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**COUNTY OF LOS ANGELES**

Kenneth Hahn Hall of Administration  
500 West Temple Street, Room 713, Los Angeles, CA 90012  
(213) 974-1101 ceo.lacounty.gov

**Chief Executive Officer**

Fesia A. Davenport

"To Enrich Lives Through Effective and Caring Service"

November 06, 2024

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

Dear Supervisors:

**COUNTYWIDE CLASSIFICATION/COMPENSATION ACTIONS  
(ALL DISTRICTS) (3 VOTES)**

**SUBJECT**

This letter and accompanying ordinance will update the tables of positions and the departmental staffing provisions by adding one (1) new employee classification; reclassifying 46 positions in the Department of Mental Health; reclassifying seven (7) positions in various County departments; amending compensation provisions; and making various technical and administrative corrections.

**IT IS RECOMMENDED THAT THE BOARD:**

Approve the accompanying ordinance amending Title 6-Salaries, of the County Code to:

1. Add one (1) new employee classification for the Department of Health Services (DHS);
2. Reclassify 46 positions in the Department of Mental Health (DMH) following a Financial Services Bureau – Budget and Financial Reporting Division and Human Resources Bureau Reorganization Studies (Phase I);
3. Reclassify seven (7) positions in the Departments of Children and Family Services, Health Services, and Registrar-Recorder/County Clerk;
4. Extend negotiated market-based inequity adjustments and bonus incentives to certain non-represented employees in various departments; and
5. Make various technical and administrative corrections.

**PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION**

The Board of Supervisors (Board) has requested submission of classification and compensation letters on a periodic basis throughout the year to implement recommended actions in a timely

manner. Approval will provide the ordinance authority for County departments to implement the classification and compensation changes in this letter.

These recommendations will ensure the proper allocation of positions based upon the duties and responsibilities assigned to these jobs and as performed by the incumbents (Attachments A, B, and C). This is a primary goal of the County's classification and compensation system. These actions are recommended based upon generally accepted professional principles of classification and compensation. Furthermore, these actions are important in addressing departmental operational needs and in maintaining consistency in personnel practices throughout the County. The proper allocation of positions facilitates efficient business operations and can reduce the number of costly personnel-related issues.

### New Employee Classification

We are recommending the establishment of Paramedic Instructor (Item No. 5620) (Attachment A). The position will report to an Assistant Nursing Director, Education (Item No. 5287) and will develop specialized training programs and educational course content for paramedic students, present this content in a formal learning situation, supervise its application in a clinical setting, and evaluate the effectiveness of the training in achieving predetermined training objectives.

### DMH – Financial Services Bureau – Budget and Financial Reporting Division, and Human Resources Bureau Reorganization Studies (Phase I)

We are recommending the reclassification of 46 positions in DMH. These reclassifications are being implemented in connection with DMH's broader reorganizations of its Financial Services Bureau and Human Resources Bureau. These reorganizations and their associated reclassifications are designed to improve the operational effectiveness of these bureaus by improving reporting structures, ensuring classifications are properly aligned with the work of each bureau's positions, and ultimately supporting each bureau's ability to respond to expanded workload demands associated with an increase in State mandates/demonstration projects and Board priorities (e.g., California Advancing and Innovating Medi-Cal; Behavioral Health Connect; Homelessness Emergency Response; Anti-Racism, Diversity, and Inclusion; and the impending overhaul of the Mental Health Services Act, which will transition to the Behavioral Health Services Act on July 1, 2026). The scope of these reorganizations includes 40 position transfers and 46 position reclassifications (Attachment B).

### Reclassifications

There are seven (7) positions in three (3) departments that are being recommended for reclassification (Attachment C). The duties and responsibilities assigned to these positions have changed since the original allocations were made. Therefore, the subject positions would be more appropriately allocated in the recommended classes.

### Compensation Amendments

On June 25, 2024, the Board approved the successor Memoranda of Understandings (MOUs) for Bargaining Units 324 (Physicians and Veterinarians) and 325 (Mental Health Psychiatrists and Dentists). In light of these agreements, we are recommending comparable market-based inequity adjustments and bonus incentives for certain non-represented employees to maintain appropriate

pay relationships with represented employees in the same occupational group. In addition, we are recommending various technical and administrative corrections to clarify existing special pay practices, remove obsolete provisions, and establish a new salary note.

### **Implementation of Strategic Plan Goals**

These recommended actions support the County's Strategic Plan North Star 3 – Realize Tomorrow's Government Today, Focus Area Goal B – Diverse and Inclusive Workforce, Strategy 2 – Fairness and Equity.

### **FISCAL IMPACT/FINANCING**

The total cost resulting from the recommended reclassifications is \$942,000 and the net County cost portion is \$16,000. Cost increases associated with upward reclassification actions will be absorbed within the Adopted Budget for each affected department. No additional funding is required.

The projected budgeted annual cost resulting from the recommended compensation adjustments to the management physician pay plan and the departmental salary articles are estimated to total \$5,600,000 (all funds). Net County cost is estimated to be \$573,000. Cost increases associated with the County Code amendments will be absorbed within the Supplemental Budget for each affected department. No additional funding is required.

### **FACTS AND PROVISIONS/LEGAL REQUIREMENTS**

The County Charter authorizes the establishment and maintenance of "a classification plan and the classification of all positions." This responsibility is further delineated in Civil Service Rule 5.

Appropriate notifications have been made to the impacted employee organizations regarding the recommended classification actions. 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)**

Approval of these classification and compensation recommendations will enhance the operational effectiveness of the departments through the proper classification and compensation of positions.

The Honorable Board of Supervisors

11/6/2024

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Respectfully submitted,

A handwritten signature in black ink, appearing to read "Fesia A. Davenport". The signature is fluid and cursive, with a long horizontal flourish at the end.

FESIA A. DAVENPORT

Chief Executive Officer

FAD:JMN:JDS

AYH:JR:AS:mmg

Enclosures

c: Executive Office, Board of Supervisors  
County Counsel  
Auditor-Controller  
Human Resources  
Affected Departments

**CLASSIFICATION PLAN CHANGES**

**ATTACHMENT A**

**CLASSIFICATION RECOMMENDED FOR  
ADDITION TO THE CLASSIFICATION PLAN**

<b>Proposed Savings/ Cafeteria Benefit Plan</b>	<b>Item No.</b>	<b>Title</b>	<b>Recommended Salary Schedule and Level</b>	
Horizons/ Megaflex	5620	Paramedic Instructor	NMO	104L

**DEPARTMENTAL RECLASSIFICATION RECOMMENDATIONS**

**ATTACHMENT B**

**DEPARTMENT OF MENTAL HEALTH'S FINANCIAL SERVICES BUREAU – BUDGET AND FINANCIAL REPORTING DIVISION REORGANIZATION STUDY (PHASE I)**

<b>No of Pos.</b>	<b>Present Classification and Salary</b>	<b>No of Pos.</b>	<b>Classification Findings and Salary</b>
1	Budget Officer, Mental Health Item No. 4721A NMO 119H Non-Represented	1	Administrative Services Division Manager Item No. 1007A N23 S13 Non-Represented
2	Fiscal Officer I Item No. 0752A NMO 110B Non-Represented	2	Administrative Services Manager III Item No. 1004A NMO 119C Non-Represented
1	Fiscal Officer II Item No. 0753A NMO 119C Non-Represented	1	Administrative Services Manager III Item No. 1004A NMO 119C Non-Represented
26	Health Care Financial Analyst Item No. 0672A NMO 100F Non-Represented	26	Administrative Services Manager I Item No. 1002A NMO 106D Non-Represented
1	Health Care Financial Analyst Item No. 0672A NMO 100F Non-Represented	1	Administrative Services Manager II Item No. 1003A NMO 109D Non-Represented
3	Senior Accounting Systems Technician Item No. 0666A NMO 106J Non-Represented	3	Administrative Services Manager II Item No. 1003A NMO 109D Non-Represented

**DEPARTMENTAL RECLASSIFICATION RECOMMENDATIONS**

**ATTACHMENT B**

**DEPARTMENT OF MENTAL HEALTH'S HUMAN RESOURCES BUREAU  
REORGANIZATION STUDY (PHASE I)**

<b>No of Pos.</b>	<b>Present Classification and Salary</b>	<b>No of Pos.</b>	<b>Classification Findings and Salary</b>
3	Departmental Employee Relations Representative Item No. 1907A N2MO 103D Non-Represented	3	Administrative Services Manager I Item No. 1002A NMO 106D Non-Represented
2	Intermediate Typist-Clerk Item No. 2214A NMVO 76F Represented	2	Senior Typist-Clerk Item No. 2216A NMVO 80L Represented
5	Management Analyst Item No. 1848A NMO 99E Non-Represented	5	Administrative Services Manager I Item No. 1002A NMO 106D Non-Represented
1	Payroll Clerk I Item No. 1331A NMVO 82L Represented	1	Payroll Clerk II Item No. 1334A NMVO 85L Represented
1	Supervising Payroll Clerk III Item No. 1340A NMVO 92K Represented	1	Supervising Payroll Clerk IV Item No. 1341A NMVO 96D Represented

## DEPARTMENTAL RECLASSIFICATION RECOMMENDATIONS

### ATTACHMENT C

#### CHILDREN AND FAMILY SERVICES

No of Pos.	Present Classification	No of Pos.	Classification Findings
1	Intermediate Typist-Clerk Item No. 2214A NMVO 76F Represented	1	Senior Typist-Clerk Item No. 2216A NMVO 80L Represented

The subject Intermediate Typist-Clerk position reports directly to the Senior Departmental Employee Relations Representative within the Human Resources Division, Labor Relations Section. The subject position requires a significant amount of skilled typing, along with a highly specialized knowledge of employee relations matters to provide clerical support to six (6) managers who handle grievances and arbitration requests. This position also requires knowledge of MOU for union organizations, Los Angeles County Civil Service Rules, Los Angeles County Code, and departmental Human Resources policies, procedures, and guidelines to provide information to employees regarding the grievance process. In addition, the position must have knowledge of the online Grievance Tracking System to produce management reports.

The duties and responsibilities of the subject position meet the classification criteria for Senior Typist-Clerk, a class that is responsible for performing skilled typing work and performing highly specialized clerical duties requiring a highly specialized knowledge of a particular function with responsibility for applying proper procedures and for carrying out the work with only general direction. Therefore, we recommend upward reallocation of the subject position to Senior Typist-Clerk.



## DEPARTMENTAL RECLASSIFICATION RECOMMENDATIONS

### ATTACHMENT C

#### HEALTH SERVICES – ADMINISTRATION

No of Pos.	Present Classification	No of Pos.	Classification Findings
2	Relief Physician, Radiology-General/Diagnostic Item No. 5473F-80 N42 H27 Represented	2	Relief Physician, Radiology-Vascular/Internal Diagnostic Item No. 5473F-81 N42 H30 Represented

The subject Relief Physician, Radiology-General/Diagnostic positions report to the Chief Physician Radiology. The positions will provide onsite and offsite coverage via teleradiology for general and subspecialist radiology needs for DHS Medical Centers and Ambulatory Care Network facilities under the guidance of the Director of Radiology. Specific duties include providing onsite and offsite consultations, supervision, and interpretation for general and declared subspecialty radiologic exams which include computed tomography (CT), ultrasound (US), magnetic resonance (MRI), plain radiography, fluoroscopy, mammography/tomography, nuclear medicine, and image-guided procedures. In addition, the positions will be responsible for consulting with physicians and allied health professionals regarding care of patients undergoing diagnostic and therapeutic imaging procedures, and providing consultation to other medical services, including specialists in other fields.

The duties and responsibilities of the subject positions meet the classification criteria for Relief Physician, Radiology-Vascular/Internal Diagnostic, a classification that will provide onsite and offsite interventional radiology services and interpretations of vascular and non-vascular image guided procedures (fluoroscopy, angiography, CT-guided, US-guided, MRI-guided) as well as routine diagnostic imaging interpretations. Therefore, we recommend upward reallocation of the subject position to Relief Physician, Radiology-Vascular/Internal Diagnostic.

## DEPARTMENTAL RECLASSIFICATION RECOMMENDATIONS

### ATTACHMENT C

#### HEALTH SERVICES – AMBULATORY CARE NETWORK

No of Pos.	Present Classification	No of Pos.	Classification Findings
1	Head Clerk Item No. 1179A NMVO 88J Represented	1	Language Services Supervisor Item No. 1163A N5MO 90F Non-Represented

The subject Head Clerk position is assigned to Ambulatory Care Network and reports to a higher-level hospital administrator. The position is responsible for coordinating and implementing a language services program, including supervision of the day-to-day activities of interpreters providing interpretation/translation services.

The duties and responsibilities of the subject position meet the classification criteria for Language Services Supervisor. Positions allocable to this supervisory class are responsible for the administrative and technical supervision of a group of Healthcare Interpreters assigned to multiple clinical settings and locations. Therefore, we recommend the upward reallocation of the subject position to Language Services Supervisor.

#### HEALTH SERVICES – HARBOR CARE SOUTH

No of Pos.	Present Classification	No of Pos.	Classification Findings
1	Head Clerk Item No. 1179A NMVO 88J Represented	1	Language Services Supervisor Item No. 1163A N5MO 90F Non-Represented

The subject Head Clerk position is assigned to Harbor-UCLA Medical Center and reports to a higher-level hospital administrator. Position is responsible for coordinating and implementing a language services program, including supervision of the day-to-day activities of interpreters providing interpretation/translation services.

The duties and responsibilities of the subject position meet the classification criteria for Language Services Supervisor. Positions allocable to this supervisory class are responsible for the administrative and technical supervision of a group of Healthcare

## DEPARTMENTAL RECLASSIFICATION RECOMMENDATIONS

### ATTACHMENT C

#### HEALTH SERVICES – HARBOR CARE SOUTH (CONTINUED)

Interpreters assigned to multiple clinical settings and locations. Therefore, we recommend the upward reallocation of the subject position to Language Services Supervisor.

#### HEALTH SERVICES – OLIVE VIEW-UCLA MEDICAL CENTER

No of Pos.	Present Classification	No of Pos.	Classification Findings
1	Head Clerk Item No. 1179A NMVO 88J Represented	1	Language Services Supervisor Item No. 1163A N5MO 90F Non-Represented

The subject Head Clerk position is assigned to Olive View-UCLA Medical Center and reports to a higher-level hospital administrator. The position is responsible for coordinating and implementing a language services program, including supervision of the day-to-day activities of interpreters providing interpretation/translation services.

The duties and responsibilities of the subject position meet the classification criteria for Language Services Supervisor. Positions allocable to this supervisory class are responsible for the administrative and technical supervision of a group of Healthcare Interpreters assigned to multiple clinical settings and locations. Therefore, we recommend the upward reallocation of the subject position to Language Services Supervisor.

## DEPARTMENTAL RECLASSIFICATION RECOMMENDATIONS

### ATTACHMENT C

#### REGISTRAR-RECORDER/COUNTY CLERK

No of Pos.	Present Classification	No of Pos.	Classification Findings
1	Principal Network Systems Administrator Item No. 2561A NMO 116J Non-Represented	1	Information Technology Manager I Item No. 2565A N23 S11 Non-Represented

The subject Principal Network Systems Administrator position reports to an Information Technology Manager (ITM) II and is responsible for performing duties such as planning, organizing, managing and evaluating the work of all IT professionals assigned to the Network Services Section, including a Principal Network Systems Administrator; overseeing the work of two (2) Enterprise Service Master Agreement Contractors and up to 80 additional contract workers; developing budget proposals for operating expenditures and/or capital outlays; administering, overseeing, and evaluating new and existing contracts; directing and overseeing the Vote Center Network Operation; integrating project objectives from the department and external partners (e.g., facility owners, stakeholders, etc.); providing critical oversight and direction for the department's three (3) data centers; and providing technical oversight and guidance to the Election Management System and Poll Chief Migration Projects.

The duties and responsibilities of the subject position meet the classification criteria for ITM I, a class that plans, organizes, and directs the activities of a major information systems section or a small division providing services to support the achievement of departmental and County mission and objectives. Therefore, we recommend upward reallocation of the subject position to ITM I.

## ANALYSIS

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

- Adding and establishing the salary for one (1) employee classification;
- Changing the salary of two (2) employee classifications;
- Amending Section 6.08.425 to extend negotiated salary adjustments to non-represented management physicians;
- Amending Section 6.08.450 to extend negotiated bonuses to non-represented management physicians;
- Amending Section 6.08.455 to delete obsolete compensation provisions;
- Amending Section 6.28.050-25 (Notes to Section 6.28.050) to establish a new salary note;
- Amending Section 6.34.020 to extend negotiated bonus increases to non-represented employees in the Department of Animal Care and Control;
- Amending Section 6.86.020D and 6.86.020E to update the eligibility date for recruitment incentives in the Department of Mental Health; and
- Adding, deleting, and/or changing certain employee classifications and number of ordinance positions in the departments of Children and Family Services, Health Services, Mental Health, and Registrar-Recorder/County Clerk.

DAWYN R. HARRISON  
County Counsel

By: *Pouya Bavafa*  
POUYA BAVAFA  
Senior Deputy County Counsel Division

PB:gr

Requested: 9/23/24  
Revised: 10/8/24

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

An ordinance amending Title 6 – Salaries of the Los Angeles County Code to add and establish the salary for one (1) employee classification; change the salary of two (2) employee classifications; amend compensation provisions; and add, delete, and/or change certain employee classifications and number of ordinance positions in various departments.

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

**SECTION 1.** Section 6.08.425 is hereby amended to read as follows:

**6.08.425 Management Physician E Pay Schedules.**

A. 1. Management Physicians (Item Nos. 5464, 5465, and 5466) who currently practice no medical specialty shall be compensated as noted below pursuant to the Management E Schedule currently in effect:

<b>Item Number</b>	<b>Title</b>	<b>Management E Schedule</b>
5465	Chief Physician I (No specialty)	E03
5466	Chief Physician II (No specialty)	E05
5464	Senior Physician (No specialty)	E02

2. Compensation of Physicians. Management Physicians (Item Nos. 5456, 5457, 5458, and 5459) in the following specialties shall be compensated on the

indicated schedules of the effective Management E Schedule effective January 1,  
~~2019~~2025:

Medical Specialty		5456 Sr. Phys.	5457 Chief Phys. I	5458 Chief Phys. II	5459 Chief Phys. III
51	Anesthesiology	<del>E29</del> <u>E34</u>	<del>E30</del> <u>E35</u>	<del>E31</del> <u>E36</u>	<del>E32</del> <u>E37</u>
52	Dermatology	E26	E27	E28	E29
53	Emergency Medicine	E19	E20	E21	E22
54	Family Practice	<del>E13</del> <u>E15</u>	<del>E14</del> <u>E16</u>	<del>E15</del> <u>E17</u>	<del>E16</del> <u>E18</u>
55	Int Med-Endocrinology	E11	E12	E13	E14
56	Int Med-Cardiology (Invasive)	E27	E28	E29	E30
57	Int Med-Cardiology (Non-Invasive)	E17	E18	E19	E20
58	Int Med-Critical Care	<del>E20</del> <u>E22</u>	<del>E21</del> <u>E23</u>	<del>E22</del> <u>E24</u>	<del>E23</del> <u>E25</u>
59	Int Med-Gastro (Invasive) (Interventional)	<del>E22</del> <u>E25</u>	<del>E23</del> <u>E26</u>	<del>E24</del> <u>E27</u>	<del>E25</del> <u>E28</u>
60	<del>Int Med-Gastro (Non-Invasive)</del>	E12	E13	E14	E15
61	Int Med-Hematology/Oncology	<del>E19</del> <u>E25</u>	<del>E20</del> <u>E26</u>	<del>E21</del> <u>E27</u>	<del>E22</del> <u>E28</u>
62	Int Med-Infectious Disease	<del>E08</del> <u>E11</u>	<del>E09</del> <u>E12</u>	<del>E10</del> <u>E13</u>	<del>E11</del> <u>E14</u>
63	Int Med-Nephrology	<del>E10</del> <u>E17</u>	<del>E11</del> <u>E18</u>	<del>E12</del> <u>E19</u>	<del>E13</del> <u>E20</u>
64	Int Med-Pulmonary (Invasive)	E12	E13	E14	E15

65	Int Med-Pulmonary (Non-Invasive)	E08	E09	E10	E11
66	Int Med-Rheumatology	<del>E08</del> <u>E12</u>	<del>E09</del> <u>E13</u>	<del>E10</del> <u>E14</u>	<del>E11</del> <u>E15</u>
67	Neurology	<del>E14</del> <u>E12</u>	<del>E12</del> <u>E13</u>	<del>E13</del> <u>E14</u>	<del>E14</del> <u>E15</u>
68	Nuclear Medicine	E22	E23	E24	E25
69	ObGyn-General	<del>E20</del> <u>E23</u>	<del>E24</del> <u>E24</u>	<del>E22</del> <u>E25</u>	<del>E23</del> <u>E26</u>
70	ObGyn-Gynecologic Oncology	<del>E28</del> <u>E29</u>	<del>E29</del> <u>E30</u>	<del>E30</del> <u>E31</u>	<del>E34</del> <u>E32</u>
71	ObGyn-Maternal/Fetal Medicine	E28	E29	E30	E31
72	Otolaryngology	E30	E31	E32	E33
73	Pathology	<del>E12</del> <u>E14</u>	<del>E13</del> <u>E15</u>	<del>E14</del> <u>E16</u>	<del>E15</del> <u>E17</u>
74	Pathology-Forensic	<del>E16</del> <u>E18</u>	<del>E17</del> <u>E19</u>	<del>E18</del> <u>E20</u>	<del>E19</del> <u>E21</u>
75	Pediatrics	E08	E09	E10	E11
76	Pediatrics—Neonatal/Critical Care	E21	E22	E23	E24
77	Physical Medicine and Rehabilitation	<del>E15</del> <u>E17</u>	<del>E16</del> <u>E18</u>	<del>E17</del> <u>E19</u>	<del>E18</del> <u>E20</u>
78	Preventive Medicine	E08	E09	E10	E11
79	Psychiatry	<del>E16</del> <u>E17</u>	<del>E17</del> <u>E18</u>	<del>E18</del> <u>E19</u>	<del>E19</del> <u>E20</u>
80	Radiology-General/Diagnostic	<del>E29</del> <u>E30</u>	<del>E30</del> <u>E31</u>	<del>E34</del> <u>E32</u>	<del>E32</del> <u>E33</u>
81	Radiology-Vasc/Int Diagnostic	E32	E33	E34	E35
82	Surgery-Cardio Thoracic	<del>E37</del> <u>E39</u>	<del>E38</del> <u>E40</u>	<del>E39</del> <u>E41</u>	<del>E40</del> <u>E42</u>



83	Surgery-General	<del>E31</del> <u>E32</u>	<del>E32</del> <u>E33</u>	<del>E33</del> <u>E34</u>	<del>E34</del> <u>E35</u>
84	Surgery-Neurological	<del>E37</del> <u>E39</u>	<del>E38</del> <u>E40</u>	<del>E39</del> <u>E41</u>	<del>E40</del> <u>E42</u>
85	Surgery-Ophthalmology	E28	E29	E30	E31
86	Surgery-Orthopedics	E38	E39	E40	E41
87	Surgery-Pediatric	E37	E38	E39	E40
88	Surgery-Plastic	E36	E37	E38	E39
89	Surgery-Urologic	E29	E30	E31	E32
90	Surgery-Vascular	<del>E33</del> <u>E34</u>	<del>E34</del> <u>E35</u>	<del>E35</del> <u>E36</u>	<del>E36</del> <u>E37</u>
91	Surgery - Critical Care	<del>E33</del> <u>E34</u>	<del>E34</del> <u>E35</u>	<del>E35</del> <u>E36</u>	<del>E36</del> <u>E37</u>
92	Internal Medicine - General	<del>E13</del> <u>E15</u>	<del>E14</del> <u>E16</u>	<del>E15</del> <u>E17</u>	<del>E16</del> <u>E18</u>
93	Preventive Medicine - Public Health & General Prev Med	<del>E13</del> <u>E14</u>	<del>E14</del> <u>E15</u>	<del>E15</del> <u>E16</u>	<del>E16</del> <u>E17</u>

3. Specialty assignment of Physicians. Specialty assignment shall be dependent upon the physician's privileges and by specific physician assignment. Each physician's specialty assignment shall be determined by the department.

B. Compensation of Management Physicians and Dental Directors. The following Management Physician and Dental Director classifications shall be compensated on the indicated schedule of the effective E Table effective January 1, ~~2019~~2025, as follows:

Item No.	Title	Schedule Number
4718	Mental Health Clinical Chief (UC)	<del>48</del> <u>19</u>

4734	Chief of Psychiatry, MH (UC)	<del>18</del> <u>19</u>
4739	Chief Mental Health Psychiatrist	<del>19</del> <u>20</u>
4769	Head Dentist	<del>3</del> <u>5</u>
4776	Dental Director I	7
4777	Dental Director II	9
5463	Medical Director I	24
5461	Medical Director II	26
5462	Medical Director II (UC)	26
5460	Medical Director III (UC)	28
4574	Medical Director, MD, Mental Health (UC)	24
4577	Medical Director, Public Health (UC)	26
4737	Supervising Mental Health Psychiatrist	<del>16</del> <u>17</u>

C. Compensation of Dental Directors engaged in the practice of Oral and Maxillofacial Surgery. Effective January 1, 2019, a Dental Director I (Item No. 4776) engaged in the practice of Oral and Maxillofacial Surgery shall be compensated on Schedule E30 of the Management Physician Pay Plan and a Dental Director II (Item No. 4777) engaged in the practice of Oral and Maxillofacial Surgery shall be compensated on Schedule E32 of the Management Physician Pay Plan.

**SECTION 2.** Section 6.08.450 is hereby amended to read as follows:

**6.08.450 Special Credits.**

A. Effective October 1, 2022, aAny person appointed to the position of Senior Physician (Item No. 5456), Chief Physician I (Item No. 5457), Chief Physician II

(Item No. 5458), Chief Physician III (Item No. 5459), ~~or~~ Supervising Mental Health Psychiatrist (Item No. 4737), Chief Mental Health Psychiatrist (Item No. 4739), or Mental Health Clinical Chief (UC) (Item No. 4718) Dental Director I (Item No. 4776), and Dental Director II (Item No. 4777) who has obtained certification by the appropriate American Medical Specialty Board or by the appropriate American Osteopathic Association in the specialty to which the Physician is assigned, shall receive additional compensation as follows:

1. Any person so appointed who, on June 30, 1979, was receiving credit for three (3) additional steps for board certification pursuant to subsection A of Section 6.08.435 or subsection B of Section 6.08.440 of this Part 4 on said date and who has remained continuously assigned to the specialty for which said credit was granted shall receive a flat monthly bonus equal to 8.25 percent of the step on the appropriate E Schedule to which he is entitled based upon experience. Such bonus shall only be given for certification in one specialty.

2. All other persons shall receive a flat-rate monthly bonus equal to 5.5 percent of the step on the appropriate E Schedule to which they are entitled based upon experience. Such bonus shall only be given for certification in one specialty. ~~Such compensation shall not be effective before the first day of the month in which the department head notifies the chief executive officer of his eligibility for such credit.~~

...

C. Effective October 1, 2022, any person appointed to the position of Head Dentist (Item No. 4769), Dental Director I (Item No. 4776), or Dental Director II (Item No. 4777) who has obtained certification by the American Dental Association, the

American Board of General Dentistry, or a nationally recognized Dental Board (approved by the Department) in the specialty to which they are assigned, shall receive a flat-rate monthly bonus equal to 5.5 of the step on the appropriate E Schedule to which they are entitled based upon experience. This bonus will become effective the first pay period following written proof by the employee, in the form of an official copy of the certification received, being submitted to the departmental Human Resources Office. Bonus pay shall be effective so long as the board certifications remain active and/or the employee's assignment in aid specialty continues. Should an employee's certification become inactive and/or should the employee no longer be assigned to said specialty, the bonus pay shall cease being effective the last date of active status and/or the last date of the specialty assignment. Compensation pursuant to this section shall not constitute a base rate.

GD. Any person appointed to the position of Medical Director I (Item No. 5463), Medical Director II (Item No. 5461), Medical Director II (UC) (Item No. 5462), Medical Director III (UC) (Item No. 5460); Medical Director, MD, Mental Health (Item No. 4567), Medical Director, M.D., Mental Health (UC) (Item No. 4574), Medical Director, Public Health (UC) (Item No. 4577), or Medical Director, Medical Examiner (UC) (Item No. 5402) shall receive a flat rate monthly bonus pursuant to one of the following:

1. For one (1) year of experience in any residency, 2.75 percent of the step on the appropriate E Schedule to which he is entitled based upon experience;
2. For two (2) years of experience in any residency, 5.5 percent of the step on the appropriate E Schedule to which he is entitled based upon experience; and

3. For three (3) or more years of experience in any residency, 8.25 percent of the step on the appropriate E Schedule to which he is entitled based upon experience.

~~DE~~. A Physician in the Department of Health Services or Public Health Services who is assigned to act in the absence of the medical director of a hospital, correctional health facility, or the Department of Public Health Services shall receive a flat-rate monthly bonus equal to 5.5 percent of the step on the appropriate E Schedule to which he is entitled based upon experience. No more than one such assignment may be made in each hospital, correctional health facility, or the Department of Public Health. Such assignment requires prior annual authorization of the Chief Deputy Director, Health Services, Clinical and Medical Affairs (UC) (Item No. 4552) or the Director of Public Health (Item No. 4546), and the Chief Executive Officer.

~~EF~~. Any Physician who is appointed in accordance with this Part 4 of Chapter 6.08 who is assigned to work at Los Angeles High Desert Health System and who was so assigned prior to January 1, 1986, shall receive a flat monthly bonus equal to 8.25 percent of the step on the appropriate E Schedule to which he is entitled based upon experience; provided, however, that in no event shall a Physician receive said bonus if he is receiving compensation pursuant to Section 6.08.445 or 6.10.050.

~~FG~~. Effective ~~March 1, 2019~~ January 1, 2025, a Physician in the Department of Health Services ~~permanently assigned to or in the Department of Public Health agreeing to work at a facility in the~~ Los Angeles County High Desert Health System shall receive a flat monthly bonus equal to ~~10 percent of the step on the appropriate E Schedule to which the Physician is assigned~~ per-occasion bonus of fifty seven dollars (\$57.00) per hour. ~~To~~

qualify for the bonus, the Physician must be on site to provide direct patient care.

Physicians will be required to work hours equivalent to a half shift of their permanent work assignment or a full shift of their permanent work assignment. Physicians providing services via telehealth shall not qualify for the bonus.

GH. Effective November 1, 2015, a Physician employed as a Supervising Mental Health Psychiatrist or Chief Mental Health Psychiatrist permanently assigned to High Desert Health shall receive additional compensation equal to 5.5 percent of the step on the appropriate E Schedule to which the Physician is assigned. Effective June 1, 2024, any Department of Health Services or Department of Mental Health Supervising Mental Health Psychiatrist or Chief Mental Health Psychiatrist agreeing to work at a facility in the High Desert Health System shall receive a per-occasion bonus of forty dollars (\$40) per hour. To qualify for the bonus, the Supervising Mental Health Psychiatrist or Chief Mental Health Psychiatrist must be on site to provide direct patient care. The Supervising Mental Health Psychiatrist or Chief Mental Health Psychiatrist will be required to work hours equivalent to either a half shift of their permanent work assignment or a full shift of their permanent work assignment. Services provided via telehealth or telemedicine shall not qualify for the bonus. Any person who ceases to be eligible for any credit provided in this section shall cease to receive said credit. This bonus shall not constitute a base rate.

HJ. A Physician employed as a Supervising Mental Health Psychiatrist, Chief Mental Health Psychiatrist, or Mental Health Clinical Chief (UC) who is continuously assigned to work in a county jail mental health facility supervising the evaluation and treatment of mental patients, during such assignment, shall receive additional

compensation equal to 5.5 percent of the step on the appropriate E Schedule to which the Physician is assigned.

IJ. Upon the transfer of the Los Angeles County Sheriff Department – Medical Services Bureau staff into the Department of Health Services, a Physician in Family Practice or Internal Medicine - General, who is continuously assigned to work in a County jail health facility, during such assignment, shall receive additional compensation equal to 5.5 percent of the step on the appropriate E Schedule to which the Physician is assigned. ~~A Physician employed as a Relief Physician, Correctional Health (Item No. 5482) shall receive additional compensation of 5.5 percent per hour for all hours worked in a County jail health facility.~~

JK. Effective March 1, 2019, a Head Dentist (Item No. 4769), Dental Director I (Item No. 4776), or Dental Director II (Item No. 4777) permanently assigned to a Los Angeles County Juvenile Correctional (Detention) Health Services facility shall receive additional compensation equal to 5.5 percent of the step on the appropriate E schedule to which the Dentist is assigned.

KL. Effective November 1, 2015, a Physician employed as a Supervising Mental Health Psychiatrist or Chief Mental Health Psychiatrist, who is certified by the appropriate American Specialty Board in Child Psychiatry, Addiction Psychiatry, Forensic Psychiatry, or Addiction Medicine shall receive additional compensation equal to 2.75 percent of the step on the appropriate E Schedule to which the Physician is assigned. Effective March 1, 2019, a Physician employed as a Supervising Mental Health Psychiatrist or Chief Mental Health Psychiatrist who is certified by the appropriate American Specialty Board in Geriatric Psychiatry or Consultation-Liaison Psychiatry shall receive additional

compensation equal to 2.75 percent of the step on the appropriate E Schedule to which the Physician is assigned. Effective March 19, 2019, a Physician employed as a Mental Health Clinical Chief (UC) (Item No. 4718) who is certified by the appropriate American Specialty Board in Child Psychiatry, Addiction Psychiatry, Forensic Psychiatry, Addiction Medicine, Geriatric Psychiatry, or Consultation-Liaison Psychiatry shall receive additional compensation equal to 2.75 percent of the step on the appropriate E schedule to which the Physician is assigned. Effective October 1, 2022, a Supervising Mental Health Psychiatrist, Chief Mental Health Psychiatrist, or Mental Health Clinical Chief (UC) (Item No. 4718) who is certified by the American Osteopathic Association in Child Psychiatry, Addiction Psychiatry, Forensic Psychiatry, Addiction Medicine, Geriatric Psychiatry, or Consultation-Liaison Psychiatry shall receive additional compensation equal to 2.75 percent of the step on the appropriate D schedule to which the Physician is assigned. This bonus shall not constitute a base rate.

~~L. Effective March 1, 2019, a Department of Health Services Physician specializing in OB/GYN – General permanently assigned to work at a Los Angeles County hospital shall receive additional compensation equal to 10 percent of the step on the appropriate E Schedule to which the Physician is assigned, when privileged by the hospital to provide care in Inpatient Obstetrics and Labor & Delivery and/or Inpatient Gynecology and Gynecological Surgery.~~

M. Effective March 1, 2019, any Department of Health Services Physician permanently assigned to work in a Los Angeles County Medical Hub Clinic, when privileged by the Department to provide care in Forensic Pediatrics, shall receive



additional compensation equal to 5.5 percent of the step on the appropriate E Schedule to which the Physician is assigned.

N. Effective June 1, 2024, any Department of Health Services Physician assigned to Addiction Medicine, Hospice and Palliative Care, Genetics and Genomics, or Radiation – Radiation/Oncology permanently assigned to work at a Department of Health Services facility shall receive additional compensation equal to 5.5 percent of the step on the appropriate D schedule to which the Physician is assigned when privileged by the facility to perform those services and the individual has the associated Board specialty or subspecialty certification. This bonus shall not be combined with other board specialty bonuses.

NO. Any person who ceases to be eligible for any credit provided in this Section 6.08.450 shall cease to receive said credit.

**SECTION 3.** Section 6.08.455 is hereby amended to read as follows:

**6.08.455 Occasional Physician Services.**

...

~~F. Relief physician.~~

~~1. Effective May 14, 2013, a Physician employed as a Relief Physician (Item No. 5473) shall be compensated on the indicated schedules of the effective Relief Physician Schedule:~~

<del>Specialty Code</del>	<del>Medical Specialty</del>	<del>Schedule</del>
<del>51</del>	<del>Anesthesiology</del>	<del>H18</del>
<del>52</del>	<del>Dermatology</del>	<del>H15</del>

53	Emergency Medicine	H13
54	Family Practice	H04
55	Int Med-General/Endocrinology	H03
56	Int Med-Cardiology (Invasive)	H16
57	Int Med-Cardiology (Non-Invasive)	H07
58	Int Med-Critical Care	H14
59	Int Med-Gastro (Invasive)	H16
60	Int Med-Gastro (Non-Invasive)	H02
61	Int Med-Hematology/Oncology	H10
62	Int Med-Infectious Disease	H03
63	Int Med-Nephrology	H06
64	Int Med-Pulmonary (Invasive)	H08
65	Int Med-Pulmonary (Non-Invasive)	H03
66	Int Med-Rheumatology	H03
67	Neurology	H03
68	Nuclear Medicine	H12
69	ObGyn-General	H14
70	ObGyn-Gynecologic Oncology	H19
71	ObGyn-Maternal/Fetal Medicine	H17
72	Otolaryngology	H18
73	Pathology	H08

74	Pathology-Forensic	H11
75	Pediatrics	H01
76	Pediatrics—Neonatal/Critical Care	H10
77	Physical Medicine and Rehabilitation	H05
78	Preventive Medicine	H04
79	Psychiatry	H09
80	Radiology-General/Diagnostic	H20
81	Radiology-Vasc/Int-Diagnostic	H22
82	Surgery-Cardio-Thoracic	H22
83	Surgery-General	H18
84	Surgery-Neurological	H22
85	Surgery-Ophthalmology	H18
86	Surgery-Orthopedics	H22
87	Surgery-Pediatric	H22
88	Surgery-Plastic	H21
89	Surgery-Urologic	H18
90	Surgery-Vascular	H21

2. ~~Effective January 1, 2014, persons who have retired from county service are prohibited from appointment to the Relief Physician classification while concurrently receiving post-retirement benefits pursuant to the provisions of the California Public Employees' Pension Reform Act (PEPRA) of 2013.~~

3. ~~A Physician employed as a Relief Physician, Correctional Health (Item No. 5482) shall be compensated at the rate of \$175 per hour for all hours worked in a County jail health facility. Effective October 1, 2018, the rate shall adjust pursuant to the following schedule:~~

Effective Date	Hourly Rate
10/01/2020	\$190
10/01/2022	\$200
10/01/2023	\$207 <del>s</del>
10/01/2024	\$214

**SECTION 4.** Section 6.28.050 (Tables of Classes of Positions with Salary Schedule and Level) is hereby amended to add the following class:

ITEM NO.	TITLE	EFFECTIVE DATE	SALARY OR SALARY SCHEDULE AND LEVEL
<u>5620</u>	<u>PARAMEDIC INSTRUCTOR</u>	_____*	<u>NMO</u> <u>104L</u>

\*The Executive Office/Clerk of the Board of Supervisors shall insert the effective date for the salary or salary schedule and level in the space provided for the classifications added to Section 6.28.050 of the County Code.

**SECTION 5.** Section 6.28.050 (Tables of Classes of Positions with Salary

Schedule and Level) is hereby amended to change the salary of the following

classes:

ITEM NO.	TITLE	EFFECTIVE DATE	SALARY OR SALARY SCHEDULE AND LEVEL	
5734	CHIEF VETERINARIAN	01/01/2021	NMXO	123A
		10/01/2022	NMXO	125A
		10/01/2023	NMXO	126C
		10/01/2024	NMXO	127E
		<u>01/01/2025</u>	<u>NMXO</u>	<u>129E</u>
5732	SENIOR VETERINARIAN	01/01/2021	NMXO	120E
		10/01/2022	NMXO	122E
		10/01/2023	NMXO	123G
		10/01/2024	NMXO	124J
		<u>01/01/2025</u>	<u>NMXO</u>	<u>126J</u>

**SECTION 6.** Section 6.28.050-25 (Notes to Section 6.28.050) is hereby amended

to read as follows:

...

NOTE MU. Notwithstanding any other provision of this Title 6, persons employed in this position shall be compensated on a ten-step salary range; the sixth step being the fifth step of the salary schedule which is one standard salary schedule above the indicated salary range; the seventh step being the fifth step of the salary schedule which is two standard salary schedules above the indicated salary range; the eighth step being the fifth step of the salary schedule which is three standard salary schedules above the indicated salary range; the ninth step being the fifth step of the salary schedule which is four standard salary schedules above the indicated salary range; and the tenth step being the

fifth step of the salary schedule which is five standard salary schedules above the indicated salary range. Advancement to the sixth, seventh, eighth, ninth, and tenth steps shall be granted upon completion of twelve (12) months of service at each of the previous steps, except in cases of promotion where initial appointment results in less than a 5.6468 percent increase in pay. In such cases, advancement to the next step shall be granted upon completion of six (6) months of service at the previous step. Step advances thereafter shall be as otherwise provided in Section 6.08.090. The rate or rates established by this provision constitute a base rate.

...

**SECTION 7.** Section 6.34.020 is hereby amended to read as follows:

**6.34.020 Additional information.**

A. In addition to other compensation provided for in this code, any person employed on a permanent, full-time basis as an Animal Control Manager (Item No. 3004) who is assigned to serve as the Board liaison for the unincorporated areas of the County of Los Angeles shall, during the period of said assignment, be compensated at a rate of 5.5 percent higher than that provided for this classification in Section 6.28.050 of this code. The rate established by this provision shall constitute a base rate.

B. A full-time permanent Senior Veterinarian (Item No. 5732) and Chief Veterinarian (Item No. 5734) in the Department of Animal Care Control shall be compensated at a rate of 10 percent higher than that provided for this classification in Section 6.28.050 of this code.

**SECTION 8.** Section 6.53.010 (Department of Children and Family Services) is hereby amended to change the number of ordinance positions for the following classes:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
2214A	<del>4043</del> <u>1012</u>	INTERMEDIATE TYPIST-CLERK
2216A	<del>277</del> <u>278</u>	SENIOR TYPIST-CLERK

**SECTION 9.** Section 6.78.055 (Department of Health Services – Harbor Care South) is hereby amended to change the number of ordinance positions for the following class:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
1179A	<del>8</del> <u>7</u>	HEAD CLERK

**SECTION 10.** Section 6.78.055 (Department of Health Services – Harbor Care South) is hereby amended to add the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
<u>1163A</u>	<u>1</u>	<u>LANGUAGE SERVICES SUPERVISOR</u>

**SECTION 11.** Section 6.78.070 (Department of Health Services – Olive View-UCLA Medical Center) is hereby amended to change the number of ordinance positions for the following class:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
1179A	<del>2</del> <u>1</u>	HEAD CLERK

**SECTION 12.** Section 6.78.070 (Department of Health Services – Olive View-UCLA Medical Center) is hereby amended to add the following class and number of ordinance positions:

<b>ITEM NO.</b>	<b>NO. OF ORDINANCE POSITIONS</b>	<b>TITLE</b>
<u>1163A</u>	<u>1</u>	<u>LANGUAGE SERVICES SUPERVISOR</u>

**SECTION 13.** Section 6.78.090 (Department of Health Services – Ambulatory Care Network) is hereby amended to delete the following class and number of ordinance positions:

<b>ITEM NO.</b>	<b>NO. OF ORDINANCE POSITIONS</b>	<b>TITLE</b>
<del>1179A</del>	<del>4</del>	<del>HEAD CLERK</del>

**SECTION 14.** Section 6.78.090 (Department of Health Services – Ambulatory Care Network) is hereby amended to add the following class and number of ordinance positions:

<b>ITEM NO.</b>	<b>NO. OF ORDINANCE POSITIONS</b>	<b>TITLE</b>
<u>1163A</u>	<u>1</u>	<u>LANGUAGE SERVICES SUPERVISOR</u>

**SECTION 15.** Section 6.86.010 (Department of Mental Health) is hereby amended to delete the following classes and number of ordinance positions:

<b>ITEM NO.</b>	<b>NO. OF ORDINANCE POSITIONS</b>	<b>TITLE</b>
<del>4721A</del>	<del>4</del>	<del>BUDGET OFFICER, MENTAL HEALTH</del>
<del>1907A</del>	<del>3</del>	<del>DEPARTMENTAL EMPLOYEE RELATIONS REP</del>



0753A 4 FISCAL OFFICER II  
 1340A 4 SUPERVISING PAYROLL CLERK III

**SECTION 16.** Section 6.86.010 (Department of Mental Health) is hereby amended to add the following class and number of ordinance positions:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
<u>1341A</u>	<u>1</u>	<u>SUPERVISING PAYROLL CLERK IV</u>

**SECTION 17.** Section 6.86.010 (Department of Mental Health) is hereby amended to change the number of ordinance positions for the following classes:

ITEM NO.	NO. OF ORDINANCE POSITIONS	TITLE
1007A	2	<u>3</u> ADMINISTRATIVE SERVICES DIV MGR
1002A	64	<u>95</u> ADMINISTRATIVE SERVICES MANAGER I
1003A	29	<u>33</u> ADMINISTRATIVE SERVICES MANAGER II
1004A	47	<u>20</u> ADMINISTRATIVE SERVICES MANAGER III
0752A	9	<u>7</u> FISCAL OFFICER I
0672A	64	<u>37</u> HEALTH CARE FINANCIAL ANALYST
2214A	<del>500</del>	<u>498</u> INTERMEDIATE TYPIST-CLERK
1848A	57	<u>52</u> MANAGEMENT ANALYST
1331A	7	<u>6</u> PAYROLL CLERK I
1334A	4	<u>2</u> PAYROLL CLERK II

0666A 44 11 SENIOR ACCOUNTING SYSTEMS TECH

2216A 144 146 SENIOR TYPIST-CLERK

**SECTION 18.** Section 6.86.020 is hereby amended to read as follows:

**6.86.020 Additional information.**

...

D. Mental Health Psychiatrist Recruitment Incentive.

...

2. Requirements to Qualify for a Mental Health Psychiatrist Recruitment Incentive. An Eligible Psychiatrist may receive a recruitment incentive bonus under the following conditions and subject to the following limitations:

...

g. In no event shall a Mental Health Psychiatrist or a Supervising Mental Health Psychiatrist hired or appointed on or after July 1, 2025, be entitled to a recruitment incentive pursuant to this Section 6.86.020.D.

E. Mental Health Psychiatrist Student Loan Repayment Incentive.

...

2. Requirements to Qualify for a Mental Health Psychiatrist Student Loan Repayment Incentive. An Eligible Psychiatrist may receive a student loan repayment incentive under the following conditions and subject to the following limitations:

...

f. In no event shall a Mental Health Psychiatrist or a Supervising Mental Health Psychiatrist hired or appointed on or after July 1, 2025, be entitled to a student loan repayment incentive pursuant to this Section 6.86.020.E.

**SECTION 19.** Section 6.114.010 (Registrar-Recorder/County Clerk) is hereby amended to change the number of ordinance positions for the following classes:

<b>ITEM NO.</b>	<b>NO. OF ORDINANCE POSITIONS</b>	<b>TITLE</b>
2565A	4 <u>2</u>	INFORMATION TECHNOLOGY MANAGER I
2561A	<u>2</u> <u>1</u>	PRINCIPAL NETWORK SYSTEMS ADMIN

**SECTION 20.** Pursuant to Government Code Section 25123(f), this ordinance shall take effect immediately upon final passage, except that Section 1 and Section 2 will be construed and applied as if they were effective and operative beginning January 1, 2025.

[NOV2024GENRECLASSVACEO]