

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: April 26, 2019

To: The City Council

From: 
Richard H. Llewellyn, Jr., City Administrative Officer

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

Recommendations

It is recommended that:

1. The City Council, subject to approval of the Mayor, adopt the attached ordinances, approved as to form and legality by the City Attorney, amending Schedule "A" of Los Angeles Administrative Code (LAAC) Section 4.61, and Schedule "B" of LAAC Section 4.900.1, to update the salaries of certain non-represented classes to \$14.25 per hour effective July 1, 2019, in conformance with the City's minimum wage ordinance, Ordinance No. 184320; and
2. 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, non-represented classifications with salaries currently below \$14.25 per hour need to have their salaries increased to \$14.25 per hour effective July 1, 2019. This includes several non-represented classifications in Schedule "A" as well as a Department of Water of Power non-represented classification in Schedule "B" of the Los Angeles Administrative Code (Sections 4.61 and 4.900.1, respectively). The attached two ordinances, approved as to form and legality by the City Attorney, accomplish this task.

The Gang Reduction and Youth Development (GRYD) Worker class series with six pay grade levels, I through VI, in Schedule "A" is recommended to be revised to comprise five grade levels, I through V, because the current hourly salaries for both pay grade levels I and II are below \$14.25. Schedule "A" lists the hourly salary of GRYD Worker I at \$12.28, and GRYD Worker II at \$13.28. The Controller's Office previously conducted a mass update to increase the hourly salary of GRYD Worker I to \$13.25 effective July 1, 2018 to comply with the City's minimum wage ordinance. The proposed GRYD Worker pay grade realignment is proposed as follows:

	Current Hourly Salary	Hourly Salary 7/1/19
GRYD Worker I	\$12.28*	\$14.25
GRYD Worker II	\$13.28	\$15.00
GRYD Worker III	\$15.00	\$17.00
GRYD Worker IV	\$17.00	\$18.00
GRYD Worker V	\$18.00	\$22.00
GRYD Worker VI	\$22.00	--

**Mass update by Controller to \$13.25 effective 7/1/18.*

The Department of Recreation and Parks, which is the primary employing department of the GRYD Worker program, concurs with the above pay grade realignment.

There is one classification, with two pay grades, in Schedule "A" that is not being recommended for a salary increase -- Assistant Youth Employment Specialist I and II (\$10.00 and \$11.00 per hour, respectively) – because that class is no longer used by the Economic and Workforce Development Department. Accordingly, the Personnel Department is in the process of taking the necessary action to have the Civil Service Commission abolish that class. Once the class is abolished, an ordinance will be presented to the City Council to remove the class from the LAAC Schedule "A" listing.

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.

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Attachments