



**Chief  
Executive  
Office.**

**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

February 10, 2025

To: Supervisor Kathryn Barger, Chair  
Supervisor Hilda L. Solis  
Supervisor Holly J. Mitchell  
Supervisor, Lindsey P. Horvath  
Supervisor Janice Hahn

From: Fesia A. Davenport  
Chief Executive Officer

**FISCAL YEAR 2025-26 COUNTY BUDGETARY OUTLOOK AND PRESSURES:  
ECONOMIC AND LABOR IMPACTS**

As my office works with County departments and the Board of Supervisors (Board) offices to develop the Fiscal Year (FY) 2025-26 budget, it is important to articulate and understand the constraints within which the budget will be developed. The purpose of this memo is to provide the Chief Executive Office (CEO's) outlook on the County's FY 2025-26 budget and identify and explain the significant budgetary pressures that will need to be addressed for the coming fiscal year. Specifically, this memo discusses current economic and labor environments.

**Economic Environment**

Although the United States economy has remained positive over the past year—with stable growth, robust consumer spending, moderating inflation, and steady employment—there are potentially dramatic changes underway at the federal level under the new Presidential administration. It is impossible to immediately quantify the impact of these potential changes on the County at this time, given the rapid pace of announcements, executive orders, lawsuits, and other factors. However, it is prudent to plan for potential impacts, including loss or reduction of funding for key programs, changes in funding tied to newly imposed federal requirements, and impacts to programs that do not align ideologically with the new administration.

In addition to potentially major budget-impacting policy changes at the federal level, other challenges threaten to significantly impact the County's fiscal outlook. One of the most significant is the nearly complete spend down of approximately



\$2 billion in the American Rescue Plan Act funding, which has been used to launch and fund multiple programs serving communities most heavily impacted by the pandemic. Now that this funding source has come to an end, the County may have to discontinue or downsize these programs.

An even more consequential threat is the potentially multi-billion-dollar cost of legal settlements and judgments resulting from Assembly Bill (AB) 218, which extended the statute of limitations for filing childhood sexual assault claims and permitted alleged victims of any age a longer window to file civil claims.

These challenges existed before the Eaton and Palisades fires, one of the worst natural disasters to strike Los Angeles County in recent history. Beyond the human toll of these deadly, destructive and unprecedented fires, some forecasts place the overall economic impact on the region at more than \$250 billion. As a vital player in the regional economy, the County expects decreases in some locally generated revenues, including decreases in our local sales tax-based revenues due to the loss and closure of businesses and property tax revenues from the full or partial loss of properties in the affected areas. Any State action to provide relief to property owners in fire impacted areas by delaying the payment of property taxes could further impact our revenue assumptions.

At the same time, we anticipate significant increases in County costs to provide essential aid to impacted residents and to invest in clean-up and rebuilding efforts to help our communities recover as quickly as possible. As recovery and rebuilding gets underway, we are actively calculating these costs, which we expect to include substantial costs as departments confront sharply increased workloads, costs to replace County structures destroyed by the fires, and the cost of new responsibilities to meet the challenge. We expect these costs to negatively impact departmental budgets that were adopted prior to this emergency—and these will be multi-year costs, reverberating well beyond the 2024-25 budget year. The County will shoulder most of the response and rebuild costs initially while we work with the Federal Emergency Management Agency (FEMA) to claim eligible costs for future reimbursement. Based on our experience with prior natural disasters, FEMA does not typically cover all claimed costs, and reimbursements are made many months and often years after claims are submitted. While the costs will be substantial, supporting our communities as they move toward full recovery will ultimately create a stronger, safer, more resilient County for all our residents.

In recognition of the deep budgetary challenges ahead, the County has initiated contingency planning efforts. Departments have been instructed to identify discretionary and non-mandated programs for potential reductions, focusing on preserving essential safety-net services. We will also be evaluating additional intermediate strategies, such as implementation of a hiring freeze, pausing identification of funding for motions and Board letters requiring large amounts of

unrestricted locally generated funding for uses that are not legally required, nor do not address an urgent need and/or which have an attenuated nexus to the County's core or mandated functions. While budget reductions are not our preferred or even our first course of action, we must be prepared to implement them if necessary to maintain our fiscal integrity.

### **Summary of Fiscal Impacts Driving Budgetary Pressures**

The CEO's Budget, Legislative Affairs, and the Office of Emergency Management teams are working with County departments, our federal and State elected representatives, and other public and private government partners to better understand, quantify, and plan for the budgetary pressures described in this memo. Some pressures are known and certain to occur but have not yet been quantified. Other pressures are known or suspected, but certainty is elusive because circumstances are in flux (i.e., federal landscape) and are therefore not currently quantifiable. However, fiscal prudence requires that we start thinking about and preparing for them. The list below distills the major budgetary pressures described in this memo for FY 2025-26.

- Liability under AB 218 lawsuits will represent a substantial and significant impact on the County's budget for years to come.
- The County's American Rescue Plan Act funding was nearly \$2 billion dollars, was one-time in nature (spent over multiple years), and is winding down.
- Outside estimates forecast a \$250 billion impact to the County region as a result of the devastating Palisades and Eaton Fires.
- The County's revenues will be impacted in an unknown amount in FY 2024-25 (the current fiscal year ending June 30, 2025) and in FY 2025-26 due to the loss of sales and property tax revenue from businesses, homes, and other structures destroyed in the fires, and could be impacted by any State action that delays the collection of property taxes in fire areas.
- An additional reduction in property tax growth, in an unknown amount, will likely be sustained as the Assessor's Office redirects staff efforts to reassessing the value of structures lost in the fires, which could impact the pace at which the Assessor is able to assess values (as would normally happen) of structures not impacted by the fires.
- Major cost impacts from advancing funding for fire recovery efforts, with FEMA reimbursements taking place months or years from now.
- Ongoing labor negotiations, as even a one percent increase in salaries and benefits would cost the County approximately \$166 million across the general fund, hospital enterprise fund, and special funds.

### **Labor Environment**

Our memoranda of understanding (MOUs) establish the agreements between the County and our labor partners on wages, hours, and working conditions. Currently, the County is actively negotiating successor MOUs for 44 bargaining units, covering

all job types. Additionally, negotiations are underway for our two fringe benefits MOUs. Later this year, negotiations will begin with 18 additional bargaining units.

Given the economic constraints identified above, the CEO is approaching labor negotiations with fiscal responsibility as our guiding principle. We recognize and value the contributions of our workforce, yet our ability to fund substantial wage increases and enhanced benefits is limited. Discussions with our labor partners must reflect these financial realities.

In 2021, the County negotiated short-term rollover agreements with no salary increases due to pandemic-related budget uncertainties. By 2022, we agreed to a three-year contract with a 12 percent cost-of-living adjustment (COLA)—one of the most significant in County history. The COLAs for each County bargaining unit from 2021 to the present are described in the table in Appendix A.

As we enter this bargaining cycle, labor expectations are at an all-time high. Many unions believe their members have not fully recovered from inflation-driven losses following the pandemic or the 2021 rollover agreements. Recent private-sector labor movements, such as unionization efforts at Starbucks and Amazon, have also fueled expectations of significant wage increases. Major public-sector contracts, including agreements entered into by the City of Los Angeles, which contributed to the elimination of approximately 1,700 vacant positions in the city's budget, have further shaped the region's labor expectations.

Finally, Recent wildfires have also influenced public sentiment, particularly regarding public safety personnel, and their bargaining positions reflect their expectations for special consideration during this bargaining cycle.

### **Salaries**

The County maintains a comprehensive compensation structure designed to attract and retain qualified personnel across various departments. County salaries have remained competitive with the market over the past 10 years. On average, the County has outpaced the State of California's COLAs and has been competitive with the City of Los Angeles' COLAs. Additionally, the County has been on par with the Consumer Price Index for All Urban Consumers (CPI-U) for the Los Angeles-Long Beach-Anaheim areas over the past ten years. We do not set COLAs based on the CPI-U, but it is a consideration in our discussions regarding economic proposals. The history of County COLAs as compared to the State, CPI-U, and the City of Los Angeles is described in the table in Appendix B.

A market salary survey for 13 representative County classifications from separate bargaining units and job types revealed that the County is ranked 1<sup>st</sup> or 2<sup>nd</sup> in base salary compared to the most competitive Southern California public agencies (six of the 13 County classifications reviewed are ranked number 1). The survey is included as Appendix C. These results are unsurprising as the cost of living in

Los Angeles County often exceeds the cost in our surrounding Southern California counties, and relatively higher salaries are necessary to attract and retain our workforce.

### **Fringe Benefits**

In addition to competitive salaries, the County also offers highly competitive fringe benefits, which are the additional compensation employees receive over and above regular salary. This includes, among other things, holidays, leave, life insurance, supplemental retirement and pension contributions, and spending accounts. Fringe benefits also include medical and dental coverage, an important consideration because the cost of these benefits continues to rise, exerting pressure on our budget, especially as it relates to healthcare costs. While over 70 percent of represented employees receive fully covered benefits with excess funds returned as taxable income, labor partners are pressing for increased benefit allowances to offset projected cost increases in healthcare.

Comparative data indicates that the County's benefits far exceed peers in the public and private sectors. According to the Bureau of Labor Statistics, private-sector employers allocate 29.6 percent of payroll to benefits, while state and local governments average 38.2 percent. By contrast, the County's benefits account for 49.4 percent of total salary and benefits costs—significantly higher than both benchmarks. A comparison of the County's fringe benefits with the public and private sectors is included in Appendix D.

### **Status of Negotiations**

The County has 24 labor unions covering 63 bargaining units. Of our more than 40 open negotiation tables, the County has received economic proposals from nearly all bargaining units. The economic proposals request COLAs and compensation in the form of bonuses, differentials, incentives, and expanded benefits. Proposed COLAs range from 22 to 45 percent over three, or in some cases, four years. Additionally, the unions have submitted nearly 200 requests for market salary adjustments. In general, market adjustments are designed as a way to ensure that organizations remain competitive with the compensation of similar employers in order to recruit and retain employees. During this bargaining cycle, market adjustment requests range from five to 40 percent above COLA proposals.

Despite our competitive salaries and benefits, the County anticipates difficult labor negotiations ahead. The economic proposals submitted by labor partners to date are fiscally unsustainable, and the County's ability to offer substantial counterproposals is severely constrained. This creates a fundamental divide with little room for compromise. However, we remain optimistic that necessary compromises can be reached, avoiding impacts to vulnerable residents and those impacted by the fires from potential workforce actions.

## **Conclusion**

Known budgetary impacts to the County's current year and FY 2025-26 budgets are on the horizon. Quantifying these impacts remains a work in progress. Additionally, the County is preparing for a bargaining cycle, with significant gaps between labor expectations and fiscal realities. Given economic uncertainties, revenue volatility, and rising operational costs, our future spending plans, whether driven by motion, Board Letter, or collective bargaining agreement, must reflect our budgetary constraints with a balanced approach to maintaining our safety net services and reasonable labor agreements.

If you have any questions, your staff may contact Mason Matthews, Budget Management and Operations Branch, at [mmatthews@ceo.lacounty.gov](mailto:mmatthews@ceo.lacounty.gov), or Keisha Lakey-Wright, Employee Relations and Benefits Division at [KLakey-Wright@ceo.lacounty.gov](mailto:KLakey-Wright@ceo.lacounty.gov).

FAD:JMN  
KLW:MM:LL

## **Attachments (Appendices A-D)**

c: Executive Office, Board of Supervisors  
County Counsel

**SUMMARY OF MEMORANDA OF UNDERSTANDING  
CURRENT MOU TERMS  
PAST SALARY MOVEMENT (2021 TO PRESENT)**

**APPENDIX A**

| Unit | Unit Description                                     | Union                 | Term                     | 10/1/2024 | 7/1/2024 | 10/1/2023 | 7/1/2023 | 10/1/2022 | One-time Bonus                              | 7/1/2022 | 10/1/2021 |
|------|------------------------------------------------------|-----------------------|--------------------------|-----------|----------|-----------|----------|-----------|---------------------------------------------|----------|-----------|
| 105  | Student Workers                                      | SEIU                  | 04-01-2022 to 03-31-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 111  | Clerical and Office Services Employees               | SEIU                  | 04-01-2022 to 03-31-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 112  | Supv. Clerical and Office Services                   | SEIU                  | 04-01-2022 to 03-31-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 121  | Admin. Technical & Staff Services                    | SEIU                  | 04-01-2022 to 03-31-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 122  | Supv. Admin. Technical & Staff Services              | SEIU                  | 04-01-2022 to 03-31-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 131  | Appraisers                                           | CAPE                  | 04-01-2022 to 03-31-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 132  | Supervisory Appraisers                               | CAPE                  | 04-01-2022 to 03-31-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 201  | Bldg. Custodians & Services Employees                | SEIU                  | 04-01-2022 to 03-31-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 211  | Institutional Support Services Employees             | SEIU                  | 04-01-2022 to 03-31-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 221  | Paramedical Technical Employees                      | SEIU                  | 04-01-2022 to 03-31-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 222  | Supervisory Paramedical Health Employees             | SEIU                  | 04-01-2022 to 03-31-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 301  | Pharmacists                                          | UAPD                  | 10-01-2022 to 09-30-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 311  | Registered Nurses                                    | SEIU                  | 04-01-2022 to 03-31-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 312  | Supvg. Registered Nurses                             | SEIU                  | 04-01-2022 to 03-31-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 321  | Physician Assistants and Senior Physician Assistants | AFSCME Local 1271     | 10-01-2022 to 09-30-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 323  | Interns and Resident Physicians                      | Interns and Residents | 04-01-2022 to 03-31-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 324  | Physicians                                           | UAPD                  | 10-01-2022 to 09-30-2027 | 3.25%     |          | 3.25%     |          | 5.50%     |                                             |          | 0%        |
| 325  | Mental Health Psychiatrists/Dental Professionals     | UAPD                  | 10-01-2022 to 09-30-2027 | 3.25%     |          | 3.25%     |          | 5.50%     |                                             |          | 0%        |

**SUMMARY OF MEMORANDA OF UNDERSTANDING  
CURRENT MOU TERMS  
PAST SALARY MOVEMENT (2021 TO PRESENT)**

**APPENDIX A**

| Unit | Unit Description                         | Union                      | Term                     | 10/1/2024 | 7/1/2024 | 10/1/2023 | 7/1/2023 | 10/1/2022 | One-time Bonus                              | 7/1/2022 | 10/1/2021 |
|------|------------------------------------------|----------------------------|--------------------------|-----------|----------|-----------|----------|-----------|---------------------------------------------|----------|-----------|
| 331  | Health Investigative & Support Services  | Teamsters 911              | 04-01-2022 to 09-30-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 341  | Health Science Professionals             | SEIU                       | 04-01-2022 to 03-31-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 342  | Supv. Health Science Professionals       | SEIU                       | 04-01-2022 to 03-31-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 401  | Operating Engineers                      | Int Union of Operating Eng | 04-01-2022 to 03-31-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 411  | Bldg.Trades and Skilled Craftsmen        | Trades Council             | 04-01-2022 to 03-31-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 412  | Supv.Bldg. Trades & Oper. Engineer Empls | Trades Council             | 04-01-2022 to 03-31-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 421  | Automotive & Equip. Maint. & Repairmen   | AFSCME Local 119           | 10-01-2022 to 09-30-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 431  | Artisan and Blue Collar Employees        | SEIU                       | 04-01-2022 to 03-31-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 432  | Supv. Artisan and Blue Collar Employees  | SEIU                       | 04-01-2022 to 03-31-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 501  | Professional Engineers                   | CAPE                       | 04-01-2022 to 03-31-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 502  | Supvg. Professional Engineers            | CAPE                       | 04-01-2022 to 03-31-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 511  | Engineering Technicians                  | CAPE                       | 04-01-2022 to 03-31-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 512  | Supvg. Engineering Technicians           | CAPE                       | 04-01-2022 to 03-31-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 601  | Fire Fighters                            | Fire Fighters Local 1014   | 01-01-2022 to 12-31-2024 |           | 3.25%    |           | 3.25%    |           | One-time bonus of \$1,375 (\$700 part-time) | 5.50%    |           |
| 602  | Supv. Fire Fighters                      | Fire Fighters Local 1014   | 01-01-2022 to 12-31-2024 |           | 3.25%    |           | 3.25%    |           | One-time bonus of \$1,375 (\$700 part-time) | 5.50%    |           |
| 603  | Fire Specialists                         | Fire Fighters Local 1014   | 10-01-2022 to 09-30-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 604  | Supv. Fire Specialists                   | Fire Fighters Local 1014   | 10-01-2022 to 09-30-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |



**SUMMARY OF MEMORANDA OF UNDERSTANDING  
CURRENT MOU TERMS  
PAST SALARY MOVEMENT (2021 TO PRESENT)**

**APPENDIX A**

| Unit | Unit Description                      | Union                     | Term                     | 10/1/2024 | 7/1/2024 | 10/1/2023 | 7/1/2023 | 10/1/2022 | One-time Bonus                              | 7/1/2022 | 10/1/2021 |
|------|---------------------------------------|---------------------------|--------------------------|-----------|----------|-----------|----------|-----------|---------------------------------------------|----------|-----------|
| 611  | Peace Officers                        | ALADS                     | 02-01-2022 to 01-31-2025 |           | 3.25%    |           | 3.25%    |           | One-time bonus of \$1,375 (\$700 part-time) | 5.50%    |           |
| 612  | Supv. Peace Officers                  | PPOA                      | 02-01-2022 to 01-31-2025 |           | 3.25%    |           | 3.25%    |           | One-time bonus of \$1,000                   | 5.50%    |           |
| 613  | Public Defender Investigators         | Assoc of PD Investigators | 02-01-2022 to 01-31-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 614  | Criminalists                          | PPOA                      | 10-01-2022 to 09-30-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 621  | Corrections Officers                  | PPOA                      | 04-01-2022 to 03-31-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 631  | Coroner Investigators                 | PPOA                      | 04-01-2022 to 09-30-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 632  | Supervising Coroner Investigators     | PPOA                      | 04-01-2022 to 09-30-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 641  | Beach Lifeguards                      | Lifeguard Assoc           | 01-01-2022 to 12-31-2024 |           | 3.25%    |           | 3.25%    |           | One-time bonus of \$1,375 (\$700 part-time) | 5.50%    |           |
| 642  | Supervising Beach Lifeguards          | Lifeguard Assoc           | 01-01-2022 to 12-31-2024 |           | 3.25%    |           | 3.25%    |           | One-time bonus of \$1,375 (\$700 part-time) | 5.50%    |           |
| 701  | Deputy Probation Officers             | AFSCME Local 685          | 02-01-2022 to 01-31-2025 |           | 3.25%    |           | 3.25%    |           | One-time bonus of \$1,375 (\$700 part-time) | 5.50%    |           |
| 702  | Supervising Deputy Probation Officers | SEIU                      | 10-01-2018 to 09-30-2021 |           | 3.25%    |           | 3.25%    |           | One-time bonus of \$1,375                   | 5.50%    |           |
| 703  | Probation Directors                   | AFSCME Local 1967         | 04-01-2022 to 01-31-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 711  | Social Workers                        | SEIU                      | 04-01-2022 to 03-31-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 721  | Psychiatric Social Workers            | AFSCME Local 2712         | 04-01-2022 to 03-31-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 722  | Medical Social Workers                | SEIU                      | 04-01-2022 to 03-31-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 723  | Children's Social Workers             | SEIU                      | 04-01-2022 to 03-31-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 724  | Supv. Professional Social Workers     | AFSME Local 3511          | 04-01-2022 to 03-31-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 725  | Supervising Child Support Officers    | AFSCME Local 1083         | 04-10-2022 to 09-30-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |

**SUMMARY OF MEMORANDA OF UNDERSTANDING  
CURRENT MOU TERMS  
PAST SALARY MOVEMENT (2021 TO PRESENT)**

**APPENDIX A**

| Unit | Unit Description                    | Union                        | Term                     | 10/1/2024 | 7/1/2024 | 10/1/2023 | 7/1/2023 | 10/1/2022 | One-time Bonus                              | 7/1/2022 | 10/1/2021 |
|------|-------------------------------------|------------------------------|--------------------------|-----------|----------|-----------|----------|-----------|---------------------------------------------|----------|-----------|
| 729  | Health Financial Support Services   | SEIU                         | 04-01-2022 to 03-31-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 731  | Social Services Investigators       | SEIU                         | 04-01-2022 to 03-31-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 732  | Supv. Social Services Investigators | SEIU                         | 04-01-2022 to 03-31-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 777  | Supvg. Social Workers               | SEIU                         | 04-01-2022 to 03-31-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 801  | District Attorneys                  | Assoc of DDA                 | 09-30-2025               | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 802  | Child Support Attorney              | Child Support Attnys Assoc   | 09-30-2025               | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 803  | Deputy Public Defenders             | DPD Union                    | 09-30-2025               | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 804  | Child Support Program Managers      | Program Managers Association | MOU pending              | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 811  | Librarians                          | SEIU                         | 04-01-2022 to 03-31-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |
| 821  | Agricultural Inspectors             | AFSCME Local 830             | 10-01-2022 to 09-30-2025 | 3.25%     |          | 3.25%     |          | 5.50%     | One-time bonus of \$1,375 (\$700 part-time) |          | 0%        |

**COMPARISON OF COUNTY, STATE, AND CITY GENERAL SALARY INCREASES (COLA)  
AND THE BUREAU OF LABOR STATISTICS CONSUMER PRICE INDEX  
(Fiscal year 2014-15 to present)**

| Fiscal Year<br>(July 1 - June 30) | Los Angeles County | State of California <sup>1</sup> | City of Los Angeles <sup>2</sup> |        | CPI-U <sup>3</sup><br>(July - July) |
|-----------------------------------|--------------------|----------------------------------|----------------------------------|--------|-------------------------------------|
|                                   |                    |                                  | Coalition                        | EAA    |                                     |
| 2014-15                           | 4.00%              | 2.00%                            | 0.00%                            | 5.50%  | 2.00%                               |
| 2015-16                           | 3.00%              | 2.50%                            | 0.00%                            | 6.50%  | 1.40%                               |
| 2016-17                           | 3.00%              | 0.00%                            | 2.00%                            | 2.25%  | 1.10%                               |
| 2017-18                           | 2.00%              | 4.00%                            | 2.75%                            | 2.25%  | 2.50%                               |
| 2018-19                           | 4.00%              | 4.00%                            | 0.00%                            | 2.90%  | 3.90%                               |
| 2019-20                           | 2.50%              | 3.50%                            | 0.00%                            | 2.75%  | 3.30%                               |
| 2020-21                           | 2.50%              | 2.50%                            | 0.00%                            | 0.00%  | 1.90%                               |
| 2021-22                           | 0.00%              | 2.00%                            | 0.00%                            | 2.00%  | 3.90%                               |
| 2022-23                           | 5.50%              | 2.50%                            | 3.00%                            | 3.50%  | 7.70%                               |
| 2023-24                           | 3.25%              | 3.00%                            | 3.00%                            | 6.00%  | 2.70%                               |
| 2024-25                           | 3.25%              | 3.00%                            | 7.00%                            | 5.00%  | 3.40%                               |
| Cumulative Increase<br>2014-24    | 33.00%             | 29.00%                           | 17.75%                           | 38.65% | 33.80%                              |
| Cumulative Increase<br>2020-24    | 14.50%             | 13.00%                           | 13.00%                           | 16.50% | 19.60%                              |

<sup>1</sup> State COLA data - based on general salary movement received for SEIU Bargaining Unit 1000. Data confirmed with the State's Human Resources, Labor Relations Division.

<sup>2</sup> LA City COLA data - based on published salary data and confirmed by the City's Employee Relations Division. Includes COLA increases for City employees represented by their coalition of unions and the City employees represented by the Engineers and Architect Association (EAA).

<sup>3</sup> CPI-U - Consumer Price Index for All Urban Consumers in the Los Angeles - Long Beach - Anaheim area. Percentages reflect 12-month percent change for July.

**COUNTY OF LOS ANGELES-2025 NEGOTIATIONS  
GOVERNMENT AGENCY SURVEY**

**APPENDIX C**

**ITEM NO:** 1962                      **TITLE:** APPRAISER

**BARG UNIT:** 131                      **DESC:** APPRAISERS

| STATE<br>RANK               | SC<br>RANK | AGENCY                       | CLASS TITLE                       | CURRENT<br>EFFECTIVE<br>DATE | CURRENT SALARY RANGE |                    | CONTRACT<br>END DATE | NEXT<br>INCREASE<br>DATE | NEXT<br>INCREASE<br>PERCENT |
|-----------------------------|------------|------------------------------|-----------------------------------|------------------------------|----------------------|--------------------|----------------------|--------------------------|-----------------------------|
|                             |            |                              |                                   |                              | Minimum              | Maximum            |                      |                          |                             |
| 1                           |            | SAN FRANCISCO                | REAL PROPERTY APPRAISER           | 7/1/2024                     | \$ 8,350.33          | \$ 10,148.66       | 6/30/2027            | 1/4/2025                 | 1.5%                        |
| 2                           |            | SANTA CLARA COUNTY           | APPRAISER II                      | 6/24/2024                    | \$ 7,532.03          | \$ 9,112.48        | 6/21/2026            | 6/23/2025                | 4.0%                        |
| 3                           | 1          | <b>COUNTY OF LOS ANGELES</b> | <b>APPRAISER</b>                  | <b>10/1/2024</b>             | <b>\$ 4,844.00</b>   | <b>\$ 8,796.45</b> | <b>3/31/2025</b>     |                          |                             |
| 4                           | 2          | ORANGE COUNTY                | APPRAISER II                      | 6/28/2024                    | \$ 6,333.60          | \$ 8,526.27        | 6/25/2026            | 6/27/2025                | 4.0%                        |
| 5                           |            | ALAMEDA COUNTY               | APPRAISER II                      | 7/7/2024                     | \$ 7,099.63          | \$ 8,495.50        | 1/3/2026             | 7/6/2025                 | 4.0%                        |
| 6                           | 3          | VENTURA COUNTY               | APPRAISER II                      | 12/22/2024                   | \$ 6,021.13          | \$ 8,440.83        | 12/12/2025           |                          |                             |
| 7                           | 4          | RIVERSIDE COUNTY             | APPRAISER II                      | 3/1/2024                     | \$ 6,084.51          | \$ 8,409.49        | 1/29/2027            | 5/1/2025                 | 4.0%                        |
| 8                           |            | CONTRA COSTA COUNTY          | ASSISTANT APPRAISER               | 7/1/2024                     | \$ 6,846.70          | \$ 8,322.20        | 6/30/2026            | 7/1/2025                 | 5.0%                        |
| 9                           |            | SACRAMENTO COUNTY            | ASSOCIATE REAL PROPERTY APPRAISER | 6/30/2024                    | \$ 6,810.36          | \$ 8,278.92        | 6/28/2025            |                          |                             |
| 10                          | 5          | SAN BERNARDINO COUNTY        | APPRAISER II                      | 2/24/2024                    | \$ 5,810.13          | \$ 7,987.20        | 2/28/2027            | 2/22/2025                | 3.0%                        |
| 11                          | 6          | SAN DIEGO COUNTY             | APPRAISER II                      | 6/28/2024                    | \$ 6,099.60          | \$ 7,491.47        | 6/23/2025            |                          |                             |
| 12                          |            | FRESNO COUNTY                | APPRAISER II                      | 11/25/2024                   | \$ 4,864.17          | \$ 6,207.50        | 11/23/2025           | 7/7/2025                 | 3.0%                        |
| 13                          |            | LOS ANGELES CITY             | NO MATCH                          |                              |                      |                    |                      |                          |                             |
| 14                          |            | STATE OF CA                  | NO MATCH                          |                              |                      |                    |                      |                          |                             |
| 15                          |            |                              |                                   |                              |                      |                    |                      |                          |                             |
| <b>SOUTHERN CAL AVERAGE</b> |            |                              |                                   |                              | \$ 6,069.79          | \$ 8,171.05        |                      |                          |                             |
| <b>PERCENT DIFFERENCE</b>   |            |                              |                                   |                              | -25.31%              | 7.11%              |                      |                          |                             |

**COUNTY OF LOS ANGELES-2025 NEGOTIATIONS  
GOVERNMENT AGENCY SURVEY**

**APPENDIX C**

**ITEM NO:** 9073                      **TITLE:** CHILDREN'S SOCIAL WORKER III

**BARG UNIT:** 723                      **DESC:** CHILDREN'S SOCIAL WORKERS

| STATE<br>RANK               | SC<br>RANK | AGENCY                | CLASS TITLE                        | CURRENT<br>EFFECTIVE<br>DATE | CURRENT SALARY RANGE |              | CONTRACT<br>END DATE | NEXT<br>INCREASE<br>DATE | NEXT<br>INCREASE<br>PERCENT |
|-----------------------------|------------|-----------------------|------------------------------------|------------------------------|----------------------|--------------|----------------------|--------------------------|-----------------------------|
|                             |            |                       |                                    |                              | Minimum              | Maximum      |                      |                          |                             |
| 1                           |            | SANTA CLARA COUNTY    | SOCIAL WORKER III                  | 6/24/2024                    | \$ 8,543.43          | \$ 10,337.43 | 6/21/2026            | 6/23/2025                | 4.0%                        |
| 2                           | 1          | COUNTY OF LOS ANGELES | CHILDREN'S SOCIAL WORKER III       | 10/1/2024                    | \$ 6,275.24          | \$ 9,425.70  | 3/31/2025            |                          |                             |
| 3                           |            | CONTRA COSTA COUNTY   | SOCIAL WORKER II                   | 7/1/2024                     | \$ 7,549.54          | \$ 8,323.37  | 6/30/2026            | 7/1/2025                 | 5.0%                        |
| 4                           | 2          | SAN DIEGO COUNTY      | SENIOR PROTECTIVE SERVICES WORKER  | 6/28/2024                    | \$ 6,593.60          | \$ 8,106.80  | 6/23/2025            |                          |                             |
| 5                           | 3          | RIVERSIDE COUNTY      | SOCIAL SERVICES PRACTITIONER III   | 3/21/2024                    | \$ 5,476.98          | \$ 8,091.08  | 1/29/2027            | 5/1/2025                 | 4.0%                        |
| 6                           | 4          | ORANGE COUNTY         | SENIOR SOCIAL WORKER               | 6/30/2024                    | \$ 6,412.00          | \$ 8,063.47  | 6/25/2026            | 6/30/2025                | 4.0%                        |
| 7                           | 5          | SAN BERNARDINO COUNTY | SOCIAL SERVICE PRACTITIONER III    | 9/9/2024                     | \$ 5,477.33          | \$ 7,815.60  | 8/31/2028            | 8/9/2025                 | 3.0%                        |
| 8                           | 6          | VENTURA COUNTY        | HS CHILD WELFARE SOCIAL WORKER III | 12/24/2023                   | \$ 5,725.25          | \$ 7,634.42  | 12/18/2025           | 12/22/2024               | 3.5%                        |
| 9                           |            | ALAMEDA COUNTY        | NO MATCH                           |                              |                      |              |                      |                          |                             |
| 10                          |            | FRESNO COUNTY         | NO MATCH                           |                              |                      |              |                      |                          |                             |
| 11                          |            | SACRAMENTO COUNTY     | NO MATCH                           |                              |                      |              |                      |                          |                             |
| 12                          |            | SAN FRANCISCO         | NO MATCH                           |                              |                      |              |                      |                          |                             |
| 13                          |            | LOS ANGELES CITY      | NO MATCH                           |                              |                      |              |                      |                          |                             |
| 14                          |            | STATE OF CA           | NO MATCH                           |                              |                      |              |                      |                          |                             |
| 15                          |            |                       |                                    |                              |                      |              |                      |                          |                             |
| <b>SOUTHERN CAL AVERAGE</b> |            |                       |                                    |                              | \$ 5,937.03          | \$ 7,942.27  |                      |                          |                             |
| <b>PERCENT DIFFERENCE</b>   |            |                       |                                    |                              | 5.39%                | 15.74%       |                      |                          |                             |

**COUNTY OF LOS ANGELES-2025 NEGOTIATIONS  
GOVERNMENT AGENCY SURVEY**

**APPENDIX C**

**ITEM NO:** 3435                      **TITLE:** CIVIL ENGINEER

**BARG UNIT:** 501                      **DESC:** PROFESSIONAL ENGINEERS

| STATE<br>RANK               | SC<br>RANK | AGENCY                       | CLASS TITLE              | CURRENT<br>EFFECTIVE<br>DATE | CURRENT SALARY RANGE |                     | CONTRACT<br>END DATE | NEXT<br>INCREASE<br>DATE | NEXT<br>INCREASE PERCENT |
|-----------------------------|------------|------------------------------|--------------------------|------------------------------|----------------------|---------------------|----------------------|--------------------------|--------------------------|
|                             |            |                              |                          |                              | Minimum              | Maximum             |                      |                          |                          |
| 1                           |            | SAN FRANCISCO                | ASSOCIATE ENGINEER       | 7/1/2024                     | \$ 12,029.33         | \$ 14,622.83        | 6/30/2027            | 1/4/2025                 | 1.5%                     |
| 2                           | 1          | LOS ANGELES CITY DWP         | CIVIL ENG. ASSOCIATE III | 10/1/2024                    | \$ 11,038.56         | \$ 13,712.94        | 9/30/2026            | 10/1/2025                | 2.5% - 5.5% based on CPI |
| 3                           |            | SANTA CLARA COUNTY           | ASSOCIATE CIVIL ENGINEER | 6/24/2024                    | \$11,091.08          | \$ 13,481.35        | 11/22/2026           | 9/1/2025                 |                          |
| 4                           | 2          | <b>COUNTY OF LOS ANGELES</b> | <b>CIVIL ENGINEER</b>    | <b>10/1/2024</b>             | <b>\$ 10,557.00</b>  | <b>\$ 13,475.00</b> | <b>3/31/2025</b>     |                          |                          |
| 5                           |            | ALAMEDA COUNTY               | ASSOCIATE CIVIL ENGINEER | 2/4/2024                     | \$ 10,952.93         | \$ 13,308.53        | 11/22/2025           | 2/2/2025                 | 4.00%                    |
| 6                           |            | CONTRA COSTA COUNTY          | ASSOCIATE CIVIL ENGINEER | 7/1/2024                     | \$ 9,323.25          | \$ 12,538.74        | 6/30/2026            | 7/1/2025                 | 5.0%                     |
| 7                           | 3          | LOS ANGELES CITY             | CIVIL ENG. ASSOCIATE III | 9/22/2024                    | \$ 8,261.50          | \$ 12,079.00        | 12/23/2028           | 6/29/2025                | 4.0%                     |
| 8                           |            | SACRAMENTO COUNTY            | ASSOCIATE CIVIL ENGINEER | 6/30/2024                    | \$ 9,928.44          | \$ 12,068.64        | 6/30/2025            |                          |                          |
| 9                           | 4          | ORANGE COUNTY                | CIVIL ENGINEER           | 6/28/2024                    | \$ 10,504.00         | \$ 12,029.33        | 6/25/2026            | 6/27/2025                | 4.0%                     |
| 10                          |            | STATE OF CA                  | ASSOCIATE CIVIL ENGINEER | 7/1/2024                     | \$ 9,470.00          | \$ 11,852.00        | 6/30/2025            |                          |                          |
| 11                          | 5          | VENTURA COUNTY               | ENGINEER III             | 12/24/2023                   | \$ 7,609.95          | \$ 11,433.28        | 12/12/2025           | 12/22/2024               | 3.5%                     |
| 12                          | 6          | RIVERSIDE COUNTY             | ASSOCIATE CIVIL ENGINEER | 3/21/2024                    | \$ 8,436.37          | \$ 11,050.83        | 1/29/2027            | 5/1/2025                 | 4.0%                     |
| 13                          | 7          | SAN DIEGO COUNTY             | CIVIL ENGINEER           | 6/28/2024                    | \$ 8,878.13          | \$ 10,904.40        | 6/23/2025            |                          |                          |
| 14                          | 8          | SAN BERNARDINO COUNTY        | ENGINEER III             | 7/26/2024                    | \$ 7,529.60          | \$ 10,894.00        | 8/31/2028            | 8/9/2025                 | 3.0%                     |
| 15                          |            | FRESNO COUNTY                | ENGINEER III             | 11/11/2024                   | \$ 8,023.17          | \$ 9,750.00         | 11/09/2025           |                          |                          |
| <b>SOUTHERN CAL AVERAGE</b> |            |                              |                          |                              | \$ 8,894.02          | \$ 11,729.11        |                      |                          |                          |
| <b>PERCENT DIFFERENCE</b>   |            |                              |                          |                              | 15.75%               | 12.96%              |                      |                          |                          |

**COUNTY OF LOS ANGELES-2025 NEGOTIATIONS  
GOVERNMENT AGENCY SURVEY**

**APPENDIX C**

**ITEM NO:** 8697                      **TITLE:** CLINICAL PSYCHOLOGIST II

**BARG UNIT:** 341                      **DESC:** HEALTH SCIENCE PROFESSIONALS

| STATE<br>RANK               | SC<br>RANK | AGENCY                       | CLASS TITLE                             | CURRENT<br>EFFECTIVE<br>DATE | CURRENT SALARY RANGE |                     | CONTRACT END<br>DATE | NEXT<br>INCREASE<br>DATE | NEXT<br>INCREASE<br>PERCENT |
|-----------------------------|------------|------------------------------|-----------------------------------------|------------------------------|----------------------|---------------------|----------------------|--------------------------|-----------------------------|
|                             |            |                              |                                         |                              | Minimum              | Maximum             |                      |                          |                             |
| 1                           |            | SANTA CLARA COUNTY           | PSYCHOLOGIST                            | 6/4/2024                     | \$ 12,132.12         | \$ 14,746.51        | 6/21/2026            | 6/23/2025                | 4.0%                        |
| 2                           |            | SAN FRANCISCO                | CLINICAL PSYCHOLOGIST                   | 7/1/2024                     | \$ 10,384.83         | \$ 12,616.50        | 6/30/2027            | 1/4/2025                 | 1.5%                        |
| 3                           | 1          | <b>COUNTY OF LOS ANGELES</b> | <b>CLINICAL PSYCHOLOGIST II</b>         | <b>10/1/2024</b>             | <b>\$ 9,356.00</b>   | <b>\$ 11,942.18</b> | <b>3/31/2025</b>     |                          |                             |
| 4                           |            | ALAMEDA COUNTY               | CLINICAL PSYCHOLOGIST                   | 7/7/2024                     | \$ 10,364.25         | \$ 11,378.25        | 1/3/2026             | 7/6/2025                 | 4.0%                        |
| 5                           | 2          | ORANGE COUNTY                | CLINICAL PSYCHOLOGIST II                | 1/8/2024                     | \$ 9,949.83          | \$ 11,088.13        | 6/25/2026            | 6/27/2025                | 4.0%                        |
| 6                           | 3          | VENTURA COUNTY               | SENIOR PSYCHOLOGIST                     | 12/23/2024                   | \$ 8,316.33          | \$ 10,841.41        | 12/18/2025           | 12/22/2024               | 3.5%                        |
| 7                           | 4          | SAN DIEGO COUNTY             | SENIOR CLINICAL PSYCHOLOGIST            | 6/28/2024                    | \$ 9,039.33          | \$ 10,078.38        | 6/23/2025            | 6/28/2024                | 0.0%                        |
| 8                           |            | STATE OF CA                  | PSYCHOLOGIST (HEALTH FACILITY-CLINICAL) | 7/1/2024                     | \$ 6,314.00          | \$ 10,054.00        | 6/30/2025            |                          | 2.5%                        |
| 9                           |            | CONTRA COSTA COUNTY          | CLINICAL PSYCHOLOGIST                   | 7/1/2024                     | \$ 7,017.05          | \$ 9,914.91         | 6/30/2026            | 7/1/2025                 | 5.0%                        |
| 10                          | 5          | SAN BERNARDINO COUNTY        | PSYCHOLOGIST I                          | 7/6/2024                     | \$ 6,527.73          | \$ 9,682.40         | 9/10/2028            | 8/9/2025                 | 4.0%                        |
| 11                          |            | FRESNO COUNTY                | LICENSED PSYCHOLOGIST                   | 1/22/2024                    | \$ 7,436.00          | \$ 9,492.17         | 1/18/2026            | 1/20/2025                | 3.0%                        |
| 12                          |            | RIVERSIDE COUNTY             | SENIOR CLINICAL PSYCHOLOGIST            | 3/21/2024                    | \$ 6,216.08          | \$ 8,848.82         | 1/29/2027            | 5/1/2025                 | 4.0%                        |
| 13                          |            | SACRAMENTO COUNTY            | NO MATCH                                |                              |                      |                     |                      |                          |                             |
| 14                          |            | LOS ANGELES CITY             | NO MATCH                                |                              |                      |                     |                      |                          |                             |
| 15                          |            |                              |                                         |                              |                      |                     |                      |                          |                             |
| <b>SOUTHERN CAL AVERAGE</b> |            |                              |                                         |                              | \$ 8,458.31          | \$ 10,422.58        |                      |                          |                             |
| <b>PERCENT DIFFERENCE</b>   |            |                              |                                         |                              | 9.59%                | 12.72%              |                      |                          |                             |

**COUNTY OF LOS ANGELES-2025 NEGOTIATIONS  
GOVERNMENT AGENCY SURVEY**

**APPENDIX C**

**ITEM NO:** 9013                      **TITLE:** CLINICAL SOCIAL WORKER

**BARG UNIT:** 722                      **DESC:** MEDICAL SOCIAL WORKERS

| STATE<br>RANK               | SC<br>RANK | AGENCY                       | CLASS TITLE                              | CURRENT<br>EFFECTIVE<br>DATE | CURRENT SALARY RANGE |                    | CONTRACT<br>END DATE | NEXT<br>INCREASE<br>DATE | NEXT<br>INCREASE<br>PERCENT |
|-----------------------------|------------|------------------------------|------------------------------------------|------------------------------|----------------------|--------------------|----------------------|--------------------------|-----------------------------|
|                             |            |                              |                                          |                              | Minimum              | Maximum            |                      |                          |                             |
| 1                           |            | SANTA CLARA COUNTY           | PSYCHIATRIC SOCIAL WORKER II             | 6/24/2024                    | \$ 9,087.87          | \$ 10,995.05       | 6/21/2026            | 6/23/2025                | 4.0%                        |
| 2                           |            | SAN FRANCISCO                | SENIOR MEDICAL SOCIAL WORKER             | 7/1/2024                     | \$ 8,644.00          | \$ 10,500.00       | 6/30/2027            | 1/4/2025                 | 1.5%                        |
| 3                           |            | FRESNO COUNTY                | LICENSED MENTAL HEALTH CLINICIAN         | 7/8/2024                     | \$ 7,007.00          | \$ 9,944.00        | 1/18/2026            | 1/20/2025                | 3.0%                        |
| 4                           |            | STATE OF CA                  | CLINICAL SOCIAL WORKER (HEALTH FACILITY) | 7/1/2024                     | \$ 7,460.00          | \$ 9,773.00        | 6/30/2025            |                          |                             |
| 5                           |            | SACRAMENTO COUNTY            | SENIOR MENTAL HEALTH COUNSELOR           | 6/30/2024                    | \$ 8,800.92          | \$ 9,703.98        | 6/30/2025            |                          |                             |
| 6                           |            | CONTRA COSTA COUNTY          | MENTAL HEALTH CLINICAL SPECIALIST        | 7/1/2024                     | \$ 6,381.85          | \$ 9,444.21        | 6/30/2026            | 7/1/2025                 | 5.0%                        |
| 7                           | 1          | ORANGE COUNTY                | BEHAVIORAL HEALTH CLINICIAN II           | 6/28/2024                    | \$ 7,382.27          | \$ 9,171.07        | 6/25/2026            | 6/27/2025                | 4.0%                        |
| 8                           |            | ALAMEDA COUNTY               | BEHAVIORAL CLINICIAN I                   | 7/7/2024                     | \$ 7,790.25          | \$ 8,942.38        | 1/3/2026             | 7/6/2025                 | 4.0%                        |
| 9                           | 2          | <b>COUNTY OF LOS ANGELES</b> | <b>CLINICAL SOCIAL WORKER</b>            | <b>10/1/2024</b>             | <b>\$ 6,959.64</b>   | <b>\$ 8,883.73</b> | <b>3/31/2025</b>     |                          |                             |
| 10                          | 3          | SAN BERNARDINO COUNTY        | CLINICAL THERAPIST I                     | 9/9/2024                     | \$ 6,066.67          | \$ 8,781.07        | 8/31/2028            | 8/9/2025                 | 3.0%                        |
| 11                          | 4          | SAN DIEGO COUNTY             | LICENSED MENTAL HEALTH CLINICIAN         | 6/28/2024                    | \$ 7,115.33          | \$ 8,748.13        | 6/23/2025            |                          |                             |
| 12                          | 5          | RIVERSIDE COUNTY             | CLINICAL THERAPIST II                    | 3/21/2024                    | \$ 5,891.72          | \$ 8,388.02        | 1/29/2027            | 5/1/2025                 | 4.0%                        |
| 13                          | 6          | VENTURA COUNTY               | BEHAVIORAL HEALTH CLINICIAN III (LIC)    | 12/24/2023                   | \$ 5,877.27          | \$ 8,232.57        | 12/18/2025           | 12/22/2024               | 3.5%                        |
| 14                          |            | LOS ANGELES CITY             | NO MATCH                                 |                              |                      |                    |                      |                          |                             |
| 15                          |            |                              |                                          |                              |                      |                    |                      |                          |                             |
| <b>SOUTHERN CAL AVERAGE</b> |            |                              |                                          |                              | \$ 6,466.65          | \$ 8,664.17        |                      |                          |                             |
| <b>PERCENT DIFFERENCE</b>   |            |                              |                                          |                              | 7.08%                | 2.47%              |                      |                          |                             |



**COUNTY OF LOS ANGELES-2025 NEGOTIATIONS  
GOVERNMENT AGENCY SURVEY**

**APPENDIX C**

**ITEM NO:** 8607                      **TITLE:** DEPUTY PROBATION OFFICER II, FIELD

**BARG UNIT:** 701                      **DESC:** DEPUTY PROBATION OFFICERS

| STATE<br>RANK        | SC<br>RANK | AGENCY                | CLASS TITLE                        | CURRENT<br>EFFECTIVE<br>DATE | CURRENT SALARY RANGE |              | CONTRACT<br>END DATE | NEXT<br>INCREASE<br>DATE | NEXT<br>INCREASE<br>PERCENT |
|----------------------|------------|-----------------------|------------------------------------|------------------------------|----------------------|--------------|----------------------|--------------------------|-----------------------------|
|                      |            |                       |                                    |                              | Minimum              | Maximum      |                      |                          |                             |
| 1                    |            | STATE OF CA           | PAROLE AGENT II (SPECIALIST)       | 7/1/2024                     | \$ 9,329.00          | \$ 11,742.00 | 7/2/2025             |                          |                             |
| 2                    |            | SAN FRANCISCO         | DEPUTY PROBATION OFFICER           | 7/1/2024                     | \$ 7,182.50          | \$ 11,674.00 | 6/30/2027            | 1/4/2025                 | 1.5%                        |
| 3                    |            | SANTA CLARA COUNTY    | DEPUTY PROBATION OFFICER II        | 10/30/2023                   | \$ 8,703.76          | \$ 10,580.09 | 10/20/2024           |                          |                             |
| 4                    |            | ALAMEDA COUNTY        | DEPUTY PROBATION OFFICER II        | 10/1/2023                    | \$ 8,304.40          | \$ 10,141.73 | 8/16/2025            | 10/13/2024               |                             |
| 5                    |            | CONTRA COSTA COUNTY   | DEPUTY PROBATION OFFICER II        | 7/1/2024                     | \$ 8,038.75          | \$ 9,771.15  | 6/30/2027            | 7/1/2025                 | 5.0%                        |
| 6                    | 1          | COUNTY OF LOS ANGELES | DEPUTY PROBATION OFFICER II, FIELD | 7/1/2024                     | \$ 6,447.55          | \$ 9,173.09  | 1/31/2025            |                          |                             |
| 7                    |            | SACRAMENTO COUNTY     | DEPUTY PROBATION OFFICER           | 6/17/2024                    | \$ 7,487.22          | \$ 9,100.20  | 6/30/2027            | 6/28/2025                | 1-4%                        |
| 8                    | 2          | ORANGE COUNTY         | DEPUTY PROBATION OFFICER II        | 6/28/2024                    | \$ 6,607.47          | \$ 8,893.73  | 6/25/2026            | 6/27/2025                | 3.0%                        |
| 9                    | 3          | SAN BERNARDINO COUNTY | PROBATION OFFICER II               | 2/24/2024                    | \$ 5,733.87          | \$ 8,226.40  | 7/31/2027            | 2/22/2025                | 3.0%                        |
| 10                   | 4          | VENTURA COUNTY        | DEPUTY PROBATION OFFICER II        | 7/21/2024                    | \$ 5,345.78          | \$ 8,045.64  | 6/30/2027            | 7/6/2025                 | 4.0%                        |
| 11                   | 5          | SAN DIEGO COUNTY      | DEPUTY PROBATION OFFICER           | 6/28/2024                    | \$ 6,274.67          | \$ 8,016.67  | 6/30/2026            | 6/27/2025                | 2.8%                        |
| 12                   | 6          | RIVERSIDE COUNTY      | DEPUTY PROBATION OFFICER II        | 11/16/2023                   | \$ 5,255.83          | \$ 7,653.62  | 10/22/2025           | 11/14/2024               | 2.0%                        |
| 13                   |            | FRESNO COUNTY         | DEPUTY PROBATION OFFICER II        | 4/15/2024                    | \$ 4,745.00          | \$ 5,769.83  | 4/13/2025            |                          |                             |
| 14                   |            | LOS ANGELES CITY      | NO MATCH                           |                              |                      |              |                      |                          |                             |
| 15                   |            |                       |                                    |                              |                      |              |                      |                          |                             |
| SOUTHERN CAL AVERAGE |            |                       |                                    |                              | \$ 5,843.52          | \$ 8,167.21  |                      |                          |                             |
| PERCENT DIFFERENCE   |            |                       |                                    |                              | 9.37%                | 10.97%       |                      |                          |                             |

**COUNTY OF LOS ANGELES-2025 NEGOTIATIONS  
GOVERNMENT AGENCY SURVEY**

**APPENDIX C**

**ITEM NO:** 2708                      **TITLE:** DEPUTY SHERIFF

**BARG UNIT:** 611                      **DESC:** PEACE OFFICERS

| STATE<br>RANK        | SC<br>RANK | AGENCY                | CLASS TITLE                     | CURRENT<br>EFFECTIVE<br>DATE | CURRENT SALARY RANGE |              | CONTRACT<br>END DATE | NEXT<br>INCREASE<br>DATE | NEXT<br>INCREASE<br>PERCENT |
|----------------------|------------|-----------------------|---------------------------------|------------------------------|----------------------|--------------|----------------------|--------------------------|-----------------------------|
|                      |            |                       |                                 |                              | Minimum              | Maximum      |                      |                          |                             |
| 1                    |            | ALAMEDA COUNTY        | DEPUTY SHERIFF II               | 10/1/2023                    | \$ 9,682.40          | \$ 11,757.20 | 6/21/2025            | 10/13/2024               | 2% - 5%                     |
| 2                    |            | SANTA CLARA COUNTY    | DEPUTY SHERIFF                  | 9/16/2024                    | \$ 9,823.90          | \$ 11,942.40 | 9/14/2025            |                          |                             |
| 3                    | 1          | ORANGE COUNTY         | DEPUTY SHERIFF II               | 6/28/2024                    | \$ 7,931.73          | \$ 11,698.27 | 6/25/2026            | 6/27/2025                | 4.0%                        |
| 4                    |            | SAN FRANCISCO         | DEPUTY SHERIFF                  | 7/1/2024                     | \$ 7,485.83          | \$ 11,606.83 | 6/30/2027            | 1/4/2025                 | 1.5%                        |
| 5                    |            | CONTRA COSTA COUNTY   | DEPUTY SHERIFF                  | 7/1/2024                     | \$ 8,981.14          | \$ 11,462.46 | 6/30/2027            | 7/1/2025                 | 5.0%                        |
| 6                    | 2          | COUNTY OF LOS ANGELES | DEPUTY SHERIFF                  | 7/1/2024                     | \$ 7,298.77          | \$ 10,383.68 | 1/31/2025            |                          |                             |
| 7                    |            | SACRAMENTO COUNTY     | DEPUTY SHERIFF RANGE B (PATROL) | 6/30/2024                    | \$ 7,706.46          | \$ 10,325.16 | 6/30/2027            | 6/29/2025                | 1% - 4%                     |
| 8                    | 3          | LOS ANGELES CITY      | POLICE OFFICER II               | 6/30/2024                    | \$ 7,391.52          | \$ 10,069.38 | 6/26/2027            | 6/29/2025                | 3.0%                        |
| 9                    | 4          | SAN DIEGO COUNTY      | DEPUTY SHERIFF                  | 6/28/2024                    | \$ 6,046.19          | \$ 10,033.40 | 6/30/2026            | 6/27/2025                | 2.8%                        |
| 10                   | 5          | VENTURA COUNTY        | DEPUTY SHERIFF                  | 8/6/2023                     | \$ 7,115.07          | \$ 9,933.41  | 7/26/2024            |                          |                             |
| 11                   | 6          | SAN BERNARDINO COUNTY | DEPUTY SHERIFF                  | 7/27/2024                    | \$ 6,900.40          | \$ 9,689.33  | 10/1/2025            |                          |                             |
| 12                   | 7          | RIVERSIDE COUNTY      | DEPUTY SHERIFF                  | 7/13/2023                    | \$ 5,848.35          | \$ 8,942.46  | 12/9/2024            |                          |                             |
| 13                   |            | STATE OF CA           | CORRECTIONAL OFFICER-RANGE K    | 7/1/2024                     | \$ 7,106.00          | \$ 8,936.00  | 7/2/2025             |                          |                             |
| 14                   |            | FRESNO COUNTY         | DEPUTY SHERIFF II               | 1/8/2024                     | \$ 6,177.17          | \$ 7,884.50  | 1/5/2025             |                          |                             |
| 15                   |            |                       |                                 |                              |                      |              |                      |                          |                             |
| SOUTHERN CAL AVERAGE |            |                       |                                 |                              | \$ 6,872.21          | \$ 10,061.04 |                      |                          |                             |
| PERCENT DIFFERENCE   |            |                       |                                 |                              | 5.84%                | 3.11%        |                      |                          |                             |

**COUNTY OF LOS ANGELES-2025 NEGOTIATIONS  
GOVERNMENT AGENCY SURVEY**

**APPENDIX C**

**ITEM NO:** 6471                      **TITLE:** ELECTRICIAN SHERIFF

**BARG UNIT:** 411                      **DESC:** BUILDING AND TRADES & SKILLED CRAFTSMAN

| STATE<br>RANK        | SC<br>RANK | AGENCY                | CLASS TITLE             | CURRENT<br>EFFECTIVE<br>DATE | CURRENT SALARY RANGE |              | CONTRACT<br>END DATE | NEXT<br>INCREASE<br>DATE | NEXT<br>INCREASE<br>PERCENT |
|----------------------|------------|-----------------------|-------------------------|------------------------------|----------------------|--------------|----------------------|--------------------------|-----------------------------|
|                      |            |                       |                         |                              | Minimum              | Maximum      |                      |                          |                             |
| 1                    |            | SANTA CLARA COUNTY    | ELECTRICIAN             | 11/11/2024                   | \$ 12,005.93         | \$ 12,005.93 | 11/25/2025           | 11/25/2025               |                             |
| 2                    |            | SAN FRANCISCO         | ELECTRICIAN             | 7/1/2024                     | \$ 11,914.50         | \$ 11,914.50 | 6/30/2027            | 1/4/2025                 | 1.5%                        |
| 3                    |            | ALAMEDA COUNTY        | ELECTRICIAN             | 2/4/2024                     | \$ 10,848.93         | \$ 10,848.93 | 2/1/2025             | 1/1/2025                 | 2-6%                        |
| 4                    | 1          | LOS ANGELES CITY      | ELECTRICIAN             | 10/1/2024                    | \$ 8,432.67          | \$ 10,474.53 | 9/30/2026            | 10/1/2025                | 2.5%-5.5%                   |
| 5                    | 2          | COUNTY OF LOS ANGELES | ELECTRICIAN             | 10/1/2024                    | \$ 9,018.41          | \$ 9,018.41  | 3/31/2025            |                          |                             |
| 6                    |            | CONTRA COSTA COUNTY   | ELECTRICIAN             | 7/1/2024                     | \$ 7,882.66          | \$ 8,690.64  | 6/30/2026            | 7/1/2025                 | 5.0%                        |
| 7                    |            | SACRAMENTO COUNTY     | ELECTRICIAN             | 6/30/2024                    | \$ 8,494.68          | \$ 8,494.68  | 6/30/2025            |                          |                             |
| 8                    | 3          | ORANGE COUNTY         | ELECTRICIAN             | 6/28/2024                    | \$ 6,524.27          | \$ 7,680.40  | 6/25/2026            | 6/27/2025                | 4.0%                        |
| 9                    | 4          | SAN DIEGO COUNTY      | ELECTRICIAN             | 6/28/2024                    | \$ 6,531.20          | \$ 7,200.27  | 6/23/2025            |                          |                             |
| 10                   | 5          | VENTURA COUNTY        | MAINTENANCE ELECTRICIAN | 1/21/2024                    | \$ 6,422.50          | \$ 6,744.27  | 1/9/2026             | 1/19/2025                | 3.5%                        |
| 11                   | 6          | RIVERSIDE COUNTY      | MAINTENANCE ELECTRICIAN | 5/1/2023                     | \$ 4,505.97          | \$ 6,710.82  | 10/6/2024            |                          |                             |
| 12                   |            | STATE OF CA           | ELECTRICIAN I           | 7/1/2024                     | \$ 5,520.00          | \$ 6,614.00  | 6/30/2026            | 7/1/2025                 | 4.0%                        |
| 13                   | 7          | SAN BERNARDINO COUNTY | ELECTRICIAN             | 2/24/2024                    | \$ 4,636.67          | \$ 6,368.27  | 2/21/2027            | 2/22/2025                | 3.0%                        |
| 14                   |            | FRESNO COUNTY         | MAINTENANCE ELECTRICIAN | 12/11/2023                   | \$ 4,933.50          | \$ 6,298.50  | 12/7/2025            | 12/9/2024                | 3.0%                        |
| 15                   |            |                       |                         |                              |                      |              |                      |                          |                             |
| SOUTHERN CAL AVERAGE |            |                       |                         |                              | \$ 6,175.55          | \$ 7,529.76  |                      |                          |                             |
| PERCENT DIFFERENCE   |            |                       |                         |                              | 31.52%               | 16.51%       |                      |                          |                             |

**COUNTY OF LOS ANGELES-2025 NEGOTIATIONS  
GOVERNMENT AGENCY SURVEY**

**APPENDIX C**

**ITEM NO:** 9179                      **TITLE:** ELIGIBILITY WORKER II

**BARG UNIT:** 731                      **DESC:** SOCIAL SERVICES INVESTIGATORS

| STATE<br>RANK               | SC<br>RANK | AGENCY                       | CLASS TITLE                              | CURRENT<br>EFFECTIVE<br>DATE | CURRENT SALARY RANGE |                    | CONTRACT<br>END DATE | NEXT<br>INCREASE<br>DATE | NEXT<br>INCREASE<br>PERCENT |
|-----------------------------|------------|------------------------------|------------------------------------------|------------------------------|----------------------|--------------------|----------------------|--------------------------|-----------------------------|
|                             |            |                              |                                          |                              | Minimum              | Maximum            |                      |                          |                             |
| 1                           |            | SAN FRANCISCO                | HUMAN SERVICES AGENCY SENIOR ELIGIBILITY | 7/1/2024                     | \$ 5,412.00          | \$ 8,308.00        | 6/30/2027            | 1/4/2025                 | 1.5%                        |
| 2                           |            | SANTA CLARA COUNTY           | ELIGIBILITY WORKER II                    | 6/24/2024                    | \$ 6,397.04          | \$ 7,727.20        | 6/21/2026            | 6/23/2025                | 4.0%                        |
| 3                           |            | SACRAMENTO COUNTY            | HUMAN SERVICES SPECIALIST II             | 6/30/2024                    | \$ 4,524.00          | \$ 6,210.06        | 3/31/2025            |                          |                             |
| 4                           |            | ALAMEDA COUNTY               | ELIGIBILITY TECHNICIAN II                | 7/7/2024                     | \$ 5,062.50          | \$ 6,004.50        | 1/3/2026             | 7/6/2025                 | 4.0%                        |
| 5                           |            | CONTRA COSTA COUNTY          | ELIGIBILITY WORKER II                    | 7/1/2024                     | \$ 4,660.55          | \$ 5,664.93        | 6/30/2026            | 7/1/2025                 | 5.0%                        |
| 6                           | 1          | <b>COUNTY OF LOS ANGELES</b> | <b>ELIGIBILITY WORKER II</b>             | <b>10/1/2024</b>             | <b>\$ 4,334.64</b>   | <b>\$ 5,533.45</b> | <b>3/31/2025</b>     |                          |                             |
| 7                           | 2          | ORANGE COUNTY                | ELIGIBILITY TECHNICIAN                   | 7/28/2024                    | \$ 4,191.20          | \$ 5,406.27        | 6/25/2026            | 6/27/2025                | 4.0%                        |
| 8                           | 3          | RIVERSIDE COUNTY             | ELIGIBILITY TECHNICIAN II                | 5/1/2023                     | \$ 3,964.36          | \$ 5,398.84        | 10/19/2024           |                          |                             |
| 9                           | 4          | SAN DIEGO COUNTY             | HUMAN SERVICES SPECIALIST                | 6/28/2024                    | \$ 3,766.53          | \$ 5,361.20        | 6/23/2025            |                          |                             |
| 10                          | 5          | SAN BERNARDINO COUNTY        | ELIGIBILITY WORKER II                    | 2/24/2024                    | \$ 3,655.60          | \$ 5,023.20        | 2/28/2027            | 2/22/2025                | 2.0%                        |
| 11                          | 6          | VENTURA COUNTY               | HS CLIENT BENEFIT SPECIALIST II          | 12/22/2024                   | \$ 4,677.59          | \$ 4,899.51        | 12/18/2025           |                          |                             |
| 12                          |            | FRESNO COUNTY                | ELIGIBILITY WORKER II                    | 1/22/2024                    | \$ 3,635.67          | \$ 4,641.00        | 1/18/2026            | 1/20/2025                | 3.0%                        |
| 13                          |            | LOS ANGELES CITY             | NO MATCH                                 |                              |                      |                    |                      |                          |                             |
| 14                          |            | STATE OF CA                  | NO MATCH                                 |                              |                      |                    |                      |                          |                             |
| 15                          |            |                              |                                          |                              |                      |                    |                      |                          |                             |
| <b>SOUTHERN CAL AVERAGE</b> |            |                              |                                          |                              | \$ 4,051.06          | \$ 5,217.80        |                      |                          |                             |
| <b>PERCENT DIFFERENCE</b>   |            |                              |                                          |                              | 6.54%                | 5.70%              |                      |                          |                             |

**COUNTY OF LOS ANGELES-2025 NEGOTIATIONS  
GOVERNMENT AGENCY SURVEY**

**APPENDIX C**

**ITEM NO:** 1138

**TITLE:** INTERMEDIATE CLERK

**BARG UNIT:** 111

**DESC:** CLERICAL & OFFICE SERVICES. EMP.

| STATE<br>RANK               | SC<br>RANK | AGENCY                       | CLASS TITLE                | CURRENT<br>EFFECTIVE<br>DATE | CURRENT SALARY RANGE |                    | CONTRACT<br>END DATE | NEXT<br>INCREASE<br>DATE | NEXT<br>INCREASE<br>PERCENT |
|-----------------------------|------------|------------------------------|----------------------------|------------------------------|----------------------|--------------------|----------------------|--------------------------|-----------------------------|
|                             |            |                              |                            |                              | Minimum              | Maximum            |                      |                          |                             |
| 1                           |            | SAN FRANCISCO                | CLERK                      | 7/1/2024                     | \$ 5,202.17          | \$ 6,322.33        | 6/30/2027            | 1/4/2025                 | 1.5%                        |
| 2                           |            | SANTA CLARA COUNTY           | OFFICE SPECIALIST II       | 6/24/2024                    | \$ 4,641.35          | \$ 5,586.71        | 6/21/2026            |                          | 4.0%                        |
| 3                           |            | ALAMEDA COUNTY               | CLERK II                   | 7/7/2024                     | \$ 4,855.50          | \$ 5,461.63        | 1/3/2026             | 7/6/2025                 | 4.0%                        |
| 4                           |            | SACRAMENTO COUNTY            | OFFICE SPECIALIST I/II     | 6/30/2024                    | \$ 3,902.82          | \$ 5,329.62        | 6/30/2025            |                          | 2 -4 %                      |
| 5                           | 1          | LOS ANGELES CITY             | CLERK                      | 10/20/2024                   | \$ 3,829.67          | \$ 5,303.50        | 12/23/2028           | 6/29/2025                | 4.0%                        |
| 6                           |            | CONTRA COSTA COUNTY          | CLERK-EXPERIENCED LEVEL    | 7/1/2024                     | \$ 4,213.16          | \$ 5,227.44        | 6/30/2026            | 7/1/2025                 | 5.0%                        |
| 7                           | 2          | <b>COUNTY OF LOS ANGELES</b> | <b>INTERMEDIATE CLERK</b>  | <b>10/1/2024</b>             | <b>\$ 3,257.45</b>   | <b>\$ 4,498.55</b> | <b>3/31/2025</b>     |                          |                             |
| 8                           | 3          | VENTURA COUNTY               | OFFICE ASSISTANT II        | 12/22/2024                   | \$ 3,101.37          | \$ 4,333.51        | 12/18/2025           |                          | 3.5%                        |
| 9                           | 4          | ORANGE COUNTY                | OFFICE ASSISTANT           | 6/30/2023                    | \$ 3,652.13          | \$ 4,303.87        | 6/25/2026            | 6/28/2024                | 4.3%                        |
| 10                          | 5          | SAN BERNARDINO COUNTY        | OFFICE ASSISTANT III       | 2/24/2024                    | \$ 3,121.73          | \$ 4,290.00        | 2/28/2027            | 2/22/2025                | 3.0%                        |
| 11                          | 6          | RIVERSIDE COUNTY             | OFFICE ASSISTANT II        | 5/1/2023                     | \$ 2,995.08          | \$ 4,124.30        | 10/19/2024           |                          |                             |
| 12                          | 7          | SAN DIEGO COUNTY             | OFFICE ASSISTANT           | 6/28/2024                    | \$ 3,319.33          | \$ 4,082.00        | 6/30/2025            | 6/23/2025                | 2.8%                        |
| 13                          |            | FRESNO COUNTY                | OFFICE ASSISTANT I         | 1/22/2024                    | \$ 3,068.00          | \$ 3,915.17        | 1/18/2026            | 1/20/2025                | 3.0%                        |
| 14                          |            | STATE OF CA                  | OFFICE ASSISTANT (GENERAL) | 7/1/2024                     | \$ 3,075.00          | \$ 3,849.00        | 6/30/2026            | 7/1/2025                 | 3.0%                        |
| 15                          |            |                              |                            |                              |                      |                    |                      |                          |                             |
| <b>SOUTHERN CAL AVERAGE</b> |            |                              |                            |                              | \$ 3,336.55          | \$ 4,406.20        |                      |                          |                             |
| <b>PERCENT DIFFERENCE</b>   |            |                              |                            |                              | -2.43%               | 2.05%              |                      |                          |                             |

**COUNTY OF LOS ANGELES-2025 NEGOTIATIONS  
GOVERNMENT AGENCY SURVEY**

**APPENDIX C**

**ITEM NO:** 0199                      **TITLE:** FIRE FIGHTER (56 HOURS)

**BARG UNIT:** 601                      **DESC:** FIRE FIGHTERS

| STATE<br>RANK               | SC<br>RANK | AGENCY                       | CLASS TITLE                              | CURRENT<br>EFFECTIVE<br>DATE | CURRENT SALARY RANGE |                    | CONTRACT<br>END DATE | NEXT<br>INCREASE<br>DATE | NEXT<br>INCREASE<br>PERCENT |
|-----------------------------|------------|------------------------------|------------------------------------------|------------------------------|----------------------|--------------------|----------------------|--------------------------|-----------------------------|
|                             |            |                              |                                          |                              | Minimum              | Maximum            |                      |                          |                             |
| 1                           |            | SANTA CLARA COUNTY           | FIREFIGHTER/ENGINEER                     | 11/13/2023                   | \$ 11,317.42         | \$ 13,726.05       | 11/9/2025            | 11/11/2024               | 2.5%                        |
| 2                           |            | SAN FRANCISCO                | FIREFIGHTER, H002                        | 1/6/2024                     | \$ 7,766.93          | \$ 11,979.90       | 6/30/2026            | 1/4/2025                 | 3.0%                        |
| 3                           |            | CONTRA COSTA COUNTY          | FIREFIGHTER/56 HOUR, RPWA                | 7/1/2024                     | \$ 8,497.48          | \$ 11,387.43       | 6/30/2027            | 7/1/2025                 | 5.0%                        |
| 4                           |            | ALAMEDA COUNTY               | FIREFIGHTER, 8140                        | 1/1/2024                     | \$ 9,321.00          | \$ 11,338.00       | 6/30/2027            | 1/1/2025                 | 5.0%                        |
| 5                           | 1          | LOS ANGELES CITY             | FIREFIGHTER III, 2112-3                  | 7/1/2023                     | \$ 8,338.08          | \$ 10,379.10       | 6/30/2028            | 6/29/2025                | 3.0%                        |
| 6                           | 2          | <b>COUNTY OF LOS ANGELES</b> | <b>FIREFIGHTER (56 HOURS)</b>            | <b>7/1/2024</b>              | <b>\$ 6,077.36</b>   | <b>\$ 9,128.18</b> | <b>12/31/2024</b>    |                          |                             |
| 7                           | 3          | VENTURA COUNTY               | FIREFIGHTER, 00770                       | 9/1/2024                     | \$ 6,633.43          | \$ 8,829.66        | 9/23/2028            | 8/31/2025                | 4.0%                        |
| 8                           | 4          | ORANGE COUNTY FIRE AUTHORITY | FIREFIGHTER, 5800                        | 6/28/2024                    | \$ 6,403.97          | \$ 8,612.24        | 3/22/2027            | 3/21/2025                | 2.8%                        |
| 9                           | 5          | SAN BERNARDINO COUNTY        | FIREFIGHTER-EMT (FIRE DEPARTMENT), 47119 | 10/7/2023                    | \$ 5,782.75          | \$ 7,777.47        | 1/24/2025            |                          |                             |
| 10                          |            | STATE OF CA                  | FIREFIGHTER II, 1082                     | 7/23/2024                    | \$ 3,975.00          | \$ 5,155.00        | 6/30/2026            | 7/1/2025                 | 2.5%                        |
| 11                          |            | SACRAMENTO COUNTY            | NO MATCH                                 |                              |                      |                    |                      |                          |                             |
| 12                          |            | FRESNO COUNTY                | NO MATCH                                 |                              |                      |                    |                      |                          |                             |
| 13                          |            | RIVERSIDE COUNTY             | NO MATCH                                 |                              |                      |                    |                      |                          |                             |
| 14                          |            | SAN DIEGO COUNTY             | NO MATCH                                 |                              |                      |                    |                      |                          |                             |
| 15                          |            |                              |                                          |                              |                      |                    |                      |                          |                             |
| <b>SOUTHERN CAL AVERAGE</b> |            |                              |                                          |                              | \$ 6,789.56          | \$ 8,899.62        |                      |                          |                             |
| <b>PERCENT DIFFERENCE</b>   |            |                              |                                          |                              | -11.72%              | 2.50%              |                      |                          |                             |

**COUNTY OF LOS ANGELES-2025 NEGOTIATIONS  
GOVERNMENT AGENCY SURVEY**

**APPENDIX C**

**ITEM NO:** 5100

**TITLE:** NURSING ATTENDANT II

**BARG UNIT:** 221

**DESC:** PARAMEDICAL TECHNICAL EMPLOYEES

| STATE<br>RANK               | SC<br>RANK | AGENCY                       | CLASS TITLE                 | CURRENT<br>EFFECTIVE<br>DATE | CURRENT SALARY RANGE |                    | CONTRACT<br>END DATE | NEXT<br>INCREASE<br>DATE | NEXT<br>INCREASE<br>PERCENT |
|-----------------------------|------------|------------------------------|-----------------------------|------------------------------|----------------------|--------------------|----------------------|--------------------------|-----------------------------|
|                             |            |                              |                             |                              | Minimum              | Maximum            |                      |                          |                             |
| 1                           |            | SAN FRANCISCO                | NURSING ASSISTANT           | 7/1/2024                     | \$ 6,236.00          | \$ 7,578.00        | 6/30/2027            | 1/4/2025                 | 1.5%                        |
| 2                           |            | ALAMEDA COUNTY               | NURSING ASSISTANT           | 7/7/2024                     | \$ 4,667.00          | \$ 5,512.00        | 1/3/2026             | 7/6/2025                 | 4.0%                        |
| 3                           |            | CONTRA COSTA COUNTY          | CERTIFIED NURSING ASSISTANT | 7/1/2024                     | \$ 3,846.77          | \$ 4,675.78        | 6/30/2026            | 7/1/2025                 | 5.0%                        |
| 4                           | 1          | RIVERSIDE COUNTY             | NURSING ASSISTANT           | 5/1/2023                     | \$ 3,451.67          | \$ 4,599.35        | 10/19/2024           |                          |                             |
| 5                           |            | STATE OF CA                  | CERTIFIED NURSING ASSISTANT | 7/1/2024                     | \$ 3,616.00          | \$ 4,529.00        | 6/30/2026            | 7/1/2025                 | 3.0%                        |
| 6                           | 2          | <b>COUNTY OF LOS ANGELES</b> | <b>NURSING ATTENDANT II</b> | <b>10/1/2024</b>             | <b>\$ 3,297.00</b>   | <b>\$ 4,432.00</b> | <b>3/31/2025</b>     |                          |                             |
| 7                           | 3          | SAN BERNARDINO COUNTY        | CERTIFIED NURSING ASSISTANT | 7/13/2024                    | \$ 3,066.27          | \$ 4,106.27        | 2/28/2027            | 3/22/2025                | 3.0%                        |
| 8                           | 4          | ORANGE COUNTY                | NURSING ASSISTANT           | 6/28/2024                    | \$ 3,123.47          | \$ 4,066.40        | 6/25/2026            | 6/27/2025                | 4.0%                        |
| 9                           | 5          | VENTURA COUNTY               | NURSING ASSISTANT II        | 12/22/2024                   | \$ 2,924.04          | \$ 4,000.31        | 12/18/2025           |                          |                             |
| 10                          |            | FRESNO COUNTY                | NO MATCH                    |                              |                      |                    |                      |                          |                             |
| 11                          |            | SACRAMENTO COUNTY            | NO MATCH                    |                              |                      |                    |                      |                          |                             |
| 12                          |            | SAN DIEGO COUNTY             | NO MATCH                    |                              |                      |                    |                      |                          |                             |
| 13                          |            | SANTA CLARA COUNTY           | NO MATCH                    |                              |                      |                    |                      |                          |                             |
| 14                          |            | LOS ANGELES CITY             | NO MATCH                    |                              |                      |                    |                      |                          |                             |
| 15                          |            |                              |                             |                              |                      |                    |                      |                          |                             |
| <b>SOUTHERN CAL AVERAGE</b> |            |                              |                             |                              | \$ 3,141.36          | \$ 4,193.08        |                      |                          |                             |
| <b>PERCENT DIFFERENCE</b>   |            |                              |                             |                              | 4.72%                | 5.39%              |                      |                          |                             |

**COUNTY OF LOS ANGELES-2025 NEGOTIATIONS  
GOVERNMENT AGENCY SURVEY**

**APPENDIX C**

**ITEM NO:** 5133                      **TITLE:** REGISTERED NURSE I  
  
**BARG UNIT:** 311                      **DESC:** REGISTERED NURSES

| STATE<br>RANK               | SC<br>RANK | AGENCY                       | CLASS TITLE                 | CURRENT<br>EFFECTIVE<br>DATE | CURRENT SALARY RANGE |                     | CONTRACT<br>END DATE | NEXT<br>INCREASE<br>DATE | NEXT<br>INCREASE<br>PERCENT |
|-----------------------------|------------|------------------------------|-----------------------------|------------------------------|----------------------|---------------------|----------------------|--------------------------|-----------------------------|
|                             |            |                              |                             |                              | Minimum              | Maximum             |                      |                          |                             |
| 1                           |            | SAN FRANCISCO                | REGISTERED NURSE            | 7/1/2024                     | \$ 12,370.00         | \$ 16,558.00        | 6/30/2027            | 1/4/2025                 | 1.5%                        |
| 2                           |            | SANTA CLARA COUNTY           | CLINICAL NURSE II           | 10/28/2024                   | \$ 13,426.01         | \$ 16,319.29        | 10/24/2027           | 10/26/2026               | 4.0%                        |
| 3                           |            | CONTRA COSTA COUNTY          | REGISTERED NURSE            | 7/1/2024                     | \$ 12,483.69         | \$ 15,590.42        | 9/30/2025            |                          |                             |
| 4                           | 1          | <b>COUNTY OF LOS ANGELES</b> | <b>REGISTERED NURSE I</b>   | <b>3/1/2025</b>              | <b>\$ 8,026.36</b>   | <b>\$ 12,014.44</b> | <b>3/31/2025</b>     |                          |                             |
| 5                           |            | STATE OF CA                  | REGISTERED NURSE            | 7/1/2024                     | \$ 9,233.00          | \$ 11,005.00        | 6/30/2026            | 7/1/2025                 | 3.0%                        |
| 6                           | 2          | VENTURA COUNTY               | REGISTERED NURSE II         | 4/14/2024                    | \$ 8,456.40          | \$ 10,111.14        | 4/24/2028            | 4/13/2025                | 3.5%                        |
| 7                           |            | SACRAMENTO COUNTY            | REGISTERED NURSE I/II       | 6/30/2024                    | \$ 7,866.54          | \$ 10,010.22        | 6/30/2025            |                          |                             |
| 8                           |            | ALAMEDA COUNTY               | REGISTERED NURSE I          | 7/7/2024                     | \$ 9,535.07          | \$ 9,814.13         | 1/3/2026             | 7/6/2025                 | 4.0%                        |
| 9                           | 3          | SAN BERNARDINO COUNTY        | REGISTERED NURSE II - ARMC  | 7/13/2024                    | \$ 7,042.53          | \$ 9,590.53         | 10/25/2024           |                          |                             |
| 10                          | 4          | RIVERSIDE COUNTY             | REGISTERED NURSE I - MC/CHC | 3/21/2024                    | \$ 6,806.22          | \$ 9,531.60         | 1/29/2027            | 5/1/2025                 | 4.0%                        |
| 11                          | 5          | SAN DIEGO COUNTY             | STAFF NURSE                 | 6/28/2024                    | \$ 7,550.40          | \$ 9,275.07         | 6/23/2025            |                          |                             |
| 12                          | 6          | ORANGE COUNTY                | REGISTERED NURSE            | 6/28/2024                    | \$ 6,990.53          | \$ 8,924.93         | 6/25/2026            | 6/27/2025                | 4.0%                        |
| 13                          |            | FRESNO COUNTY                | NO MATCH                    |                              |                      |                     |                      |                          |                             |
| 14                          |            | LOS ANGELES CITY             | NO MATCH                    |                              |                      |                     |                      |                          |                             |
| 15                          |            |                              |                             |                              |                      |                     |                      |                          |                             |
| <b>SOUTHERN CAL AVERAGE</b> |            |                              |                             |                              | \$ 7,369.22          | \$ 9,486.65         |                      |                          |                             |
| <b>PERCENT DIFFERENCE</b>   |            |                              |                             |                              | 8.19%                | 21.04%              |                      |                          |                             |



**COUNTY OF LOS ANGELES**  
**COMPARISON OF FRINGE BENEFITS WITH PUBLIC AND PRIVATE SECTORS**

| <b>Benefit Type</b>      | <b>2024 Employee Benefits in State and Local Governments, BLS Survey</b>                                                       | <b>2024 Employee Benefits in Private Industry</b>                                                                             | <b>LA County Represented Employees</b>                                                                                                                                                                                                                                                                                       |
|--------------------------|--------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b><u>Holidays</u></b>   | Average of 11 days per year                                                                                                    | Average of 8 days per year                                                                                                    | 13 days per year                                                                                                                                                                                                                                                                                                             |
| <b><u>Vacation</u></b>   | <p>Average number of days per year after:</p> <p>1 year = 12</p> <p>5 years = 15</p> <p>10 years = 18</p> <p>20 years = 22</p> | <p>Average number of days per year after:</p> <p>1 year = 8</p> <p>5 years = 13</p> <p>10 years = 15</p> <p>20 years = 17</p> | <p>After:</p> <p>1 year = 10 days</p> <p>5 years = 15 days</p> <p>10 years = 17 days</p> <p>20 years = 21 days</p> <p>24 years = 25 days</p> <p>Annual carryover limit of 480 hours. Hours in excess of carryover limit are paid out in-service up to 160 hours annually. (Pensionable for CERL employees.)</p>              |
| <b><u>Sick Leave</u></b> | <p>Average number of days per year after:</p> <p>1 year = 11</p> <p>5 years = 12</p> <p>10 years = 12</p> <p>20 years = 12</p> | <p>Average number of days per year after:</p> <p>1 year = 7</p> <p>5 years = 7</p> <p>10 years = 7</p> <p>20 years = 7</p>    | <p>After:</p> <p>1 year = 11 days</p> <p>5 years = 12 days</p> <p>10 years = 12 days</p> <p>20 years = 12 days</p> <p>Upon termination up to 720 hours of sick leave is paid at 50%</p> <p>Sick Leave Buy back provisions where employees may sell back 6 days a year for compensation (pensionable for CERL employees).</p> |

**COUNTY OF LOS ANGELES**  
**COMPARISON OF FRINGE BENEFITS WITH PUBLIC AND PRIVATE SECTORS**

| <b>Benefit Type</b>                 | <b>2024 Employee Benefits in State and Local Governments, BLS Survey</b> | <b>2024 Employee Benefits in Private Industry</b> | <b>LA County Represented Employees</b>                                                                                                                                                              |
|-------------------------------------|--------------------------------------------------------------------------|---------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b><u>Short Term Disability</u></b> | Average Pay = 61.4% income replacement                                   | Average Pay = 63.2% income replacement            | 65% income replacement after 1 year of service up to a maximum of 8 weeks; in addition, 50% income replacement after 6 months of service up to a maximum of 36 weeks depending on years of service. |
| <b><u>Long Term Disability</u></b>  | Average Pay = 60.3% income replacement                                   | Average Pay = 57.5% income replacement            | 60% income replacement with no salary limit. 6 month waiting period.                                                                                                                                |

**Other Pay for Time Not Worked**

|                                    |                                                                                                   |                                                                |                                                                                                                                                                                                                                 |
|------------------------------------|---------------------------------------------------------------------------------------------------|----------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b><u>Bereavement Leave</u></b>    | Statute in California requires employers to allow employees to take up to 5 days using own leave. |                                                                | Up to 5 days for bereavement, of which 3 days are paid. In addition, employees may take 2 additional days using own leave. If traveling 500 miles away for bereavement, the employee receives 5 days of paid bereavement leave. |
| <b><u>Jury Duty</u></b>            | Unknown                                                                                           | Unknown                                                        | Unlimited                                                                                                                                                                                                                       |
| <b><u>Personal Leave</u></b>       | Unknown                                                                                           | Unknown                                                        | 96 hours annually, of which the hours are deducted from 100% sick leave.                                                                                                                                                        |
| <b><u>Group Life Insurance</u></b> | Group Life Insurance available to 83% of employees on average.                                    | Group Life Insurance available to 58% of employees on average. |                                                                                                                                                                                                                                 |

**COUNTY OF LOS ANGELES**  
**COMPARISON OF FRINGE BENEFITS WITH PUBLIC AND PRIVATE SECTORS**

| Benefit Type                                      | 2024 Employee Benefits in State and Local Governments, BLS Survey                                                                                                                                                                                                     | 2024 Employee Benefits in Private Industry                                                                                                                                                                                                                            | LA County Represented Employees                                                                                                                                                                                                                                           |
|---------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                   | Average multiple of annual earnings in coverage = 1.4x salary                                                                                                                                                                                                         | Average multiple of annual earnings in coverage = 1.2x salary                                                                                                                                                                                                         | <p>Available to all full-time cafeteria plan eligible employees. \$5000 of coverage is covered by the County.</p> <p>Average multiple of annual earnings in coverage = 3.7x salary</p> <p>Eligible employees may purchase up to 8x salary in coverage.</p>                |
| <b><u>Medical Coverage (including Vision)</u></b> | <p>Employee Contribution (Single Coverage): 77% require contribution</p> <p>Average % of Premiums Contributed by employee: 14%</p> <p>Employee Contribution (Family Coverage): 92% require contribution</p> <p>Average % of Premiums Contributed by employee: 29%</p> | <p>Employee Contribution (Single Coverage): 89% require contribution</p> <p>Average % of Premiums Contributed by employee: 20%</p> <p>Employee Contribution (Family Coverage): 95% require contribution</p> <p>Average % of Premiums Contributed by employee: 32%</p> | <p>Premium Costs for medical plans are largely covered by cafeteria benefits allowance and contributions from the County.</p> <p>Richer plans such as PPO or POS plans may exceed the County's benefit allowance and the difference is paid for by salary reductions.</p> |
| <b><u>Dental Coverage</u></b>                     | Average of 60% of employees have access.                                                                                                                                                                                                                              | Average of 43% of employees have access.                                                                                                                                                                                                                              | <p>Dental Coverage is offered to all full-time employees under the County's cafeteria plan benefits.</p> <p>94% of all employees are full-time cafeteria plan eligible employees.</p> <p>PPO Dental coverage is subsidized by the County at near 50%.</p>                 |