



August 05, 2025

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

Dear Commissioners:

**ADOPTED**

BOARD OF SUPERVISORS  
COUNTY OF LOS ANGELES

2-D August 5, 2025

EDWARD YEN  
EXECUTIVE OFFICER

**APPROVAL OF PREVIOUS EMPLOYEE PAY SCHEDULES  
(ALL DISTRICTS) (3 VOTE)**

**SUBJECT**

This letter recommends approval of four previous employee pay schedules for the Los Angeles County Development Authority (LACDA). These pay schedules are no longer in effect, but retroactive Board approval is needed to comply with the requirements of the California Public Employees' Retirement System (CalPERS), which provides pension benefits to LACDA employees.

**IT IS RECOMMENDED THAT THE BOARD:**

1. Approve the attached employee pay schedules for the LACDA, dated January 1, 2021, July 1, 2022, December 6, 2022, and October 7, 2023.

**PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION**

The LACDA contracts with CalPERS to provide employee pension benefits. A recent CalPERS Office of Audit Services review found that some previous LACDA employee pay schedules were not duly approved and adopted by the LACDA's Board of Commissioners (Board) pursuant to Title 2, Section 570.5 of the California Code of Regulations.

CalPERS has requested that the LACDA obtain Board approval of four previous pay schedules, dated January 1, 2021, July 1, 2022, December 6, 2022, and October 7, 2023. During this period, the Board approved all the general salary adjustments (GSAs) which were used to update the LACDA's pay schedules; however, the schedules themselves were not attached to the Board actions. Specifically, on July 13, 2021, the Board approved a 2% GSA effective January 1, 2021; and

on December 6, 2022, the Board approved a 5.5% GSA effective December 6, 2022 and a 3.25% GSA effective October 1, 2023. These previous Board actions are attached to this letter for reference.

Going forward, the LACDA will include its employee pay schedule as part of its annual budget Board letter to ensure compliance with CalPERS regulations. CalPERS has advised that this will satisfy their requirements, along with Board approval of the four previous pay schedules. On June 3, 2025, the Board approved the LACDA's current pay schedule with its Fiscal Year 2025-2026 budget.

### **FISCAL IMPACT/FINANCING**

There is no fiscal impact associated with the recommended action. The attached pay schedules are no longer in effect.

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

Under the Public Employees' Retirement Law and Public Employees' Pension Reform Act of 2013, earnable and pensionable compensation are determined in accordance with amounts identified on publicly available pay schedules. Title 2, Section 570.5 of the California Code of Regulations defines the requirements for a publicly available pay schedule used to determine pay rates. The regulation provides that pay rates shall be limited to the amount listed on a pay schedule that must meet all the following requirements:

- (1) be duly approved and adopted by the employer's governing body in accordance with requirements of applicable public meetings laws;
- (2) identify the position title for every employee position;
- (3) show the pay rate as a single amount or multiple amounts within a range for each identified position;
- (4) indicate the time base, including, but not limited to, whether the time base is hourly, daily, bi-weekly, monthly, bi-monthly, or annually;
- (5) be posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's website;
- (6) indicate an effective date and date of any revisions;
- (7) is retained by the employer and available for public inspection for not less than five years; and
- (8) does not reference another document in lieu of disclosing the pay rate.

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

Approval of the previous pay schedules will bring the LACDA into compliance with CalPERS regulations.

The Honorable Board of Commissioners

8/5/2025

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Respectfully submitted,

A handwritten signature in dark ink, appearing to read "Emilio Salas". The signature is written in a cursive, flowing style.

Emilio Salas

Executive Director

ES:KT:NT

Enclosures

# Los Angeles County Development Authority

## Hourly Salary Schedule

Effective January 1, 2021

Classification	Level I		Level II		Level III		Level IV		Level V		Level VI	
ACCOUNTANT	\$23.279536	\$30.562629	\$25.863221	\$36.679110	\$31.043775	\$44.001751	\$35.275220	\$51.871445				
ACCOUNTING TECHNICIAN	\$16.049170	\$21.071540	\$17.835340	\$25.296393	\$20.636532	\$30.345125						
ADMINISTRATIVE ASSISTANT	\$20.682668	\$29.323515	\$22.976348	\$32.586077								
ANALYST	\$26.772784	\$35.149990	\$29.758523	\$42.176034	\$35.710228	\$50.612558	\$40.567821	\$59.648867				
ARCHITECT/ENG. SPECIALIST	\$29.587157	\$38.840970	\$32.882674	\$46.611801	\$39.440753	\$55.911751	\$45.642918	\$67.116510				
ASSISTANT EXECUTIVE DIRECTOR	\$68.342443	\$100.500103										
CONSULTANT	\$39.961446	\$58.732714	\$42.360582	\$64.611915	\$46.585436	\$70.820672						
DEVELOPMENT SPECIALIST	\$23.411357	\$30.733996	\$26.014816	\$36.883432	\$31.221733	\$44.265392	\$38.577329	\$54.672636	\$40.930328	\$60.189332		
DIRECTOR	\$62.127096	\$91.345154										
EXECUTIVE ASSISTANT	\$24.591152	\$34.873167	\$26.311412	\$37.305258	\$28.150311	\$39.908717	\$30.127621	\$42.709906				
INFORMATION SYSTEMS SPECIALIST	\$23.088395	\$31.524921	\$25.302984	\$34.543614	\$30.285806	\$50.882792	\$45.662691	\$57.519963	\$48.813207	\$64.091226		
MAINTENANCE WORKER	\$17.690338	\$23.213625	\$20.405845	\$27.860305	\$25.553443	\$34.892940	\$28.117355	\$38.379598	\$30.925137	\$42.215580	\$36.771384	\$52.135087
MANAGER	\$48.562746	\$66.299221	\$54.118989	\$79.553793								
OFFICE ASSISTANT	\$15.000000	\$20.092770	\$16.905271	\$23.971535	\$20.791717	\$30.553915						
PROGRAM SPECIALIST	\$19.865380	\$26.087316	\$22.086559	\$31.314008	\$26.495963	\$37.582082	\$30.654904	\$45.076089				
RESIDENT MANAGER	\$15.000000	\$28.976471	\$15.829412	\$29.955882								
TRAFFIC COURT SPECIALIST	\$17.841932	\$22.297471	\$20.867217	\$26.093908	\$24.419785	\$32.974949	\$28.565546	\$41.437838				
TRAINEE	\$15.000000	\$20.611279	\$16.968310	\$25.491487	\$18.592181	\$28.429920						

\*This salary schedule supersedes the schedule dated July 1, 2020.

\*This salary schedule includes a 2% GSA.

# Los Angeles County Development Authority

## Hourly Salary Schedule

Effective July 1, 2022

Classification	Level I		Level II		Level III		Level IV		Level V		Level VI	
ACCOUNTANT	\$23.279536	\$30.562629	\$25.863221	\$36.679110	\$31.043775	\$44.001751	\$35.275220	\$51.871445				
ACCOUNTING TECHNICIAN	\$16.049170	\$21.071540	\$17.835340	\$25.296393	\$20.636532	\$30.345125						
ADMINISTRATIVE ASSISTANT	\$20.682668	\$29.323515	\$22.976348	\$32.586077								
ANALYST	\$26.772784	\$35.149990	\$29.758523	\$42.176034	\$35.710228	\$50.612558	\$40.567821	\$59.648867				
ARCHITECT/ENG. SPECIALIST	\$29.587157	\$38.840970	\$32.882674	\$46.611801	\$39.440753	\$55.911751	\$45.642918	\$67.116510				
ASSISTANT EXECUTIVE DIRECTOR	\$68.342443	\$100.500103										
CONSULTANT	\$39.961446	\$58.732714	\$42.360582	\$64.611915	\$46.585436	\$70.820672						
DEVELOPMENT SPECIALIST	\$23.411357	\$30.733996	\$26.014816	\$36.883432	\$31.221733	\$44.265392	\$38.577329	\$54.672636	\$40.930328	\$60.189332		
DIRECTOR	\$62.127096	\$91.345154										
EXECUTIVE ASSISTANT	\$24.591152	\$34.873167	\$26.311412	\$37.305258	\$28.150311	\$39.908717	\$30.127621	\$42.709906				
INFORMATION SYSTEMS SPECIALIST	\$23.088395	\$31.524921	\$25.302984	\$34.543614	\$30.285806	\$50.882792	\$45.662691	\$57.519963	\$48.813207	\$64.091226		
MAINTENANCE WORKER	\$17.690338	\$23.213625	\$20.405845	\$27.860305	\$25.553443	\$34.892940	\$28.117355	\$38.379598	\$30.925137	\$42.215580	\$36.771384	\$52.135087
MANAGER	\$48.562746	\$66.299221	\$54.118989	\$79.553793								
OFFICE ASSISTANT	\$15.960000	\$21.378707	\$17.987208	\$25.505713	\$22.122387	\$32.509366						
PROGRAM SPECIALIST	\$19.865380	\$26.087316	\$22.086559	\$31.314008	\$26.495963	\$37.582082	\$30.654904	\$45.076089				
RESIDENT MANAGER	\$15.960000	\$30.830965	\$16.842494	\$31.873058								
TRAFFIC COURT SPECIALIST	\$17.841932	\$22.297471	\$20.867217	\$26.093908	\$24.419785	\$32.974949	\$28.565546	\$41.437838				
TRAINEE	\$15.960000	\$21.930401	\$18.054282	\$27.122942	\$19.782081	\$30.249435						

\*This salary schedule supersedes the schedule dated January 1, 2021.

\*This salary schedule includes the minimum wage increase.

# Los Angeles County Development Authority

## Hourly Salary Schedule Effective December 6, 2022

Classification	Level I		Level II		Level III		Level IV		Level V		Level VI	
ACCOUNTANT	\$24.559910	\$32.243574	\$27.285698	\$38.696461	\$32.751183	\$46.421847	\$37.215357	\$54.724374				
ACCOUNTING TECHNICIAN	\$16.931874	\$22.230475	\$18.816284	\$26.687695	\$21.771541	\$32.014107						
ADMINISTRATIVE ASSISTANT	\$21.820215	\$30.936308	\$24.240047	\$34.378311								
ANALYST	\$28.245287	\$37.083239	\$31.395242	\$44.495716	\$37.674291	\$53.396249	\$42.799051	\$62.929555				
ARCHITECT/ENG. SPECIALIST	\$31.214451	\$40.977223	\$34.691221	\$49.175450	\$41.609994	\$58.986897	\$48.153278	\$70.807918				
ASSISTANT EXECUTIVE DIRECTOR	\$72.101277	\$106.027609										
CONSULTANT	\$42.159326	\$61.963013	\$44.690414	\$68.165570	\$49.147635	\$74.715809						
DEVELOPMENT SPECIALIST	\$24.698982	\$32.424366	\$27.445631	\$38.912021	\$32.938928	\$46.699989	\$40.699082	\$57.679631	\$43.181496	\$63.499745		
DIRECTOR	\$65.544086	\$96.369137										
EXECUTIVE ASSISTANT	\$25.943665	\$36.791191	\$27.758540	\$39.357047	\$29.698578	\$42.103696	\$31.784640	\$45.058951				
INFORMATION SYSTEMS SPECIALIST	\$24.358257	\$33.258792	\$26.694648	\$36.443513	\$31.951525	\$53.681346	\$48.174139	\$60.683561	\$51.497933	\$67.616243		
MAINTENANCE WORKER	\$18.663307	\$24.490374	\$21.528166	\$29.392622	\$26.958882	\$36.812052	\$29.663810	\$40.490476	\$32.626020	\$44.537437	\$38.793810	\$55.002517
MANAGER	\$51.233697	\$69.945678	\$57.095533	\$83.929252								
OFFICE ASSISTANT	\$16.837800	\$22.554536	\$18.976504	\$26.908527	\$23.339118	\$34.297381						
PROGRAM SPECIALIST	\$20.957976	\$27.522118	\$23.301320	\$33.036278	\$27.953241	\$39.649097	\$32.340924	\$47.555274				
RESIDENT MANAGER	\$16.837800	\$32.526668	\$17.768831	\$33.626076								
TRAFFIC COURT SPECIALIST	\$18.823238	\$23.523832	\$22.014914	\$27.529073	\$25.762873	\$34.788571	\$30.136651	\$43.716919				
TRAINEE	\$16.837800	\$23.136573	\$19.047268	\$28.614704	\$20.870095	\$31.913154						

\*This salary schedule supersedes the schedule dated July 1, 2022.

\*This salary schedule includes a 5.50% GSA.

# Los Angeles County Development Authority

Hourly Salary Schedule  
Effective October 7, 2023

Classification	Level I		Level II		Level III		Level IV		Level V		Level VI	
ACCOUNTANT	\$25.358107	\$33.291490	\$28.172483	\$39.954096	\$33.815596	\$47.930557	\$38.424856	\$56.502916				
ACCOUNTING TECHNICIAN	\$17.482160	\$22.952965	\$19.427813	\$27.555045	\$22.479116	\$33.054565						
ADMINISTRATIVE ASSISTANT	\$22.529372	\$31.941738	\$25.027849	\$35.495606								
ANALYST	\$29.163259	\$38.288444	\$32.415587	\$45.941827	\$38.898705	\$55.131627	\$44.190020	\$64.974766				
ARCHITECT/ENG. SPECIALIST	\$32.228921	\$42.308983	\$35.818686	\$50.773652	\$42.962319	\$60.903971	\$49.718260	\$73.109175				
ASSISTANT EXECUTIVE DIRECTOR	\$74.444569	\$109.473506										
CONSULTANT	\$43.529504	\$63.976811	\$46.142852	\$70.380951	\$50.744933	\$77.144073						
DEVELOPMENT SPECIALIST	\$25.501699	\$33.478158	\$28.337614	\$40.176662	\$34.009443	\$48.217739	\$42.021802	\$59.554219	\$44.584895	\$65.563487		
DIRECTOR	\$67.674269	\$99.501134										
EXECUTIVE ASSISTANT	\$26.786834	\$37.986905	\$28.660693	\$40.636151	\$30.663782	\$43.472066	\$32.817641	\$46.523367				
INFORMATION SYSTEMS SPECIALIST	\$25.149900	\$34.339703	\$27.562224	\$37.627927	\$32.989950	\$55.425990	\$49.739799	\$62.655777	\$53.171616	\$69.813771		
INTERN	\$20.650000	\$20.650000	\$21.682500	\$21.682500								
MAINTENANCE WORKER	\$19.269864	\$25.286311	\$22.227831	\$30.347882	\$27.835046	\$38.008444	\$30.627884	\$41.806416	\$33.686366	\$45.984904	\$40.054609	\$56.790099
MANAGER	\$52.898792	\$72.218913	\$58.951138	\$86.656953								
OFFICE ASSISTANT	\$17.385029	\$23.287558	\$19.593240	\$27.783054	\$24.097639	\$35.412046						
PROGRAM SPECIALIST	\$21.639110	\$28.416587	\$24.058613	\$34.109957	\$28.861721	\$40.937693	\$33.392004	\$49.100820				
RESIDENT MANAGER	\$17.385029	\$33.583785	\$18.346318	\$34.718923								
TRAFFIC COURT SPECIALIST	\$19.434993	\$24.288357	\$22.730399	\$28.423768	\$26.600166	\$35.919200	\$31.116092	\$45.137719				
TRAINEE	\$17.385029	\$23.888512	\$19.666304	\$29.544682	\$21.548373	\$32.950332						

\*This salary schedule supersedes the schedule dated April 24, 2023.

\*This salary schedule includes a 3.25% GSA.



July 13, 2021

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

3-D July 13, 2021

Dear Commissioners:

**APPROVE TWO MEMORANDA OF UNDERSTANDING WITH THE LABORERS'  
INTERNATIONAL UNION OF NORTH AMERICA LOCAL 777 AND A GENERAL SALARY  
ADJUSTMENT  
(ALL DISTRICTS) (3 VOTES)**

**SUBJECT**

This letter recommends approval of two one-year Memoranda of Understanding (MOUs) between the Los Angeles County Development Authority (LACDA) and the Laborers' International Union of North America Local 777 (LIUNA), and a General Salary Adjustment (GSA) for all employees.

**IT IS RECOMMENDED THAT THE BOARD:**

1. Approve and authorize the Executive Director or his designee to execute, and if necessary, amend two one-year MOUs between the LACDA and LIUNA for both the Maintenance Worker and Program Specialist bargaining units, to be effective January 1, 2021 through December 31, 2021.
2. Approve a GSA of two percent (2%) to the LACDA's Salary Schedule to be applied to all represented and non-represented employees effective January 1, 2021.

**PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION**

The LACDA has a total of 537 employees, comprised of 314 non-represented employees and 223 employees represented by the Laborers' International Union of North America (LIUNA) in two bargaining units - the Maintenance Worker Unit and Program Specialist Unit. The existing Memorandum of Understanding with LIUNA expired on December 31, 2020. The LACDA has been actively engaged in negotiations with LIUNA to secure a successor MOU for both bargaining units for



the 2021 calendar year and recently secured a tentative agreement pending ratification by membership.

The General Salary Adjustment (GSA) will be applied to all represented and non-represented LACDA employees.

### **FISCAL IMPACT/FINANCING**

There is no impact on the County general fund.

The GSA is proposed for implementation as a single 2% adjustment retroactive to January 1, 2021, totaling approximately \$1.7 million to be funded by Program and Administrative Funds included in the LACDA's approved Fiscal Year (FY) 2020-2021 and FY 2021-2022 budgets. The General Salary adjustment will be applied to represented and non-represented LACDA employees.

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

LIUNA was certified on April 14, 2009, by the State Mediation and Conciliation Service of the Department of Industrial Relations, State of California, as the majority representative for the Commission-classified Maintenance Worker and Program Specialist Bargaining Units. The current MOUs expired December 31, 2020.

The LACDA's most recent General Salary Adjustment (GSA) was applied to all employees as follows: 3% effective January 1, 2019 and 2.5% effective January 2020. With the approval of this letter, the LACDA's salary schedule will be updated to reflect the GSA.

### **ENVIRONMENTAL DOCUMENTATION**

This action is exempt from the provisions of the National Environmental Policy Act (NEPA) pursuant to 24 Code of Federal Regulations, Part 58, Section 58.34 (a)(3), because it involves administrative activities that will not have a physical impact on or result in any physical changes to the environment.

The action is also not subject to the provisions of CEQA pursuant to State CEQA Guidelines 15060(c) (3) and 15378, because it is not defined as a project under CEQA and does not have the potential for causing a significant effect on the environment.

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

The recommended actions are consistent with the principle of promoting the well-being of employees and their families.

The Honorable Board of Commissioners

7/13/2021

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Respectfully submitted,

A handwritten signature in dark ink, appearing to read "Emilio Salas". The signature is written in a cursive, flowing style.

Emilio Salas

Executive Director

ES:JD

December 06, 2022

**MOTION BY SUPERVISOR HILDA L. SOLIS**

**MEMORANDA OF UNDERSTANDING WITH THE LABORERS' INTERNATIONAL UNION  
OF NORTH AMERICA LOCAL 777 AND GENERAL SALARY ADJUSTMENT**

The Los Angeles County Development Authority (LACDA) has a total of 557 employees, comprised of 324 non-represented employees and 233 employees represented by the Laborers' International Union of North America (LIUNA) Local 777 in two bargaining units - the Maintenance Worker Unit and Program Specialist Unit. The existing Memoranda of Understanding (MOUs) with LIUNA expired on December 31, 2021. The LACDA has been actively engaged in negotiations with LIUNA to secure a successor MOU for both bargaining units and recently secured a tentative agreement pending ratification by membership. The new MOUs will be effective January 1, 2022 through October 31, 2024.

The negotiated MOUs include a one-time non-pensionable payment of \$1,000 and a three-step General Salary Adjustment (GSA) to the LACDA's Salary Schedule to be applied to all currently employed represented and non-represented employees. The LACDA's most recent GSA was on January 1, 2021. The proposed GSA will help address cost-of-living increases for LACDA employees and is comparable to current compensation increases for County employees. The GSA will be funded with program and administrative funds included in the LACDA's approved

MOTION

SOLIS \_\_\_\_\_

MITCHELL \_\_\_\_\_

HORVATH \_\_\_\_\_

BARGER \_\_\_\_\_

HAHN \_\_\_\_\_

Fiscal Year 2022-2023 budget and future budgets.

**I, THEREFORE, MOVE THAT THE BOARD OF COMMISSIONERS OF THE LOS ANGELES  
COUNTY DEVELOPMENT AUTHORITY:**

1. Authorize the Executive Director or his designee to execute, and if necessary, amend two MOUs between the LACDA and LIUNA for both the Maintenance Worker and Program Specialist bargaining units to be effective January 1, 2022 through October 31, 2024.
2. Approve a one-time non-pensionable payment of \$1,000 to all currently employed represented and non-represented employees.
3. Approve a three-step GSA to the LACDA's Salary Schedule to be applied to all currently employed represented and non-represented employees as follows:
  - a. 5.5% effective the first pay period following Board approval;
  - b. 3.25% effective the first pay period after October 1, 2023;
  - c. 3.25% effective the first pay period after October 1, 2024.

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