



COUNTY OF LOS ANGELES  
DEPARTMENT OF PARKS AND RECREATION

*"Parks Make Life Better!"*

Norma E. García-González, Director

Alina Bokde, Chief Deputy Director

**ADOPTED**

BOARD OF SUPERVISORS  
COUNTY OF LOS ANGELES

December 17, 2024

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

41 December 17, 2024

EDWARD YEN  
EXECUTIVE OFFICER

Dear Supervisors:

**AUTHORIZE PAYMENT OF SUPPLEMENTAL SALARIES  
TO DEPARTMENT OF PARKS AND RECREATION EMPLOYEES  
(ALL SUPERVISORIAL DISTRICTS) (3-VOTES)**

**SUBJECT**

Authorize payment of supplemental salaries to employees in the Los Angeles County Department of Parks and Recreation, pursuant to the Los Angeles County Code Section 5.44.030, paid by non-profit organizations that have public-private partnership agreements that support park operations and maintenance, in order to attract and retain skilled employees capable of meeting high operational demands at the County's world class park facilities.

**IT IS RECOMMENDED THAT YOUR BOARD:**

1. Authorize the payment of a supplemental salary by the Los Angeles Philharmonic Association to the Superintendent of the Hollywood Bowl of up to \$350,000 annually and to the Assistant Superintendent of the Hollywood Bowl a supplemental salary of up to \$300,000 annually.
2. Authorize the payment of a supplemental salary by the Friends of Robinson Gardens to the Regional Park Superintendent II assigned to Virginia Robinson Gardens of up to \$100,000 annually.
3. Authorize the payment of a supplemental salary by the Los Angeles Arboretum Foundation to the Executive Officer of the Los Angeles County Arboretum of up to \$250,000 annually.
4. Authorize the payment of a supplemental salary by the Southern California Municipal Athletic Federation (SCMAF) to the Recreation Services Manager serving as the Executive Director of SCMAF of up to \$75,000 annually and to the

Intermediate Typist Clerk assigned to clerical support, a supplemental salary of up to \$35,000 annually.

### **PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION**

Under Board-approved lease and operating agreements, the Department of Parks and Recreation (DPR) manages, operates, and maintains County-owned world-class facilities through public-private partnerships. Such world class facilities include the Hollywood Bowl, Los Angeles County Arboretum and Botanic Garden, and Virginia Robinson Gardens. Examples of the private organizations are the LA Philharmonic Association, Friends of Robinson Gardens, and the LA Arboretum Foundation.

The management, operation, and maintenance of world class facilities encompasses a broad range of responsibilities that demand expertise, dedication, and a commitment to excellence. Market rate compensation provided through supplemental salaries paid by the County's private partners is vital to attract and retain skilled employees capable of meeting the high demands of operation for these facilities. The duties of their employees include cultural and community impact, environmental stewardship, financial management, programming and access programs, public engagement and marketing, event coordination and crisis management.

The DPR has existing partnership agreements and anticipates entering into future agreements with other non-profit organizations to support park programs and operations. In order to provide the Department with the flexibility to work with its non-profit partners to support dynamic and cutting-edge programs, the Department requires the ability to negotiate supplemental salary payments by its non-profit partners to County employees based on the employee's responsibilities, experience level, market value for similar roles in their respective industries and contributions to the County and partner organization as deemed necessary by the Department. The salary ranges requested do not reflect the current salary level of these employees but provide a range to attract and retain top candidates.

The Hollywood Bowl is a world-renowned outdoor venue featuring orchestral concerts, musical theatre, jazz, rock, and world music events. Its iconic design, combined with a rich history dating back to the 1920s, creates a unique atmosphere that enhances the concert experience. The Los Angeles Philharmonic Association is a non-profit organization that manages the Hollywood Bowl. The County positions managing, operating, and maintaining the Hollywood Bowl are the Superintendent, Hollywood Bowl and Assistant Superintendent, Hollywood Bowl. These positions are responsible for the coordination of day-to-day maintenance and operations of the Hollywood Bowl and John Anson Ford Theatre including placement and removal of equipment for performances and rehearsals, traffic and crowd control, security and public safety, parking and transportation and serve as the primary liaison between the County and the General Manager of the Philharmonic Association. These venues host over 150 events per year with attendance of over 1.3 million annual visitors.

Built in 1911, the Virginia Robinson Gardens estate was one of the first homes in Beverly Hills. Today, the beautiful six-acre property contains a breathtaking display garden, mansion and pool pavilion and is recognized as a historical landmark. The Friends of Robinson Gardens is a non-profit organization that raises and contributes private funds for the Virginia Robinson Garden's operation and for construction of improvements to benefit the Garden and its public programs, and for the restoration and preservation of the estate. The County position managing, operating, and maintaining the Virginia Robinson Gardens is a Regional Park Superintendent II. The position is the County liaison to the Friends of Robinson Gardens and attends, all support group meetings and reports regularly to the County and Friends Group Board regarding organizational objectives, financial status of the organization and other issues relevant to the operation of Virginia Robinson Gardens.

The Los Angeles County Arboretum and Botanic Garden enjoys an outstanding reputation locally, regionally, and nationally as a cultural and educational institution. It is a marquee institution in the field of public arboreta and botanic gardens nationally, much admired and considered best-in-class. The Los Angeles Arboretum Foundation is a non-profit organization that raises and contributes private funds for the Los Angeles County Arboretum and Botanic Garden's operation and for construction of improvements to benefit the Garden and its public programs; and has provided management and funding for the operation of the Arboretum. The County position managing, operating, and maintaining the Los Angeles County Arboretum and Botanic Garden is an Executive Officer, Arboretum. The Executive Officer's responsibilities include managing the overall operations of the Arboretum, with a budget of over \$6.5 million and a staff of over 63 personnel, as well as representing the County as a liaison to the Foundation. Additionally, the position is responsible for providing oversight and direction in developing programs and fundraising activities benefiting the Arboretum, in collaboration with the Foundation and other organizations. The Executive Officer also represents the Arboretum before community groups, institutional and professional organizations and individuals to discuss matters related to the mission and operation of the Arboretum.

The Southern California Municipal Athletic Federation (SCMAF) is a non-profit organization that provides and promotes sports training and competition that develops physical fitness and skills for persons of all ages and abilities through team and individual sports. The supplemental salary will provide a compensation package commensurate with the employees' background and experience. The County positions responsible for coordinating all SCMAF related activities in Los Angeles County are the Recreation Services Manager, who serves as the Executive Director of SCMAF, and an Intermediate Typist Clerk who provides clerical support.

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

This proposed recommendation aims to promote and advance LA County's efforts to foster vibrant and resilient communities (North Star 2.E) through partnerships with public and private agencies, faith-based and community organizations, philanthropic groups,

and local governments. It also supports efforts to create employment opportunities and sustainable wages (North Star I.B).

### **FISCAL IMPACT/FINANCING**

Approval of the supplemental salaries will result in no net County cost. The salary supplements are fully funded by the Foundations' operating budgets.

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

Section 5.44.030 of the County Code allows, upon approval from your Board, employees of the County to receive supplementary salary compensation from any association, nonprofit corporation or organization for services rendered to the County or to said association. In addition, County Code requires that a statement will be filed with the Auditor-Controller by the 30<sup>th</sup> of September of each year, disclosing the names of all employees receiving supplemental compensation and their respective amount of compensation. The Department annually files the required annual disclosure statement.

### **IMPACT ON CURRENT SERVICES (OR PROJECTS)**

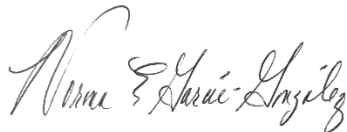
This action has no impact on current services.

### **CONCLUSION**

Please instruct the Executive Officer-Clerk of the Board to forward three adopted copies of this letter to DPR for distribution.

Should your staff have any questions, please ask them to contact Malou Rubio at (626) 688-5293 or via email at [mrubio@parks.lacounty.gov](mailto:mrubio@parks.lacounty.gov) or Johanna Hernandez at (626) 588-5370 or via email at [bjl@parks.lacounty.gov](mailto:bjl@parks.lacounty.gov).

Respectfully submitted,



NORMA E. GARCÍA-GONZÁLEZ  
Director

NEGG:AB:MR:cb

c: Chief Executive Officer  
County Counsel  
Executive Officer, Board of Supervisors