

ORDINANCE NO. 184255

An ordinance amending Section 4.62.2 of the Los Angeles Administrative Code, pertaining to supervision differential, to delete obsolete language regarding salary schedules, provide clarifying language regarding salary ranges and supervisory employees, and to adjust the supervision differential amount for non-represented employees.

**THE PEOPLE OF THE CITY OF LOS ANGELES
DO ORDAIN AS FOLLOWS:**

Section 1. Subsection (a) of Section 4.62.2 of the Los Angeles Administrative Code is amended in its entirety to read as follows:

(a) Notwithstanding any other provision of this chapter, a bonafide supervisory employee in a class which has its compensation fixed by salary range number shall be paid at a rate at the appropriate step of the range with a first step rate equivalent to the second premium level rate above the first step rate of the subordinate class. For the purposes of this section, "**bona fide supervisory employee**" means a full-time, regularly assigned supervisor with full administrative and technical authority to assign, review and approve work of his or her subordinates. The rates to be compared in determining the supervision differential shall be the maximum salary rates of ranges prescribed for the authorized and allocated classes of the bona fide supervisor and the subordinate, excluding any premiums, bonuses, or working condition differentials. When comparing positions with five-step, 12-step, and 15-step salary ranges, the 5th, 12th, and 15th step, respectively, of said salary ranges shall be considered the top step of a salary range for purposes of this section. The Director of the Office of Administrative and Research Services shall investigate all employment situations described by this section and shall notify the Controller whenever a supervision differential shall be paid pursuant to this section.

Sec. 2 Subsection (b) of Section 4.62.2 of the Los Angeles Administrative Code is amended in its entirety to read as follows:

(b) For purposes of this section a bona fide supervisory employee shall not include the manager, assistant manager(s), executive officer, or chief assistant of any department, bureau, or office of the City. In those cases where the civil service class title of the chief assistant is not designative of the incumbent's assignment, the Director of the Office of Administrative and Research Services may consider working titles and organizational structure in determining whether an employee is a chief assistant.

Sec. 3. A new Subsection (d) is added to Section 4.62.2 of the Los Angeles Administrative Code to read as follows:

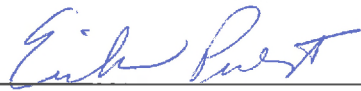
(d) Effective June 28, 2015, a non-represented employee in a classification with its compensation fixed by salary range, who is a bona fide supervisor as described above, shall receive additional compensation in the amount of 5.5% above the top step of the highest paid subordinate who is in a classification with its compensation fixed by salary range, where the top step differential of the supervisor's salary range is less than 5.5% above the top step of the subordinate's salary range. When comparing positions with five-step, 12-step, and 15-step salary ranges, the 5th, 12th, and 15th step, respectively, of said salary ranges shall be considered the top step of a salary range for purposes of this section.

Sec. 4. This ordinance shall be operative upon publication pursuant to Charter Section 252(g).

Sec. 5. The City Clerk shall certify to the passage of this ordinance and have it published in accordance with Council policy, either in a daily newspaper circulated in the City of Los Angeles or by posting for ten days in three public places in the City of Los Angeles: one copy on the bulletin board located at the Main Street entrance to the Los Angeles City Hall; one copy on the bulletin board located at the Main Street entrance to the Los Angeles City Hall East; and one copy on the bulletin board located at the Temple Street entrance to the Los Angeles County Hall of Records.

I hereby certify that this ordinance was passed by the Council of the City of Los Angeles, at its meeting of APR 12 2016.

HOLLY L. WOLCOTT, City Clerk

By  Deputy

Approved  4/22/16

 Mayor

Approved as to Form and Legality

MICHAEL N. FEUER, City Attorney

By 
VIVIENNE SWANIGAN
Assistant City Attorney

Date 4/1/16

File No. 14-0409-52