

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: March 24, 2015

To: The City Council

From: Miguel A. Santana, City Administrative Officer

Subject: **ESTABLISHMENT OF SALARIES FOR THE NEW CLASS OF GANG REDUCTION AND YOUTH DEVELOPMENT (GRYD) WORKER**

At its meeting on March 24, 2015, the Executive Employee Relations Committee approved the recommendation of this Office to establish the salary for the new class of Gang Reduction and Youth Development (GRYD) Worker. This new class was adopted by the Civil Service Commission on January 22, 2015, and will be used exclusively by the Department of Recreation and Parks (RAP) to support the Mayor's Office of Gang Reduction and Youth Development. Specifically, the positions will staff the Summer Night Lights (SNL) Program and will perform a wide range of duties including administrative, financial, supervisory, clerical, and/or community program activities related to the SNL program.

The Mayor's Office has requested the creation of six (6) separate pay grades to differentiate the various levels of responsibilities and corresponding pay. While the structure for GRYD Worker will be similar to that of Mayoral Aide, GRYD Worker will not be automatically exempted from civil service. Therefore, the positions have been exempted under the provisions of Charter Section 1001(d)(3) which provides for the Civil Service exemption of positions requiring the services of one individual for not more than half time and paying a salary not to exceed three-fourths of the monthly rate for entry level clerical positions.

Based on the intent to employ incumbents on a part-time, temporary basis, it is recommended that the salary for the new classification be flat rated. Each of the six pay grades will have a flat hourly rate as described below.

Recommendations

That the City Council, subject to the approval of the Mayor:

1. Approve the attached Ordinance to establish the salaries for the new class of GRYD Worker as follows:

GRYD Worker I	\$12.28/hour
GRYD Worker II	\$13.28/hour
GRYD Worker III	\$15.00/hour
GRYD Worker IV	\$17.00/hour
GRYD Worker V	\$18.00/hour
GRYD Worker VI	\$22.00/hour

2. Authorize the City Administrative Officer, upon accretion of the class to a bargaining unit, to amend the appropriate Memorandum of Understanding to reflect the salary approved by ordinance.

Fiscal Impact Statement

The 2015 SNL Program will move the staffing responsibilities to the City. The Department of Recreation and Parks will work in conjunction with the City's Personnel Department and the Mayor's Office of Gang Reduction and Youth Development to recruit, screen, and hire 450 part time, seasonal employees to staff this year's program. The total cost in salaries is approximately \$2.5 million. A portion of the funding will come from prior year GRYD savings. Additional funds are available in the 2014-15 Adopted Budget.

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Attachment