

July 3, 2007

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

Dear Supervisors:

**APPROVAL OF SALARY ADJUSTMENTS APPLICABLE
ONLY TO LACERA (3 VOTES)**

IT IS RECOMMENDED THAT YOUR BOARD:

1. Approve the enclosed amendments to Memoranda of Understanding covering LACERA Bargaining Units 850 and 851 between Los Angeles County Employees Union, Local 721 (formerly Local 660) SEIU, AFL-CIO and the Los Angeles County Employees Retirement Association (LACERA).
2. Adopt the enclosed ordinance amending Title 6-Salaries of the Los Angeles County Code relating to designated LACERA personnel.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

1. Amendments to Memoranda of Understanding

On January 4, 2005, LACERA and Local 660, Los Angeles County Employees Association, SEIU, AFL-CIO entered into two (2) Memoranda of Understanding, one covering LACERA administrative, technical, clerical and blue collar personnel (Unit 850), and the other covering LACERA supervisory personnel (Unit 851). Both Memoranda of Understanding were approved by your Board on February 15, 2005.

Honorable Board of Supervisors
July 3, 2007
Page Two

The enclosed Amendments No. 3 to the foregoing Memoranda of Understanding incorporate the following:

A. Salary Adjustments

Each of the above mentioned MOUs includes a provision for re-opening negotiations relating to salaries, as follows:

If the County of Los Angeles and Local 660 negotiate an across-the-board increase for employees in the Administrative Technical Bargaining Unit (121) for 2007 or 2008 that is larger than across-the-board salary provided [in the LACERA MOUs], the parties shall promptly meet to negotiate salaries for [the LACERA Units].

Salary adjustments negotiated pursuant to the foregoing "re-opener" clauses are incorporated in the enclosed Amendments to accomplish the following:

- Effective March 1, 2007 across-the-board salaries shall be increased by one and one-half percent (1.5%),
- Effective in July, 2007, one-half step shall be added on the same date and in the same manner as added by the County of Los Angeles for the Administrative Technical Bargaining Unit (121),
- Effective January 1, 2008 across-the-board salaries shall be increased by 3.0% instead of the 2.5% originally provided in the 2005-08 Agreement, and
- Effective in July, 2008, one-half step shall be added on the same date and in the same manner as added by the County of Los Angeles for the Administrative Technical Bargaining Unit (121).

The foregoing salary adjustments were approved by the LACERA Boards of Investments and Retirement at a joint meeting on April 11, 2007 and are generally in line with salary adjustments recently agreed to for represented employees of the County.

B. Certification of Local 721 in lieu of Local 660

Effective February 26, 2007, new SEIU Local 721 was certified by ERCOM as the majority representative for the LACERA bargaining units, replacing SEIU Local 660.

Honorable Board of Supervisors
July 3, 2007
Page Three

The enclosed amendments provide that all references in the MOU to "Local 660" shall be amended to read "Local 721".

C. Joint Submission by Local 721

The enclosed MOU amendments provide that they shall be submitted to your Board for approval jointly by LACERA and Local 721. SEIU Local 721 has authorized me to represent to your Board that Local 721 joins with LACERA in requesting your Board's approval of the enclosed MOUs.

2. Ordinance Adjusting Salaries

Section 1 of the accompanying ordinance adjusts salaries for non-represented classes applicable only to LACERA, effective January 1, 2007, March 1, 2007, July 1, 2007, January 1, 2008 and July 1, 2008. These adjustments were approved by the LACERA Board of Investments and Retirement on April 11, 2007 in conjunction with salary increases agreed to in bargaining covering LACERA's represented personnel. Adjustments for LACERA's non-represented personnel follow generally the adjustments approved for the represented classes.

In addition to the foregoing salary adjustments, the Board of Investments and Board of Retirement, on April 11, 2007 and May 16, 2007, respectively, approved adjustments of salary ranges under the Management Appraisal and Performance Plan (MAPP) for senior level investment officers of LACERA. These adjustments were approved following a compensation study performed by Watson Wyatt Worldwide, which determined that current salary ranges for the positions were well below median base pay for similar positions in the relevant job market. The revised salary ranges are included in Section 1 of the enclosed ordinance.

Section 2 of the enclosed ordinance provides for additional compensation for designated LACERA employees who possess a valid Workers' Compensation Claims Professional certification from the Insurance Education Association.

FISCAL IMPACT/FINANCING

The entire cost of administering the Retirement Association, including expenses associated with salaries and benefits, are a charge on the earnings of the retirement fund pursuant to Government Code Section 31580.2.

Honorable Board of Supervisors
July 3, 2007
Page Four

The salary increase provided for by the MOU amendments are in line with the salary assumptions used in the actuarial valuations of the retirement plans, and the revisions in salary ranges set forth in the ordinance will initially result in no change in the actual pay rates. There is no financing involved with this action.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

Government Code Section 31522.1 authorizes the LACERA Boards to appoint personnel, and further provides such personnel "shall be county employees and shall be subject to the county civil service or merit system rules and shall be included in the salary ordinance or resolution adopted by the board of supervisors for the compensation of county officers and employees."

IMPACT ON CURRENT SERVICES (OR PROJECTS)

Approval of this agenda item will not impact current services or projects.

CONCLUSION

The amendments to the Memoranda of Understanding have been approved by LACERA's Chief Counsel.

The ordinance has been approved as to form by the County Counsel.

Respectfully submitted,



Gregg Rademacher
Chief Executive Officer

- c: LACERA Board of Retirement
- LACERA Board of Investments
- Executive Officer, Board of Supervisors
- Chief Administrative Officer
- County Counsel
- Director of Personnel
- Auditor-Controller
- SEIU, Local 721

Attachments

- Amendment No. 3 to MOU for LACERA Bargaining Unit 850
- Amendment No. 3 to MOU for LACERA Bargaining Unit 851
- Ordinance with Analysis

**AMENDMENT NO. 3
MEMORANDUM OF UNDERSTANDING
LACERA ADMINISTRATIVE, TECHNICAL,
CLERICAL AND BLUE COLLAR UNIT**

THIS AMENDMENT NO. 3 TO MEMORANDUM OF UNDERSTANDING, made and entered into this 1st day of March 2007.

BY AND BETWEEN

The Los Angeles County Employees Retirement Association (hereinafter Referred to as "LACERA")

AND

Los Angeles County Employees Association, SEIU, AFL-CIO (hereinafter Referred to as "Local 660")

WHEREAS, on the 4th day of January, 2005, the parties entered into a Memorandum of Understanding regarding Administrative, Technical, Clerical and Blue Collar Unit, which Memorandum of Understanding (hereinafter referred to as "MOU") was subsequently approved and ordered implemented by the Board of Retirement and Board of Investments of LACERA, as well as the Board of Supervisors of the County of Los Angeles (hereinafter referred to as "County"); and

WHEREAS, Section 7.5 of the MOU provides that the parties shall promptly meet to negotiate salaries for the unit if the County and Local 660 negotiate an across-the-board salary increase for employees in the Administrative Technical Bargaining Unit (121) for 2007 or 2008 that is larger than across-the-board salary increases provided for in the MOU; and

WHEREAS, the County negotiated a 3.0% salary increase effective January 1, 2008 for the Administrative Technical Unit and the MOU provides for a 2.5% increase on that date; and

WHEREAS, on February 26, 2007 the Employee Relations Commission (ERCOM), at the request of Local 660, certified newly created SEIU Local 721 as the certified majority representative of LACERA Bargaining Units 850 and 851:

NOW THEREFORE, the parties agree as follows:

1. Article 7, Section 7.1, General percentage increases is amended to read:

“Section 7.1, Salary increases

A. General Percentage Increases

All employees shall receive the following salary increases:

2.5%	January 1, 2005
2.5%	January 1, 2006
2.5%	January 1, 2007
1.5%	March 1, 2007
3.0%	January 1, 2008

B. Step Increases

All employees in the unit will receive a step increase when they have been at their top step for one year. The additional step will be implemented in the following sequence:

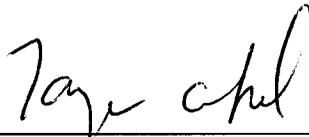
2.75%	July 1, 2007 NN
2.75%	July 1, 2008 NM”

2. Article 7, Section 7.3, Schedule placement is amended to read:

“Schedule placements for each classification as to agreed upon dates and increases are set forth in Attachment No. 1 to this Modification, which Attachment No.1 is attached hereto and incorporated herein by this reference.”
3. All references in the MOU to “Local 660” are amended to read “Local 721”.
4. This Amendment No. 3 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County’s Board of Supervisors. This amendment will become effective if and when approved by said Board of Supervisors, in the same manner as provided in Article 4, which was applicable to the implementation of the original Memorandum of Understanding.
5. Except as herein specifically amended, each and every other provision of said memorandum of Understanding shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have caused their duly authorized representatives to execute this Amendment No. 3 to the Memorandum of Understanding effective the day, month, and year first above written.

LOS ANGELES COUNTY
EMPLOYEES UNION, LOCAL 721
(formerly Local 660)SEIU, AFL-CIO

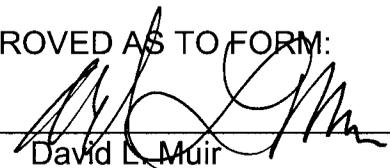
BY: 

Tanya Akel

LOS ANGELES COUNTY
EMPLOYEES RETIREMENT
ASSOCIATION AUTHORIZED
MANAGEMENT
REPRESENTATIVE

BY: 

Gregg Rademacher
Chief Executive Officer

APPROVED AS TO FORM:


David L. Muir
Chief Counsel

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS.

MOU Amendment Unit 850 052407.doc

Bargaining Unit 850

ATTACHMENT No. 1

Item No.	Classification	Date		Salary Schedule
0411	Account Clerk I, LACERA	1/1/07	NV	62D
		3/1/07	NV	62K
		7/1/07	NV NN	62K
		4/1/08	NV	63G
		1/1/08	NV NN	63L
		7/1/08	NV NM	63L
0412	Account Clerk II, LACERA	1/1/07	NV	65C
		3/1/07	NV	65J
		7/1/07	NV NN	65J
		4/1/08	NV	66B
		1/1/08	NV NN	66K
		7/1/08	NV NM	66K
0415	Accountant, LACERA	1/1/07		79B
		3/1/07		79H
		7/1/07	NN	79H
		4/1/08		80A
		1/1/08	NN	80J
		7/1/08	NM	80J
0413	Accounting Technician I, LACERA	1/1/07		68E
		3/1/07		68L
		7/1/07	NN	68L
		4/1/08		69D
		1/1/08	NN	70A
		7/1/08	NM	70A
0419	Administrative Services Analyst I, LACERA	1/1/07	N2	72D
		3/1/07	N2	72K
		7/1/07	N2 NN	72K
		4/1/08	N2	73G
		1/1/08	N2 NN	73L
		7/1/08	N2 NM	73L
0420	Administrative Services Analyst II, LACERA	1/1/07		81H
		3/1/07		82C
		7/1/07	NN	82C
		4/1/08		82G
		1/1/08	NN	83D
		7/1/08	NM	83D

Item No.	Classification	Date		Salary Schedule
0421	Administrative Services Analyst III, LACERA	1/1/07		85H
		3/1/07		86C
		7/1/07	NN	86C
		1/1/08		86G
		1/1/08	NN	87D
		7/1/08	NM	87D
0456	Assistant Data System Analyst, LACERA	1/1/07		87L
		3/1/07		88F
		7/1/07	NN	88F
		1/1/08		88K
		1/1/08	NN	89G
		7/1/08	NM	89G
0428	Clerk, LACERA	1/1/07	N3 NV	51B
		3/1/07	N3 NV	51H
		7/1/07	N3 NV NN	51H
		1/1/08	N3 NV	52A
		1/1/08	N3 NV NN	52J
		7/1/08	N3 NV NM	52J
0457	Data System Analyst I, LACERA	1/1/07		90L
		3/1/07		91F
		7/1/07	NN	91F
		1/1/08		91K
		1/1/08	NN	92G
		7/1/08	NM	92G
0458	Data Systems Analyst II, LACERA	1/1/07		93G
		3/1/07		94B
		7/1/07	NN	94B
		1/1/08		94F
		1/1/08	NN	95C
		7/1/08	NM	95C
0471	Document Processing Assistant, LACERA	1/1/07		68G
		3/1/07		69B
		7/1/07	NN	69B
		1/1/08		69F
		1/1/08	NN	70C
		7/1/08	NM	70C

Item No.	Classification	Date		Salary Schedule
0451	EDP Programmer Analyst, LACERA	1/1/07	N2	91A
		3/1/07	N2	91G
		7/1/07	N2 NN	91G
		1/1/08	N2	91K
		1/1/08	N2 NN	92H
		7/1/08	N2 NM	92H
0452	EDP Senior Programmer Analyst, LACERA	1/1/07		96A
		3/1/07		96G
		7/1/07	NN	96G
		1/1/08		96L
		1/1/08	NN	97H
		7/1/08	NM	97H
7956	Graphic Artist, LACERA	1/1/07		81E
		3/1/07		81L
		7/1/07	NN	81L
		1/1/08		82D
		1/1/08	NN	83A
		7/1/08	NM	83A
0429	Intermediate Clerk, LACERA	1/1/07	NV	61J
		3/1/07	NV	62D
		7/1/07	NV NN	62D
		1/1/08	NV	62H
		1/1/08	NV NN	63E
		7/1/08	NV NM	63E
0443	Intermediate Stenographer, LACERA	1/1/07	N2 NV	67B
		3/1/07	N2 NV	67H
		7/1/07	N2 NV NN	67H
		1/1/08	N2 NV	68A
		1/1/08	N2 NV NN	68J
		7/1/08	N2 NV NM	68J
0445	Intermediate Typist-Clerk, LACERA	1/1/07		62H
		3/1/07		63C
		7/1/07	NN	63C
		1/1/08		63H
		1/1/08	NN	64D
		7/1/08	NM	64D

Item No.	Classification	Date		Salary Schedule
0461	Messenger Driver, LACERA	1/1/07		62B
		3/1/07		62H
		7/1/07	NN	62H
		1/1/08		63A
		1/1/08	NN	63J
		7/1/08	NM	63J
0433	Payroll Clerk, LACERA	1/1/07	NV	68C
		3/1/07	NV	68J
		7/1/07	NV NN	68J
		1/1/08	NV	69B
		1/1/08	NV NN	69K
		7/1/08	NV NM	69K
0463	Procurement Assistant I, LACERA	1/1/07		72A
		3/1/07		72G
		7/1/07	NN	72G
		1/1/08		72L
		1/1/08	NN	73H
		7/1/08	NM	73H
0464	Procurement Assistant II, LACERA	1/1/07		76A
		3/1/07		76G
		7/1/07	NN	76G
		1/1/08		76L
		1/1/08	NN	77H
		7/1/08	NM	77H
0467	Procurement & Supply Clerk, LACERA	1/1/07		69E
		3/1/07		69L
		7/1/07	NN	69L
		1/1/08		70D
		1/1/08	NN	71A
		7/1/08	NM	71A
0466	Receptionist, LACERA	1/1/07		63H
		3/1/07		64C
		7/1/07	NN	64C
		1/1/08		64G
		1/1/08	NN	65D
		7/1/08	NM	65D

Item No.	Classification	Date		Salary Schedule
1309	Retirement Benefits Specialist I	1/1/07		71F
		3/1/07		72A
		7/1/07	NN	72A
		1/1/08		72E
		1/1/08	NN	73B
		7/1/08	NM	73B
1310	Retirement Benefits Specialist II	1/1/07		77F
		3/1/07		78A
		7/1/07	NN	78A
		1/1/08		78E
		1/1/08	NN	79B
		7/1/08	NM	79B
1311	Retirement Benefits Specialist III	1/1/07		84A
		3/1/07		84G
		7/1/07	NN	84G
		1/1/08		84L
		1/1/08	NN	85H
		7/1/08	NM	85H
0438	Secretary, LACERA	1/1/07	NV	71D
		3/1/07	NV	71K
		7/1/07	NV NN	71K
		1/1/08	NV	72C
		1/1/08	NV NN	72L
		7/1/08	NV NM	72L
0430	Senior Clerk, LACERA	1/1/07	NV	66C
		3/1/07	NV	66J
		7/1/07	NV NN	66J
		1/1/08	NV	67B
		1/1/08	NV NN	67K
		7/1/08	NV NM	67K
0455	Senior Systems Aid, LACERA	1/1/07		77F
		3/1/07		78A
		7/1/07	NN	78A
		1/1/08		78E
		1/1/08	NN	79B
		7/1/08	NM	79B

Item No.	Classification	Date		Salary Schedule
0446	Senior Typist-Clerk, LACERA	1/1/07	NV	67B
		3/1/07	NV	67H
		7/1/07	NV NN	67H
		1/1/08	NV	68A
		1/1/08	NV NN	68J
		7/1/08	NV NM	68J
		0426	Staff Assistant I, LACERA	1/1/07
3/1/07				73L
7/1/07	NN			73L
1/1/08				74D
1/1/08	NN			75A
7/1/08	NM			75A
0427	Staff Assistant II, LACERA			1/1/07
		3/1/07		80L
		7/1/07	NN	80L
		1/1/08		81D
		1/1/08	NN	82A
		7/1/08	NM	82A
		0454	Systems Aid, LACERA	1/1/07
3/1/07				72A
7/1/07	NN			72A
1/1/08				72E
1/1/08	NN			73B
7/1/08	NM			73B
0444	Typist-Clerk, LACERA			1/1/07
		3/1/07	N3 NV	55B
		7/1/07	N3 NV NN	55B
		1/1/08	N3 NV	55F
		1/1/08	N3 NV NN	56C
		7/1/08	N3 NV NM	56C
		0447	Word Processor I, LACERA	1/1/07
3/1/07				67A
7/1/07	NN			67A
1/1/08				67E
1/1/08	NN			68B
7/1/08	NM			68B

Item No.	Classification	Date	NN	Salary Schedule
0448	Word Processor II, LACERA	1/1/07		70F
		3/1/07		71A
		7/1/07	NN	71A
		1/1/08		71E
		1/1/08	NN	72B
		7/1/08	NM	72B

MOU 850 Attachment 1 052407.doc

**AMENDMENT NO. 3
MEMORANDUM OF UNDERSTANDING
LACERA SUPERVISORY UNIT**

THIS AMENDMENT NO. 3 TO MEMORANDUM OF UNDERSTANDING, made and entered into this 1st day of March 2007.

BY AND BETWEEN

The Los Angeles County Employees Retirement Association (hereinafter Referred to as "LACERA")

AND

Los Angeles County Employees Association, SEIU, AFL-CIO (hereinafter Referred to as "Local 660")

WHEREAS, on the 4th day of January, 2005, the parties entered into a Memorandum of Understanding regarding the Supervisory Unit, which Memorandum of Understanding (hereinafter referred to as "MOU") was subsequently approved and ordered implemented by the Board of Retirement and Board of Investments of LACERA, as well as the Board of Supervisors of the County of Los Angeles (hereinafter referred to as "County"); and

WHEREAS, Section 7.5 of the MOU provides that the parties shall promptly meet to negotiate salaries for the unit if the County and Local 660 negotiate an across-the-board salary increase for employees in the Administrative Technical Bargaining Unit (121) for 2007 or 2008 that is larger than across-the-board salary increases provided for in the MOU; and

WHEREAS, the County negotiated a 3.0% salary increase effective January 1, 2008 for the Administrative Technical Unit and the MOU provides for a 2.5% increase on that date; and

WHEREAS, on February 26, 2007 the Employee Relations Commission (ERCOM), at the request of Local 660, certified newly created SEIU Local 721 as the certified majority representative of LACERA Bargaining Units 850 and 851:

NOW THEREFORE, the parties agree as follows:

1. Article 7, Section 7.1, General percentage increases is amended to read:

“Section 7.1, Salary increases

A. General Percentage Increases

All employees shall receive the following salary increases:

2.5%	January 1, 2005
2.5%	January 1, 2006
2.5%	January 1, 2007
1.5%	March 1, 2007
3.0%	January 1, 2008

B. Step Increases

All employees in the unit will receive a step increase when they have been at their top step for one year. The additional step will be implemented in the following sequence:

2.75%	July 1, 2007 NN
2.75%	July 1, 2008 NM”

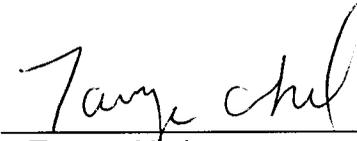
2. Article 7, Section 7.3, Schedule placement is amended to read:

“Schedule placements for each classification as to agreed upon dates and increases are set forth in Attachment No. 1 to this Modification, which Attachment No.1 is attached hereto and incorporated herein by this reference.”

3. All references in the MOU to “Local 660” are amended to read “Local 721”.
4. This Amendment No. 3 to said Memorandum of Understanding constitutes a mutual recommendation to be jointly submitted to the County’s Board of Supervisors. This amendment will become effective if and when approved by said Board of Supervisors, in the same manner as provided in Article 4, which was applicable to the implementation of the original Memorandum of Understanding.
5. Except as herein specifically amended, each and every other provision of said memorandum of understanding shall remain in full force and effect.

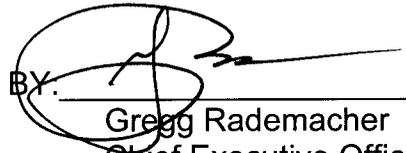
IN WITNESS WHEREOF, the parties have caused their duly authorized representatives to execute this Amendment No. 3 to the Memorandum of Understanding effective the day, month, and year first above written.

LOS ANGELES COUNTY
EMPLOYEES UNION, LOCAL 721
(formerly Local 660) SEIU, AFL-CIO

BY: 

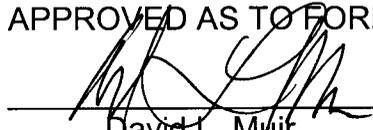
Tanya Axel

LOS ANGELES COUNTY
EMPLOYEES RETIREMENT
ASSOCIATION AUTHORIZED
MANAGEMENT
REPRESENTATIVE

BY: 

Gregg Rademacher
Chief Executive Officer

APPROVED AS TO FORM:



David L. Muir
Chief Counsel

TO BE JOINTLY SUBMITTED TO COUNTY'S BOARD OF SUPERVISORS.

MOU Amendment Unit 851 052407.doc

Bargaining Unit 851

Attachment No. 1

Item No.	Classification	Date		Salary Schedule
0417	Accounting Officer I, LACERA	1/1/07		85B
		3/1/07		85H
		7/1/07	NN	85H
		4/1/08		86A
		1/1/08	NN	86J
		7/1/08	NM	86J
0418	Accounting Officer II, LACERA	1/1/07		89L
		3/1/07		90F
		7/1/07	NN	90F
		4/1/08		90K
		1/1/08	NN	91G
		7/1/08	NM	91G
0414	Accounting Technician II, LACERA	1/1/07		72D
		3/1/07		72K
		7/1/07	NN	72K
		4/1/08		73G
		1/1/08	NN	73L
		7/1/08	NM	73L
0472	Document Processing Coordinator, LACERA	1/1/07		71G
		3/1/07		72B
		7/1/07	NN	72B
		4/1/08		72F
		1/1/08	NN	73C
		7/1/08	NM	73C
0432	Intermediate Supervising Clerk, LACERA	1/1/07	NV	70A
		3/1/07	NV	70G
		7/1/07	NV NN	70G
		4/1/08	NV	70L
		1/1/08	NV NN	71H
		7/1/08	NV NM	71H
0416	Senior Accountant, LACERA	1/1/07		83D
		3/1/07		83K
		7/1/07	NN	83K
		4/1/08		84C
		1/1/08	NN	84L
		7/1/08	NM	84L

Item No.	Classification	Date		Salary Schedule
0468	Senior Procurement & Supply Clerk, LACERA	1/1/07		73E
		3/1/07		73L
		7/1/07	NN	73L
		1/1/08		74D
		1/1/08	NN	75A
		7/1/08	NM	75A
1312	Senior Retirement Benefits Specialist	1/1/07		89F
		3/1/07		90A
		7/1/07	NN	90A
		1/1/08		90E
		1/1/08	NN	91B
		7/1/08	NM	91B
0422	Supervising Administrative Assistant I, LACERA	1/1/07		85K
		3/1/07		86E
		7/1/07	NN	86E
		1/1/08		86J
		1/1/08	NN	87F
		7/1/08	NM	87F
0431	Supervising Clerk, LACERA	1/1/07	NV	66C
		3/1/07	NV	66J
		7/1/07	NV NN	66J
		1/1/08	NV	67B
		1/1/08	NV NN	67K
		7/1/08	NV NM	67K
0462	Supervisor, Mail and Delivery Service, LACERA	1/1/07		70K
		3/1/07		71E
		7/1/07	NN	71E
		1/1/08		71J
		1/1/08	NN	72F
		7/1/08	NM	72F