

## ANALYSIS

This ordinance amends Title 6 – Salaries of the Los Angeles County Code relating to the Los Angeles County Employees Retirement Association ("LACERA") only, by:

- Amending Tier I and Tier II Management and Appraisal and Performance Plan salary tables specific to LACERA; and
- Changing the salaries and/or effective dates of various LACERA non-represented classes to: (i) denote class designation changes in conjunction with the Tier I and Tier II Management Appraisal and Performance Plan, and (ii) reflect a three percent (3%) general salary adjustment effective October 1, 2024, for Non-Represented LACERA Classifications applicable only to LACERA and a three percent (3%) salary adjustment for Classifications subject to the provisions of the Management Appraisal and Performance Plan (MAPP) effective January 1, 2025.

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PB:gr

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

An ordinance amending Title 6 – Salaries of the Los Angeles County Code relating to the Los Angeles County Employees Retirement Association ("LACERA").

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

**SECTION 1.** Section 6.26.040 (County of Los Angeles Salary Tables) is hereby amended to delete the Management Appraisal and Performance Plan Salary Structure Tables for Plan Participants LR (Tables LO, LP and LQ) and LS (Tables LQ, LR and LS).

**SECTION 2.** Section 6.26.040 (Salary Tables) is hereby amended to add the following Management Appraisal and Performance Plan Salary Schedules for Plan Participants LR (Table LR) and Plan Participants LS (Table LT):

**6.26.040 County of Los Angeles Salary Tables.**

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**LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION (LACERA)  
MANAGEMENT APPRAISAL AND PERFORMANCE PLAN  
TIER I SALARY STRUCTURE TABLES – LR SCHEDULE**

**Table LR – Effective January 1, 2025**

<b>Range</b>	<b>Minimum</b>	<b>Control Point</b>	<b>Maximum</b>
LR 1	5414.80	6805.27	8195.72
LR 2	5820.91	7315.67	8810.40
LR 3	6257.48	7864.34	9471.18
LR 4	6726.79	8454.17	10181.52
LR 5	7231.30	9088.23	10945.13
LR 6	7773.65	9769.85	11766.02
LR 7	8356.67	10502.59	12648.47
LR 8	8983.42	11290.28	13597.10
LR 9	9657.18	12137.05	14616.88
LR 10	10381.47	13047.33	15713.15
LR 11	11160.08	14025.88	16891.64
LR 12	11997.08	15077.82	18158.51
LR 13	12896.86	16208.66	19520.40
LR 14	13864.13	17424.31	20984.43
LR 15	14903.94	18731.13	22558.26
LR 16	16021.73	20135.97	24250.13
LR 17	17223.36	21646.16	26068.89
LR 18	18515.11	23269.63	28024.06
LR 19	19903.75	25014.85	30125.86
LR 20	21396.53	26890.96	32385.30
LR 21	23001.27	28907.78	34814.20
LR 22	24726.36	31075.87	37425.26
LR 23	26580.84	33406.56	40232.16
LR 24	28574.40	35912.05	43249.57
LR 25	30717.48	38605.45	46493.29
LR 26	33021.29	41500.86	49980.28
LR 27	35497.89	44613.43	53728.80
LR 28	38160.23	47959.43	57758.46

**LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATION (LACERA)  
MANAGEMENT APPRAISAL AND PERFORMANCE PLAN  
TIER II SALARY STRUCTURE TABLES – LS SCHEDULE**

**Table LT – Effective January 1, 2025**

**(PLEASE SEE NEXT PAGE)**

Table LT - Effective January 1, 2025

Range	Step1	Step2	Step3	Step4	Step5	Step6	Step7	Step8	Step9	Step10	Step11	Step12	Step13	Step14	Step15	Step16	Step17	Step18
LS1	5,414.79	5,577.23	5,744.55	5,916.89	6,094.39	6,277.23	6,465.54	6,659.51	6,859.30	7,065.07	7,277.03	7,495.34	7,607.77	7,721.88	7,837.71	7,955.28	8,074.61	8,195.73
LS2	5,820.90	5,995.53	6,175.39	6,360.65	6,551.47	6,748.02	6,950.46	7,158.97	7,373.74	7,594.95	7,822.80	8,057.48	8,178.35	8,301.02	8,425.54	8,551.92	8,680.20	8,810.40
LS3	6,257.49	6,445.20	6,638.56	6,837.72	7,042.85	7,254.13	7,471.76	7,695.91	7,926.79	8,164.59	8,409.53	8,661.81	8,791.74	8,923.62	9,057.47	9,193.33	9,331.23	9,471.20
LS4	6,726.78	6,928.59	7,136.44	7,350.54	7,571.05	7,798.19	8,032.13	8,273.09	8,521.29	8,776.93	9,040.23	9,311.44	9,451.11	9,592.88	9,736.77	9,882.82	10,031.07	10,181.53
LS5	7,231.29	7,448.23	7,671.67	7,901.82	8,138.88	8,383.04	8,634.53	8,893.57	9,160.38	9,435.19	9,718.24	10,009.79	10,159.94	10,312.34	10,467.02	10,624.03	10,783.39	10,945.14
LS6	7,773.64	8,006.85	8,247.05	8,494.46	8,749.30	9,011.78	9,282.13	9,560.59	9,847.41	10,142.83	10,447.12	10,760.53	10,921.94	11,085.77	11,252.05	11,420.84	11,592.15	11,766.03
LS7	8,356.67	8,607.37	8,865.59	9,131.56	9,405.50	9,687.67	9,978.30	10,277.65	10,585.98	10,903.55	11,230.66	11,567.58	11,741.09	11,917.21	12,095.97	12,277.41	12,461.57	12,648.49
LS8	8,983.41	9,252.91	9,530.50	9,816.41	10,110.90	10,414.23	10,726.66	11,048.46	11,379.91	11,721.31	12,072.95	12,435.14	12,621.66	12,810.99	13,003.15	13,198.20	13,396.17	13,597.12
LS9	9,657.17	9,946.88	10,245.29	10,552.65	10,869.23	11,195.30	11,531.16	11,877.10	12,233.41	12,600.41	12,978.43	13,367.78	13,568.30	13,771.82	13,978.40	14,188.07	14,400.90	14,616.91
LS10	10,381.46	10,692.90	11,013.69	11,344.10	11,684.42	12,034.96	12,396.00	12,767.88	13,150.92	13,545.45	13,951.81	14,370.37	14,585.92	14,804.71	15,026.78	15,252.18	15,480.97	15,713.18
LS11	11,160.06	11,494.86	11,839.71	12,194.90	12,560.75	12,937.57	13,325.70	13,725.47	14,137.23	14,561.35	14,998.19	15,448.14	15,679.86	15,915.06	16,153.78	16,396.09	16,642.03	16,891.66
LS12	11,997.07	12,356.98	12,727.69	13,109.52	13,502.81	13,907.89	14,325.13	14,754.88	15,197.53	15,653.46	16,123.06	16,606.75	16,855.85	17,108.69	17,365.32	17,625.80	17,890.19	18,158.54
LS13	12,896.85	13,283.76	13,682.27	14,092.74	14,515.52	14,950.99	15,399.52	15,861.50	16,337.35	16,821.47	17,322.29	17,832.26	18,120.05	18,391.85	18,667.72	18,947.74	19,231.96	19,520.43
LS14	13,864.11	14,280.03	14,708.43	15,149.69	15,604.18	16,072.30	16,554.47	17,051.10	17,562.64	18,089.52	18,632.20	19,191.17	19,479.04	19,771.22	20,067.79	20,368.81	20,674.34	20,984.45
LS15	14,903.92	15,351.04	15,811.57	16,285.92	16,774.49	17,277.73	17,796.06	18,329.94	18,879.84	19,446.23	20,029.62	20,630.51	20,939.97	21,254.07	21,572.88	21,896.47	22,224.92	22,558.29
LS16	16,021.71	16,502.37	16,997.44	17,507.36	18,032.58	18,573.56	19,130.76	19,704.69	20,295.83	20,904.70	21,531.84	22,177.80	22,848.12	23,190.85	23,538.71	23,891.79	24,250.17	
LS17	17,223.34	17,740.04	18,272.25	18,820.41	19,385.02	19,966.58	20,565.57	21,182.54	21,818.02	22,472.56	23,146.73	23,841.14	24,198.75	24,561.73	24,930.16	25,304.11	25,683.67	26,066.93
LS18	18,515.10	19,070.55	19,642.66	20,231.94	20,838.90	21,464.07	22,107.99	22,771.23	23,454.37	24,158.00	24,882.74	25,629.22	26,013.66	26,403.87	26,799.92	27,201.92	27,609.95	28,024.10
LS19	19,903.72	20,500.83	21,115.86	21,749.33	22,401.81	23,073.87	23,766.08	24,479.07	25,213.44	25,969.84	26,748.94	27,551.40	27,964.68	28,384.15	28,809.91	29,242.06	29,680.69	30,125.90
LS20	21,396.50	22,038.40	22,699.55	23,380.53	24,081.95	24,804.41	25,548.54	26,315.00	27,104.45	27,917.58	28,755.11	29,617.76	30,062.03	30,512.96	30,970.65	31,435.21	31,906.74	32,385.34

NOTE: As a result of arithmetical rounding, the published monthly salary structures may differ by no more than two cents from computerized payroll system calculations.

**SECTION 3.** Section 6.28.050 (Tables of Classes of Positions) is hereby amended

to change only the salaries of the following classes:

<b>Item No.</b>	<b>Title</b>	<b>Effective Date</b>	<b>Salary or Salary Schedule and Level</b>	
0410	ADMINISTRATIVE SERVICES OFFICER, LACERA	1/1/24 <u>1/1/25</u>	N23L <u>N23L</u>	LS9 <u>LS9</u>
0470	ACCOUNTING OFFICER	4/23/24 <u>10/1/24</u>	NM <u>NM</u>	113A <u>114B</u>
0799	ASSISTANT CHIEF FINANCIAL OFFICER, LACERA	1/1/24 <u>1/1/25</u>	N23L <u>N23L</u>	LS10 <u>LS10</u>
0766	ASSISTANT CHIEF, INTERNAL AUDIT, LACERA	1/1/24 <u>1/1/25</u>	N23L <u>N23L</u>	LS9 <u>LS9</u>
0437	ASSISTANT DIRECTOR, HUMAN RESOURCES, LACERA	1/1/24 <u>1/1/25</u>	N23L <u>N23L</u>	LS10 <u>LS10</u>
0771	ASSISTANT DIVISION MANAGER, LACERA	1/1/24 <u>1/1/25</u>	N23L <u>N23L</u>	LS10 <u>LS10</u>
0778	ASSISTANT EXECUTIVE OFFICER, LACERA	1/1/24 <u>1/1/25</u>	N23L <u>N23L</u>	LS16 <u>LS16</u>
0792	ASSISTANT EXECUTIVE OFFICER, LACERA (UC)	1/1/24 <u>1/1/25</u>	N23L <u>N23L</u>	LS16 <u>LS16</u>
0781	ASSISTANT INFORMATION SYSTEMS MGR, LACERA	1/1/24 <u>1/1/25</u>	N23L <u>N23L</u>	LS12 <u>LS12</u>
9203	ASSOCIATE STAFF COUNSEL, LACERA	1/1/24 <u>1/1/25</u>	N23L <u>N23L</u>	LS8 <u>LS8</u>
0794	CHIEF, COMMUNICATIONS, LACERA	1/1/24 <u>1/1/25</u>	N23L <u>N23L</u>	LS10 <u>LS10</u>
9216	CHIEF COUNSEL, LACERA	1/1/24 <u>1/1/25</u>	N23L <u>N23L</u>	LS19 <u>LS19</u>
9215	CHIEF COUNSEL, DISABILITY LITIGATION	1/1/24 <u>1/1/25</u>	N23L <u>N23L</u>	LS18 <u>LS18</u>
0776	CHIEF EXECUTIVE OFFICER, LACERA	1/1/24 <u>1/1/25</u>	N37 <u>N37</u>	

0800	CHIEF FINANCIAL OFFICER, LACERA	1/1/24 <u>1/1/25</u>	N23L <u>N23L</u>	LS12 <u>LS12</u>
0805	CHIEF, INFORMATION TECHNOLOGY OFFICER, LACERA (UC)	1/1/24 <u>1/1/25</u>	N23L <u>N23L</u>	LR14 <u>LR14</u>
0774	CHIEF, INTERNAL AUDITOR, LACERA	1/1/24 <u>1/1/25</u>	N23L <u>N23L</u>	LS12 <u>LS12</u>
0493	CHIEF INVESTMENT OFFICER, LACERA (UC)	1/1/24 <u>1/1/25</u>	N23L <u>N23L</u>	LR28 <u>LR28</u>
0780	CHIEF, QUALITY ASSURANCE & METRICS, LACERA	1/1/24 <u>1/1/25</u>	N23L <u>N23L</u>	LS12 <u>LS12</u>
0777	CONTRACT ANALYST, LACERA	1/1/24 <u>10/1/24</u>	NM <u>NM</u>	105F <u>106G</u>
0779	CREATIVE COORDINATOR, LACERA	1/1/24 <u>10/1/24</u>	NM <u>NM</u>	111A <u>112B</u>
0469	DATA SYSTEMS COORDINATOR, LACERA	1/1/24 <u>10/1/24</u>	NM <u>NM</u>	114K <u>115L</u>
0459	DATA SYSTEMS SUPERVISOR I, LACERA	1/1/24 <u>10/1/24</u>	NM <u>NM</u>	114K <u>115L</u>
0460	DATA SYSTEMS SUPERVISOR II, LACERA	1/1/24 <u>10/1/24</u>	NM <u>NM</u>	120F <u>121G</u>
0770	DEPUTY CHIEF EXECUTIVE OFFICER, LACERA (UC)	1/1/24 <u>1/1/25</u>	N23L <u>N23L</u>	LR18 <u>LR18</u>
0494	DEPUTY CHIEF INVESTMENT OFFICER, LACERA (UC)	1/1/24 <u>1/1/25</u>	N23L <u>N23L</u>	LR24 <u>LR24</u>
0425	DIRECTOR, HUMAN RESOURCES, LACERA	1/1/24 <u>1/1/25</u>	N23L <u>N23L</u>	LS12 <u>LS12</u>
0793	DIRECTOR, RETIREE HEALTH CARE, LACERA	1/1/24 <u>1/1/25</u>	N23L <u>N23L</u>	LS14 <u>LS14</u>
1648	DISABILITY RETIREMENT SPECIALIST	1/1/24 <u>10/1/24</u>	NM <u>NM</u>	102A <u>103B</u>
1643	DISABILITY RETIREMENT SPECIALIST SUPERVISOR	1/1/24 <u>10/1/24</u>	NM <u>NM</u>	110B <u>111C</u>

0773	DIVISION MANAGER, LACERA	1/1/24 <u>1/1/25</u>	N23L <u>N23L</u>	LS12 <u>LS12</u>
0453	EDP PRINCIPAL PROGRAMMER ANALYST, LACERA	1/1/24 <u>10/1/24</u>	NM <u>NM</u>	119J <u>120K</u>
0475	EXECUTIVE BOARD ASSISTANT, LACERA	1/1/24 <u>10/1/24</u>	NM <u>NM</u>	108F <u>109G</u>
0442	EXECUTIVE ADMINISTRATIVE ASSISTANT, LACERA	1/1/24 <u>10/1/24</u>	NM <u>NM</u>	105C <u>106D</u>
0767	FINANCE ANALYST I, LACERA	1/1/24 <u>10/1/24</u>	NM <u>NM</u>	109A <u>110B</u>
0768	FINANCE ANALYST II, LACERA	1/1/24 <u>1/1/25</u>	N23L <u>N23L</u>	LR12 <u>LR12</u>
0769	FINANCE ANALYST III, LACERA	1/1/24 <u>1/1/25</u>	N23L <u>N23L</u>	LR16 <u>LR16</u>
0434	HUMAN RESOURCES ANALYST, LACERA	1/1/24 <u>10/1/24</u>	NM <u>NM</u>	102F <u>103G</u>
0806	INFORMATION SECURITY OFFICER, LACERA	1/1/24 <u>1/1/25</u>	N23L <u>N23L</u>	LS12 <u>LS12</u>
0783	INFORMATION SYSTEMS MANAGER, LACERA	1/1/24 <u>1/1/25</u>	N23L <u>N23L</u>	LS14 <u>LS14</u>
0782	INFORMATION SYSTEMS MANAGER I, LACERA	1/1/24 <u>10/1/24</u>	NM <u>NM</u>	120A <u>121B</u>
0803	INFORMATION TECHNOLOGY MANAGER I, LACERA	1/1/24 <u>1/1/25</u>	N23L <u>N23L</u>	LS11 <u>LS11</u>
0804	INFORMATION TECHNOLOGY MANAGER II, LACERA	1/1/24 <u>1/1/25</u>	N23L <u>N23L</u>	LS12 <u>LS12</u>
0801	INFORMATION TECHNOLOGY SPECIALIST I, LACERA	1/1/24 <u>10/1/24</u>	NM <u>NM</u>	122A <u>123B</u>
0802	INFORMATION TECHNOLOGY SPECIALIST II, LACERA	1/1/24 <u>10/1/24</u>	NM <u>NM</u>	127C <u>128D</u>
0764	INTERNAL AUDITOR, LACERA	1/1/24 <u>10/1/24</u>	NM <u>NM</u>	106C <u>107D</u>



0765	INTERNAL AUDITOR, LACERA	1/1/24 <u>10/1/24</u>	NM <u>NM</u>	111G <u>112H</u>
0474	INVESTMENT ACCOUNTING OFFICER	4/23/24 <u>10/1/24</u>	NM <u>NM</u>	116B <u>117C</u>
9235	LEGAL ANALYST, LACERA	1/1/24 <u>10/1/24</u>	NM <u>NM</u>	103G <u>104H</u>
0795	LEGISLATIVE AFFAIRS OFFICER, LACERA	1/1/24 <u>10/1/24</u>	NM <u>NM</u>	116J <u>117K</u>
0440	LEGAL SECRETARY, LACERA	1/1/24 <u>10/1/24</u>	NM <u>NM</u>	97C <u>99E</u>
0500	PORTFOLIO MANAGER	1/1/24 <u>1/1/25</u>	N23L <u>N23L</u>	LR13 <u>LR13</u>
0762	PRINCIPAL INTERNAL AUDITOR, LACERA	1/1/24 <u>10/1/24</u>	NM <u>NM</u>	118J <u>119K</u>
0495	PRINICIPAL INVESTMENT OFFICER, LACERA	1/1/24 <u>1/1/25</u>	N23L <u>N23L</u>	LR23 <u>LR23</u>
0496	PRINICIPAL INVESTMENT OFFICER, LACERA (UC)	1/1/24 <u>1/1/25</u>	N23L <u>N23L</u>	LR23 <u>LR23</u>
2600	PROGRAMMING SYSTEMS SPECIALIST, LACERA	1/1/24 <u>10/1/24</u>	NM <u>NM</u>	117C <u>118D</u>
0465	PUBLIC INFORMATION OFFICER, LACERA	1/1/24 <u>10/1/24</u>	NM <u>NM</u>	107K <u>108L</u>
0796	QUALITY AUDITOR I, LACERA	1/1/24 <u>10/1/24</u>	NM <u>NM</u>	99D <u>100E</u>
0797	QUALITY AUDITIOR II, LACERA	1/1/24 <u>10/1/24</u>	NM <u>NM</u>	104F <u>105G</u>
2644	RETIREMENT SYSTEMS SPECIALIST	1/1/24 <u>10/1/24</u>	NM <u>NM</u>	119L <u>121A</u>
0761	RISK MANAGEMENT SPECIALIST, LACERA	1/1/24 <u>10/1/24</u>	NM <u>NM</u>	112B <u>113C</u>
0772	SECTION HEAD, LACERA	1/1/24 <u>1/1/25</u>	N23L <u>N23L</u>	LS9 <u>LS9</u>

0439	SENIOR ADMIN ASSISTANT, LACERA	1/1/24 <u>10/1/24</u>	NM <u>NM</u>	94B <u>95C</u>
1632	SENIOR DISABILITY RETIREMENT SPECIALIST	1/1/24 <u>10/1/24</u>	NM <u>NM</u>	106B <u>107C</u>
0436	SENIOR HUMAN RESOURCES ANALYST, LACERA	1/1/24 <u>10/1/24</u>	NM <u>NM</u>	105E <u>106F</u>
0435	SENIOR HUMAN RESOURCES ASSISTANT, LACERA	1/1/24 <u>10/1/24</u>	NM <u>NM</u>	95H <u>96J</u>
0763	SENIOR INTERNAL AUDITOR, LACERA	1/1/24 <u>10/1/24</u>	NM <u>NM</u>	112F <u>113G</u>
0492	SENIOR INVESTMENT OFFICER, LACERA	1/1/24 <u>1/1/25</u>	N23L <u>N23L</u>	LR20 <u>LR20</u>
0441	SENIOR LEGAL SECRETARY, LACERA	1/1/24 <u>10/1/24</u>	NM <u>NM</u>	101C <u>103K</u>
0807	SENIOR MEDIA ARTIST, LACERA	1/1/24 <u>1/1/25</u>	NMO <u>NMO</u>	106J <u>107K</u>
0798	SENIOR QUALITY AUDITOR, LACERA	1/1/24 <u>10/1/24</u>	NM <u>NM</u>	109H <u>110J</u>
9213	SENIOR STAFF COUNSEL, LACERA	1/1/24 <u>1/1/25</u>	N23L <u>N23L</u>	LS16 <u>LS16</u>
0784	SENIOR WRITER, LACERA	1/1/24 <u>10/1/24</u>	NM <u>NM</u>	108L <u>110A</u>
0775	SPECIAL ASSISTANT, LACERA	1/1/24 <u>1/1/25</u>	N23L <u>N23L</u>	LS12 <u>LS12</u>
9212	STAFF COUNSEL, LACERA	1/1/24 <u>1/1/25</u>	N23L <u>N23L</u>	LS12 <u>LS12</u>
0423	SUPERVISING ADMINISTRATIVE ASSISTANT II, LACERA	1/1/24 <u>10/1/24</u>	NM <u>NM</u>	110A <u>111B</u>
0424	SUPERVISING ADMINISTRATIVE ASSISTANT III, LACERA	1/1/24 <u>10/1/24</u>	NM <u>NM</u>	112B <u>113C</u>

0449	SUPERVISING WORD PROCESSOR, LACERA	1/1/24 <u>10/1/24</u>	NM <u>NM</u>	94D <u>95E</u>
1886	TRAINING COORDINATOR, LACERA	1/1/24 <u>10/1/24</u>	NM <u>NM</u>	106E <u>107F</u>

**SECTION 4.** Pursuant to Government Code Section 25123(f), this ordinance shall take effect immediately upon final passage.

[LACERAMAPP2024-25PBCC]