ANALYSIS

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

- Amending Section 6.10.020 to adjust the night and evening differential rates for certain non-represented Pharmacists;
- Adding Section 6.10.025 to provide for weekend differential rates for certain non-represented Pharmacists;
- Amending Section 6.10.105 to establish a Supervisory POST bonus for certain non-represented employees of the Sheriff and District Attorney;
- Amending Section 6.15.070 to adjust a Compensatory Time Off payment provision for certain non-represented employees;
- Amending Section 6.28.050 to adjust salaries of certain non-represented classifications for internal equity purposes;
- Amending Section 6.28.050-25 to correct a salary note related to the Nurses Pay Plan;
- Amending Section 6.50.021 to delete and replace tables to update the Chief Executive Office performance-based pay plan; and

- Amending Section 6.78.350 to establish a bonus rate for certain non-represented Pharmacists assigned to a County detention or correctional facility.

MARY C. WICKHAM
County Counsel

By:
RICHARD D. BLOOM
Principal Deputy County Counsel
Labor & Employment Division

RDB:bd

Requested: 02/04/2019
Revised: 02/14/2019

ORDINANCE NO. 2019-0007

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 6.10.020 (Night Service Bonus Rates) is hereby amended to read as follows:

. . .

C. In lieu of the bonus provided in subsection B above, an hourly bonus in the amount provided herein shall be paid to any employee employed in a position in one of the indicated classifications or series of classifications for each hour he works during an evening or night shift.

A $2.85-per-hour bonus for the following classes, effective 11/15/2018:

Item No.	Title
5508	Intern Pharmacist
5516	Pharmacy Supervisor I
5517	Pharmacy Supervisor II

. . .

SECTION 2. Section 6.10.025 is hereby added to read as follows:

6.10.025 Weekend Service Bonus

A. For the purposes of this section only, a "weekend shift" is a regularly established work shift at least five-eighths of which falls between the hours of 7:00 p.m. on Friday and 7:00 a.m. on Monday.

B. Effective November 15, 2018, a $2.25 per hour bonus shall be paid for each hour worked during a weekend shift for the following classes:

Item No.	Title
5508	Intern Pharmacist
5516	Pharmacy Supervisor I
5517	Pharmacy Supervisor II

SECTION 3. 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, 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.

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

~~D.~~E. The rates established by this section constitute a base rate.

SECTION 4. Section 6.15.070 (FLSA Overtime Pay and FLSA Time and One-half Compensatory Time Off) is hereby amended to read as follows:

. . .

D. FLSA Time and One-Half Compensatory Time Off.

1. Nonrepresented Covered Employees who enter into an agreement with the appointing authority prior to working assigned FLSA Overtime may elect to:

. . .

c. Accumulate FLSA compensatory time off, in lieu of FLSA Overtime pay, at the rate of one hour for each hour of FLSA Overtime worked and receive pay for the remaining half-hour at the employee's FLSA regular hourly rate in effect as of the date of payment.

~~c.~~d. The amount of FLSA compensatory time off accumulated by an employee shall not exceed the number of hours established in advance by the chief administrative officer for fiscal purposes.

. . .

SECTION 5. Section 6.28.050 (Tables of Classes of Positions with Salary Schedule and Level) is hereby amended to read as follows:

ITEM NO.	TITLE	EFFECTIVE DATE	SALARY OR SALARY SCHEDULE AND LEVEL	
. . .				
2766	AUDIO SPECIALIST,DISTRICT ATTORNEY	04/01/2018	108E	
		~~10/01/2018~~	~~109B~~	
		~~10/01/2019~~	~~110A~~	
		~~10/01/2020~~	~~110L~~	
		10/01/2018	109F	
		10/01/2019	110E	
		10/01/2020	111D	
4337	CRIMINALISTICS RESEARCH CONSULTANT	04/01/2018	108C	
		~~10/01/2018~~	~~108L~~	
		~~10/01/2019~~	~~109K~~	
		~~10/01/2020~~	~~110J~~	
		10/01/2018	109D	
		10/01/2019	110C	
		10/01/2020	111B	
2752	FORENSIC DOCUMENTS EXAMINER	04/01/2018	108E	
		~~10/01/2018~~	~~109B~~	
		~~10/01/2019~~	~~110A~~	
		~~10/01/2020~~	~~110L~~	
		10/01/2018	109F	
		10/01/2019	110E	
		10/01/2020	111D	
2705	MATRON	04/01/2018	FH	23.53
		~~10/01/2018~~	~~FH~~	~~24.00~~
		~~10/01/2019~~	~~FH~~	~~24.60~~
		~~10/01/2020~~	~~FH~~	~~25.22~~
		10/01/2018	FH	24.24
		10/01/2019	FH	24.85
		10/01/2020	FH	25.47
5048	PHYSICIAN ASST,EMERG CARE TRAINEE	04/01/2018	F	7091.47
		~~10/01/2018~~	~~F~~	~~7233.30~~
		~~10/01/2019~~	~~F~~	~~7414.13~~
		~~10/01/2020~~	~~F~~	~~7599.48~~
		10/01/2018	F	8297.02
		10/01/2019	F	8504.45
		10/01/2020	F	8717.06

5049	PHYSICIAN ASST,HOURLY PER DIEM	04/01/2018		FH	56.52
		~~10/01/2018~~		~~FH~~	~~57.65~~
		~~10/01/2019~~		~~FH~~	~~59.09~~
		~~10/01/2020~~		~~FH~~	~~60.57~~
		10/01/2018		FH	66.13
		10/01/2019		FH	67.78
		10/01/2020		FH	69.47
4340	SUPERVISING CRIMINALIST I	04/01/2018		109E	
		~~10/01/2018~~		~~110B~~	
		~~10/01/2019~~		~~111A~~	
		~~10/01/2020~~		~~111L~~	
		10/01/2018		110F	
		10/01/2019		111E	
		10/01/2020		112D	
4344	SUPERVISING CRIMINALIST II	04/01/2018		111E	
		~~10/01/2018~~		~~112B~~	
		~~10/01/2019~~		~~113A~~	
		~~10/01/2020~~		~~113L~~	
		10/01/2018		112F	
		10/01/2019		113E	
		10/01/2020		114D	
4339	SUPERVISING CRIMINALIST,SHERIFF	04/01/2018		109E	
		~~10/01/2018~~		~~110B~~	
		~~10/01/2019~~		~~111A~~	
		~~10/01/2020~~		~~111L~~	
		10/01/2018		110F	
		10/01/2019		111E	
		10/01/2020		112D	
4335	SUPVG FORENSIC IDENTIFICATION SPEC	04/01/2018	NV	102E	
		~~10/01/2018~~	~~NV~~	~~103B~~	
		~~10/01/2019~~	~~NV~~	~~104A~~	
		~~10/01/2020~~	~~NV~~	~~104L~~	
		10/01/2018	NV	103B	
		10/01/2019	NV	104A	
		10/01/2020	NV	104L	
5174	SUPERVISING NURSE ANESTHETIST	04/01/2018	N41	RN24	
		10/01/2018	N41	RN24	
		~~10/01/2019~~	~~N41~~	~~RN24~~	
		~~10/01/2020~~	~~N41~~	~~RN24~~	
		11/15/2018	N41	RN29	
		10/01/2019	N41	RN29	
		10/01/2020	N41	RN29	

. . .

SECTION 6. Section 6.28.050 (Tables of Classes of Positions with Salary Schedule and Level) is hereby amended to read as follows:

ITEM NO.	TITLE	EFFECTIVE DATE	SALARY OR SALARY SCHEDULE AND LEVEL	
. . .				
5174	SUPERVISING NURSE ANESTHETIST	04/01/2018	N41	RN24
		10/01/2018	N41	RN24
		~~10/01/2019~~	~~N41~~	~~RN24~~
		~~10/01/2020~~	~~N41~~	~~RN24~~
		11/15/2018	N41	RN29
		10/01/2019	N41	RN29
		10/01/2020	N41	RN29

. . .

SECTION 7. Section 6.28.050-25 (Notes to Section 6.28.050) is hereby amended to read as follows:

. . .

NOTE 21. Notwithstanding any other provision of this Title 6, the pay rates of persons employed in these positions shall be in accordance with the ~~Registered Nursing Schedule in Section 6.26.040, County of Los Angeles Salary Tables. The rate or rates established by this provision constitute a base rate~~ applicable memorandum of understanding.

. . .

SECTION 8. Section 6.50.021 (Performance-based Pay Plan for Certain Employees of the Department of ~~c~~Chief ~~e~~Executive ~~o~~Officer) is hereby amended to read as follows:

. . .

D. The salary range for the class of Management Analyst, CEO, shall be effective on the date given:

~~Salary Schedule and Level April 1, 2015~~	
~~Beginning Rate~~	~~86H~~
~~Maximum Rate~~	~~114F~~

~~Salary Schedule and Level October 1, 2015~~	
~~Beginning Rate~~	~~87J~~
~~Maximum Rate~~	~~115G~~

~~Salary Schedule and Level October 1, 2016~~	
~~Beginning Rate~~	~~88K~~
~~Maximum Rate~~	~~116H~~

~~Salary Schedule and Level October 1, 2017~~	
~~Beginning Rate~~	~~89G~~
~~Maximum Rate~~	~~117E~~

Salary Schedule and Level April 1, 2018	
Beginning Rate	90D
Maximum Rate	118B

Salary Schedule and Level October 1, 2018

Beginning Rate	91A
Maximum Rate	118K

Salary Schedule and Level October 1, 2019	
Beginning Rate	91L
Maximum Rate	119J

Salary Schedule and Level October 1, 2020	
Beginning Rate	92K
Maximum Rate	120H

. . .

SECTION 9. Section 6.78.350 (Additional information) is hereby amended to read as follows:

. . .

J. ~~Repealed.~~Any person employed in a full-time position of Pharmacy Supervisor I (Item No. 5516), Pharmacy Supervisor II (Item No. 5517), Pharmacy Services Chief I (Item No. 5528), Pharmacy Services Chief II (Item No. 5529), or Pharmacy Services Chief III (Item No. 5530), assigned to a detention or correctional facility on a full-time permanent basis shall receive additional compensation of 2.5% while so assigned, effective November 15, 2018.

. . .

SECTION 10. Pursuant to Government Code Section 25123(f), this ordinance shall take effect immediately upon final passage, except for Sections 5 and 8, which shall be construed and applied as if they were effective and operative on and after October 1, 2018, and Sections 1, 2, 6, and 9, which shall be construed and applied as if they were effective and operative on and after November 15, 2018.

[608PART5PBCEO]

SECTION 11 This ordinance shall be published in The Daily Commerce a newspaper printed and published in the County of Los Angeles.

Janice Hahn
Chair

ATTEST:

Celia Zavala
Executive Officer -
Clerk of the Board of Supervisors
County of Los Angeles

I hereby certify that at its meeting of March 12, 2019 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	Hilda Solis	Supervisors	None
	Mark Ridley-Thomas		
	Sheila Kuehl		
	Janice Hahn		
	Kathryn Barger		

Effective Date: Pursuant to Section 10 of the Ordinance.

~~Operative Date:~~

Celia Zavala
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.

CELIA ZAVALA
Executive Officer
Clerk of the Board of Supervisors

By _____
Deputy

APPROVED AS TO FORM:
MARY C. WICKHAM
County Counsel

By _____
Lester J. Tolnai
Chief Deputy County Counsel

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