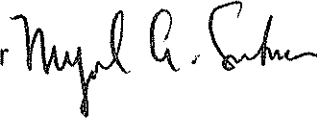


CITY OF LOS ANGELES  
INTER-DEPARTMENTAL CORRESPONDENCE

Date: July 26, 2012

To: The City Council

From: Miguel A. Santana, City Administrative Officer

Subject: **NON-REPRESENTED EMPLOYEES – RECOMMENDATIONS FOR FISCAL YEARS 2012-13 AND 2013-14 AND RELATED TECHNICAL ADJUSTMENTS TO THE LOS ANGELES ADMINISTRATIVE CODE**

In accordance with instructions from the Executive Employee Relations Committee (EERC), salary and benefit recommendations for employees who are not represented by an employee organization are presented in this report for Fiscal Years 2012-13 and 2013-14. 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.

Revised salaries and benefits for Fiscal Year 2012-13 are recommended in order to implement on-going, structural cost-saving measures related to healthcare costs for active, non-represented City employees. Accordingly, it is recommended that non-represented employees pay an additional 5% healthcare premium contribution effective January 1, 2013. This same 5% healthcare premium contribution has already been adopted by the City Council for the bargaining units represented by the Engineers and Architects Association (EAA), the Port Police Officers Association, and for the Management Attorneys bargaining unit. This is part of the City's on-going effort to control escalating healthcare costs, where, for the first time, employees covered by Kaiser will be offsetting the City's costs for their healthcare premiums. It should be noted that Coalition members do not make this contribution. Based on current healthcare plan enrollment figures for non-represented employees, savings are estimated to be \$300,000 in Fiscal Year 2012-13, \$600,000 in Fiscal Year 2013-14, and increasing annually thereafter.

In addition, as a result of negotiated and adopted wage settlements with the EAA bargaining units and the Fiscal and Policy Professionals bargaining unit, an imbalance has been created with the salaries of non-represented classes and compaction issues have arisen. This will result in a negative impact on future recruitment and retention of non-represented employees in a variety of job classes. Therefore it is recommended that salary adjustments equivalent to those received by the EAA and Fiscal and Policy Professionals bargaining units be provided for the classifications listed in Attachment A II. To maintain the historical parity among these classifications, it is also recommended that a policy be adopted to provide for commensurate non-represented classifications to receive the same salary adjustments provided to the Administrative and Supervisory Administrative bargaining units represented by the EAA in the future. Even with these adjustments, non-represented employees will have received significantly less than members of the Coalition during the period July 1, 2007, through June 30, 2014. Unfortunately, due to the City's fiscal challenges, this distortion in the City's compensation structure cannot be fully addressed in this or near future years.

Included with this report are Los Angeles Administrative Code amendments to implement the salary and benefit recommendations contained herein, as well as various technical and housekeeping 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 July 1, 2012; January 1, 2013; and July 1, 2013, respectively;
  - B. The attached Ordinance approved as to form and legality by the City Attorney amending Schedule B of Section 4.900.1 of the Los Angeles Administrative Code to implement the salary ranges and rates for the Department of Water and Power non-represented employees to be operative July 1, 2012; January 1, 2013; and July 1, 2013, respectively;
  - C. The attached Ordinances approved as to form and legality by the City Attorney amending Los Angeles Administrative Code Sections 4.61 (Notes 3 and 4 applicable to the City Clerk Election Division), 4.74(c), 4.120, 4.127.1, 4.129, 4.244(c), 4.307, 4.307.1, and 4.900.1 to provide for technical and housekeeping changes; and
  - D. A policy providing for non-represented employees in commensurate classes to receive future salary adjustments adopted by the City Council for the Administrative and Supervisory Administrative bargaining units, represented by the Engineers and Architects Association.
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 2012-13 is \$1.5 million and \$0.7 million for Fiscal Year 2013-14.

*MAS:CEC:0713014*

Attachments

## ATTACHMENT A I

### 2012-13 TO 2013-14 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 2012-13 and 2013-14.

A. Election classes

|                                     |                       |
|-------------------------------------|-----------------------|
| Clerk Precinct Board, Code 0745     | \$ 55.00 per day      |
| Custodian, Code 0701                | \$ 12.00 per facility |
| Inspector Precinct Board, Code 0746 | \$ 75.00 per day      |
| Judge Precinct Board, Code 0747     | \$ 55.00 per day      |

The City has historically adjusted these rates when the County adjusts its rates. The rates for these classes were adjusted operative July 1, 2001 (C.F. 99-0274).

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<br>\$ 450.00 per half-day<br>\$ 900.00 (flat) for<br>report preparation |
| Examining Assistant Civil Service, Codes 0131 - 0139 | \$ 20.00; 25.00;<br>30.00; 35.00;<br>40.00; 45.00;<br>50.00; 55.00;<br>60.00 per session  |

|  |   |
|--|---|
| Examiner of Elevator Constructors, Code 0122             | \$ 100.00 per mtg.                              |
| Examiner of Mechanical Equipment<br>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,<br>100.00 per hour      |
| Orchestra Director, Code 0715                            | \$ 12.00 per hour                               |
| Residential Camp Counselor, Code 2421-A-C                | \$ 10.55; 12.50;<br>15.00 per session           |
| Senior Residential Camp Counselor, Code 2427-A-D         | \$ 15.00; 17.50;<br>20.00; 22.50<br>per session |
| Theater Technician, Code 0710-A-D                        | \$ 12.00; 15.00;<br>17.50; 20.00<br>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 Employee Relations Board, Code 0107                  | \$ 750.00 per mtg. |
| Member Energy Conservation Advisory<br>Committee, Code 0104 | \$ 50.00 per mtg.  |
| Member Engineering Geology Advisory<br>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 increases in 2012-13 and 2013-14.

| <u>Code No.</u> | <u>Title</u>   | <u>2012-13<br/>Salary<br/>Range No.<br/>or Amount<br/>July 1, 2012</u> | <u>2012-13<br/>Salary<br/>Range No.<br/>or Amount<br/>January 1, 2013</u> | <u>2013-14<br/>Salary<br/>Range No.<br/>or Amount<br/>July 1, 2013</u> |
|-----------------|--|--|---|--|
| <b>A</b>        |  |  |   |  |
| 2208            | Academy Trainee  | \$19.01/hr.  | \$19.58/hr.   | \$19.87/hr.  |
| 7652            | Access Services Analyst  | 3343   | 3443  | 3495   |
| 9157A           | ADA Compliance Officer A   | 2993   | 3083  | 3130   |
| 9157B           | ADA Compliance Officer B   | 3952   | 4070  | 4132   |
| 1355            | Administrative Assistant, Commission for<br>Children, Youth and Their Families     | 2347   | 2447  | 2485   |
| 9153            | Administrative Coordinator Controller  | 3707   | 3818  | 3876   |
| 9178            | Administrative Coordinator Mayor   | 3727   | 3839  | 3898   |
| 9177            | Administrative Deputy Controller   | 3727   | 3839  | 3898   |
| 1327            | Administrative Secretary   | 2173   | 2238  | 2272   |
| 0820            | Administrative Trainee (Half-time)   | 1439(5)  | 1482(5)   | 1504(5)  |
| 1540            | Airport Aide   | 1979   | 2037  | 2068   |
| 3234            | Airport Assistant Police Chief   | 6374   | 6565  | 6663   |
| 7256-1          | Airport Engineer I   | 4806   | 4950  | 5024   |
| 7256-2          | Airport Engineer II  | 5123   | 5277  | 5356   |
| 3232            | Airport Police Chief   | 6734   | 6935  | 7040   |
| 4308            | Animal Collection Curator  | 4891   | 5037  | 5114   |
| 2400-1          | Aquarist I   | 2549   | 2625  | 2664   |
| 2400-2          | Aquarist II  | 2832   | 2918  | 2962   |
| 0196            | Assistant Chief Legislative Analyst  | 6732   | 6933  | 7038   |
| 0011            | Assistant City Administrative Officer  | 6732   | 6933  | 7038   |
| 0220            | Assistant City Economic Development<br>Economist                                   | 2832   | 2918  | 2962   |
| 0218            | Assistant Director City Economic<br>Development Office                             | 4515   | 4651  | 4721   |
| 9228            | Assistant Executive Director, Commission<br>for Children, Youth and Their Families | 4891   | 5037  | 5114   |
| 9021            | Assistant Executive Director, Human<br>Relations Commission                        | 4398   | 4529  | 4597   |
| 0160            | Assistant General Manager Airports   | 10160  | 10465   | 10622  |
| 7319            | Assistant General Manager Environmental<br>Affairs                                 | 5445   | 5608  | 5693   |
| 9269            | Assistant General Manager Los Angeles<br>Fire and Police Pensions                  | 6477   | 6670  | 6771   |
| 1745            | Assistant General Manager Personnel<br>Department                                  | 6732   | 6933  | 7038   |
| 1344            | Assistant Secretary to Councilmember   | 2150   | 2215  | 2249   |
| 1334            | Assistant Secretary to Mayor   | 2599   | 2678  | 2718   |
| 0221            | Associate City Economic Development<br>Economist                                   | 3343   | 3443  | 3495   |
| <b>B</b>        |  |  |   |  |
| 1759            | Background Investigation Manager   | 4891   | 5037  | 5114   |
| <b>C</b>        |  |  |   |  |
| 1801-1          | Cable Television Production Manager I  | 3582   | 3691  | 3746   |
| 1801-2          | Cable Television Production Manager II   | 4312   | 4442  | 4509   |
| 1801-3          | Cable Television Production Manager III  | 4758   | 4901  | 4975   |
| 1509-1          | Cash Management Officer I  | 4371   | 4503  | 4570   |
| 1509-2          | Cash Management Officer II   | 5586   | 5752  | 5838   |
| 1554            | Chief Administrative Analyst   | 5877   | 6054  | 6144   |

| <u>Code No.</u> | <u>Title</u>                                   | <u>2012-13<br/>Salary<br/>Range No.<br/>or Amount<br/>July 1, 2012</u> | <u>2012-13<br/>Salary<br/>Range No.<br/>or Amount<br/>January 1, 2013</u> | <u>2013-14<br/>Salary<br/>Range No.<br/>or Amount<br/>July 1, 2013</u> |
|-----------------|--|--|---|--|
| 0402            | Chief Administrative Assistant to Mayor        | 5445   | 5608  | 5693   |
| 3205            | Chief Airport Safety Officer                   | 5129   | 5283  | 5362   |
| 1260            | Chief Clerk Personnel                          | 3148   | 3242  | 3291   |
| 0736            | Chief Election Assistant                       | \$43.67/hr.  | \$44.98/hr.   | \$45.65/hr.  |
| 0740            | Chief Election Clerk                           | 2221   | 2288  | 2323   |
| 0403            | Chief Executive Assistant to Mayor             | 6045   | 6227  | 6321   |
| 1579            | Chief Grants Administrator                     | 5877   | 6054  | 6144   |
| 3562            | Chief Helicopter Pilot                         | 4632   | 4771  | 4843   |
| 9483            | Chief Legislative Representative               | 6550   | 6747  | 6848   |
| 0407            | Chief of Staff, Mayor                          | 7115   | 7329  | 7439   |
| 1741            | Chief Personnel Analyst                        | 5877   | 6054  | 6144   |
| 0708-1          | Chief Proctor I                                | 2519(5)  | 2594(5)   | 2632(5)  |
| 0708-2          | Chief Proctor II                               | 2808(5)  | 2893(5)   | 2936(5)  |
| 1512            | Chief Tax Auditor                              | 4144   | 4269  | 4333   |
| 1132            | Child Care Coordinator                         | 4891   | 5037  | 5114   |
| 0579            | City Attorney Personnel Aide I                 | 2289   | 2358  | 2394   |
| 0572            | City Attorney Personnel Aide II                | 2417   | 2489  | 2526   |
| 0575            | City Attorney Senior Personnel Analyst         | 3529   | 3635  | 3691   |
| 2477            | Community Arts Director                        | 4002   | 4123  | 4186   |
| 2210            | Community Police Aide                          | 1512   | 1556  | 1580   |
| 3129            | Construction and Maintenance<br>Superintendent | 4748   | 4891  | 4965   |
| 0180            | Council Aide I                                 | 1153   | 1188  | 1206   |
| 0181            | Council Aide II                                | 1468   | 1512  | 1534   |
| 0182            | Council Aide III                               | 1885   | 1942  | 1971   |
| 0183            | Council Aide IV                                | 2469   | 2542  | 2581   |
| 0184            | Council Aide V                                 | 2908   | 2996  | 3041   |
| 0185            | Council Aide VI                                | 3423   | 3527  | 3580   |
| 0186            | Council Aide VII                               | 3727   | 3839  | 3898   |
| 1105-1          | Craft Trainee (Building Repair)                | 1885   | 1942  | 1971   |
| 1105-2          | Craft Trainee (Communications)                 | 2123   | 2186  | 2218   |
| 1105-3          | Craft Trainee (Equipment Mechanic)             | 2469   | 2542  | 2581   |
| 1105-4          | Craft Trainee (Machinist)                      | 2671   | 2752  | 2793   |
| 6230            | Curator of Griffith Observatory                | 3952   | 4070  | 4132   |
| <b>D</b>        |  |  |   |  |
| 0408            | Deputy Mayor                                   | 6045   | 6227  | 6321   |
| 0217            | Director City Economic Development<br>Office   | 5445   | 5608  | 5693   |
| <b>E</b>        |  |  |   |  |
| 0219            | Economic Development Economist                 | 3952   | 4070  | 4132   |
| 2393            | El Pueblo Curator                              | 2599   | 2678  | 2718   |
| 2394            | El Pueblo Historic Museum Director             | 3133   | 3227  | 3275   |
| 0728            | Election Assistant I                           | \$11.31/hr.  | \$11.65/hr.   | \$11.82/hr.  |
| 0729            | Election Assistant II                          | \$13.26/hr.  | \$13.66/hr.   | \$13.86/hr.  |
| 0730            | Election Assistant III                         | \$15.85/hr.  | \$16.33/hr.   | \$16.57/hr.  |
| 0731            | Election Assistant IV                          | \$18.54/hr.  | \$19.10/hr.   | \$19.39/hr.  |
| 0734            | Election Assistant V                           | \$21.17/hr.  | \$21.81/hr.   | \$22.14/hr.  |
| 0721            | Election Clerk                                 | 1136   | 1170  | 1188   |
| 0015            | Ethics Officer I                               | 3916   | 4032  | 4093   |
| 0016            | Ethics Officer II                              | 4854   | 5001  | 5076   |
| 0017            | Ethics Officer III                             | 5877   | 6054  | 6144   |
| 0128            | Examining Assistant Civil Service              | 2832(5)  | 2918(5)   | 2962(5)  |
| 0556            | Executive Assistant City Attorney              | 8342(5)  | 8591(5)   | 8721(5)  |
| 0401            | Executive Assistant to Mayor                   | 4748   | 4891  | 4965   |

| <u>Code No.</u> | <u>Title</u>   | <u>2012-13<br/>Salary<br/>Range No.<br/>or Amount<br/>July 1, 2012</u> | <u>2012-13<br/>Salary<br/>Range No.<br/>or Amount<br/>January 1, 2013</u> | <u>2013-14<br/>Salary<br/>Range No.<br/>or Amount<br/>July 1, 2013</u> |
|-----------------|--|--|---|--|
| 9719            | Executive Director Employee Relations Board            | 3952   | 4070  | 4132   |
| 0748            | Executive Director Office of Public Accountability     | 9354   | 9636  | 9780   |
| 0600            | Executive Director Police Commission                   | 6732   | 6933  | 7038   |
| 9194            | Executive Director Quality and Productivity Commission | 5148   | 5302  | 5383   |
| 0013            | Executive Officer City Ethics Commission               | 6732   | 6933  | 7038   |
| 1345            | Executive Secretary to Councilmember                   | 2599   | 2678  | 2718   |
| <b>F</b>        |  |  |   |  |
| 1552-1          | Finance Specialist I                                   | 3343   | 3443  | 3495   |
| 1552-2          | Finance Specialist II                                  | 3952   | 4070  | 4132   |
| 1552-3          | Finance Specialist III                                 | 4891   | 5037  | 5114   |
| 1552-4          | Finance Specialist IV                                  | 5148   | 5302  | 5383   |
| 1552-5          | Finance Specialist V                                   | 5877   | 6054  | 6144   |
| 9198-1          | Financial Management Specialist I                      | 3343   | 3443  | 3495   |
| 9198-2          | Financial Management Specialist II                     | 3952   | 4070  | 4132   |
| 9198-3          | Financial Management Specialist III                    | 4891   | 5037  | 5114   |
| 9198-4          | Financial Management Specialist IV                     | 5148   | 5302  | 5383   |
| 9198-5          | Financial Management Specialist V                      | 5877   | 6054  | 6144   |
| 2111            | Fire Department Trainee                                | 1512(5)  | 1556(5)   | 1580(5)  |
| 7979            | Fire Protection Engineer                               | 4221   | 4347  | 4412   |
| 1504            | Fire Student Worker                                    | 1136(5)  | 1170(5)   | 1188(5)  |
| <b>G</b>        |  |  |   |  |
| 1544            | GAAP Compliance Officer                                | 4990   | 5139  | 5217   |
| 2440            | Gallery Attendant (Part Time)                          | 1153(5)  | 1188(5)   | 1206(5)  |
| 2457            | Golf Operation Supervisor                              | 3375   | 3476  | 3529   |
| 0841            | Guest Services Representative                          | \$16.55/hr.  | \$17.05/hr.   | \$17.32/hr.  |
| <b>H</b>        |  |  |   |  |
| 1328            | Hearing Officer  | 2681   | 2761  | 2803   |
| 3560            | Helicopter Pilot                                       | 4144(5)  | 4269(5)   | 4333(5)  |
| 1742            | Human Resources Assistant                              | 2778   | 2862  | 2905   |
| <b>I</b>        |  |  |   |  |
| 0605            | Independent Assessor Fire Commission                   | 6106   | 6288  | 6382   |
| 0601            | Inspector General                                      | 6732   | 6933  | 7038   |
| 0732            | Intermediate Election Assistant                        | \$25.17/hr.  | \$25.93/hr.   | \$26.32/hr.  |
| 0723            | Intermediate Election Clerk                            | 1390   | 1432  | 1454   |
| 9146-1          | Investment Officer I                                   | 4371   | 4503  | 4570   |
| 9146-2          | Investment Officer II                                  | 5445   | 5608  | 5693   |
| 9146-3          | Investment Officer III                                 | 6848   | 7054  | 7159   |
| <b>J</b>        |  |  |   |  |
| 9161A           | Job Developer A  | 2832   | 2918  | 2962   |
| 9161B           | Job Developer B  | 3343   | 3443  | 3495   |
| 9161C           | Job Developer C  | 3952   | 4070  | 4132   |
| 9161D           | Job Developer D  | 4891   | 5037  | 5114   |
| 1583A           | Job Developer Accountant A                             | 2341   | 2413  | 2449   |
| 1583B           | Job Developer Accountant B                             | 2572   | 2648  | 2689   |
| 1359A           | Job Developer Clerk A                                  | 1796   | 1851  | 1877   |
| 1359B           | Job Developer Clerk B                                  | 2221   | 2288  | 2323   |

| <u>Code No.</u> | <u>Title</u>                                   | <u>2012-13<br/>Salary<br/>Range No.<br/>or Amount<br/>July 1, 2012</u> | <u>2012-13<br/>Salary<br/>Range No.<br/>or Amount<br/>January 1, 2013</u> | <u>2013-14<br/>Salary<br/>Range No.<br/>or Amount<br/>July 1, 2013</u> |
|-----------------|--|--|---|--|
| <b>L</b>        |  |  |   |  |
| 1432-1          | Legal Senior Systems Analyst I                 | 3916   | 4032  | 4093   |
| 1432-2          | Legal Senior Systems Analyst II                | 4863   | 5008  | 5084   |
| 1418            | Legal Systems Analyst                          | 3343   | 3443  | 3495   |
| 0191            | Legislative Analyst I                          | 2832   | 2918  | 2962   |
| 0192            | Legislative Analyst II                         | 3343   | 3443  | 3495   |
| 0193            | Legislative Analyst III                        | 3952   | 4070  | 4132   |
| 0194            | Legislative Analyst IV                         | 4891   | 5037  | 5114   |
| 0195            | Legislative Analyst V                          | 5877   | 6054  | 6144   |
| 9482            | Legislative Representative                     | 4261   | 4390  | 4457   |
| 9482H           | Legislative Representative-Harbor              | 4748   | 4891  | 4965   |
| 2476            | Lifeguard Recruit                              | \$12.02/hr.  | \$12.38/hr.   | \$12.57  |
| <b>M</b>        |  |  |   |  |
| 1556            | Management Analyst-Systems                     | 4891   | 5037  | 5114   |
| 0657            | Managing Physician                             | 6912(5)  | 7121(5)   | 7229(5)  |
| 0141            | Mayoral Aide I                                 | 1796   | 1851  | 1877   |
| 0142            | Mayoral Aide II                                | 2221   | 2288  | 2323   |
| 0143            | Mayoral Aide III                               | 2374   | 2447  | 2485   |
| 0144            | Mayoral Aide IV                                | 2617   | 2696  | 2736   |
| 0145            | Mayoral Aide V                                 | 2832   | 2918  | 2962   |
| 0146            | Mayoral Aide VI                                | 3343   | 3443  | 3495   |
| 0147            | Mayoral Aide VII                               | 3952   | 4070  | 4132   |
| 0148            | Mayoral Aide VIII                              | 4891   | 5037  | 5114   |
| 2334            | Medical Director                               | 7503   | 7728  | 7844   |
| 0114            | Member Board of Public Works                   | 5019(5)  | 5170(5)   | 5247(5)  |
| <b>N</b>        |  |  |   |  |
| 0395            | News Secretary                                 | 4388   | 4520  | 4588   |
| <b>O</b>        |  |  |   |  |
| 6331            | Observatory Technical Supervisor               | 3423   | 3527  | 3580   |
| 3111-1          | Occupational Trainee I                         | 1095(4)  | 1128(4)   | 1145(4)  |
| 3111-2          | Occupational Trainee II                        | 1287(4)  | 1326(4)   | 1346(4)  |
| <b>P</b>        |  |  |   |  |
| 1854            | PRIMA Program Manager                          | 5877   | 6054  | 6144   |
| 2443-1          | Performing Artist I                            | 1885(5)  | 1942(5)   | 1971(5)  |
| 2443-2          | Performing Artist II                           | 1979(5)  | 2037(5)   | 2068(5)  |
| 1714-1          | Personnel Director I                           | 4891   | 5037  | 5114   |
| 1714-2          | Personnel Director II                          | 5445   | 5608  | 5693   |
| 1714-3          | Personnel Director III                         | 5877   | 6054  | 6144   |
| 1739-1          | Personnel Research Analyst I                   | 3343   | 3443  | 3495   |
| 1739-2          | Personnel Research Analyst II                  | 3952   | 4070  | 4132   |
| 1740            | Personnel Research Psychologist                | 5128   | 5282  | 5361   |
| 2431            | Piano Accompanist                              | 1334(5)  | 1375(5)   | 1395(5)  |
| 9236            | Planning Officer Recreation and Parks          | 4261   | 4390  | 4457   |
| 3325            | Playground Equipment Supervisor                | \$3,088.80 BW  | \$3,181.60 BW   | \$3,229.60 BW  |
| 1503            | Police Student Worker                          | 1136(5)  | 1170(5)   | 1188(5)  |
| 2383            | Police Training Administrator                  | 5331   | 5492  | 5573   |
| 3128            | Port Maintenance Supervisor                    | 2062   | 2124  | 2156   |
| 0405            | Principal Administrative Coordinator,<br>Mayor | 4144   | 4269  | 4333   |
| 0735            | Principal Election Assistant                   | \$35.66/hr.  | \$36.73/hr.   | \$37.28/hr.  |
| 0727            | Principal Election Clerk                       | 1885   | 1942  | 1971   |
| 9134            | Principal Project Coordinator                  | 4385   | 4515  | 4583   |



| <u>Code No.</u> | <u>Title</u>                                 | <u>2012-13<br/>Salary<br/>Range No.<br/>or Amount<br/>July 1, 2012</u> | <u>2012-13<br/>Salary<br/>Range No.<br/>or Amount<br/>January 1, 2013</u> | <u>2013-14<br/>Salary<br/>Range No.<br/>or Amount<br/>July 1, 2013</u> |
|-----------------|--|--|---|--|
| 0704            | Proctor                                      | 1287(5)  | 1326(5)   | 1346(5)  |
| 0530            | Public Information Officer City Attorney     | 3259   | 3358  | 3408   |
| <b>R</b>        |  |  |   |  |
| 1791            | Radio and Television Programmer              | 3423   | 3527  | 3580   |
| 2396            | Railroad Museum Director                     | 3133   | 3227  | 3275   |
| 2435            | Recreation Aide                              | \$9.58/hr.   | \$9.87/hr.  | \$10.02/hr.  |
| 2465            | Recreation Counselor                         | 2040(3)  | 2101(3)   | 2132(3)  |
| 0702            | Relief Animal Regulation Worker              | \$17.98/hr.  | \$18.52/hr.   | \$18.80/hr.  |
| 1133            | Relief Retirement Worker                     | 1512(2)  | 1556(2)   | 1580(2)  |
| 2485            | Rideshare Program Administrator              | 4854   | 5001  | 5076   |
| <b>S</b>        |  |  |   |  |
| 7257-1          | Senior Airport Engineer I                    | 5486   | 5650  | 5735   |
| 7257-2          | Senior Airport Engineer II                   | 5921   | 6100  | 6192   |
| 0733            | Senior Election Assistant                    | \$30.41/hr.  | \$31.32/hr.   | \$31.79/hr.  |
| 0725            | Senior Election Clerk                        | 1600   | 1648  | 1673   |
| 7981            | Senior Fire Protection Engineer              | 5148   | 5302  | 5383   |
| 8505            | Senior Housing Planning and Economic Analyst | 4854   | 5001  | 5076   |
| 9202-1          | Senior Labor Relations Specialist I          | 4891   | 5037  | 5114   |
| 9202-2          | Senior Labor Relations Specialist II         | 5148   | 5302  | 5383   |
| 0564            | Senior Law Clerk                             | 2539(5)  | 2615(5)   | 2656(5)  |
| 9167-1          | Senior Personnel Analyst I                   | 3952   | 4070  | 4132   |
| 9167-2          | Senior Personnel Analyst II                  | 4891   | 5037  | 5114   |
| 0706            | Senior Proctor                               | 1643(5)  | 1693(5)   | 1718(5)  |
| 2466            | Senior Recreation Counselor                  | 2289(2)  | 2358(2)   | 2394(2)  |
| 2468            | Senior Recreation Services Representative    | 2660   | 2740  | 2781   |
| 9636-1          | Senior Sales Representative I                | 4018   | 4139  | 4202   |
| 9636-2          | Senior Sales Representative II               | 4232   | 4359  | 4425   |
| 1543            | Single Audit Analyst                         | 4891   | 5037  | 5114   |
| 2414            | Special Program Assistant I                  | \$8.30/hr.   | \$8.55/hr.  | \$8.68/hr.   |
| 7921-1          | Student Architect-1 yr. Arch. educ.          | 1432(5)  | 1474(5)   | 1497(5)  |
| 7921-2          | Student Architect-2 yr. Arch. educ.          | 1512(5)  | 1556(5)   | 1580(5)  |
| 7921-3          | Student Architect-3 yr. Arch. educ.          | 1600(5)  | 1648(5)   | 1673(5)  |
| 7203-1          | Student Engineer-1 yr. Engr. Educ.           | 1432(5)  | 1474(5)   | 1497(5)  |
| 7203-2          | Student Engineer-2 yr. Engr. Educ.           | 1512(5)  | 1556(5)   | 1580(5)  |
| 7203-3          | Student Engineer-3 yr. Engr. Educ.           | 1600(5)  | 1648(5)   | 1673(5)  |
| 7203-4          | Student Engineer-4 yr. Engr. Educ.           | 2274(5)  | 2341(5)   | 2377(5)  |
| 0840-1          | Student Librarian I                          | 1390(5)  | 1432(5)   | 1454(5)  |
| 0840-2          | Student Librarian II                         | 1512(5)  | 1556(5)   | 1580(5)  |
| 0840-3          | Student Librarian III                        | 1643   | 1693  | 1718   |
| 1502            | Student Professional Worker                  | 1287(5)  | 1326(5)   | 1346(5)  |
| 1501            | Student Worker                               | \$13.06/hr.  | \$13.45/hr.   | \$13.65  |
| <b>T</b>        |  |  |   |  |
| 0849            | Telescope Demonstrator                       | 2037   | 2099  | 2131   |
| 0709            | Theater Attendant                            | \$14.31/hr.  | \$14.74/hr.   | \$14.96/hr.  |
| 3219            | Traffic Records Supervisor                   | 2617   | 2696  | 2736   |
| 1576            | Transitional Worker                          | Note R   | Note R  | Note R   |
| <b>V</b>        |  |  |   |  |
| 0716            | Vocalist                                     | 1885(5)  | 1942(5)   | 1971(5)  |
| 0720            | Vote by Mail Administrator                   | 2766   | 2848  | 2891   |

**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 2.5% effective July 1, 2012, 3% effective January 1, 2013, and 1.5% effective July 1, 2013 for incumbents in accordance with Section 4.322 of the Los Angeles Administrative Code, unless otherwise noted.)

| <u>RANGE NO.</u><br><u>CLASSIFICATION</u>             | <u>1/1/2012</u><br><u>RANGE</u> | <u>INCUMBENT'S</u><br><u>1/1/2012</u><br><u>SALARY</u> | <u>7/1/2012</u><br><u>RANGE</u> | <u>INCUMBENT'S</u><br><u>7/1/2012</u><br><u>SALARY</u> | <u>1/1/2013</u><br><u>RANGE</u> | <u>INCUMBENT'S</u><br><u>1/1/2013</u><br><u>SALARY</u> | <u>7/1/2013</u><br><u>RANGE</u> | <u>INCUMBENT'S</u><br><u>7/1/2013</u><br><u>SALARY</u> |
|---|---------------------------------|--|---------------------------------|--|---------------------------------|--|---------------------------------|--|
| <b><u>M-13</u></b>                                    |                                 |  |                                 |  |                                 |  |                                 |  |
| General Manager and Chief<br>Engineer Water and Power | \$253,546 - \$380,392           | *  | \$267,034 - \$389,892           | *  | \$275,052 - \$401,585           | *  | \$279,186 - \$407,598           | *  |
| <b><u>M-12</u></b>                                    |                                 |  |                                 |  |                                 |  |                                 |  |
| General Manager Airports<br>Department                | \$224,502 - \$336,669           | \$336,669  | \$230,118 - \$345,084           | \$345,084  | \$237,030 - \$355,440           | \$355,419  | \$240,579 - \$360,765           | \$360,744  |
| Chief of Police                                       | \$224,502 - \$336,669           | \$307,291  | \$230,118 - \$345,084           | \$314,954  | \$237,030 - \$355,440           | \$324,392  | \$240,579 - \$360,765           | \$329,257  |
| City Administrative Officer                           | \$224,502 - \$336,669           | \$264,508  | \$230,118 - \$345,084           | \$271,127  | \$237,030 - \$355,440           | \$279,270  | \$240,579 - \$360,765           | \$283,467  |
| Chief Legislative Analyst                             | \$224,502 - \$336,669           | \$264,508  | \$230,118 - \$345,084           | \$271,127  | \$237,030 - \$355,440           | \$279,270  | \$240,579 - \$360,765           | \$283,467  |
| General Manager Harbor<br>Department                  | \$224,502 - \$336,669           | \$309,984  | \$230,118 - \$345,084           | \$317,731  | \$237,030 - \$355,440           | \$327,252  | \$240,579 - \$360,765           | \$332,159  |
| <b><u>M-11</u></b>                                    |                                 |  |                                 |  |                                 |  |                                 |  |
| Fire Chief  | \$199,235 - \$298,724           | \$267,807  | \$204,227 - \$306,205           | \$274,509  | \$210,345 - \$315,392           | \$282,736  | \$213,498 - \$320,132           | \$286,975  |
| Superintendent of Building                            | \$199,235 - \$298,724           | \$218,363  | \$204,227 - \$306,205           | \$223,813  | \$210,345 - \$315,392           | \$230,536  | \$213,498 - \$320,132           | \$234,002  |
| City Engineer   | \$199,235 - \$298,724           | \$235,840  | \$204,227 - \$306,205           | \$241,728  | \$210,345 - \$315,392           | \$248,973  | \$213,498 - \$320,132           | \$252,711  |
| Director of Planning                                  | \$199,235 - \$298,724           | \$201,784  | \$204,227 - \$306,205           | \$206,837  | \$210,345 - \$315,392           | \$213,039  | \$213,498 - \$320,132           | \$216,233  |
| General Manager Dept. of<br>Transportation            | \$199,235 - \$298,730           | \$201,784  | \$204,227 - \$306,205           | \$206,837  | \$210,345 - \$315,392           | \$213,039  | \$213,498 - \$320,132           | \$216,233  |
| General Manager Recreation<br>and Parks               | \$199,235 - \$298,730           | \$235,944  | \$204,227 - \$306,205           | \$241,853  | \$210,345 - \$315,392           | \$249,098  | \$213,498 - \$320,132           | \$252,836  |
| Director Bureau of Sanitation                         | \$199,235 - \$298,730           | \$199,237  | \$204,227 - \$306,205           | \$204,227  | \$210,345 - \$315,392           | \$210,345  | \$213,498 - \$320,132           | \$213,498  |
| General Manager Zoo<br>Department                     | \$199,235 - \$298,730           | \$217,236  | \$204,227 - \$306,205           | \$222,664  | \$210,345 - \$315,392           | \$229,346  | \$213,498 - \$320,132           | \$232,791  |
| <b><u>M-10</u></b>                                    |                                 |  |                                 |  |                                 |  |                                 |  |
| General Manager Personnel<br>Department               | \$177,125 - \$265,677           | \$226,903  | \$181,552 - \$272,317           | \$232,582  | \$187,001 - \$280,481           | \$239,556  | \$189,799 - \$284,678           | \$243,148  |
| General Manager Information<br>Technology Agency      | \$177,125 - \$265,677           | \$248,347(a)   | \$181,552 - \$272,317           | \$248,347(b)   | \$187,001 - \$280,481           | \$248,347(b)   | \$189,799 - \$284,678           | \$248,347(b)   |
| Director of Finance                                   | \$177,125 - \$265,677           | \$217,904  | \$181,552 - \$272,317           | \$223,353  | \$187,001 - \$280,481           | \$230,056  | \$189,799 - \$284,678           | \$233,501  |
| <b><u>M-9</u></b>                                     |                                 |  |                                 |  |                                 |  |                                 |  |
| City Clerk  | \$158,041 - \$236,946           | \$175,100  | \$161,987 - \$242,876           | \$179,484  | \$166,852 - \$250,163           | \$184,872  | \$169,358 - \$253,922           | \$187,649  |
| City Librarian  | \$158,041 - \$236,946           | \$216,296(a)   | \$161,987 - \$242,876           | \$197,400  | \$166,852 - \$250,163           | \$203,329  | \$169,358 - \$253,922           | \$206,378  |

| <u>RANGE NO.</u><br><u>CLASSIFICATION</u>                         | <u>1/1/2012</u><br><u>RANGE</u> | <u>INCUMBENT'S</u><br><u>1/1/2012</u><br><u>SALARY</u> | <u>7/1/2012</u><br><u>RANGE</u> | <u>INCUMBENT'S</u><br><u>7/1/2012</u><br><u>SALARY</u> | <u>1/1/2013</u><br><u>RANGE</u> | <u>INCUMBENT'S</u><br><u>1/1/2013</u><br><u>SALARY</u> | <u>7/1/2013</u><br><u>RANGE</u> | <u>INCUMBENT'S</u><br><u>7/1/2013</u><br><u>SALARY</u> |
|---|---------------------------------|--|---------------------------------|--|---------------------------------|--|---------------------------------|--|
| <b><u>M-9</u></b>   |                                 |  |                                 |  |                                 |  |                                 |  |
| Director Bureau of Street Services                                | \$158,041 - \$236,946           | \$185,874  | \$161,987 - \$242,876           | \$190,530  | \$166,852 - \$250,163           | \$196,251  | \$169,358 - \$253,922           | \$199,195  |
| General Manager Community Development                             | \$158,041 - \$236,946           | \$201,450  | \$161,987 - \$242,876           | \$206,482  | \$166,852 - \$250,163           | \$212,684  | \$169,358 - \$253,922           | \$215,878  |
| General Manager Fire & Police Pensions                            | \$158,041 - \$236,946           | \$201,847**  | \$161,987 - \$242,876           | \$201,847**  | \$166,852 - \$250,163           | \$201,847**  | \$169,358 - \$253,922           | \$201,847**  |
| General Manager Dept. of General Services                         | \$158,041 - \$236,946           | \$195,896  | \$161,987 - \$242,876           | \$200,803  | \$166,852 - \$250,163           | \$206,837  | \$169,358 - \$253,922           | \$209,948  |
| General Manager Los Angeles City Employees Retirement System      | \$158,041 - \$236,946           | \$220,493  | \$161,987 - \$242,876           | \$226,005  | \$166,852 - \$250,163           | \$232,791  | \$169,358 - \$253,922           | \$236,278  |
| General Manager Housing Department                                | \$158,041 - \$236,946           | \$218,363**  | \$161,987 - \$242,876           | \$218,363**  | \$166,852 - \$250,163           | \$218,363**  | \$169,358 - \$253,922           | \$218,363**  |
| <b><u>M-8</u></b>   |                                 |  |                                 |  |                                 |  |                                 |  |
| General Manager Convention Center                                 | \$141,420 - \$212,057           | \$189,632**  | \$144,949 - \$217,361           | \$189,632**  | \$149,292 - \$223,875           | \$189,632**  | \$151,526 - \$227,237           | \$189,632**  |
| Treasurer   | \$141,420 - \$212,057           | \$185,999  | \$144,949 - \$217,361           | \$190,655  | \$149,292 - \$223,875           | \$196,376  | \$151,526 - \$227,237           | \$199,320  |
| Inspector Public Works  | \$141,420 - \$212,057           | \$188,484  | \$144,949 - \$217,361           | \$193,203  | \$149,292 - \$223,875           | \$199,007  | \$151,526 - \$227,237           | \$201,993  |
| Director Bureau of Street Lighting                                | \$141,420 - \$212,057           | \$175,308  | \$144,949 - \$217,361           | \$179,693  | \$149,292 - \$223,875           | \$185,080  | \$151,526 - \$227,237           | \$187,857  |
| General Manager Animal Services                                   | \$141,420 - \$212,057           | \$197,754  | \$144,949 - \$217,361           | \$202,703  | \$149,292 - \$223,875           | \$208,779  | \$151,526 - \$227,237           | \$211,911  |
| General Manager Cultural Affairs                                  | \$141,420 - \$212,057           | \$194,790  | \$144,949 - \$217,361           | \$199,655  | \$149,292 - \$223,875           | \$205,647  | \$151,526 - \$227,237           | \$208,737  |
| General Manager Depart. of Environmental Affairs                  | \$141,420 - \$212,057           | \$156,871(c)   | \$144,949 - \$217,361           | \$160,797(c)   | \$149,292 - \$223,875           | \$165,620(c)   | \$151,526 - \$227,237           | \$168,105(c)   |
| General Manager Neighborhood Empowerment                          | \$141,420 - \$212,057           | \$159,147(a)   | \$144,949 - \$217,361           | \$159,147(b)   | \$149,292 - \$223,875           | \$159,147(b)   | \$151,526 - \$227,237           | \$159,147(b)   |
| <b><u>M-7</u></b>   |                                 |  |                                 |  |                                 |  |                                 |  |
| General Manager Department of Aging                               | \$126,974 - \$190,460           | \$165,098  | \$130,145 - \$195,228           | \$169,232  | \$134,050 - \$201,095           | \$174,306  | \$136,054 - \$204,102           | \$176,916  |
| General Manager Emergency Management Department                   | \$126,974 - \$190,460           | \$176,227  | \$130,145 - \$195,228           | \$180,633  | \$134,050 - \$201,095           | \$186,062  | \$136,054 - \$204,102           | \$188,860  |
| General Manager El Pueblo Historical Monument                     | \$126,974 - \$190,460           | \$158,667(a)   | \$130,145 - \$195,228           | \$150,503  | \$134,050 - \$201,095           | \$155,013  | \$136,054 - \$204,102           | \$157,331  |
| Executive Director Commission on Children, Youth & Their Families | \$126,974 - \$190,460           | \$126,971  | \$130,145 - \$195,228           | \$130,145  | \$134,050 - \$201,095           | \$134,050  | \$136,054 - \$204,102           | \$136,054  |
| Executive Director Department on Disability                       | \$126,974 - \$190,460           | \$134,551  | \$130,145 - \$195,228           | \$137,912  | \$134,050 - \$201,095           | \$142,047  | \$136,054 - \$204,102           | \$137,912  |

| <u>RANGE NO.</u><br><u>CLASSIFICATION</u>                  | <u>1/1/2012</u><br><u>RANGE</u> | <u>INCUMBENT'S</u><br><u>1/1/2012</u><br><u>SALARY</u> | <u>7/1/2012</u><br><u>RANGE</u> | <u>INCUMBENT'S</u><br><u>7/1/2012</u><br><u>SALARY</u> | <u>1/1/2013</u><br><u>RANGE</u> | <u>INCUMBENT'S</u><br><u>1/1/2013</u><br><u>SALARY</u> | <u>7/1/2013</u><br><u>RANGE</u> | <u>INCUMBENT'S</u><br><u>7/1/2013</u><br><u>SALARY</u> |
|--|---------------------------------|--|---------------------------------|--|---------------------------------|--|---------------------------------|--|
| <b>M-6</b>   |                                 |  |                                 |  |                                 |  |                                 |  |
| Executive Director<br>Commission on the Status<br>of Women | \$109,933 - \$164,931           | ***  | \$112,689 - \$169,044           | ***  | \$116,072 - \$174,118           | ***  | \$117,805 - \$176,728           | ***  |
| Executive Director Human<br>Relations Commission           | \$109,933 - \$164,931           | ***  | \$112,689 - \$169,044           | ***  | \$116,072 - \$174,118           | ***  | \$117,805 - \$176,728           | ***  |

(a) Salary of previous incumbent.

(b) Salary adjustment pending interim or permanent appointment of successor incumbent.

(c) Position not filled.

\* 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).

\*\*\* Classification represented in MOU 36.