



**Chief
Executive
Office.**

COUNTY OF LOS ANGELES

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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 1st or 2nd 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, or Keisha Lakey-Wright, Employee Relations and Benefits Division at 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)**

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%

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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%

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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%

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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 (July 1 - June 30)	Los Angeles County	State of California ¹	City of Los Angeles ²		CPI-U ³ (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 2014-24	33.00%	29.00%	17.75%	38.65%	33.80%
Cumulative Increase 2020-24	14.50%	13.00%	13.00%	16.50%	19.60%

¹ 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.

² 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).

³ 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**

ITEM NO: 1962 **TITLE:** APPRAISER
BARG UNIT: 131 **DESC:** APPRAISERS

STATE RANK	SC RANK	AGENCY	CLASS TITLE	CURRENT EFFECTIVE DATE	CURRENT SALARY RANGE		CONTRACT END DATE	NEXT INCREASE DATE	NEXT INCREASE 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	COUNTY OF LOS ANGELES	APPRAISER	10/1/2024	\$ 4,844.00	\$ 8,796.45	3/31/2025		
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									
SOUTHERN CAL AVERAGE					\$ 6,069.79	\$ 8,171.05			
PERCENT DIFFERENCE					-25.31%	7.11%			

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

ITEM NO: 9073 **TITLE:** CHILDREN'S SOCIAL WORKER III
BARG UNIT: 723 **DESC:** CHILDREN'S SOCIAL WORKERS

STATE RANK	SC RANK	AGENCY	CLASS TITLE	CURRENT EFFECTIVE DATE	CURRENT SALARY RANGE		CONTRACT END DATE	NEXT INCREASE DATE	NEXT INCREASE 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									
SOUTHERN CAL AVERAGE					\$ 5,937.03	\$ 7,942.27			
PERCENT DIFFERENCE					5.39%	15.74%			

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

ITEM NO: 3435

TITLE: CIVIL ENGINEER

BARG UNIT: 501

DESC: PROFESSIONAL ENGINEERS

STATE RANK	SC RANK	AGENCY	CLASS TITLE	CURRENT EFFECTIVE DATE	CURRENT SALARY RANGE		CONTRACT END DATE	NEXT INCREASE DATE	NEXT 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	COUNTY OF LOS ANGELES	CIVIL ENGINEER	10/1/2024	\$ 10,557.00	\$ 13,475.00	3/31/2025		
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		
SOUTHERN CAL AVERAGE					\$ 8,894.02	\$ 11,729.11			
PERCENT DIFFERENCE					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 RANK	SC RANK	AGENCY	CLASS TITLE	CURRENT	CURRENT SALARY RANGE		CONTRACT END DATE	NEXT INCREASE DATE	NEXT INCREASE PERCENT
				EFFECTIVE DATE	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	COUNTY OF LOS ANGELES	CLINICAL PSYCHOLOGIST II	10/1/2024	\$ 9,356.00	\$ 11,942.18	3/31/2025		
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 PSCYHOLOGIST 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									
		SOUTHERN CAL AVERAGE			\$	8,458.31	\$	10,422.58	
		PERCENT DIFFERENCE				9.59%		12.72%	

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

ITEM NO: 9013 **TITLE:** CLINICAL SOCIAL WORKER
BARG UNIT: 722 **DESC:** MEDICAL SOCIAL WORKERS

STATE RANK	SC RANK	AGENCY	CLASS TITLE	CURRENT EFFECTIVE DATE	CURRENT SALARY RANGE		CONTRACT END DATE	NEXT INCREASE DATE	NEXT INCREASE 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	COUNTY OF LOS ANGELES	CLINICAL SOCIAL WORKER	10/1/2024	\$ 6,959.64	\$ 8,883.73	3/31/2025		
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									
SOUTHERN CAL AVERAGE					\$ 6,466.65	\$ 8,664.17			
PERCENT DIFFERENCE					7.08%	2.47%			

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

ITEM NO: 8607 **TITLE:** DEPUTY PROBATION OFFICER II, FIELD
BARG UNIT: 701 **DESC:** DEPUTY PROBATION OFFICERS

STATE RANK	SC RANK	AGENCY	CLASS TITLE	CURRENT EFFECTIVE DATE	CURRENT SALARY RANGE		CONTRACT END DATE	NEXT INCREASE DATE	NEXT INCREASE 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 RANK	SC RANK	AGENCY	CLASS TITLE	CURRENT EFFECTIVE DATE	CURRENT SALARY RANGE		CONTRACT END DATE	NEXT INCREASE DATE	NEXT INCREASE 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**

ITEM NO: 6471 **TITLE:** ELECTRICIAN SHERIFF
BARG UNIT: 411 **DESC:** BUILDING AND TRADES & SKILLED CRAFTSMAN

STATE RANK	SC RANK	AGENCY	CLASS TITLE	CURRENT EFFECTIVE DATE	CURRENT SALARY RANGE		CONTRACT END DATE	NEXT INCREASE DATE	NEXT INCREASE 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**

ITEM NO: 9179 **TITLE:** ELIGIBILITY WORKER II
BARG UNIT: 731 **DESC:** SOCIAL SERVICES INVESTIGATORS

STATE RANK	SC RANK	AGENCY	CLASS TITLE	CURRENT EFFECTIVE DATE	CURRENT SALARY RANGE		CONTRACT END DATE	NEXT INCREASE DATE	NEXT INCREASE 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	COUNTY OF LOS ANGELES	ELIGIBILITY WORKER II	10/1/2024	\$ 4,334.64	\$ 5,533.45	3/31/2025		
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									
SOUTHERN CAL AVERAGE					\$ 4,051.06	\$ 5,217.80			
PERCENT DIFFERENCE					6.54%	5.70%			

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

ITEM NO: 1138

TITLE: INTERMEDIATE CLERK

BARG UNIT: 111

DESC: CLERICAL & OFFICE SERVICES. EMP.

STATE RANK	SC RANK	AGENCY	CLASS TITLE	CURRENT EFFECTIVE DATE	CURRENT SALARY RANGE		CONTRACT END DATE	NEXT INCREASE DATE	NEXT INCREASE 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	COUNTY OF LOS ANGELES	INTERMEDIATE CLERK	10/1/2024	\$ 3,257.45	\$ 4,498.55	3/31/2025		
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									
SOUTHERN CAL AVERAGE					\$ 3,336.55	\$ 4,406.20			
PERCENT DIFFERENCE					-2.43%	2.05%			

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

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

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

STATE RANK	SC RANK	AGENCY	CLASS TITLE	CURRENT EFFECTIVE DATE	CURRENT SALARY RANGE		CONTRACT END DATE	NEXT INCREASE DATE	NEXT INCREASE 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	COUNTY OF LOS ANGELES	FIREFIGHTER (56 HOURS)	7/1/2024	\$ 6,077.36	\$ 9,128.18	12/31/2024		
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									
SOUTHERN CAL AVERAGE					\$ 6,789.56	\$ 8,899.62			
PERCENT DIFFERENCE					-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 RANK	SC RANK	AGENCY	CLASS TITLE	CURRENT EFFECTIVE DATE	CURRENT SALARY RANGE		CONTRACT END DATE	NEXT INCREASE DATE	NEXT INCREASE 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	COUNTY OF LOS ANGELES	NURSING ATTENDANT II	10/1/2024	\$ 3,297.00	\$ 4,432.00	3/31/2025		
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									
SOUTHERN CAL AVERAGE					\$ 3,141.36	\$ 4,193.08			
PERCENT DIFFERENCE					4.72%	5.39%			

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

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

STATE RANK	SC RANK	AGENCY	CLASS TITLE	CURRENT EFFECTIVE DATE	CURRENT SALARY RANGE		CONTRACT END DATE	NEXT INCREASE DATE	NEXT INCREASE 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	COUNTY OF LOS ANGELES	REGISTERED NURSE I	3/1/2025	\$ 8,026.36	\$ 12,014.44	3/31/2025		
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									
SOUTHERN CAL AVERAGE					\$ 7,369.22	\$ 9,486.65			
PERCENT DIFFERENCE					8.19%	21.04%			

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
<u>Holidays</u>	Average of 11 days per year	Average of 8 days per year	13 days per year
<u>Vacation</u>	Average number of days per year after: 1 year = 12 5 years = 15 10 years = 18 20 years = 22	Average number of days per year after: 1 year = 8 5 years = 13 10 years = 15 20 years = 17	After: 1 year = 10 days 5 years = 15 days 10 years = 17 days 20 years = 21 days 24 years = 25 days 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.)
<u>Sick Leave</u>	Average number of days per year after: 1 year = 11 5 years = 12 10 years = 12 20 years = 12	Average number of days per year after: 1 year = 7 5 years = 7 10 years = 7 20 years = 7	After: 1 year = 11 days 5 years = 12 days 10 years = 12 days 20 years = 12 days Upon termination up to 720 hours of sick leave is paid at 50% Sick Leave Buy back provisions where employees may sell back 6 days a year for compensation (pensionable for CERL employees).

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
<u>Short Term Disability</u>	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.
<u>Long Term Disability</u>	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

<u>Bereavement Leave</u>	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.
<u>Jury Duty</u>	Unknown	Unknown	Unlimited
<u>Personal Leave</u>	Unknown	Unknown	96 hours annually, of which the hours are deducted from 100% sick leave.
<u>Group Life Insurance</u>	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	Available to all full-time cafeteria plan eligible employees. \$5000 of coverage is covered by the County. Average multiple of annual earnings in coverage = 3.7x salary Eligible employees may purchase up to 8x salary in coverage.
<u>Medical Coverage (including Vision)</u>	Employee Contribution (Single Coverage): 77% require contribution Average % of Premiums Contributed by employee: 14% Employee Contribution (Family Coverage): 92% require contribution Average % of Premiums Contributed by employee: 29%	Employee Contribution (Single Coverage): 89% require contribution Average % of Premiums Contributed by employee: 20% Employee Contribution (Family Coverage): 95% require contribution Average % of Premiums Contributed by employee: 32%	Premium Costs for medical plans are largely covered by cafeteria benefits allowance and contributions from the County. Richer plans such as PPO or POS plans may exceed the County's benefit allowance and the difference is paid for by salary reductions.
<u>Dental Coverage</u>	Average of 60% of employees have access.	Average of 43% of employees have access.	Dental Coverage is offered to all full-time employees under the County's cafeteria plan benefits. 94% of all employees are full-time cafeteria plan eligible employees. PPO Dental coverage is subsidized by the County at near 50%.