



County of Los Angeles
CHIEF EXECUTIVE OFFICE

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August 12, 2008

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:

**NURSING MANAGEMENT PAY PLAN
(ALL SUPERVISORIAL DISTRICTS)
(3 VOTES)**

SUBJECT

This letter and ordinance will restore the proper pay differentials between the represented nursing classes and the non-represented nursing management classes by adjusting the pay ranges and placing the incumbents on the appropriate step within the pay ranges.

IT IS RECOMMENDED THAT YOUR BOARD:

1. Approve the accompanying ordinance amending Title 6, Salaries, of the County Code to establish a Nursing Pay Plan for Registered Nurse management classifications not compensated pursuant to the Management Appraisal and Performance Plan (MAPP), including the amendment of previously approved Registered Nursing Schedules and corresponding salary adjustments for eleven (11) MAPP and seven (7) non-MAPP nursing management classifications effective January 1, 2008.
2. Instruct the Auditor-Controller to make payroll system changes necessary to implement the recommendations contained herein.

"To Enrich Lives Through Effective And Caring Service"

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PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

Approval of the accompanying ordinance will restore the appropriate salary differentials between the Registered Nurse management classifications and the represented supervisory and non-supervisory Registered Nurse classifications, similar to what existed prior to the initial implementation of the Nursing Pay Plan for represented Registered Nurse classifications. Specifically, it will increase the number of Grid Levels on the Registered Nursing Schedule so that it can be utilized for proper Grid Level assignments of the classifications, and for step placement and subsequent step increases for non-MAPP Registered Nurse management classifications. Also in this letter, the ranges of the MAPP-designated Registered Nurse classifications will also be adjusted to ensure continued proper salary differentials between superiors and subordinates (see Attachment A for salary range changes).

Background

On November 21, 2006, your Board of Supervisors approved annual salary adjustments through year 2009. The initial salary change provided a 4% general adjustment for both represented and non-represented classes, effective October 1, 2006. Although most represented and non-represented classes were designated two more 3% annual adjustments, one for 1/1/08 and 1/1/09, increases for non-represented, non-MAPP nursing management classes were not requested for approval at that time pending implementation of the Nursing Pay Plan for represented Registered Nurses. The subsequent annual general adjustments were approved for 11 MAPP nursing management classes along with other MAPP classes.

On April 1, 2007, the Nursing Pay Plan for represented Registered Nurses was implemented using a phased-in approach due to cost. The maximum step they are eligible to reach has increased every six months since implementation, and will continue to do so until 7/1/09 when the maximum step becomes step 20. This, and the fact that the non-MAPP nursing managers have not yet received the 1/1/08 increase of 3% nor the adjusted pay rate for their class, has caused, in some instances, an inverted pay relationship between the manager and subordinate. In most instances, this has been temporarily rectified by approving a Superior/Subordinate pay bonus.

Even though results from a study of nursing management positions were implemented in 1992, it was subsequently determined that a review of the compensation for those classes should take place. It was determined that adjustments for non-represented nurses both inside and outside of MAPP would be necessary to preserve salary relationships and, therefore, we informed you that we would return to your Board with

further recommendations. This review has taken longer than expected and, therefore, we are asking for approval of our recommendations to be effective 1/1/08, the same date most employees received the annual adjustment.

Non-Mapp Nursing Management Classes Plan Overview – General Provisions

This proposed Nursing Pay Plan – Non MAPP is applicable to the following Registered Nurse management classifications which are not compensated pursuant to MAPP:

- 5314 Assistant Nursing Director I
- 5320 Assistant Nursing Director II
- 5295 Assistant Nursing Director, Administration
- 5287 Assistant Nursing Director, Education
- 5286 Nurse Manager
- 5284 Principal Mental Health Counselor, Registered Nurse
- 5174 Supervising Nurse Anesthetist

The classifications listed above will utilize the same Registered Nursing Schedule of salary ranges used by the represented Registered Nurses. To implement the proposed salary changes, the current Registered Nursing Schedule is being expanded from 20 to 30 Grid Levels (salary ranges), and the aforementioned classifications will be assigned to a specific Grid Level. Each Grid Level contains 20 steps with 2% differentials between steps and 3% differentials between Grid Levels. Although this Plan will utilize the same Registered Nursing Schedule utilized by the represented classifications, this is to be considered a separate pay plan, and is not subject to the same provisions outlined for the represented Registered Nurse classifications. Only the Registered Nursing Schedule will be utilized as part of this plan.

Step placement for each person will be within the Grid Level and will be determined by adding to the base rate salary the 4% adjustment for manpower shortage currently received by that nursing management classes, adding the 3% 1/1/08 annual adjustment, finding the closest step not resulting in a decrease in pay, and adding one step for each year of experience gained in the current classification or in a position that was reclassified to its current classification not to exceed Step 17. Additional step credits for experience previously gained in a supervising or management role shall be granted on January 1, 2009 (not to exceed Step 19), and July 1, 2009 (not to exceed Step 20). Increases for proper step placement will range from approximately 3% to 28%, an approximate average increase of 9%, mostly dependent on experience.

Step anniversary dates for those who have not reached the maximum step of the current range will not change. For those who no longer have a step anniversary date, their previous one will be restored. Step anniversary dates for participants hired or promoted on or after January 1, 2008 will be one (1) year following the date of hire or promotion. Additionally, step advances will be granted only for those participants whose performance is rated "Competent" or better.

MAPP Nursing Management Classes

The salary ranges for the MAPP nursing management classes will be adjusted by increasing each by two (2) salary ranges to maintain proper salary differentials between other nursing classes whose salary rates will increase. The current step placement will remain the same in the new range as in the current range. These management classes received the 1/1/08 annual adjustment. Prior to that, a 2.75% increase was given to all MAPP classes, including these classes, effective 7/1/07. Their average salary increase will be approximately 11%. The step increase anniversary dates will not change.

Implementation of Strategic Plan Goals

Approval of the accompanying ordinance will further the County Strategic Plan, Workforce Excellence and Organizational Effectiveness Goals, to enhance the quality and productivity of the workforce and to achieve departmental operational needs.

FISCAL IMPACT/FINANCING

The projected budgeted cost resulting from these actions for FY 2008-09 is estimated to total \$7,064,000 including applicable general movement and benefits. Cost increases associated with the implementation of these new salary schedules will be absorbed within the Board's adopted budget for each affected department. No additional funding is required.

The County's pension actuary, Buck Consultants, has advised that the proposed Nursing Management Pay Plan will result in adjustments in nursing managers' salaries, and that adjustments in MAPP nursing managers' salaries will occur that exceed the Los Angeles County Retirement Association's current Countywide assumptions regarding salary inflation, and that the changes will result in an increase in actuarial liability. However, this action is necessary to maintain parity between represented and non-represented Nursing Management Classes.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

The accompanying ordinance implementing amendments to Title 6, Salaries, of the County Code has been approved as to form by County Counsel.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

Your approval of these compensation recommendations will enhance the operational effectiveness of the departments through proper compensation of positions and employees.

Respectfully submitted,



WILLIAM T FUJIOKA
Chief Executive Officer

WTF:DIL:WGL
PHG:VMH:KP:mst

Attachment

c: Director of Personnel
Executive Officer, Board of Supervisors
County Counsel
Auditor-Controller
Affected Departments

ATTACHMENT A

**REGISTERED NURSING MANAGEMENT CLASSES
RECOMMENDED FOR SALARY CHANGE**

Item No.	Title	Current Salary Schedule & Level	Recommended Salary Schedule & Level
5314	Assistant Nursing Director I	97E	
5320	Assistant Nursing Director II	100F	
5295	Assistant Nursing Director, Administration	NR 98D	Note 41 RN17
5287	Assistant Nursing Director, Education	NR 98D	Note 41 RN17
5302	Chief Nurse, Midwifery Services	N23 S14	N23 S16
5304	Chief Nursing Officer I	N23 S13	N23 S15
5308	Chief Nursing Officer II	N23 S15	N23 S17
5309	Chief Nursing Officer III	N23 S16	N23 S18
5298	Clinical Nursing Director I	N23 S11	N23 S13
5299	Clinical Nursing Director II	N23 S13	N23 S15
5300	Clinical Nursing Director III	N23 S14	N23 S16
4624	Director of Nursing Affairs, Health Services (UC)	N23 R15	N23 R17
5286	Nurse Manager	NR 97D	Note 41 RN16
5296	Nursing Director, Administration	N23 S12	N23 S14
5288	Nursing Director, Education	N23 S12	N23 S14
5297	Nursing Director, Research	N23 S12	N23 S14
5284	Principal Mental Health Counselor, Registered Nurse	100D	Note 41 RN11
5174	Supervising Nurse Anesthetist	116H	Note 41 RN24