

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

An ordinance amending Salary Notes of Schedule "A" in Section 4.61 of the Los Angeles Administrative Code to provide 2.75% in premium level compensation for employees in certain non-represented classifications who earn and possess professional certifications in the areas of labor relations and human resources.

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

Section 1. SALARY NOTES OF SCHEDULE "A" of Section 4.61 of the Los Angeles Administrative Code is amended by adding a new Note P to read as follows:

**NOTE P. PROFESSIONAL CERTIFICATIONS IN LABOR RELATIONS AND HUMAN RESOURCES** - Employees in the non-represented classifications of Chief Personnel Analyst, Senior Personnel Analyst, and Senior Labor Relations Specialist who have earned and possess a senior-level certification from the International Public Management Association for Human Resources (IPMA-HR) or the Society for Human Resources Management (SHRM), and/or a professional certification from the California Public Employers Labor Relations Association (CALPELRA) shall be eligible to receive premium level compensation in the amount of 2.75% above their regular, biweekly base salary rate. Said 2.75% shall be the maximum amount received under this Note regardless of the number of qualifying certifications possessed. The 2.75% in additional pay shall be a pensionable adds to rate bonus, which shall be used in calculating the promotional differentials prescribed in Section 4.91(a)(1) of this Code, and shall be effective at the beginning of the first full pay period subsequent to the employee presenting proof of certification or recertification to Management. The 2.75% in additional pay shall continue through to the end of the pay period in which the qualifying certification expires, and cease thereafter unless proof of recertification has been presented to Management.

Sec. 2. This ordinance shall be operative upon publication pursuant to Charter Section 252(g).

Sec. 3. 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.

Approved as to Form and Legality

MICHAEL N. FEUER, City Attorney

By   
VIVIENNE SWANIGAN  
Assistant City Attorney

Date 12/1/17

File No. \_\_\_\_\_

I hereby certify that the foregoing ordinance was passed by the Council of the City of Los Angeles.

CITY CLERK

MAYOR

\_\_\_\_\_

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Ordinance Passed \_\_\_\_\_

Approved \_\_\_\_\_