

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: April 3, 2014

To: The City Council

From: Miguel A. Santana, City Administrative Officer

Subject: **NON-REPRESENTED EMPLOYEES – RECOMMENDATIONS FOR FISCAL YEARS 2014-15 AND 2015-16 AND RELATED TECHNICAL ADJUSTMENTS TO THE LOS ANGELES ADMINISTRATIVE CODE**

In accordance with Executive Employee Relations Committee (EERC) instructions, salary and benefit recommendations for employees who are not represented by an employee organization are presented in this report for Fiscal Years 2014-15 and 2015-16. As described below, modifications to the provisions for the two-percent of full-time City employees in non-represented classifications such as Personnel Director, Finance Specialist, Senior Personnel Analyst, and Investment Officer are being recommended, with the following major provisions:

- **No Cost of Living Adjustments (COLA)**
- **Active Employee Healthcare Contribution**

Non-represented employees currently contribute 5% of health care premiums. Effective January 1, 2015, the 5% contribution will increase to 10% of the health care premium.

- **Salary Step Restructure**

The salary step ranges for all non-represented classifications are being restructured by adding three premium levels (approximately 8.25%) to the bottom and top of each range. The previous five-step schedule, where each step is separated by approximately 5.5%, will become a fifteen-step range where each step is separated by approximately 2.75%. Current costs related to supervisory differentials and promotional increases are also being reduced to 2.75% to contain salary costs.

- **Salary Anniversary Step Movement**

Between June 28, 2014, and June 29, 2015, individual salary step anniversary movement will be frozen and date-specific step movement will be implemented.

Included with this report are Los Angeles Administrative Code amendments to implement the salary and benefit recommendations contained herein, as well as various technical changes.

Recommendations

1. That the City Council, subject to the approval of the Mayor, adopt:
 - A. The attached ordinance approved as to form and legality by the City Attorney amending Schedule A of Section 4.61 of the Los Angeles Administrative Code to implement the salary ranges and rates for non-represented employees as listed in Attachments A I and A II, and for non-represented General Managers as listed in Attachment B, to be operative June 29, 2014; December 28, 2014; and June 28, 2015, respectively;
 - B. The attached ordinances approved as to form and legality by the City Attorney amending various provisions of the Los Angeles Administrative Code to provide technical and housekeeping changes:
 - Amending Section 4.62.2 pertaining to reducing the supervisory differential from 5.5% to approximately 2.75%.
 - Amending Section 4.90 pertaining to salary step placement on initial appointment to City service to require authorization by the City Administrative Officer for advance step hiring.
 - Amending Section 4.91 pertaining to salary step placement upon assignment to a different position to include salary rate comparisons involving 15-step salary ranges, revise the minimum increase from 5% to 2.75% for non-represented employees, and add language to clarify step placement upon return to a lower level position.
 - Amending Section 4.92 pertaining to salary step advancement to provide updated language to reflect current City practice and to add language to reflect the establishment of 15-step salary ranges for non-represented classifications.
 - Amending Section 4.95 pertaining to salary adjustments following a change of position to clarify that no employee shall be employed concurrently in more than one full-time position.
 - Amending Section 4.112 pertaining to time off with pay for personal business to reflect that the use of accrued unused vacation or

overtime may be taken in minimum one-half hour increments instead of one-hour increments.

- Amending Section 4.113 and 4.114 pertaining to overtime for FLSA non-exempt employees and salaried FLSA-exempt employees to reference a non-represented classification and modify the level for salaried employees.
- Amending Section 4.129 pertaining to Family and Medical Leave for non-represented employees to revise the eligibility from 1,040 hours worked to 1,250 hours worked consistent with the Family and Medical Leave Act and the California Family Rights Act.
- Amending Section 4.203 pertaining to payroll deductions to clarify the organizations authorized to receive funds through payroll deductions.
- Amending Section 4.236 pertaining to an automobile allowance for General Managers and Elected Officials to clarify the limitation in receiving additional transportation benefits under the City's Rideshare Program.
- Amending Section 4.245.1 pertaining to vacation hours for non-represented executive and managerial positions, to delete classifications that have been accreted into a bargaining unit and clarify the receipt of vacation hours following initial appointment to the City and subsequent monthly vacation hour accrual for the non-represented classifications.
- Amending Section 4.307 pertaining to health insurance for non-represented employees to increase the additional employee contribution toward health plan premium costs from 5% to 10%, update the provision on the non-Kaiser Full-Network HMO option, and add a new provision for Affordable Care Act coverage for eligible employees.
- Amending Section 4.307.4 pertaining to life insurance for non-represented executive and managerial positions, to continue the benefit for enrollments prior to July 1, 2014.
- Amending Section 4.309 to include non-represented employees in the City's Rideshare Program consistent with City practice.
- Amending Section 4.820 to clarify the organizations that may register to represent City employees.

2. That the City Council authorize the Controller and City Administrative Officer to correct any clerical errors, or, if approved by the City Attorney, any technical errors in the above Ordinances.

Fiscal Impact Statement

No additional appropriation of funds is required as all impacted departments will be required to absorb the cost of these adjustments within existing budgeted funds. The estimated net cost to the General Fund of the recommendations contained in this report for Fiscal Year 2014-15 is \$3.1 million and \$3.3 million for Fiscal Year 2015-16.

Attachments

MAS:MHA:CEC:0714094

ATTACHMENT A I

2014 TO 2016 SALARY ADJUSTMENTS FOR CLASSIFICATIONS NOT IN REPRESENTATION UNITS

SCHEDULE A SCHEDULE 4.61 OF THE LOS ANGELES ADMINISTRATIVE CODE

I. Certain non-represented classes are not recommended for salary increases for Fiscal Years 2014-15 and 2015-16.

A. Election classes

Chief Election Assistant, Code 0736	\$ 45.65 per hour
Clerk Precinct Board, Code 0745	\$ 80.00 per day
Custodian, Code 0701	\$ 12.00 per facility
Inspector Precinct Board, Code 0746	\$ 100.00 per day
Judge Precinct Board, Code 0747	\$ 55.00 per day
Principal Election Assistant, Code 0735	\$ 37.28 per hour
Senior Election Assistant, Code 0733	\$ 31.79 per hour

The City has historically adjusted these rates when the County adjusts its rates. The rates for the classes of Clerk Precinct Board and Inspector Precinct Board were adjusted effective December 11, 2006 (Ordinance No. 178116; C.F. 06-2583).

B. Summer Youth Employment classes

Assistant Youth Employment Specialist II, Code 1581-2	\$ 7.79 per hour
Assistant Youth Employment Specialist III, Code 1581-3	\$ 8.65 per hour
Youth Employment Specialist I, Code 1582-1	\$ 9.61 per hour
Youth Employment Specialist II, Code 1582-2	\$ 10.26 per hour
Youth Employment Specialist III, Code 1582-3	\$ 11.77 per hour
Youth Employment Specialist IV, Code 1582-4	\$ 14.00 per hour

The rates for these classes, used to administer the Community Development Department's Summer Youth Program, were adjusted operative June 22, 1992 (C.F. 92-0965). The rates for Youth Employment Specialist III and IV were adjusted and became effective July 3, 1997 (C.F. 97-0771).

C. Per Session, Per Meeting, and Miscellaneous Hourly classes

Choral Accompanist, Code 0713	\$ 10.00 per hour
Choral Conductor, Code 0714	\$ 15.00 per hour
Commission Hearing Examiner, Code 0102	\$ 900.00 per day
	\$ 450.00 per half-day
	\$ 900.00 (flat) for report preparation

Examining Assistant Civil Service, Codes 0131 - 0139	\$ 20.00; 25.00; 30.00; 35.00; 40.00; 45.00; 50.00; 55.00; 60.00 per session
Examiner of Elevator Constructors, Code 0122	\$ 100.00 per mtg.
Examiner of Mechanical Equipment Operators, Code 0112	\$ 100.00 per mtg.
Examiner of Plumbers and Gasfitters, Code 0119	\$ 100.00 per mtg.
Examiner of Registered Deputy Inspectors, Code 0124	\$ 100.00 per mtg.
Examiner of Steam and Diesel Engineers, Code 0121	\$ 100.00 per mtg.
Interpreter, Code 0190	\$ 35.00 per hour
Observatory Lecturer, Code 0848-A-D	\$ 25.00; 32.50; 60.00, 100.00 per hour
Orchestra Director, Code 0715	\$ 12.00 per hour
Residential Camp Counselor, Code 2421-A-C	\$ 10.55; 12.50; 15.00 per session
Senior Residential Camp Counselor, Code 2427-A-D	\$ 15.00; 17.50; 20.00; 22.50 per session
Theater Technician, Code 0710-A-D	\$ 12.00; 15.00; 17.50; 20.00 per hour

Rates for these classes are reviewed upon the request of the employing departments.

D. Commissioners and Board Members

Commissioner I, Code 0101-1	\$ 25.00 per mtg.
Commissioner II, Code 0101-2	\$ 50.00 per mtg.
Member Affordable Housing Commission, Code 0115	\$ 50.00 per mtg.
Member Airport Zoning Commission, Code 0117	\$ 25.00 per mtg.
Member Board of Environmental Quality, Code 0105	\$ 25.00 per mtg.
Member Board of Zoning Appeals, Code 0113	\$ 50.00 per mtg.
Member Commission on Disability, Code 0126	\$ 50.00 per mtg.
Member Cultural Heritage Board, Code 1109	\$ 25.00 per mtg.
Member Energy Conservation Advisory Committee, Code 0104	\$ 50.00 per mtg.
Member Engineering Geology Advisory Committee, Code 0103	\$ 50.00 per mtg.
Member Housing Advisory & Appeal Board, Code 0111	\$ 50.00 per mtg.
Member Medical Advisory Council, Code 0109	\$ 25.00 per mtg.
Member Police Permit Review Panel, Code 0020	\$ 50.00 per mtg.
Member Productivity Advisory Commission, Code 0108	\$ 50.00 per mtg.
Member Rent Adjustment Commission, Code 0106	\$ 50.00 per mtg.

ATTACHMENT A II

II. Non-represented classes recommended for salary rate or range adjustments in 2014-15 and 2015-16.

<u>Code No.</u>	<u>Title</u>	<u>Salary Range No. or Amount June 29, 2014</u>	<u>Salary Range No. or Amount Dec. 28, 2014</u>	<u>Salary Range No. or Amount June 28, 2015</u>
A				
2208	Academy Trainee	\$20.00/hr.	\$20.00/hr.	\$20.00/hr.
7652	Access Services Analyst	3222	3222	3222
9157A	ADA Compliance Officer A	2886	2886	2886
9157B	ADA Compliance Officer B	3809	3809	3809
1355	Administrative Assistant, Commission for Children, Youth and Their Families	2290	2290	2290
9153	Administrative Coordinator Controller	3574	3574	3574
9178	Administrative Coordinator Mayor	3593	3593	3593
9177	Administrative Deputy Controller	3593	3593	3593
1327	Administrative Secretary	2095	2095	2095
0820	Administrative Trainee (Half-time)	1388(9)	1388(9)	1388(9)
1540	Airport Aide	1908	1908	1908
3234	Airport Assistant Police Chief	6142	6142	6142
7256-1	Airport Engineer I	4631	4631	4631
7256-2	Airport Engineer II	4937	4937	4937
3232	Airport Police Chief	6490	6490	6490
4308	Animal Collection Curator	4715	4715	4715
2400-1	Aquarist I	2456	2456	2456
2400-2	Aquarist II	2730	2730	2730
0196	Assistant Chief Legislative Analyst	6487	6487	6487
0011	Assistant City Administrative Officer	6487	6487	6487
0220	Assistant City Economic Development Economist	2730	2730	2730
0218	Assistant Director City Economic Development Office	4352	4352	4352
9228	Assistant Executive Director, Commission for Children, Youth and Their Families	4715	4715	4715
9021	Assistant Executive Director, Human Relations Commission	4239	4239	4239
0180	Assistant General Manager Airports	9793	9793	9793
9807	Assistant General Manager Economic and Workforce Development Department	6332	6332	6332
7319	Assistant General Manager Environmental Affairs	5248	5248	5248
9269	Assistant General Manager Los Angeles Fire and Police Pensions	6243	6243	6243
1745	Assistant General Manager Personnel Department	6487	6487	6487
1344	Assistant Secretary to Councilmember	2072	2072	2072
1334	Assistant Secretary to Mayor	2506	2506	2506
0221	Associate City Economic Development Economist	3222	3222	3222
B				
1759	Background Investigation Manager	4715	4715	4715
C				
1801-1	Cable Television Production Manager I	3453	3453	3453
1801-2	Cable Television Production Manager II	4155	4155	4155
1801-3	Cable Television Production Manager III	4585	4585	4585
1509-1	Cash Management Officer I	4213	4213	4213

<u>Code No.</u>	<u>Title</u>	<u>Salary Range No. or Amount June 29, 2014</u>	<u>Salary Range No. or Amount Dec. 28, 2014</u>	<u>Salary Range No. or Amount June 28, 2015</u>
1509-2	Cash Management Officer II	5383	5383	5383
1554	Chief Administrative Analyst	5665	5665	5665
0402	Chief Administrative Assistant to Mayor	5248	5248	5248
3205	Chief Airport Safety Officer	4944	4944	4944
1260	Chief Clerk Personnel	3034	3034	3034
0740	Chief Election Clerk	2142	2142	2142
0403	Chief Executive Assistant to Mayor	5827	5827	5827
1579	Chief Grants Administrator	5665	5665	5665
3562	Chief Helicopter Pilot	4465	4465	4465
9483	Chief Legislative Representative	6313	6313	6313
0407	Chief of Staff, Mayor	6858	6858	6858
1741	Chief Personnel Analyst	5665	5665	5665
0708-1	Chief Proctor I	2427(9)	2427(9)	2427(9)
0708-2	Chief Proctor II	2707(9)	2707(9)	2707(9)
1512	Chief Tax Auditor	3994	3994	3994
1132	Child Care Coordinator	4715	4715	4715
0579	City Attorney Personnel Aide I	2206	2206	2206
0572	City Attorney Personnel Aide II	2329	2329	2329
0575	City Attorney Senior Personnel Analyst	3402	3402	3402
2477	Community Arts Director	3859	3859	3859
2210	Community Police Aide	1456	1456	1456
3129	Construction and Maintenance Superintendent	4579	4579	4579
0180	Council Aide I	1112	1112	1112
0181	Council Aide II	1414	1414	1414
0182	Council Aide III	1816	1816	1816
0183	Council Aide IV	2378	2378	2378
0184	Council Aide V	2805	2805	2805
0185	Council Aide VI	3301	3301	3301
0186	Council Aide VII	3593	3593	3593
1105-1	Craft Trainee (Building Repair)	1816	1816	1816
1105-2	Craft Trainee (Communications)	2046	2046	2046
1105-3	Craft Trainee (Equipment Mechanic)	2378	2378	2378
1105-4	Craft Trainee (Machinist)	2574	2574	2574
6230	Curator of Griffith Observatory	3809	3809	3809
D				
0408	Deputy Mayor	5827	5827	5827
0217	Director City Economic Development Office	5248	5248	5248
E				
0219	Economic Development Economist	3809	3809	3809
2393	El Pueblo Curator	2506	2506	2506
2394	El Pueblo Historic Museum Director	3020	3020	3020
0728	Election Assistant I	\$13.00/hr.	\$13.00/hr.	\$13.00/hr.
0729	Election Assistant II	\$15.00/hr.	\$15.00/hr.	\$15.00/hr.
0730	Election Assistant III	\$18.00/hr.	\$18.00/hr.	\$18.00/hr.
0731	Election Assistant IV	\$21.00/hr.	\$21.00/hr.	\$21.00/hr.
0734	Election Assistant V	\$24.00/hr.	\$24.00/hr.	\$24.00/hr.
0721	Election Clerk	1096	1096	1096
0128	Examining Assistant Civil Service	2730(9)	2730(9)	2730(9)
0556	Executive Assistant City Attorney	8039(9)	8039(9)	8039(9)
0401	Executive Assistant to Mayor	4579	4579	4579

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9719	Executive Director Employee Relations Board	4529	4529	4529
0748	Executive Director Office of Public Accountability	9015	9015	9015
0600	Executive Director Police Commission	6487	6487	6487
9194	Executive Director Quality and Productivity Commission	4962	4962	4962
0013	Executive Officer City Ethics Commission	6487	6487	6487
1345	Executive Secretary to Councilmember	2506	2506	2506
F				
1552-1	Finance Specialist I	3222	3222	3222
1552-2	Finance Specialist II	3809	3809	3809
1552-3	Finance Specialist III	4715	4715	4715
1552-4	Finance Specialist IV	4962	4962	4962
1552-5	Finance Specialist V	5665	5665	5665
2111	Fire Department Trainee	1456(9)	1456(9)	1456(9)
7979	Fire Protection Engineer	4066	4066	4066
1638	Fire Statistical Manager	4529	4529	4529
1504	Fire Student Worker	1096(9)	1096(9)	1096(9)
G				
1544	GAAP Compliance Officer	4809	4809	4809
2440	Gallery Attendant (Part Time)	1112(9)	1112(9)	1112(9)
2457	Golf Operation Supervisor	3255	3255	3255
0841	Guest Services Representative	\$17.80/hr.	\$17.80/hr.	\$17.80/hr.
H				
1328	Hearing Officer	2584	2584	2584
3560	Helicopter Pilot	3994(9)	3994(9)	3994(9)
1742	Human Resources Assistant	2678	2678	2678
I				
0605	Independent Assessor Fire Commission	5884	5884	5884
0601	Inspector General	6487	6487	6487
0732	Intermediate Election Assistant	\$26.32/hr.	\$26.32/hr.	\$26.32/hr.
0723	Intermediate Election Clerk	1340	1340	1340
9146-1	Investment Officer I	4213	4213	4213
9146-2	Investment Officer II	5248	5248	5248
9146-3	Investment Officer III	6600	6600	6600
J				
9161A	Job Developer A	2730	2730	2730
9161B	Job Developer B	3222	3222	3222
9161C	Job Developer C	3809	3809	3809
9161D	Job Developer D	4715	4715	4715
1583A	Job Developer Accountant A	2259	2259	2259
1583B	Job Developer Accountant B	2478	2478	2478
1359A	Job Developer Clerk A	1731	1731	1731
1359B	Job Developer Clerk B	2142	2142	2142

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L				
1432-1	Legal Senior Systems Analyst I	3774	3774	3374
1432-2	Legal Senior Systems Analyst II	4687	4687	4687
1418	Legal Systems Analyst	3222	3222	3222
0191	Legislative Analyst I	2730	2730	2730
0192	Legislative Analyst II	3222	3222	3222
0193	Legislative Analyst III	3809	3809	3809
0194	Legislative Analyst IV	4715	4715	4715
0195	Legislative Analyst V	5665	5665	5665
9482	Legislative Representative	4108	4108	4108
9482H	Legislative Representative-Harbor	4579	4579	4579
2476	Lifeguard Recruit	\$13.60/hr.	\$13.60/hr.	\$13.60/hr.
M				
1556	Management Analyst-Systems	4715	4715	4715
0657	Managing Physician	6664(9)	6664(9)	6664(9)
0141	Mayoral Aide I	1731	1731	1731
0142	Mayoral Aide II	2142	2142	2142
0143	Mayoral Aide III	2290	2290	2290
0144	Mayoral Aide IV	2523	2523	2523
0145	Mayoral Aide V	2730	2730	2730
0146	Mayoral Aide VI	3222	3222	3222
0147	Mayoral Aide VII	3809	3809	3809
0148	Mayoral Aide VIII	4715	4715	4715
2334	Medical Director	7231	7231	7231
0114	Member Board of Public Works	4837(9)	4837(9)	4837(9)
0107	Member Employee Relations Board	\$900/mtg	\$900/mtg.	\$900/mtg.
N				
0395	News Secretary	4229	4229	4229
O				
6331	Observatory Technical Supervisor	3301	3301	3301
3111-1	Occupational Trainee I	1055(7)	1055(7)	1055(7)
3111-2	Occupational Trainee II	1241(7)	1241(7)	1241(7)
P				
1854	PRIMA Program Manager	5665	5665	5665
2443-1	Performing Artist I	1816(9)	1816(9)	1816(9)
2443-2	Performing Artist II	1908(9)	1908(9)	1908(9)
1714-1	Personnel Director I	4715	4715	4715
1714-2	Personnel Director II	5248	5248	5248
1714-3	Personnel Director III	5665	5665	5665
1739-1	Personnel Research Analyst I	3222	3222	3222
1739-2	Personnel Research Analyst II	3809	3809	3809
1740	Personnel Research Psychologist	4943	4943	4943
2431	Piano Accompanist	1287(9)	1287(9)	1287(9)
9236	Planning Officer Recreation and Parks	4108	4108	4108
3325	Playground Equipment Supervisor	2996	2996	2996
1503	Police Student Worker	1096(9)	1096(9)	1096(9)
2383	Police Training Administrator	5139	5139	5139
0405	Principal Administrative Coordinator, Mayor	3994	3994	3994
0727	Principal Election Clerk	1816	1816	1816
9134	Principal Project Coordinator	4225	4225	4225

<u>Code No.</u>	<u>Title</u>	<u>Salary Range No. or Amount June 29, 2014</u>	<u>Salary Range No. or Amount Dec. 28, 2014</u>	<u>Salary Range No. or Amount June 28, 2015</u>
0704	Proctor	1241(9)	1241(9)	1241(9)
0530	Public Information Officer City Attorney	3143	3143	3143
R				
1791	Radio and Television Programmer	3301	3301	3301
2396	Railroad Museum Director	3020	3020	3020
2435	Recreation Aide	\$10.30/hr.	\$10.30/hr.	\$10.30/hr.
2465	Recreation Counselor	1966(5)	1966(5)	1966(5)
0702	Relief Animal Regulation Worker	\$19.32/hr.	\$19.32/hr.	\$19.32/hr.
1133	Relief Retirement Worker	1456(3)	1456(3)	1456(3)
2485	Rideshare Program Administrator	4679	4679	4679
S				
7257-1	Senior Airport Engineer I	5286	5286	5286
7257-2	Senior Airport Engineer II	5708	5708	5708
0725	Senior Election Clerk	1541	1541	1541
7981	Senior Fire Protection Engineer	4962	4962	4962
1639	Senior Fire Statistical Analyst	3958	3958	3958
8505	Senior Housing Planning and Economic Analyst	4679	4679	4679
9202-1	Senior Labor Relations Specialist I	4715	4715	4715
9202-2	Senior Labor Relations Specialist II	4962	4962	4962
0564	Senior Law Clerk	2448(9)	2448(9)	2448(9)
9167-1	Senior Personnel Analyst I	3809	3809	3809
9167-2	Senior Personnel Analyst II	4715	4715	4715
0706	Senior Proctor	1585(9)	1585(9)	1585(9)
2466	Senior Recreation Counselor	2206(3)	2206(3)	2206(3)
2468	Senior Recreation Services Representative	2564	2564	2564
9636-1	Senior Sales Representative I	3873	3873	3873
9636-2	Senior Sales Representative II	4079	4079	4079
1543	Single Audit Analyst	4715	4715	4715
2414	Special Program Assistant I	\$9.40/hr.	\$9.40/hr.	\$9.40/hr.
7921-1	Student Architect-1 yr. Arch. educ.	1379(9)	1379(9)	1379(9)
7921-2	Student Architect-2 yr. Arch. educ.	1456(9)	1456(9)	1456(9)
7921-3	Student Architect-3 yr. Arch. educ.	1541(9)	1541(9)	1541(9)
7203-1	Student Engineer-1 yr. Engr. Educ.	1379(9)	1379(9)	1379(9)
7203-2	Student Engineer-2 yr. Engr. Educ.	1456(9)	1456(9)	1456(9)
7203-3	Student Engineer-3 yr. Engr. Educ.	1541(9)	1541(9)	1541(9)
7203-4	Student Engineer-4 yr. Engr. Educ.	2192(9)	2192(9)	2192(9)
0840-1	Student Librarian I	1340(9)	1340(9)	1340(9)
0840-2	Student Librarian II	1456(9)	1456(9)	1456(9)
0840-3	Student Librarian III	1585(9)	1585(9)	1585(9)
1502	Student Professional Worker	1241(9)	1241(9)	1241(9)
1501	Student Worker	\$14.03/hr.	\$14.03/hr.	\$14.03/hr.
T				
0849	Telescope Demonstrator	1964	1964	1964
0709	Theater Attendant	\$15.00/hr.	\$15.00/hr.	\$15.00/hr.
3219	Traffic Records Supervisor	2523	2523	2523
1576	Transitional Worker	Note R	Note R	Note R
U				
1681-1	Utility Rates and Policy Specialist I	4600	4600	4600
1681-2	Utility Rates and Policy Specialist II	4840	4840	4840
1681-3	Utility Rates and Policy Specialist III	5527	5527	5527

<u>Code No.</u>	<u>Title</u>	<u>Salary Range No. or Amount June 29, 2014</u>	<u>Salary Range No. or Amount Dec. 28, 2014</u>	<u>Salary Range No. or Amount June 28, 2015</u>
	V			
0716	Vocalist	1816(9)	1816(9)	1816(9)
0720	Vote by Mail Administrator	2664	2664	2664

**ATTACHMENT B
SALARY RANGE RECOMMENDATIONS FOR GENERAL MANAGERS
SCHEDULE A – GENERAL MANAGERS
SECTION 4.61 OF THE LOS ANGELES ADMINISTRATIVE CODE**

(The General Manager's Salary Schedule reflects range and rate adjustments of 2.75% effective June 29, 2014, 2.75% effective December 28, 2014, and 2.75% effective June 28, 2015 for incumbents in accordance with Section 4.322 of the Los Angeles Administrative Code, unless otherwise noted.)

<u>RANGE NO.</u> <u>CLASSIFICATION</u>	<u>7/1/2013</u> <u>RANGE</u>	<u>INCUMBENT'S</u> <u>7/1/2013</u> <u>SALARY</u>	<u>6/29/2014</u> <u>RANGE</u>	<u>INCUMBENT'S</u> <u>6/29/2014</u> <u>SALARY</u>	<u>12/28/2014</u> <u>RANGE</u>	<u>INCUMBENT'S</u> <u>12/28/2014</u> <u>SALARY</u>	<u>6/28/2015</u> <u>RANGE</u>	<u>INCUMBENT'S</u> <u>6/28/2015</u> <u>SALARY</u>
M-13 General Manager and Chief Engineer Water and Power	\$279,186 - \$407,598	*	\$286,870 - \$418,811	*	\$294,763 - \$430,337	*	\$302,864 - \$442,176	*
M-12 General Manager Airports Department Chief of Police City Administrative Officer Chief Legislative Analyst General Manager Harbor Department	\$240,579 - \$360,765 \$240,579 - \$360,765 \$240,579 - \$360,765 \$240,579 - \$360,765 \$240,579 - \$360,765	\$360,744 \$345,731 \$283,467 \$283,467	\$247,198 - \$370,683 \$247,198 - \$370,683 \$247,198 - \$370,683 \$247,198 - \$370,683	\$370,662 \$355,231 \$291,255 \$291,255	\$254,005 - \$380,872 \$254,005 - \$380,872 \$254,005 - \$380,872 \$254,005 - \$380,872	\$380,851 \$365,003 \$299,273 \$299,273	\$261,000 - \$391,354 \$261,000 - \$391,354 \$261,000 - \$391,354 \$261,000 - \$391,354	\$391,333 \$375,047 \$307,500 \$307,500
M-11 Fire Chief Superintendent of Building City Engineer Director of Planning General Manager Dept. of Transportation General Manager Recreation and Parks Director Bureau of Sanitation General Manager Zoo Department	\$213,498 - \$320,132 \$213,498 - \$320,132 \$213,498 - \$320,132 \$213,498 - \$320,132 \$213,498 - \$320,132	\$311,676** \$281,734** \$234,002 \$259,643** \$227,049	\$247,198 - \$370,683 \$219,365 - \$328,944 \$219,365 - \$328,944 \$219,365 - \$328,944 \$219,365 - \$328,944	\$311,676** \$281,734** \$240,433 \$259,643** \$233,292	\$254,005 - \$380,872 \$225,400 - \$337,985 \$225,400 - \$337,985 \$225,400 - \$337,985 \$225,400 - \$337,985	\$311,676** \$281,734** \$247,052 \$259,643** \$239,702	\$261,000 - \$391,354 \$231,601 - \$347,276 \$231,601 - \$347,276 \$231,601 - \$347,276 \$231,601 - \$347,276	\$311,676** \$281,734** \$253,838 \$259,643** \$246,300
M-10 General Manager Personnel Department General Manager Information Technology Agency Director of Finance	\$189,799 - \$284,678 \$189,799 - \$284,678 \$189,799 - \$284,678	\$232,791 \$243,148 \$228,385 \$233,501	\$219,365 - \$328,944 \$195,019 - \$292,508 \$195,019 - \$292,508 \$195,019 - \$292,508	\$239,201 \$249,829 \$234,670 \$239,932	\$225,400 - \$337,985 \$200,385 - \$300,547 \$200,385 - \$300,547 \$200,385 - \$300,547	\$245,778 \$256,699 \$241,122 \$246,530	\$231,601 - \$347,276 \$205,898 - \$308,815 \$205,898 - \$308,815 \$205,898 - \$308,815	\$252,836** \$237,677** \$243,189 \$246,300

RANGE NO. CLASSIFICATION	INCUMBENT'S 7/1/2013		INCUMBENT'S 6/29/2014		INCUMBENT'S 6/29/2014		INCUMBENT'S 12/28/2014		INCUMBENT'S 12/28/2014		INCUMBENT'S 6/28/2015	
	RANGE	SALARY	RANGE	SALARY	RANGE	SALARY	RANGE	SALARY	RANGE	SALARY	RANGE	SALARY
M-9												
City Clerk	\$169,358 - \$253,922	\$196,940**	\$174,014 - \$260,896	\$196,940**	\$178,795 - \$268,078	\$196,940**	\$183,702 - \$275,449	\$178,795 - \$268,078	\$196,940**	\$183,702 - \$275,449	\$183,702 - \$275,449	\$196,940**
City Librarian	\$169,358 - \$253,922	\$211,076	\$174,014 - \$260,896	\$216,881	\$178,795 - \$268,078	\$222,852	\$183,702 - \$275,449	\$178,795 - \$268,078	\$222,852	\$183,702 - \$275,449	\$183,702 - \$275,449	\$228,991
Director Bureau of Street Services	\$169,358 - \$253,922	\$199,195	\$174,014 - \$260,896	\$204,666	\$178,795 - \$268,078	\$210,303	\$183,702 - \$275,449	\$178,795 - \$268,078	\$210,303	\$183,702 - \$275,449	\$183,702 - \$275,449	\$216,087
General Manager Community Development	\$169,358 - \$253,922	(a)	\$174,014 - \$260,896	(a)	\$178,795 - \$268,078	(a)	\$183,702 - \$275,449	\$178,795 - \$268,078	(a)	\$183,702 - \$275,449	\$183,702 - \$275,449	(a)
General Manager Economic & Workforce Development Department	\$169,358 - \$253,922	\$215,878	\$174,014 - \$260,896	\$221,808	\$178,795 - \$268,078	\$227,905	\$183,702 - \$275,449	\$178,795 - \$268,078	\$227,905	\$183,702 - \$275,449	\$183,702 - \$275,449	\$234,169
General Manager Fire & Police Pensions	\$169,358 - \$253,922	\$230,390	\$174,014 - \$260,896	\$236,717	\$178,795 - \$268,078	\$243,231	\$183,702 - \$275,449	\$178,795 - \$268,078	\$243,231	\$183,702 - \$275,449	\$183,702 - \$275,449	\$249,913
General Manager Dept. of General Services	\$169,358 - \$253,922	\$209,948	\$174,014 - \$260,896	\$215,732	\$178,795 - \$268,078	\$221,662	\$183,702 - \$275,449	\$178,795 - \$268,078	\$221,662	\$183,702 - \$275,449	\$183,702 - \$275,449	\$227,759
General Manager Los Angeles City Employees Retirement System	\$169,358 - \$253,922	\$241,519	\$174,014 - \$260,896	\$248,159	\$178,795 - \$268,078	\$254,987	\$183,702 - \$275,449	\$178,795 - \$268,078	\$254,987	\$183,702 - \$275,449	\$183,702 - \$275,449	\$262,002
General Manager Housing & Community Investment Department	\$169,358 - \$253,922	\$225,588**	\$174,014 - \$260,896	\$225,588**	\$178,795 - \$268,078	\$225,588**	\$183,702 - \$275,449	\$178,795 - \$268,078	\$225,588**	\$183,702 - \$275,449	\$183,702 - \$275,449	\$225,588**
M-8												
General Manager Convention Center	\$151,526 - \$227,237	\$230,536	\$155,702 - \$233,480	\$236,884	\$159,983 - \$239,911	\$243,398	\$164,388 - \$246,509	\$159,983 - \$239,911	\$243,398	\$164,388 - \$246,509	\$164,388 - \$246,509	\$250,101
Treasurer	\$151,526 - \$227,237	(a)	\$155,702 - \$233,480	(a)	\$159,983 - \$239,911	(a)	\$164,388 - \$246,509	\$159,983 - \$239,911	(a)	\$164,388 - \$246,509	\$164,388 - \$246,509	(a)
Inspector Public Works	\$151,526 - \$227,237	\$212,078	\$155,702 - \$233,480	\$217,904	\$159,983 - \$239,911	\$223,896	\$164,388 - \$246,509	\$159,983 - \$239,911	\$223,896	\$164,388 - \$246,509	\$164,388 - \$246,509	\$230,056
Director Bureau of Street Lighting	\$151,526 - \$227,237	\$197,253	\$155,702 - \$233,480	\$202,682	\$159,983 - \$239,911	\$208,257	\$164,388 - \$246,509	\$159,983 - \$239,911	\$208,257	\$164,388 - \$246,509	\$164,388 - \$246,509	\$213,978
General Manager Animal Services	\$151,526 - \$227,237	\$211,911	\$155,702 - \$233,480	\$217,737	\$159,983 - \$239,911	\$223,729	\$164,388 - \$246,509	\$159,983 - \$239,911	\$223,729	\$164,388 - \$246,509	\$164,388 - \$246,509	\$229,889
General Manager Cultural Affairs	\$151,526 - \$227,237	\$162,196**	\$155,702 - \$233,480	\$162,196**	\$159,983 - \$239,911	\$162,196**	\$164,388 - \$246,509	\$159,983 - \$239,911	\$162,196**	\$164,388 - \$246,509	\$164,388 - \$246,509	\$162,196**
General Manager Dept. of Environmental Affairs	\$151,526 - \$227,237	(a)	\$155,702 - \$233,480	(a)	\$159,983 - \$239,911	(a)	\$164,388 - \$246,509	\$159,983 - \$239,911	(a)	\$164,388 - \$246,509	\$164,388 - \$246,509	(a)
General Manager Neighborhood Empowerment	\$151,526 - \$227,237	\$159,147	\$155,702 - \$233,480	\$163,532	\$159,983 - \$239,911	\$168,021	\$164,388 - \$246,509	\$159,983 - \$239,911	\$168,021	\$164,388 - \$246,509	\$164,388 - \$246,509	\$172,636

RANGE NO. CLASSIFICATION	INCUMBENT'S 7/1/2013		INCUMBENT'S 6/29/2014		INCUMBENT'S 6/29/2014		INCUMBENT'S 12/28/2014		INCUMBENT'S 12/28/2014		INCUMBENT'S 6/28/2015	
	RANGE	SALARY	RANGE	SALARY	RANGE	SALARY	RANGE	SALARY	RANGE	SALARY	RANGE	SALARY
M-7 General Manager Department of Aging	\$136,054 - \$204,102	\$176,916	\$139,792 - \$209,719	\$181,781	\$143,634 - \$215,482	\$186,772	\$147,580 - \$221,412	\$143,634 - \$215,482	\$186,772	\$147,580 - \$221,412	\$147,580 - \$221,412	\$191,908
General Manager Emergency Management Department	\$136,054 - \$204,102	\$188,860**	\$139,792 - \$209,719	\$188,860**	\$143,634 - \$215,482	\$188,860**	\$147,580 - \$221,412	\$143,634 - \$215,482	\$188,860**	\$147,580 - \$221,412	\$147,580 - \$221,412	\$188,860**
General Manager El Pueblo Historical Monument Executive Director	\$136,054 - \$204,102	\$157,331	\$139,792 - \$209,719	\$161,653	\$143,634 - \$215,482	\$166,100	\$147,580 - \$221,412	\$143,634 - \$215,482	\$166,100	\$147,580 - \$221,412	\$147,580 - \$221,412	\$170,673
Commission on Children, Youth & Their Families Executive Director	\$136,054 - \$204,102	(a)	\$139,792 - \$209,719	(a)	\$143,634 - \$215,482	(a)	\$147,580 - \$221,412	\$143,634 - \$215,482	(a)	\$147,580 - \$221,412	\$147,580 - \$221,412	(a)
Department on Disability	\$136,054 - \$204,102	\$176,916	\$139,792 - \$209,719	\$181,781	\$143,634 - \$215,482	\$186,772	\$147,580 - \$221,412	\$143,634 - \$215,482	\$186,772	\$147,580 - \$221,412	\$147,580 - \$221,412	\$191,908

* Salary set by Commission in accordance with City Charter Section 508(f).

** Interim appointment; salary set in accordance with Los Angeles Administrative Code Section 4.322(c)

(a) Position not filled.