ANALYSIS

This ordinance amends Title 6 - Salaries, of the Los Angeles County Code by:

- Adding Chapter 6.08, Part 5 to establish the Nursing Management Pay Plan for Non-MAPP nursing management classes;
- Repealing and replacing portions of Section 6.26.040 (County of Los Angeles Salary Tables) to expand the Registered Nursing Salary Schedule;
- Changing the salaries of 18 non-represented nursing classifications; and
- Amending a portion of Section 6.28.050-25 (Notes to Section 6.28.050).

RAYMOND G. FORTNER, JR.
County Counsel

By: _____
HALVOR S. MELOM
Principal Deputy County Counsel
Labor & Employment Division

HSM:asv
Requested: 03-04-08
Revised: 07-28-08

ORDINANCE NO. 2008-0045

An ordinance amending Title 6 - Salaries, of the Los Angeles County Code relating to the Nursing Management Pay Plan.

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

SECTION 1. Part 5 (Nursing Management Pay Plan – Non MAPP) is hereby added to Chapter 6.08 (Step Pay Plan) as follows:

Part 5

NURSING MANAGEMENT PAY PLAN – NON-MANAGEMENT APPRAISAL AND PERFORMANCE PLAN CLASSES (NON-MAPP)

Sections:

6.08.510	Title of provisions.
6.08.515	General provisions.
6.08.520	Salary structure.
6.08.525	Step placement of existing management nurses upon transition to new Nursing Management Pay Plan – Non-MAPP.
6.08.530	Step placement for new hires.
6.08.535	Special step placement.
6.08.540	Movement on the registered nurse schedule.
6.08.545	Step anniversary dates for nursing managers.
6.08.550	Appointments to higher-level positions.
6.08.555	Special case rates.
6.08.560	Other provisions.
6.08.565	Additional provisions.

SECTION 2. Section 6.08.510 is hereby added to read as follows:

6.08.510 Title of provisions.

This Part 5 of Chapter 6.08 shall be known as the "Nursing Management Pay Plan -- Non MAPP" under which any person whose payroll title is listed below is eligible to be compensated under this Part 5:

Item No.	Title
5286	Nurse Manager
5314	Assistant Nursing Director I
5320	Assistant Nursing Director II
5295	Assistant Nursing Director, Administration
5287	Assistant Nursing Director, Education
5174	Supervising Nurse Anesthetist
5284	Principal Mental Health Counselor, RN

SECTION 3. Section 6.08.515 is hereby added to read as follows:

6.08.515 General provisions.

Any eligible person shall be compensated according to this Part 5. The Registered Nursing Schedules under Section 6.26.040 shall be used to determine compensation. This Part 5 is a separate pay plan and is not considered part of the pay plan under which represented nurses are compensated. Only the Registered Nursing Schedule pay grids will be utilized.

SECTION 4. Section 6.08.520 is hereby added to read as follows:

6.08.520 Salary structure.

The Registered Nursing Schedule pay grids in Section 6.26.040 are utilized in the Management Nurse Pay Plan -- Non MAPP and consist of multiple Grid Levels; each Grid Level contains 20 steps with 2% differentials between steps and 3% differentials between Grid Levels.

SECTION 5. Section 6.08.525 is hereby added to read as follows:

6.08.525 Step placement of existing management nurses upon transition to new Nursing Management Pay Plan-Non-MAPP.

Existing nursing managers not participating in MAPP will be placed onto a Grid Level upon implementation of the new pay plan. Initial step placement will be determined by combining the incumbent's base salary with any manpower shortage bonus; adding 3% General Movement to the incumbent's base salary which includes any manpower shortage bonus; and identifying the nearest corresponding step of the assigned Registered Nursing Schedule Grid Level that does not cause a decrease in salary. Once the corresponding Step is determined, an additional Step will be awarded for each year of nursing management experience within the United States obtained while working in the incumbent's current nursing management classification, not to exceed Step 17. Additional nursing management experience credit for step placement may be given for time in positions that were reclassified to the incumbent's current classification. Any applicable bonus shall be added back to the base salary. The

effective date for this new salary step placement will be January 1, 2008. One additional step of eligible uncredited years of nursing management experience obtained while working in the incumbent's current nursing management classification, or in a position that was reclassified to its current classification shall be granted on January 1, 2009 (not to exceed Step 19), and July 1, 2009 (not to exceed Step 20).

SECTION 6. Section 6.08.530 is hereby added to read as follows:

6.08.530 Step placement for new hires.

Step placement of newly hired non-MAPP management nurses will be in accordance with Section 6.08.010 A. of the County Code.

SECTION 7. Section 6.08.535 is hereby added to read as follows:

6.08.535 Special Step Placement.

The Chief Executive Office may approve step placement of an employee at any step within the established salary range for the position in accordance with Section 6.08.010 D. of the County Code.

SECTION 8. Section 6.08.540 is hereby added to read as follows:

6.08.540 Movement on the registered nursing schedule.

Step advances shall be granted for those incumbents whose performance is rated "competent" or better upon one year of continuous service until the top step is reached.

SECTION 9. Section 6.08.545 is hereby added to read as follows:

6.08.545 Step anniversary dates for nursing managers.

Placement onto the new Nursing Management Pay Plan –- Non-MAPP will result in no change to the incumbent's step anniversary date. If a person no longer has a step anniversary date due to reaching the maximum of the range, the previous step anniversary date will be restored. All other anniversary dates will be in accordance with Chapter 6.08 of Step Pay Plan Part 1.

SECTION 10. Section 6.50.550 is hereby added to read as follows:

6.08.550 Appointments to higher-level positions.

Appointment to higher-level positions covered by this Part 5 will be in accordance with Section 6.08.090, except each person shall be compensated at a salary within the Registered Nursing Schedule Grid Level of the higher position which is 5.5% above his/her previous base salary, but not less than the minimum of the Grid Level. Step placement will be to the closest step that is not less than 5.5%.

SECTION 11. Section 6.08.555 is hereby added to read as follows:

6.08.555 Special case rates.

Special Case Rates shall be paid in accordance with Chapter 6.10, Special Case Rates, except for bonus and range amounts in Sections 6.10.040(A3), 6.10.060(A), 6.10.073 (A) as follows:

A. Out-of-Class Assignments (Section 6.10.040 A.). When an employee is eligible to receive an Out-of-Class Bonus, it shall be paid in accordance with Section 6.10.040 A of the County Code.

B. Manpower Shortage Ranges (Section 6.10.060 A.). When an employee or class is eligible for a Manpower 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.

C. Assignment of Additional Responsibilities (Section 6.10.073 B.). When an employee is eligible to receive an Additional Responsibilities Bonus, the bonus shall be paid in accordance with Section 6.10.073 B. of the County Code.

SECTION 12. Section 6.08.560 is hereby added to read as follows:

6.08.560 Other provisions.

All other pay provisions in Chapter 6.08 Step Pay Plan, Part 1 and Chapter 6.10, Special Case Rates, in the County Code applicable to nursing management positions covered by this Part 5 will be paid in accordance with those pay provisions.

SECTION 13. Section 6.08.565 is hereby added to read as follows:

6.08.565 Additional provisions.

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.

Shift Differential for Nursing Managers

Item No.	Title	Evening Shift	Night Shift
5295	Assistant Nursing Director, Admin	$2.65	$3.65
5286	Nurse Manager	$2.50	$3.30

SECTION 14. Section 6.26.040 is hereby amended to delete Table B (Registered Nursing Schedule) in its entirety.

SECTION 15. Section 6.26.040 is hereby amended to add Table B (Registered Nursing Schedule) as follows:

REGISTERED NURSING SCHEDULE
TABLE B

Monthly Step Rates for the Period Commencing January 1, 2008

Grid Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
1	5,291.73	5,397.57	5,505.52	5,615.63	5,727.94	5,842.50	5,959.35	6,078.53	6,200.10	6,324.10	6,450.59	6,579.60	6,711.19	6,845.41	6,982.32	7,121.97	7,264.41	7,409.70	7,557.89	7,709.05
2	5,450.48	5,559.49	5,670.68	5,784.09	5,899.77	6,017.77	6,138.13	6,260.89	6,386.11	6,513.83	6,644.10	6,776.99	6,912.53	7,050.78	7,191.79	7,335.63	7,482.34	7,631.99	7,784.63	7,940.32
3	5,613.99	5,726.27	5,840.80	5,957.62	6,076.77	6,198.30	6,322.27	6,448.71	6,577.69	6,709.24	6,843.43	6,980.30	7,119.90	7,262.30	7,407.55	7,555.70	7,706.81	7,860.95	8,018.17	8,178.53
4	5,782.41	5,898.06	6,016.02	6,136.34	6,259.07	6,384.25	6,511.94	6,642.18	6,775.02	6,910.52	7,048.73	7,189.71	7,333.50	7,480.17	7,629.77	7,782.37	7,938.02	8,096.78	8,258.71	8,423.89
5	5,955.89	6,075.00	6,196.50	6,320.43	6,446.84	6,575.78	6,707.30	6,841.44	6,978.27	7,117.84	7,260.19	7,405.40	7,553.50	7,704.57	7,858.67	8,015.84	8,176.16	8,339.68	8,506.47	8,676.60
6	6,134.56	6,257.25	6,382.40	6,510.05	6,640.25	6,773.05	6,908.51	7,046.68	7,187.62	7,331.37	7,478.00	7,627.56	7,780.11	7,935.71	8,094.43	8,256.31	8,421.44	8,589.87	8,761.67	8,936.90
7	6,318.60	6,444.97	6,573.87	6,705.35	6,839.46	6,976.24	7,115.77	7,258.09	7,403.25	7,551.31	7,702.34	7,856.38	8,013.51	8,173.78	8,337.26	8,504.00	8,674.08	8,847.57	9,024.52	9,205.01
8	6,508.16	6,638.32	6,771.09	6,906.51	7,044.64	7,185.53	7,329.24	7,475.83	7,625.34	7,777.85	7,933.41	8,092.08	8,253.92	8,419.00	8,587.38	8,759.12	8,934.31	9,112.99	9,295.25	9,481.16
9	6,703.40	6,837.47	6,974.22	7,113.70	7,255.98	7,401.10	7,549.12	7,700.10	7,854.10	8,011.19	8,171.41	8,334.84	8,501.54	8,671.57	8,845.00	9,021.90	9,202.34	9,386.38	9,574.11	9,765.59
10	6,904.50	7,042.59	7,183.45	7,327.12	7,473.66	7,623.13	7,775.59	7,931.11	8,089.73	8,251.52	8,416.55	8,584.88	8,756.58	8,931.71	9,110.35	9,292.55	9,478.41	9,667.97	9,861.33	10,058.56
11	7,111.64	7,253.87	7,398.95	7,546.93	7,697.87	7,851.82	8,008.86	8,169.04	8,332.42	8,499.07	8,669.05	8,842.43	9,019.28	9,199.66	9,383.66	9,571.33	9,762.76	9,958.01	10,157.17	10,360.32
12	7,324.99	7,471.49	7,620.92	7,773.34	7,928.80	8,087.38	8,249.13	8,414.11	8,582.39	8,754.04	8,929.12	9,107.70	9,289.86	9,475.65	9,665.17	9,858.47	10,055.64	10,256.75	10,461.89	10,671.13
13	7,544.74	7,695.63	7,849.55	8,006.54	8,166.67	8,330.00	8,496.60	8,666.53	8,839.86	9,016.66	9,196.99	9,380.93	9,568.55	9,759.92	9,955.12	10,154.23	10,357.31	10,564.46	10,775.74	10,991.26
14	7,771.08	7,926.50	8,085.03	8,246.73	8,411.67	8,579.90	8,751.50	8,926.53	9,105.06	9,287.16	9,472.90	9,662.36	9,855.61	10,052.72	10,253.78	10,458.85	10,668.03	10,881.39	11,099.02	11,321.00
15	8,004.21	8,164.30	8,327.58	8,494.14	8,664.02	8,837.30	9,014.04	9,194.33	9,378.21	9,565.78	9,757.09	9,952.23	10,151.28	10,354.30	10,561.39	10,772.62	10,988.07	11,207.83	11,431.99	11,660.63
16	8,244.34	8,409.23	8,577.41	8,748.96	8,923.94	9,102.42	9,284.47	9,470.15	9,659.56	9,852.75	10,049.80	10,250.80	10,455.82	10,664.93	10,878.23	11,095.80	11,317.71	11,544.07	11,774.95	12,010.45
17	8,491.67	8,661.50	8,834.73	9,011.43	9,191.66	9,375.49	9,563.00	9,754.26	9,949.34	10,148.33	10,351.30	10,558.32	10,769.49	10,984.88	11,204.58	11,428.67	11,657.24	11,890.39	12,128.20	12,370.76
18	8,746.42	8,921.35	9,099.78	9,281.77	9,467.41	9,656.75	9,849.89	10,046.89	10,247.83	10,452.78	10,661.84	10,875.07	11,092.58	11,314.43	11,540.72	11,771.53	12,006.96	12,247.10	12,492.04	12,741.88
19	9,008.81	9,188.99	9,372.77	9,560.22	9,751.43	9,946.46	10,145.39	10,348.29	10,555.26	10,766.37	10,981.69	11,201.33	11,425.35	11,653.86	11,886.94	12,124.68	12,367.17	12,614.51	12,866.80	13,124.14
20	9,279.08	9,464.66	9,653.95	9,847.03	10,043.97	10,244.85	10,449.75	10,658.74	10,871.92	11,089.36	11,311.14	11,537.37	11,768.11	12,003.48	12,243.55	12,488.42	12,738.18	12,992.95	13,252.81	13,517.86
21	9,557.45	9,748.60	9,943.57	10,142.44	10,345.29	10,552.20	10,763.24	10,978.50	11,198.07	11,422.03	11,650.47	11,883.48	12,121.15	12,363.57	12,610.84	12,863.06	13,120.32	13,382.73	13,650.38	13,923.39
22	9,844.17	10,041.05	10,241.87	10,446.71	10,655.64	10,868.75	11,086.13	11,307.85	11,534.01	11,764.69	11,999.98	12,239.98	12,484.78	12,734.48	12,989.17	13,248.95	13,513.93	13,784.21	14,059.89	14,341.09
23	10,139.50	10,342.29	10,549.14	10,760.12	10,975.32	11,194.83	11,418.73	11,647.10	11,880.04	12,117.64	12,359.99	12,607.19	12,859.33	13,116.52	13,378.85	13,646.43	13,919.36	14,197.75	14,481.71	14,771.34
24	10,443.69	10,652.56	10,865.61	11,082.92	11,304.58	11,530.67	11,761.28	11,996.51	12,236.44	12,481.17	12,730.79	12,985.41	13,245.12	13,510.02	13,780.22	14,055.82	14,336.94	14,623.68	14,916.15	15,214.47
25	10,757.00	10,972.14	11,191.58	11,415.41	11,643.72	11,876.59	12,114.12	12,356.40	12,603.53	12,855.60	13,112.71	13,374.96	13,642.46	13,915.31	14,193.62	14,477.49	14,767.04	15,062.38	15,363.63	15,670.90

Grid Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
26	11,079.71	11,301.30	11,527.33	11,757.88	11,993.04	12,232.90	12,477.56	12,727.11	12,981.65	13,241.28	13,506.11	13,776.23	14,051.75	14,332.79	14,619.45	14,911.84	15,210.08	15,514.28	15,824.57	16,141.06
27	11,412.10	11,640.34	11,873.15	12,110.61	12,352.82	12,599.88	12,851.88	13,108.92	13,371.10	13,638.52	13,911.29	14,189.52	14,473.31	14,762.78	15,058.04	15,359.20	15,666.38	15,979.71	16,299.30	16,625.29
28	11,754.46	11,989.55	12,229.34	12,473.93	12,723.41	12,977.88	13,237.44	13,502.19	13,772.23	14,047.67	14,328.62	14,615.19	14,907.49	15,205.64	15,509.75	15,819.95	16,136.35	16,459.08	16,788.26	17,124.03
29	12,107.09	12,349.23	12,596.21	12,848.13	13,105.09	13,367.19	13,634.53	13,907.22	14,185.36	14,469.07	14,758.45	15,053.62	15,354.69	15,661.78	15,975.02	16,294.52	16,620.41	16,952.82	17,291.88	17,637.72
30	12,470.30	12,719.71	12,974.10	13,233.58	13,498.25	13,768.22	14,043.58	14,324.45	14,610.94	14,903.16	15,201.22	15,505.24	15,815.34	16,131.65	16,454.28	16,783.37	17,119.04	17,461.42	17,810.65	18,166.86

SECTION 16. Section 6.26.040 is hereby amended to delete Table C (Registered Nursing Schedule) in its entirety.

SECTION 17. Section 6.26.040 is hereby amended to add Table C (Registered Nursing Schedule) as follows:

REGISTERED NURSING SCHEDULE
TABLE C

Monthly Step Rates for the Period Commencing January 1, 2009

Grid Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
1	5,450.48	5,559.49	5,670.68	5,784.09	5,899.78	6,017.77	6,138.13	6,260.89	6,386.11	6,513.83	6,644.11	6,776.99	6,912.53	7,050.78	7,191.80	7,335.63	7,482.34	7,631.99	7,784.63	7,940.32
2	5,614.00	5,726.28	5,840.80	5,957.62	6,076.77	6,198.31	6,322.27	6,448.72	6,577.69	6,709.25	6,843.43	6,980.30	7,119.90	7,262.30	7,407.55	7,555.70	7,706.81	7,860.95	8,018.17	8,178.53
3	5,782.42	5,898.06	6,016.03	6,136.35	6,259.07	6,384.25	6,511.94	6,642.18	6,775.02	6,910.52	7,048.73	7,189.71	7,333.50	7,480.17	7,629.78	7,782.37	7,938.02	8,096.78	8,258.71	8,423.89
4	5,955.89	6,075.01	6,196.51	6,320.44	6,446.85	6,575.78	6,707.30	6,841.44	6,978.27	7,117.84	7,260.20	7,405.40	7,553.51	7,704.58	7,858.67	8,015.84	8,176.16	8,339.68	8,506.48	8,676.61
5	6,134.57	6,257.26	6,382.40	6,510.05	6,640.25	6,773.06	6,908.52	7,046.69	7,187.62	7,331.37	7,478.00	7,627.56	7,780.11	7,935.71	8,094.43	8,256.32	8,421.44	8,589.87	8,761.67	8,936.90
6	6,318.60	6,444.97	6,573.87	6,705.35	6,839.46	6,976.25	7,115.77	7,258.09	7,403.25	7,551.31	7,702.34	7,856.39	8,013.52	8,173.79	8,337.26	8,504.01	8,674.09	8,847.57	9,024.52	9,205.01
7	6,508.16	6,638.32	6,771.09	6,906.51	7,044.64	7,185.53	7,329.25	7,475.83	7,625.35	7,777.85	7,933.41	8,092.08	8,253.92	8,419.00	8,587.38	8,759.13	8,934.31	9,113.00	9,295.26	9,481.16
8	6,703.41	6,837.47	6,974.22	7,113.71	7,255.98	7,401.10	7,549.12	7,700.11	7,854.11	8,011.19	8,171.41	8,334.84	8,501.54	8,671.57	8,845.00	9,021.90	9,202.34	9,386.39	9,574.11	9,765.60
9	6,904.51	7,042.60	7,183.45	7,327.12	7,473.66	7,623.13	7,775.60	7,931.11	8,089.73	8,251.53	8,416.56	8,584.89	8,756.58	8,931.72	9,110.35	9,292.56	9,478.41	9,667.98	9,861.34	10,058.56
10	7,111.64	7,253.88	7,398.95	7,546.93	7,697.87	7,851.83	8,008.86	8,169.04	8,332.42	8,499.07	8,669.05	8,842.43	9,019.28	9,199.67	9,383.66	9,571.33	9,762.76	9,958.02	10,157.18	10,360.32
11	7,324.99	7,471.49	7,620.92	7,773.34	7,928.81	8,087.38	8,249.13	8,414.11	8,582.40	8,754.04	8,929.12	9,107.71	9,289.86	9,475.66	9,665.17	9,858.47	10,055.64	10,256.76	10,461.89	10,671.13
12	7,544.74	7,695.64	7,849.55	8,006.54	8,166.67	8,330.00	8,496.60	8,666.54	8,839.87	9,016.66	9,197.00	9,380.94	9,568.56	9,759.93	9,955.13	10,154.23	10,357.31	10,564.46	10,775.75	10,991.26
13	7,771.08	7,926.51	8,085.04	8,246.74	8,411.67	8,579.90	8,751.50	8,926.53	9,105.06	9,287.16	9,472.91	9,662.37	9,855.61	10,052.73	10,253.78	10,458.86	10,668.03	10,881.39	11,099.02	11,321.00
14	8,004.22	8,164.30	8,327.59	8,494.14	8,664.02	8,837.30	9,014.05	9,194.33	9,378.22	9,565.78	9,757.10	9,952.24	10,151.28	10,354.31	10,561.39	10,772.62	10,988.07	11,207.84	11,431.99	11,660.63
15	8,244.34	8,409.23	8,577.41	8,748.96	8,923.94	9,102.42	9,284.47	9,470.16	9,659.56	9,852.75	10,049.81	10,250.80	10,455.82	10,664.94	10,878.24	11,095.80	11,317.72	11,544.07	11,774.95	12,010.45
16	8,491.67	8,661.51	8,834.74	9,011.43	9,191.66	9,375.49	9,563.00	9,754.26	9,949.35	10,148.34	10,351.30	10,558.33	10,769.49	10,984.88	11,204.58	11,428.67	11,657.25	11,890.39	12,128.20	12,370.76
17	8,746.42	8,921.35	9,099.78	9,281.77	9,467.41	9,656.76	9,849.89	10,046.89	10,247.83	10,452.79	10,661.84	10,875.08	11,092.58	11,314.43	11,540.72	11,771.53	12,006.97	12,247.10	12,492.05	12,741.89
18	9,008.82	9,188.99	9,372.77	9,560.23	9,751.43	9,946.46	10,145.39	10,348.30	10,555.26	10,766.37	10,981.70	11,201.33	11,425.36	11,653.86	11,886.94	12,124.68	12,367.17	12,614.52	12,866.81	13,124.14
19	9,279.08	9,464.66	9,653.96	9,847.03	10,043.98	10,244.85	10,449.75	10,658.75	10,871.92	11,089.36	11,311.15	11,537.37	11,768.12	12,003.48	12,243.55	12,488.42	12,738.19	12,992.95	13,252.81	13,517.87
20	9,557.45	9,748.60	9,943.57	10,142.45	10,345.29	10,552.20	10,763.24	10,978.51	11,198.08	11,422.04	11,650.48	11,883.49	12,121.16	12,363.58	12,610.86	12,863.07	13,120.33	13,382.74	13,650.40	13,923.40
21	9,844.17	10,041.06	10,241.88	10,446.71	10,655.65	10,868.77	11,086.14	11,307.86	11,534.01	11,764.69	11,999.98	12,239.98	12,484.78	12,734.48	12,989.17	13,248.95	13,513.93	13,784.21	14,059.89	14,341.09
22	10,139.50	10,342.28	10,549.13	10,760.11	10,975.31	11,194.81	11,418.71	11,647.09	11,880.03	12,117.63	12,359.98	12,607.18	12,859.32	13,116.51	13,378.85	13,646.42	13,919.35	14,197.74	14,481.69	14,771.32
23	10,443.69	10,652.56	10,865.61	11,082.92	11,304.58	11,530.67	11,761.29	11,996.51	12,236.44	12,481.17	12,730.79	12,985.41	13,245.11	13,510.02	13,780.22	14,055.82	14,336.94	14,623.68	14,916.16	15,214.48
24	10,757.00	10,972.14	11,191.58	11,415.41	11,643.72	11,876.59	12,114.12	12,356.41	12,603.53	12,855.61	13,112.71	13,374.97	13,642.47	13,915.32	14,193.63	14,477.49	14,767.05	15,062.39	15,363.63	15,670.90
25	11,079.71	11,301.30	11,527.33	11,757.87	11,993.03	12,232.89	12,477.54	12,727.09	12,981.64	13,241.27	13,506.09	13,776.21	14,051.73	14,332.77	14,619.43	14,911.81	15,210.05	15,514.25	15,824.54	16,141.03

Grid Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
26	11,412.10	11,640.34	11,873.15	12,110.62	12,352.83	12,599.89	12,851.89	13,108.92	13,371.10	13,638.52	13,911.29	14,189.52	14,473.30	14,762.77	15,058.03	15,359.20	15,666.38	15,979.71	16,299.31	16,625.29
27	11,754.46	11,989.55	12,229.34	12,473.93	12,723.40	12,977.88	13,237.44	13,502.19	13,772.23	14,047.68	14,328.63	14,615.21	14,907.51	15,205.66	15,509.78	15,819.98	16,136.37	16,459.10	16,788.28	17,124.05
28	12,107.09	12,349.24	12,596.22	12,848.15	13,105.11	13,367.22	13,634.56	13,907.26	14,185.40	14,469.10	14,758.48	15,053.65	15,354.71	15,661.81	15,975.04	16,294.55	16,620.44	16,952.85	17,291.91	17,637.75
29	12,470.30	12,719.71	12,974.10	13,233.57	13,498.24	13,768.21	14,043.57	14,324.44	14,610.92	14,903.14	15,201.20	15,505.23	15,815.33	16,131.63	16,454.27	16,783.36	17,119.02	17,461.40	17,810.64	18,166.85
30	12,844.41	13,101.30	13,363.32	13,630.59	13,903.20	14,181.27	14,464.89	14,754.18	15,049.27	15,350.25	15,657.26	15,970.40	16,289.80	16,615.60	16,947.91	17,286.87	17,632.61	17,985.26	18,344.97	18,711.87

SECTION 18. Section 6.28.050 is hereby amended to change the salary of the following classes:

ITEM NO.	TITLE	EFFECTIVE DATE	SALARY OR SALARY SCHEDULE AND LEVEL	
5314	ASSISTANT NURSING DIRECTOR I	01/01/2006		95L
		10/01/2006		97E
		01/01/2008	N41	RN11
		01/01/2009	N41	RN11
5320	ASSISTANT NURSING DIRECTOR II	01/01/2006		99A
		10/01/2006		100F
		01/01/2008	N41	RN14
		01/01/2009	N41	RN14
5295	ASST NURSING DIR,ADMINISTRATION	01/01/2006	NR	96K
		10/01/2006	NR	98D
		01/01/2008	N41	RN17
		01/01/2009	N41	RN17
5287	ASST NURSING DIRECTOR,EDUCATION	01/01/2006	NR	96K
		10/01/2006	NR	98D
		01/01/2008	N41	RN17
		01/01/2009	N41	RN17
5302	CHIEF NURSE,MIDWIFERY SERVICES	01/01/2006	N23	R14
		10/01/2006	N23	R14
		04/01/2007	N23	S14
		07/01/2007	N23	S14
		~~01/01/2008~~	~~N23~~	~~S14~~
		~~01/01/2009~~	~~N23~~	~~S14~~
		01/01/2008	N23	S16
		01/01/2009	N23	S16

5304	CHIEF NURSING OFFICER I	01/01/2006	N23	R13
		10/01/2006	N23	R13
		04/01/2007	N23	S13
		07/01/2007	N23	S13
		~~01/01/2008~~	~~N23~~	~~S13~~
		~~01/01/2009~~	~~N23~~	~~S13~~
		01/01/2008	N23	S15
		01/01/2009	N23	S15
5308	CHIEF NURSING OFFICER II	01/01/2006	N23	R15
		10/01/2006	N23	R15
		04/01/2007	N23	S15
		07/01/2007	N23	S15
		~~01/01/2008~~	~~N23~~	~~S15~~
		~~01/01/2009~~	~~N23~~	~~S15~~
		01/01/2008	N23	S17
		01/01/2009	N23	S17
5309	CHIEF NURSING OFFICER III	01/01/2006	N23	R16
		10/01/2006	N23	R16
		04/01/2007	N23	S16
		07/01/2007	N23	S16
		~~01/01/2008~~	~~N23~~	~~S16~~
		~~01/01/2009~~	~~N23~~	~~S16~~
		01/01/2008	N23	S18
		01/01/2009	N23	S18
5298	CLINICAL NURSING DIRECTOR I	01/01/2006	N23	R11
		10/01/2006	N23	R11
		04/01/2007	N23	S11
		07/01/2007	N23	S11
		~~01/01/2008~~	~~N23~~	~~S11~~
		~~01/01/2009~~	~~N23~~	~~S11~~
		01/01/2008	N23	S13
		01/01/2009	N23	S13
5299	CLINICAL NURSING DIRECTOR II	01/01/2006	N23	R13
		10/01/2006	N23	R13
		04/01/2007	N23	S13
		07/01/2007	N23	S13
		~~01/01/2008~~	~~N23~~	~~S13~~
		~~01/01/2009~~	~~N23~~	~~S13~~
		01/01/2008	N23	S15
		01/01/2009	N23	S15

5300	CLINICAL NURSING DIRECTOR III	01/01/2006	N23	R14
		10/01/2006	N23	R14
		04/01/2007	N23	S14
		07/01/2007	N23	S14
		~~01/01/2008~~	~~N23~~	~~S14~~
		~~01/01/2009~~	~~N23~~	~~S14~~
		01/01/2008	N23	S16
		01/01/2009	N23	S16
4624	DIR OF NURSING AFFAIRS,HS(UC)	01/01/2006	N23	R15
		10/01/2006	N23	R15
		04/01/2007	N23	R15
		07/01/2007	N23	R15
		~~01/01/2008~~	~~N23~~	~~R15~~
		~~01/01/2009~~	~~N23~~	~~R15~~
		01/01/2008	N23	R17
		01/01/2009	N23	R17
5286	NURSE MANAGER	01/01/2006	NR	95K
		10/01/2006	NR	97D
		01/01/2008	N41	RN16
		01/01/2009	N41	RN16
5296	NURSING DIRECTOR,ADMINISTRATION	01/01/2006	N23	R12
		10/01/2006	N23	R12
		04/01/2007	N23	S12
		07/01/2007	N23	S12
		~~01/01/2008~~	~~N23~~	~~S12~~
		~~01/01/2009~~	~~N23~~	~~S12~~
		01/01/2008	N23	S14
		01/01/2009	N23	S14
5297	NURSING DIRECTOR,RESEARCH	01/01/2006	N23	R12
		10/01/2006	N23	R12
		04/01/2007	N23	S12
		07/01/2007	N23	S12
		~~01/01/2008~~	~~N23~~	~~S12~~
		~~01/01/2009~~	~~N23~~	~~S12~~
		01/01/2008	N23	S14
		01/01/2009	N23	S14

5288	NURSING DIRECTOR,EDUCATION	01/01/2006	N23	R12
		10/01/2006	N23	R12
		04/01/2007	N23	S12
		07/01/2007	N23	S12
		~~01/01/2008~~	~~N23~~	~~S12~~
		~~01/01/2009~~	~~N23~~	~~S12~~
		01/01/2008	N23	S14
		01/01/2009	N23	S14
5284	PRIN MENTAL HEALTH COUNSELOR,RN	01/01/2006		98K
		10/01/2006		100D
		01/01/2008	N41	RN11
		01/01/2009	N41	RN11
5174	SUPERVISING NURSE ANESTHETIST	01/01/2006		115C
		10/01/2006		116H
		01/01/2008	N41	RN24
		01/01/2009	N41	RN24

SECTION 19. Section 6.28.050-25 is hereby amended to read as follows:

6.28.050-25 Notes to Section 6.28.050.

. . .

NOTE 41. Notwithstanding any other provision of this Title 6, a person employed in this position shall be paid in accordance with the provisions of Part 5 of Chapter 6.08 of this title. The rate or rates established by this provision constitute a base rate.

SECTION 20. Pursuant to Government Code Section 25123(f), this ordinance shall take effect immediately upon final passage and shall be construed and applied as if it was effective and operative on January 1, 2008.

[RECLASSRegNrs08KPCEO]

SECTION 21. This ordinance shall be published in The Metropolitan News a newspaper printed and published in the County of Los Angeles.

Yvonne B. Burke
Chair

ATTEST:

Sachi A. Hamai
Sachi A. Hamai
Executive Officer -
Clerk of the Board of Supervisors
County of Los Angeles

I hereby certify that at its meeting of August 19, 2008 the foregoing ordinance was adopted by the Board of Supervisors of said County of Los Angeles by the following vote, to wit:

	Ayes		Noes
Supervisors	Don Knabe	Supervisors	None
	Michael D. Antonovich		
	Yvonne B. Burke		

Effective Date: Pursuant to Section 20.

~~Operative Date:~~

Sachi A. Hamai
Sachi A. Hamai
Executive Officer -
Clerk of the Board of Supervisors
County of Los Angeles

I hereby certify that pursuant to Section 25103 of the Government Code, delivery of this document has been made.

SACHI A. HAMAI
Executive Officer
Clerk of the Board of Supervisors

By _____
Deputy

APPROVED AS TO FORM:
RAYMOND G. FORTNER, JR.
County Counsel

By Leela Kapur
Leela Kapur
Chief Deputy County Counsel

S:\Ordinances\County Counsel\2008\2008-0045