

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: May 1, 2023

To: The City Council

From: Matthew W. Szabo, City Administrative Officer



Subject: **LOS ANGELES ADMINISTRATIVE CODE AMENDMENTS TO CONFORM TO THE CITY'S MINIMUM WAGE ORDINANCE – NON-REPRESENTED CLASSES**

RECOMMENDATIONS

The City Administrative Officer recommends the following actions by the City Council and Mayor:

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, pertaining to non-represented minimum wage classifications paid on an hourly basis to update the salaries of certain non-represented classes to \$16.78 per hour effective July 1, 2023, in conformance with the City's minimum wage ordinance, Ordinance No. 184320;
 - B. 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, pertaining to non-represented minimum wage classifications paid on a salary range basis to update the salaries of certain non-represented classes to \$16.78 per hour effective July 1, 2023, in conformance with the City's minimum wage ordinance, Ordinance No. 184320; and
 - C. The attached ordinance, approved as to form and legality by the City Attorney, amending Schedule "B" of Los Angeles Administrative Code Section 4.900.1, to update the salary of a Department of Water and Power non-represented class to \$16.78 per hour effective July 1, 2023, in conformance with the City's minimum wage ordinance, Ordinance No. 184320.
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 ordinance.

SUMMARY

In conformance with the City's minimum wage ordinance, Ordinance No. 184320, the minimum wage increases from the current \$16.04 per hour to \$16.78 per hour effective July 1, 2023. The hourly minimum wage for employers in the City of Los Angeles was last increased to \$16.04 effective July 1, 2022.

Ordinance No. 184320 is codified in Los Angeles Municipal Code (LAMC) Section 187.00 et seq. Subsection D of LAMC Section 187.02 provides that "On July 1, 2022, and annually thereafter, the minimum wage will increase based on the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) for the Los Angeles metropolitan area (Los Angeles-Riverside-Orange County, CA), which is published by the Bureau of Labor Statistics." In accordance with this provision, on February 1, 2023, the City's Department of Public Works, Bureau of Contract Administration issued a notice to covered employers of the increase in the hourly minimum wage to \$16.78 effective July 1, 2023 (attached hereto).

Several non-represented classifications, paid on either an hourly or salary range basis, in Schedule "A" as well as Department of Water of Power (DWP) non-represented classifications in Schedule "B" of the Los Angeles Administrative Code (Sections 4.61 and 4.900.1, respectively), will need to have their salary rate increased to \$16.78 per hour effective July 1, 2023. The attached three ordinances, approved as to form and legality by the City Attorney, accomplish this task.

In addition, the Occupational Trainee II position in DWP (Schedule "B") is recommended to be increased to Salary Range 1757 (\$17.57 per hour at Step 1) to maintain the current 4.7% differential between Occupational Trainee I and II. Otherwise, there would be only a two cents per hour difference between the I and II pay grade levels, as Occupational Trainee II is currently at Salary Range 1680 (\$16.80 at Step 1).

For the City's non-represented, minimum wage classes in Schedule "A" that are paid on a salary range basis, the salary range number reflected in the ordinance to be operative July 1, 2023, has a second step of \$16.78 per hour. As currently structured for non-represented classifications in Schedule "A" the first step of a salary range is not used; it is reserved for certain represented trainee classifications. In addition, those classes paid on a salary range basis in which Step 7 is the lowest step of placement, the updated salary range number provides for \$16.78 per hour at Step 7.

FISCAL IMPACT

Any costs associated with the minimum wage salary updates reflected in the attached ordinances will be absorbed within budgeted funds for the employing departments.

MWS:MCB:PAG:CEC:0723125

Attachments