief ~~administrative~~executive officer, with such restrictions as he may determine,

may delegate to an appointing authority in writing, until later revoked in writing, the approval of ~~manpower~~critical shortage rates.

...

D. Effect on Filled Positions. A person already employed in a position to which a ~~manpower~~critical shortage recruitment rate applies, whose base rate is less than the recruitment rate, shall be advanced to the recruitment rate. A person whose base rate equals or exceeds the recruitment rate shall not be advanced under these provisions.

E. Change of Assignment or Classification. Whenever a person employed in a position for which a ~~manpower~~critical shortage recruitment rate has been established is assigned to another position in the same classification or changes classification to a position for which a ~~manpower~~critical shortage recruitment rate has not been established pursuant to the provisions of subsection B of this section, said employee shall not receive any further compensation pursuant to the provisions of this section during the time of such assignment or change of classification.

F. Step Advancement and Promotion. Persons receiving compensation pursuant to this section shall be entitled to step advancement and step placement upon promotion as designated by the chief ~~administrative~~executive officer.

G. Expiration and Extension.

1. All ~~manpower~~critical shortage recruitment rates shall expire on June 30th of each year, except the chief ~~administrative~~executive officer may extend the authority to appoint persons to the established recruitment step. Such extension shall

be limited to those positions for which the chief ~~administrative~~executive officer finds that a ~~manpower~~critical shortage still exists and the needs of the county have not been met.

2. The rate of pay of any person already employed shall not be affected by the expiration or extension of a ~~manpower~~critical shortage recruitment rate.

H. Discontinuation. The chief ~~administrative~~executive officer may discontinue the authority to appoint persons to a ~~manpower~~critical shortage recruitment rate when he finds a ~~manpower~~critical shortage no longer exists and the needs of the county have been met. The rate of pay of any person already employed shall not be affected by such discontinuation.

**SECTION 5.** Section 6.10.060 (Manpower shortage ranges) is hereby amended to read as follows:

**6.10.060 - ~~Manpower~~Critical ~~s~~Shortage ~~r~~Ranges.**

A. ~~Manpower~~Critical Shortage Ranges.

1. A ~~manpower~~critical shortage range is an alternative range which is at least one level, but not more than four schedules (44 levels) above the salary schedule established for a class in Section 6.28.050 and any applicable monthly bonus which is established in this Title 6 as a designated number of schedules and/or levels on the standardized salary schedule.

2. Effective with the pay period ending April 15, 2012 and upon notification to the board of supervisors by the chief executive officer that the human resources management system implementing this provision is fully operational, a ~~manpower~~critical shortage range is defined as an alternative range which is at least

0.25 percent but not more than 11.6125 percent above the salary schedule established for a classification in Section 6.28.050 and any applicable monthly bonus which is established in this Title 6 as a designated percentage on the level percentage conversion table.

3. Effective October 1, 2013, a ~~manpower~~critical shortage range is defined as an alternative range which is at least 0.25 percent but not more than 20 percent above the salary schedule established for a classification in Section 6.28.050 and any applicable monthly bonus which is established in this Title 6 as a designated percentage on the level percentage conversion table.

B. Determination of Range. When the chief executive officer finds, after investigation, that a ~~manpower~~critical shortage exists for certain positions within a classification, he may approve the establishment of a ~~manpower~~critical shortage range.

C. Establishment of Range. The chief executive officer may establish such a ~~manpower~~critical shortage range by authorizing the appointment of persons to specific positions within a classification at the specific alternate ~~manpower~~critical shortage range designated by the chief executive officer. The chief executive officer, with such restrictions as he may determine, may delegate to an appointing authority in writing, until later revoked in writing, the approval of ~~manpower~~critical shortage ranges.

...

E. Effect on Filled Positions. A person already employed in a position to which a ~~manpower~~critical shortage range applies, whose base rate is less than the established range, shall be advanced to the established range.



...

G. Annual Review. At least once annually, the chief executive officer shall review all ~~manpower~~critical shortage ranges and may discontinue the authority to appoint persons to a ~~manpower~~critical shortage range if he finds that a critical ~~manpower~~ shortage no longer exists and the needs of the county have been met. The current rate of pay of any person already employed shall not be affected by such discontinuation; however, further advancement shall be limited to that fixed by Section 6.28.050 for his position.

H. Not a Base Rate. ~~Manpower~~Critical shortage ranges approved pursuant to this section do not constitute a base rate.

**SECTION 6.** Section 6.10.105 (POST Bonus) is hereby amended to read as follows:

...

D. In addition to the compensation provided for in Section 6.28.050, effective October 1, 2018, any person who is employed in one of the following positions who possesses a POST Supervisory Certificate shall qualify for a Supervisory Bonus ~~and shall receive a three and one half percent (3½%) bonus applied to their base salary upon verification~~, provided that the person has met all of the following conditions:

1. Possesses or is eligible to possess a Post Intermediate Certificate;
2. Possesses a minimum of 2-years law enforcement experience as a permanent first-level supervisor or higher with the County of Los Angeles;

3. Successfully completed a Post certified 80-hour Supervisory Course on various topics, including but not limited to: accountability, ethical decision making, leadership styles, and conflict management; and

4. Completed a minimum of 60 semester units, an accredited degree (AA, BA, MA), or 1000 POST certified training hours.

The amount of the bonus shall be 14 standard salary levels, or 3.5574% for persons employed in the following positions:

Item No.	Title
2721	Captain
2723	Commander
2896	Captain, DA
9968	<del>Division Chief, Sheriff (UC)</del>
9970	<del>Undersheriff (UC)</del>
9977	<del>Detective (UC)</del>
9978	<del>Detective (UC)</del>
9979	<del>Detective (UC)</del>
9980	Detective (UC)

The amount of the bonus shall be three and one-half percent (3½%) for persons employed in the following positions:

<u>Item No.</u>	<u>Title</u>
<u>9968</u>	<u>Division Chief, Sheriff (UC)</u>
<u>9969</u>	<u>Assistant Sheriff (UC)</u>
<u>9970</u>	<u>Undersheriff (UC)</u>
<u>9977</u>	<u>Detective (UC)</u>
<u>9978</u>	<u>Detective (UC)</u>
<u>9979</u>	<u>Detective (UC)</u>

**SECTION 7.** Section 6.28.050 (Tables of Classes of Positions with Salary

Schedule and Level) is hereby amended to read as follows:

<b>Item No.</b>	<b>Title</b>	<b>Effective Date</b>	<b>Salary Or Salary Schedule and Level</b>	
...				
4335	SUPVG FORENSIC IDENTIFICATION SPEC	04/01/2018	NV	102E
		<u>10/01/2018</u>	<u>NV</u>	<u>103B</u>
		<u>10/01/2019</u>	<u>NV</u>	<u>104A</u>
		<u>10/01/2020</u>	<u>NV</u>	<u>104L</u>
		<u>10/01/2018</u>	<u>NV</u>	<u>103F</u>
		<u>10/01/2019</u>	<u>NV</u>	<u>104E</u>
		<u>10/01/2020</u>	<u>NV</u>	<u>105D</u>
...				

**SECTION 8.** Section 6.33.020 (Additional Information) is hereby amended to

read as follows:

A. Notwithstanding any other provisions of this code, persons employed on the item of Deputy Alternate Public Defender II (Item No. 9248A-9255A) and assigned to

the Antelope Valley Area Office in Lancaster shall be compensated on an abbreviated salary range, the first step of which is the fifth step of the indicated salary range. When such persons cease to hold this assignment, their salary shall be adjusted to reflect that step within the salary range for Deputy Alternate Public Defender II which such persons would have earned had they been employed without respect to the provisions of this subsection.

B. 1. Persons employed in any of the following classes who are assigned by management to the Antelope Valley Area on a full-time basis and who reside more than 30 miles from the courthouse from which they work, shall be entitled to additional compensation at a rate of 22 levels (5.5%) higher than that established for their respective positions in Section 6.28.050.

Item No.	Title
<del>9251-9256</del>	Deputy <u>Alternate</u> Public Defender III
<del>9252-9257</del>	Deputy <u>Alternate</u> Public Defender IV
<del>9253-9258</del>	Head Deputy <u>Alternate</u> Public Defender

If such person moves and no longer resides outside the 30-mile radius or is reassigned to another area, he/she shall no longer be eligible to receive the additional 22 levels.

2. Effective with the pay period ending April 15, 2012 and upon notification to the board of supervisors by the chief executive officer that the human

resources management system implementing this provision is fully operational, all provisions in Section 6.33.020, subsection B.1 shall remain in effect except that those persons employed as Deputy Alternate Public Defender III (Item No. 9254-9256) and Deputy Alternate Public Defender IV (Item No. 9252-9257) and who meet the aforementioned requirements shall be entitled to additional compensation at a rate 5.6468 percent higher than that established for their respective classifications in Section 6.28.050. If such person moves and no longer resides outside the 30-mile radius or is reassigned to another area, he shall no longer be eligible to receive the additional stated percentage.

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**SECTION 9.** Section 6.76.020 (Additional Information) is hereby amended to read as follows:

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C. Persons employed on a 56-hour week basis in the fire department shall meet their continuous service requirements and basic workweek obligations, and receive holidays and bereavement leave benefits in accordance with provisions of the Salary Resolution of the Los Angeles County Fire Protection Districts, as amended. (See Appendix 6 following Title 6.) In accordance with the Salary Resolution of the Los Angeles County Fire Protections Districts regarding holiday time, and to account for any changes in the number of holidays, an entitlement of ½ shift may be permitted for each of the holidays listed under 6.12.040, effective March 1, 2017.

...

**SECTION 10.** Pursuant to Government Code Section 25123(f), this ordinance shall take effect immediately upon final passage, except for Sections 3, 6 and 7, which shall be construed and applied as if they were effective and operative on and after October 1, 2018, and Section 9, which shall be construed and applied as if it were effective on and after March 1, 2017.

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