



WILLIAM T FUJIOKA
Chief Executive Officer

County of Los Angeles **CHIEF EXECUTIVE OFFICE OPERATIONS CLUSTER**

DATE: March 15, 2012
TIME: 1:00 p.m.
LOCATION: Kenneth Hahn Hall of Administration, Room 830

AGENDA

Members of the Public may address the Operations Cluster on any agenda item by submitting a written request prior to the meeting. Three (3) minutes are allowed for each item.

1. Call to order – Ellen Sandt
- A) **Board Letter – ORDINANCE CHANGES FOR eHR 2012 PAYROLL IMPLEMENTATION**
CEO Employee Relations – Jim Adams or designee
2. Public Comment
3. Adjournment



County of Los Angeles
CHIEF EXECUTIVE OFFICE

Kenneth Hahn Hall of Administration
500 West Temple Street, Room 713, Los Angeles, California 90012
(213) 974-1101
<http://ceo.lacounty.gov>

WILLIAM T FUJIOKA
Chief Executive Officer

Board of Supervisors
GLORIA MOLINA
First District
MARK RIDLEY-THOMAS
Second District
ZEV YAROSLAVSKY
Third District
DON KNABE
Fourth District
MICHAEL D. ANTONOVICH
Fifth District

Ordinance to Co. Counsel: March 8
Filing date: March 15

March 27, 2012

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, CA 90012

Dear Supervisors:

**2012 IMPLEMENTATION OF
THE ADVANTAGE HUMAN RESOURCES MANAGEMENT SYSTEM (eHR)
(ALL SUPERVISORIAL DISTRICTS - 3 VOTES)**

SUBJECT

This letter and accompanying ordinance will make technical changes in County pay policy necessary to implement the final phase of the Advantage Human Resources Management System (eHR).

**JOINT RECOMMENDATION WITH THE AUDITOR-CONTROLLER AND DIRECTOR
OF PERSONNEL THAT YOUR BOARD:**

1. Approve changes to the Los Angeles County Code amending Title 5 – Personnel, and Title 6 – Salaries to support the 2012 changes to the personnel and timekeeping components of the eHR Advantage Human Resources Management System.
2. Instruct the Auditor-Controller to make the payroll system changes necessary to implement these recommendations.

“To Enrich Lives Through Effective And Caring Service”

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Intra-County Correspondence Sent Electronically Only***

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

On May 1, 2007, the Board of Supervisors (Board) approved funding and a contract amendment with CGI-AMS, Inc (CGI) to implement the Advantage Human Resources Management System (eHR). The new eHR software was then acquired and has been significantly modified to replace the County's legacy software systems commonly known as "Countywide Payroll" (CWPAY) and "Countywide Timekeeping and Payroll Personnel System" (CWTAPPS).

As you may recall, your Board approved our March 23, 2010 letter which explained that eHR would be rolled out in two phases – a 2010 rollout to replace the payroll processing and accounting functions performed by CWPAY and a 2012 rollout to replace CWTAPPS. The ordinance which accompanied that letter amended various pay provisions associated with the 2010 rollout as well as selected pay provisions associated with the 2012 rollout.

At this time, we are recommending various pay policy changes to complete the final implementation of eHR. Commonly known as "Core HR," this phase covers the following areas: Position Control, Personnel Administration, Leave, Compensation and Benefits, Time and Attendance, FLSA, and Employee Self Service. The primary objectives associated with the 2012 recommendations are nearly identical to those outlined in 2010:

- Avoid unnecessary systems modifications and minimize associated costs to accommodate County pay practices that can and should be changed.
- Identify pay practices and policies that must be accommodated in the new system.
- Simplify certain pay policies to improve consistency in administration and reduce the potential for payroll processing errors.
- Delete provisions that are currently obsolete or will be obsolete under the new system.

Our current recommendations address only those pay provisions that either could not be accommodated in the baseline version of the new system or where some degree of change in the existing pay policy was determined to be both appropriate and feasible (Attachment A). Furthermore, these recommendations are limited only to the 2012 changes not previously addressed in our March 23, 2010 letter.

Additional Changes Beyond 2012

Discussions are continuing regarding future system modifications that could not be accommodated at this time. Once eHR is fully operational, additional policy changes and modifications may be necessary to address issues not detected during testing. We will submit future recommendations to your Board in the event that such issues require a revision to the County Code.

Technical Corrections

The corrections contained in the accompanying ordinance are minor and administrative in nature (Attachment B). Specific corrections made include the following: adding missing item numbers for members of various commissions and boards, deleting obsolete provisions, updating cross references, and updating expiration dates for existing bonuses.

Implementation of Strategic Plan Goals

The recommended changes are consistent with the Countywide Strategic Plan Goal, Organizational Effectiveness and demonstrate fiscal integrity and financial responsibility. The simplification of the salary and personnel policies and practices will facilitate a more cost-effective implementation of the eHR system. In addition to minimizing costs associated with system modification, these changes provide a standard platform for cost savings during future system upgrades. Lastly, these changes will increase productivity by reducing staff time and errors associated with manual maintenance of current policy.

FISCAL IMPACT/FINANCING

The changes in pay policy may, in some instances, generate additional costs. However, the cost of and financing for these recommendations will be incorporated within the Board's adopted budget for each affected department. The changes made in conjunction with the aforementioned technical corrections are administrative in nature only and have no fiscal impact.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

Appropriate consultations have been conducted with the impacted employee organizations regarding the recommended pay policy changes. The accompanying ordinance implementing amendments to Title 5 – Personnel and Title 6 - Salaries of the County Code have been approved as to form by County Counsel.

Employee communication materials will be distributed in April 2012 either by hard copy or electronically depending upon how the employee is currently receiving his semi-monthly pay stub. A permanent record of these materials and a set of frequently asked questions (FAQs) related to the 2012 implementation will also be added to the already existing information on the County website.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

Your approval of these pay policy recommendations will enhance the operational effectiveness of the departments through the efficient operation of the eHR Personnel and Timekeeping System.

Respectfully submitted,

WILLIAM T FUJIOKA
Chief Executive Officer

WENDY L. WATANABE
Auditor-Controller

LISA M. GARRETT
Director of Personnel

WTF:WLW:LMG
EFS:JA:MTK
VMH:LSB:mst

Attachments (2)

c: All Department Heads
SEIU Local 721
Coalition of County Unions
Executive Officer, Board of Supervisors
County Counsel

DESCRIPTION OF eHR PAY POLICY CHANGE RECOMMENDATIONS FOR 2012

1. Level Percentage Conversion Table
(See Sections 6.26.015 and 6.26.040)

Most of the County’s classifications are compensated using the Standardized Salary Schedule Table (Salary Grid). Currently, several compensation features such as schedule/level bonuses and step placement thresholds are derived from or expressed in relation to this salary schedule.

The compensation levels in the Salary Grid are referred to in terms of “schedules” and “levels” (e.g., 38A, 38F, 39A) where 11 levels (approximately 0.25% between levels) equates to one schedule (approximately 2.75%). CWTAPPS “moves down” on the salary schedule to derive schedule/level based bonuses or other schedule/level based thresholds. For example, the final compensation for a position compensated at schedule/level 38A with an 11 level bonus would be 39A.

STANDARDIZED SALARY SCHEDULE TABLE¹

SCHEDULE	LEVEL	MONTHLY STEP RATES					
		1	2	3	4	5	
38	A	1,170.00	1,236.00	1,306.00	1,380.00	1,458.00	➤ <i>Approximately 0.25%</i>
38	B	1,173.00	1,239.18	1,309.36	1,383.55	1,461.73	
38	C	1,176.00	1,242.36	1,312.73	1,387.09	1,465.45	
38	D	1,179.00	1,245.55	1,316.09	1,390.64	1,469.18	
38	E	1,182.00	1,248.73	1,319.45	1,394.18	1,472.91	
38	F	1,185.00	1,251.91	1,322.82	1,397.73	1,476.64	
38	G	1,188.00	1,255.09	1,326.18	1,401.27	1,480.36	
38	H	1,191.00	1,258.27	1,329.55	1,404.82	1,484.09	
38	J	1,194.00	1,261.45	1,332.91	1,408.36	1,487.82	
38	K	1,197.00	1,264.64	1,336.27	1,411.91	1,491.55	
38	L	1,200.00	1,267.82	1,339.64	1,415.45	1,495.27	
39	A	1,203.00	1,271.00	1,343.00	1,419.00	1,499.00	

¹

- Rates stated in terms of “schedules” (numeral) and “levels” (alphabetic character)
- A one schedule differential means a differential of 11 levels from the indicated schedule and level.
- Level to level differential = approximately .25%
- Schedule to schedule differential = approximately 2.75%

To maintain these schedule/level based compensation features, eHR's baseline functionality requires the use of fixed percentages. However, eHR cannot use the existing Salary Grid because the differentials between the levels are not fixed throughout the grid.

To eliminate costly eHR baseline modifications, we are recommending the approval of a Level Percentage Conversion Table (Conversion Table) to be used in conjunction with the Salary Grid. This Conversion Table contains fixed percentages at each level with units of reference comparable to those in the existing Salary Grid (i.e., one schedule = 11 levels = 2.7846%).

**LEVEL PERCENTAGE CONVERSION TABLE
(excerpt)**

LEVEL	PERCENTAGE
1	0.002500
2	0.005006
3	0.007519
4	0.010038
5	0.012563
6	0.015094
7	0.017632
8	0.020176
9	0.022726
10	0.025283
11	0.027846

LEVEL	PERCENTAGE
12	0.030416
13	0.032992
14	0.035574
15	0.038163
16	0.040759
17	0.043361
18	0.045969
19	0.048584
20	0.051206
21	0.053834
22	0.056468

The Conversion Table will be used in the following scenarios only for those positions compensated on the Salary Grid:

- To calculate bonuses expressed prior to the 2012 eHR implementation as a number of schedules or levels in the County Code or respective Memorandum of Understanding (MOU).
- To determine step placement upon appointment to higher, equal, or lower level positions for salary/schedule classifications compensated on the standard step pay plan.

The mechanics of these scenarios will be discussed in the next sections.

2. Schedule/Level Bonuses

(See Section 6.26.015 and other related sections in accompanying ordinance)

As noted earlier, most County classes are compensated using the Salary Grid. Under current policy, schedule/level bonuses are derived using this same grid.

With the implementation of eHR, two tables will now be used to calculate the final compensation level – the Salary Grid and the Conversion Table. Accordingly, references to schedule/level bonuses in the County Code have been revised to fixed percentages corresponding to levels shown on the Conversion Table. The resulting bonus will be a percentage of the stated compensation for the respective classification as listed in the County Code (non-represented classes) or respective Memorandum of Understanding (MOU for represented classes).

This change impacts only those employees who are compensated on the Salary Grid **and** who are receiving a schedule/level bonus. Employees receiving bonuses and who are **not** paid on the Salary Grid will continue to use the current percentages to calculate their compensation. No employees will be harmed by this change. Rather, this new method of processing bonuses may result in slight increases in the employee’s salary.

Example:

- Monthly salary on the Salary Grid = Schedule/Level 80A (5th step)
- Out-of-Class bonus = two standard salary schedules (22 levels)

SCHEDULE	LEVEL	1 ST Step	2 nd Step	3 rd Step	4 th Step	5 th Step
80	A	3,669.00	3,872.00	4,086.00	4,313.00	4,554.00
...						
82	A	3,872.00	4,086.00	4,313.00	4,554.00	4,808.00

Sal Sched/Level (Step)	Grid Salary	Current Policy			eHR 2012 <i>(see Conversion Table excerpt in prior section)</i>				
		No. of levels for bonus <i>(1 schedule = 11 levels)</i>	Grid Placement with Bonus	CWTAPPS Calc Salary <i>(Base + Bonus)</i>	Bonus Level Amount	Bonus % Using Conversion Table <i>(22 levels)</i>	Bonus Amount <i>(Grid Sal x bonus %)</i>	eHR Calc Salary <i>(Base + bonus)</i>	Net increase
80 A (5)	4,554.00	22	82A (5)	\$4,808.00	\$254.00	5.6468%	\$ 257.16	\$4,811.16	\$3.16

Under eHR, a two schedule bonus (22 levels) will be converted to 5.6468 percent as indicated on the Conversion Table. Applying 5.6468 percent to the original base salary (\$4,554.00) provides a total compensation of \$4,811.16 (\$3.16 monthly increase in employee’s Out of Class bonus).

3. Step Placement Upon Promotion
 (See Section 6.08.090)

For promotional appointments, the employee must be placed upon the step in the salary schedule of the new position which provides an increase in pay. Under 2012 eHR, salary differential thresholds will be converted from schedules/levels to the corresponding fixed percentages as shown in the Conversion Table. The following table summarizes the recommended changes:

Rule No.	Current Policy	2012 eHR 11 level – 2.7846% 22 levels – 5.6468%	Results
1	Increase is <i>less than</i> 11 levels (approximately 2.75%)	Increase is <i>less than</i> 2.7846%	Immediate placement on the next higher step of new position.
2	Increase is <i>between</i> 11 levels (approximately 2.75%) <i>but less than</i> 22 levels (approximately 5.5%).	Increase is <i>between</i> 2.7846% but <i>less than</i> 5.6468%.	Place on the step that provides an increase in pay with a step advance in half the time normally required (typically 6 months)
3	Increase is <i>at least</i> 22 levels (approximately 5.5%).	Increase is <i>at least</i> 5.6468%.	Immediate placement on istep which provides stated increase.

Note: Since a separate table will be used to calculate schedule/level bonuses under eHR, calculate initial placement differential using grid salary instead of calculated salary (base + bonus). Bonuses will be added afterward.

This new method of calculating and processing step advances may result in a higher salary step on promotion or advancement in less time than it would otherwise take under the current rules. In addition, employees ***not*** paid on the Salary Grid will continue to use the current percentages to calculate their salary differentials and determine step placement upon promotion.

Example:

Monthly Salary for Building Inspector II – 95L (step 3)
 Promoted to Building Inspector III - 96L.

Action	Class	Sal Sched/ Level (Step)	Grid Salary
Current placement	Building Inspector II (#4173)	95L (3)	6,290.64
Promotion	Building Inspector III (#4177)	96L (3)	6,463.27
	Building Inspector III (#4177)	96L (4)	\$6,823.36

Calculating percentage increases

A	6,463.27	Building Inspector III (step 3)
B	<u>(6,290.64)</u>	Building Inspector II (step 3)
C	172.63	Increase
C/B	0.027442	% increase

Current Practice: Step 3 increase less than 11 levels (2.75%)
→ Advance to step 4 in 6 months

2012 Change: Step 3 increase less than 2.7846%
→ Place on step 4 immediately.

ATTACHMENT B

MISCELLANEOUS TECHNICAL CORRECTIONS MADE

- Amended the January 1, 2012 eHR implementation dates to reflect April 1, 2012.
- Extended the expiration dates for the Fitness for Life Bonuses and Uniform Allowances for safety classes consistent with expiration dates recently revised in the respective MOUs.
- Amended the six month eligibility window for the Sick Buyback program to remove reference to specific years.
- Deleted provisions related to the DHS Community Health Plan coverage for various student classifications since this program is no longer available.
- CAO/Chief Administrative Officer references updated only in those sections where other revisions were already being made.
- Added and/or corrected item numbers and updated classification titles in various provisions.
- Revised various provisions to reflect the change of represented classes and associated salaries from Section 6.28.050 (non-represented classifications) to Section 6.28.140 (MOUs).

ANALYSIS

This ordinance amends Title 5 – Personnel and Title 6 - Salaries, of the Los Angeles County Code by:

- Amending various countywide schedule/level bonuses and references to such bonuses to reflect the change to fixed percentages in Sections 5.27.220, 5.28.220, 6.08.395, 6.10.040, 6.10.060, 6.10.073, 6.10.100, 6.10.105, 6.10.115, 6.10.150, and 6.28.050-25;
- Amending the eHR implementation date in Sections 5.27.330, 5.28.330, 6.08.070, 6.18.020, 6.18.040, 6.18.050, 6.18.060, 6.18.080, 6.20.010, and 6.20.020;
- Deleting Section 5.36.027 to remove an obsolete provision regarding the Community Health Plan;
- Amending portions of Sections 5.36.029, 6.08.010, 6.18.030, 6.76.020, and 6.78.350 to remove references to the obsolete provisions;
- Amending portions of Sections 5.72.053, 5.72.060, 5.72.080, and 5.72.300 to provide continuing authority for payment of uniform allowances;
- Amending the schedule-based thresholds for promotional and lateral appointments to reflect the change to fixed percentages in Sections 6.08.090 and 6.08.100;
- Amending Sections 6.08.270 and 6.08.460 to modify the step advance anniversary date and the special credit service dates applicable for certain participants in the Physician Pay Plan and the New Management Physician Pay Plan;
- Amending Sections 6.08.387, 6.08.420, 6.10.070, 6.42.030, 6.42.040, 6.43.010, 6.44.020, 6.44.026, 6.44.030, 6.44.050, 6.44.070, 6.44.090, 6.44.100, 6.44.110, 6.44.140, 6.44.150, 6.44.160, 6.44.170, 6.44.180, 6.50.025, 6.53.030, 6.58.015, 6.58.020, 6.77.110, 6.77.120, 6.77.130, 6.78.120, 6.78.350, 6.88.020, 6.108.030,

6.109.020, 6.109.030, 6.109.040, 6.109.050, 6.109.060, 6.109.070, 6.109.080, 6.109.105, 6.112.020, and 6.114.030 to correct minor errors and omissions;

- Amending Section 6.09.050 to modify the usage of Compensatory Time Off;
- Amending Section 6.09.050 to modify the usage of Accrued Paid Leave Benefits to cover full day absences;
- Amending 6.20.030 to clarify eligibility periods for sick leave buyback;
- Adding Section 6.26.015 containing a description of the new Level Percentage Conversion Table;
- Amending Section 6.26.040 to add a new level percentage conversion table; and
- Amending department-specific schedule/level bonuses to reflect the change to fixed percentages in Sections 6.33.020, 6.40.020, 6.44.015, 6.44.210, 6.50.020, 6.55.020, 6.64.020, 6.70.020, 6.76.020, 6.78.350, 6.81.020, 6.92.020, 6.94.020, 6.104.020, 6.106.020, 6.108.020, 6.109.020, 6.112.030, 6.120.020, and 6.127.030.

JOHN F. KRATTLI
Acting County Counsel

By: _____
HALVOR S. MELOM
Principal Deputy County Counsel
Labor & Employment Services Division

HSM:vmh

Requested: 09/29/2011
Revised: 10/18/2011
10/20/2011
10/24/2011
01/30/2012
02/27/2012
02/29/2012

ORDINANCE NO. _____

An ordinance amending various salary provisions in Title 5 – Personnel and Title 6 – Salaries, of the Los Angeles County Code related to the 2012 implementation of the Advantage human resources management system (eHR).

SECTION XX. Section 5.27.220 (County of Los Angeles Flexible Benefit Plan – Definitions) is hereby amended to read as follows:

5.27.220 Definitions.

The following terms, when used herein with initial capital letters, unless the context clearly indicates otherwise, shall have the following respective meanings:

...

H. 1. “Compensation” means the monthly base rate, as established in Title 6 of the Los Angeles County Code, as amended, plus any monthly bonus established as a designated number of schedules and/or levels in the Standardized Salary Schedule contained in such Title 6 or established as a percentage of the base rate pursuant to Part 3 of Chapter 6.08, Management Appraisal and Performance Plan, of Title 6. ~~Compensation~~, shall not include any of the following:

~~1~~a. Overtime compensation;

~~2~~b. Any lump-sum payoff or reimbursement for unused, accumulated overtime, vacation, holiday time, sick leave, or annual leave benefits;

~~3~~c. Compensation pursuant to Section 6.16.010 of the Los Angeles County Code;

~~4~~d. Any hourly bonus;

5.e. Any monthly bonus established as a flat dollar amount or as a percentage of the base rate except that Compensation shall include any monthly bonus paid as a percentage of the base rate for employees compensated pursuant to Part 3 of Chapter 6.08 entitled Management Appraisal and Performance Plan of the Los Angeles County Code.

2. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, "Compensation" means the monthly base rate as established in Title 6 of the Los Angeles County Code, as amended, plus any monthly bonus established as a designated percentage of the base rate in the Level Percentage Conversion Table contained in Title 6 of this code or established as a percentage of the base rate pursuant to Part 3 of Chapter 6.08, Management Appraisal and Performance Plan of Title 6. Compensation shall not include any of the following:

a. Overtime compensation;

b. Any lump-sum payoff or reimbursement for unused, accumulated overtime, vacation, holiday time, sick leave, or annual leave benefits;

c. Compensation pursuant to Section 6.16.010 of the Los Angeles County Code;

d. Any hourly bonus;

e. Any monthly bonus established as a flat dollar amount or as a percentage of the base rate except that Compensation shall include any monthly bonus paid as a percentage of the base rate for employees compensated pursuant to

Part 3 of Chapter 6.08 entitled Management Appraisal and Performance Plan of the Los Angeles County Code.

...

SECTION XX. Section 5.27.330 (Los Angeles County Flexible Benefit Plan – Non-elective Annual Leave) is hereby amended to read as follows:

5.27.330 Non-elective Annual Leave.

...

B. Effective beginning on and after ~~January~~ April 1, 2012, or such later date as may be determined by the ~~Chief Administrative Officer~~ chief executive officer when the human resources management system reflecting this provision is implemented, each Participant shall accrue Non-elective Annual Leave based on the Participant's active service at the rate of four (4) hours per pay period up to an annual maximum of 10 days of paid Non-elective Annual Leave available for use January 1st of each subsequent Plan Year. Any unpaid hours of active service in the pay period will cause a proportionate reduction in the Non-elective Annual Leave entitlement for that pay period.

C. Accrual of Unused Time. Except as provided in Section 6.24.040₁, Non-elective Annual Leave may be accrued to a maximum of 60 days; provided, however, that the ~~CAO~~ CEO may authorize a higher than 60-day limit in any or all County Departments. Non-elective Annual Leave in excess of the 60-day limit, or such higher limit as the ~~CAO~~ CEO may authorize, shall be paid off at the Participant's workday rate of pay in effect at the point such excess accrual occurs.

SECTION XX. Section 5.28.220 (County of Los Angeles Nonpensionable Flexible Benefit Plan – Definitions) is hereby amended to read as follows:

5.28.220 Definitions.

The following terms, when used herein with initial capital letters, unless the context clearly indicates otherwise, shall have the following respective meanings:

...

H. 1. “Compensation” means the monthly base rate, as established in Title 6 of the Los Angeles County Code, as amended, plus any monthly bonus established as a designated number of schedules and/or levels in the Standardized Salary Schedule contained in such Title 6 or established as a percentage of the base rate pursuant to Part 3 of Chapter 6.08, Management Appraisal and Performance Plan, of Title 6; Compensation shall not include any of the following:

1a. Overtime compensation;

2b. Any lump-sum payoff or reimbursement for unused, accumulated overtime, vacation, holiday time, sick leave, or annual leave benefits;

3c. Compensation pursuant to Section 6.16.010 of the Los Angeles County Code;

4d. Any hourly bonus;

5e. Any monthly bonus established as a flat dollar amount or as a percentage of the base rate except that Compensation shall include any monthly bonus paid as a percentage of the base rate for employees compensated pursuant to Part 3 of Chapter 6.08 entitled Management Appraisal and Performance Plan of the Los Angeles County Code.

2. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, "Compensation" means the monthly base rate, as established in Title 6 of the Los Angeles County Code, as amended, plus any monthly bonus established as a designated percentage of the base rate in the Level Percentage Conversion Table contained in Title 6 of this code or established as a percentage of the base rate pursuant to Part 3 of Chapter 6.08, Management Appraisal and Performance Plan, of Title 6. Compensation shall not include any of the following:

a. Overtime compensation;

b. Any lump-sum payoff or reimbursement for unused, accumulated overtime, vacation, holiday time, sick leave, or annual leave benefits;

c. Compensation pursuant to Section 6.16.010 of the Los Angeles County Code;

d. Any hourly bonus;

e. Any monthly bonus established as a flat dollar amount or as a percentage of the base rate except that Compensation shall include any monthly bonus paid as a percentage of the base rate for employees compensated pursuant to Part 3 of Chapter 6.08 entitled Management Appraisal and Performance Plan of the Los Angeles County Code.

...

SECTION XX. Section 5.28.330 (County of Los Angeles Nonpensionable Flexible Benefit Plan – Non-elective Annual Leave) is hereby amended to read as follows:

5.28.330 Non-elective Annual Leave.

...

B. Effective beginning on and after ~~January~~ April 1, 2012, or such later date as may be determined by the ~~Chief Administrative Officer~~ chief executive officer when the human resources management system reflecting this provision is implemented, each Participant shall accrue Non-elective Annual Leave based on the Participant's active service at the rate of four (4) hours per pay period up to an annual maximum of 10 days of paid Non-elective Annual Leave available for use January 1st of each subsequent Plan Year. Any unpaid hours of active service in the pay period will cause a proportionate reduction in the Non-elective Annual Leave entitlement for that pay period.

C. Accrual of Unused Time. Except as provided in Section 6.24.040, Non-elective Annual Leave may be accrued to a maximum of 60 days; provided, however, that the ~~CAO~~ CEO may authorize a higher than 60-day limit in any or all County Departments. Non-elective Annual Leave in excess of the 60-day limit, or such higher limit as the ~~CAO~~ CEO may authorize, shall be paid off at the Participant's workday rate of pay in effect at the point such excess accrual occurs.

SECTION XX. Section 5.36.027 (Group Insurance – Contributions to health plan -- Additional eligible employees) is hereby deleted in its entirety as follows:

~~**5.36.027 Contributions to health plan Additional eligible employees.**~~

~~A. In addition to the eligible employees designated in Section 5.36.025, who are enrolled in a health plan specifically approved for such employees by the board of supervisors, employees designated in subsection B of this section shall be entitled to a monthly contribution from the County toward the payment of the premiums on such plan. The amount of such monthly contribution shall not exceed the lesser of the actual monthly cost for the plan or the maximum monthly health insurance contribution otherwise provided for in this chapter for monthly temporary and monthly recurrent employees (designated as O and B respectively, in Section 6.28.020).~~

~~B. The provisions of this section shall apply to each daily as-needed, daily recurrent, hourly as-needed, or hourly recurrent employee (designated as C, E, F, or H, respectively, in Section 6.28.020 of this Code) who:~~

~~1. Has completed at least one year of full-time employment immediately prior to enrollment in the health plan coverage provided for in this chapter in a daily as-needed, daily recurrent, hourly as-needed, or hourly recurrent capacity, excluding employment in positions designated in subsection B3 of Section 5.36.027. As used in this section, “full-time” means 40 hours per week adjusted for holidays and other approved absences in accordance with instructions issued by the chief administrative officer; and~~

~~2. Continues to work full-time in said daily as-needed, daily recurrent, hourly as-needed, or hourly recurrent capacity; and~~

3. ~~Is not employed in:~~

a. ~~A position compensated pursuant to the Physician Pay Plan,~~

or

b. ~~In any of the following positions:~~

Item No.	Title
8338	Librarian Intern
8242	Student Worker
8243	Student Professional Worker
5113	Student Worker, Nursing
5118	Senior Student Worker, Nursing
9344	Student X-Ray Technician (1st year) NC
9344	Student X-Ray Technician (2nd year) NC
9339	Student Case Worker, NC
9340	Student Clinical Social Worker, NC
9345	Student Diagnostic Ultrasound Technician, NC
5792	Student Nuclear Medicine Technician
9343	Student Psychiatric Case Worker, NC
5791	Student Radiation Therapy Technician
9342	Student Therapist, NC

C. ~~In no event shall the County contribute to more than one health plan at one time for each employee.~~

SECTION XX. Section 5.36.029 (Group Insurance – Contribution to health insurance for non-student part-time employees) is hereby amended to read as follows:

5.36.029 Contribution to health insurance for non-student part-time employees.

A. In addition to the eligible employees designated in ~~Sections~~ Section 5.36.025 ~~and 5.36.027~~, employees meeting the criteria in subsection B of this section, who are enrolled in a County-sponsored health plan, or a County-approved union-sponsored health plan, shall be entitled to a monthly contribution toward the payment of the premiums for such plan. The amount of the monthly contribution shall be the lesser of the monthly premium or the contribution provided in subsection A of Section 5.36.025.

B. The provisions of this section shall apply to each daily as-needed, daily recurrent, hourly as-needed, hourly recurrent, monthly permanent 1/2 time, monthly permanent 3/5 time, monthly permanent 5/8 time, monthly permanent 2/3 time, monthly permanent 3/4 time and monthly permanent 4/5 permanent time (designated as C, E, F, H, U, V, W, X, Y and Z, respectively, in Section 6.28.020 of this Code) employee who:

...

3. Is not employed in any of the following positions:

Item No.	Title
3422	Civil Engineering Student
8338	Librarian Intern
5118	Sr. <u>Senior</u> Student Worker, Nursing

Item No.	Title
9339	Student Case Worker, NC
9345	Student Diagnostic Ultrasound Tech, <u>NC</u>
9240	Student Medical Social Worker, NC
5792	Student Nuclear Medicine Technician
5355	Student Nurse - Midwife
8243	Student Professional Worker <u>I</u>
9343	Student Psychiatric Case Worker, NC
5791	Student Radiation Therapy Technician <u>NC</u>
9342	Student Therapist, NC
8242	Student Worker
5113	Student Worker, Nursing
9344	Student X-Ray Technician (1st Year), NC
9344	Student X-Ray Technician (2nd Year), NC

...

SECTION XX. Section 5.72.053 (Clothing – Uniform allowance—Peace Officers)

is hereby amended to read as follows:

5.72.053 Uniform allowance--Peace officers.

A. Any person employed in a position of Captain (Item No. 2721), Captain, DA (Item No. 2896), Commander (Item No. 2723), Detective (UC) (Item No. 9977), Detective (UC) (Item No. 9978), or Detective (UC) (Item No. 9980) shall be entitled to annual lump-sum payments as follows:

...

8. \$1,000.00 payable between December 1, 2010 and December 15, 2010 provided such person was employed in said position on November 1, 2010.

9. \$1,000.00 payable between December 1, 2011 and December 15, 2011 provided such person was employed in said position on November 1, 2011;

10. \$1,000.00 payable between December 1, 2012 and December 15, 2012 provided such person was employed in said position on November 1, 2012.

...

C. Any person employed in a position of Division Chief, Sheriff (UC) (Item No. 9968), Assistant Sheriff (UC) (Item 9969), Undersheriff (UC) (Item No. 9970), or Detective (UC) (Item No. 9979), shall be entitled to annual lump-sum payments as follows:

...

7. \$500.00 payable between December 1, 2010 and December 15, 2010 provided such person was employed in said position November 1, 2010.

8. \$500.00 payable between December 1, 2011 and December 15, 2011 provided such person was employed in said position on November 1, 2011;

9. \$500.00 payable between December 1, 2012 and December 15, 2012 provided such person was employed in said position on November 1, 2012.

SECTION XX. Section 5.72.060 (Clothing – Uniforms—Forester and fire warden employees) is hereby amended to read as follows:

5.72.060 Uniforms--Forester and fire warden employees.

A. In addition to all other compensation provided for in this Code, any person employed in a position set forth in Subsection ~~5~~ 10 below shall be entitled to the

following:

7. \$1,000.00 payable between December 1, 2010 and December 15, 2010 provided such person was employed in said position on November 1, 2010;

8. \$1,000.00 payable between December 1, 2011 and December 15, 2011 provided such person was employed in said position on November 1, 2011;

9. \$1,000.00 payable between December 1, 2012 and December 15, 2012 provided such person was employed in said position on November 1, 2012.

8.10. The provisions of this Subsection A shall apply to any person employed in one of the following classes provided such person's performance is "Competent" or better or, in the case of persons paid in accordance with the provisions of Title 6, Chapter 6.08, Part 3 of this Code, "Met Expectations" or better:

Item No.	Title
0208	Battalion Chief (56-Hours)
0217	Assistant Fire Chief
0335	Assistant Chief, Forestry Division
0336	Chief, Forestry Division
2932	Section Chief, Lifeguard Services, Fire
2934	Assistant Chief, Lifeguard Services, Fire
2935	Chief Lifeguard Services, Fire

B. In addition to all other compensation provided for in this Code, any safety fire fighting employee employed in a position set forth in Subsection 5 10 below shall be

entitled to the following:

...

7. \$500.00 payable between December 1, 2010 and December 15, 2010 provided such person was employed in said position on November 1, 2010;

8. \$500.00 payable between December 1, 2011 and December 15, 2011 provided such person was employed in said position on November 1, 2011;

9. \$500.00 payable between December 1, 2012 and December 15, 2012 provided such person was employed in said position on November 1, 2012.

~~8.~~ 10. The provisions of this Subsection B shall apply to any person employed in one of the following classes provided such person's performance is "Competent" or better or, in the case of persons paid in accordance with the provisions of Title 6, Chapter 6.08, Part 3 of this Code, "Met Expectations" or better:

Item No.	Title
0219	Deputy Fire Chief, Emergency Operations (UC)
0220	Chief Deputy, Emergency Operations, Fire (UC)
0215	Chief, Air Operations, Fire Services
0224	Chief Deputy, Business Operations, Fire (UC)

...

SECTION XX. Section 5.72.080 (Clothing – Uniform—Lifeguards) Forester is hereby amended to read as follows:

5.72.080 Uniforms--Lifeguards.

...

B. Department of parks and recreation. In addition to all other compensation provided for in this Code, any person employed in the position of Lake Aquatics Manager (Item No. 2959) or in the position of Chief Lake Lifeguard (Item No. 2960) shall be entitled to the following:

...

6. \$1,000 payable between December 1, 2010, and December 15, 2010, provided such person was employed in one of said positions on November 1, 2010;

7. \$1,000.00 payable between December 1, 2011 and December 15, 2011, provided such person was employed in said position on November 1, 2011;

8. \$1,000.00 payable between December 1, 2012 and December 15, 2012, provided such person was employed in said position on November 1, 2012.

~~7.~~ 9. The provisions of this Subsection B shall only apply if such person's performance is "Competent" or better.

SECTION XX. Section 5.72.300 (Clothing – Clothing Allowance—Probation Officers) Forester is hereby amended to read as follows:

5.72.300 Clothing allowance--Probation Officers.

Persons employed as Assistant Head Transportation Deputy, Probation (Item No. 8629) or Head Transportation Deputy, Probation (Item No. 8630), whose performance is "Competent" or better, shall be entitled to the following:

...

4. \$500.00 payable between December 1, 2010 and December 15, 2010 provided such person was employed in said position on November 1, 2010.

~~All payments made pursuant to this section shall be made by separate payroll warrant.~~

5. \$500.00 payable between December 1, 2011 and December 15, 2011 provided such person was employed in said position on November 1, 2011;

6. \$500.00 payable between December 1, 2012 and December 15, 2012 provided such person was employed in said position on November 1, 2012.

All payments made pursuant to this section shall be made by separate payroll warrant.

SECTION XX. Section 6.08.010 (Step Pay Plan – Rules for application of step rates) is hereby amended to read as follows:

6.08.010 Rules for application of step rates.

...

~~G. Employees holding permanent, full-time positions as Clinic Nurse I (Item No. 5327), Clinic Nurse II (Item No. 5328), Intravenous Therapy Nurse (Item No. 5333), Operating Room Nurse I (Item No. 5363), Staff Nurse (Item No. 5335), or Staff Nurse, Sheriff (Item No. 5336) shall be advanced to the second step of the applicable salary range upon completion of six months' continuous service. Such step advance shall be subject to subsection F above as though it had been granted upon the completion of one year of continuous service.~~

~~H. Persons holding full-time permanent positions of Hospital Emergency Medical Technician Trainee (Item 5620) shall be granted step advances upon completion of six months of continuous service in the same position until the top step is reached.~~

SECTION XX. Section 6.08.070 (Step Pay Plan – Adjusted anniversary dates for

step advancement) is hereby amended to read as follows:

6.08.070 Adjusted anniversary dates for step advancement.

...

B. Effective beginning on and after ~~January~~ April 1, 2012, or such later date as may be determined by the ~~Chief Administrative Officer~~ chief executive officer when the human resources management system reflecting this provision is implemented, the first step advancement for all persons newly appointed to a position shall be made one year from the date of the appointment unless otherwise specified by this Code. Those persons with adjusted anniversary dates according to rules in effect prior to system implementation in 2012 shall retain their adjusted anniversary date for that position.

SECTION XX. Section 6.08.090 (Step Pay Plan – Appointments to higher-level positions) is hereby amended to read as follows:

6.08.090 Appointments to higher-level positions.

...

B. When a person is promoted, he shall be entitled to receive the step rate in the salary schedule of the new position which provides an increase in salary. A person who is compensated at a Y Rate which exceeds the top step of the salary range of his old position shall, upon promotion, be compensated at the step rate in the salary schedule of the new position which provides an increase in salary over the top step of the old position, provided that he shall not thereby suffer a reduction in salary.

C. 1. When the increase in salary provided for in subsection B of this section is less than the equivalent of a one-schedule increase in salary, the person shall be placed on the next higher step of the position to which he is appointed. Step

advances thereafter shall be as otherwise provided.

2. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, when the increase in salary provided for in subsection B of this section is less than the equivalent of a 2.7846 percent increase in salary, the person shall be placed on the next higher step of the position to which he is appointed. Step advances thereafter shall be as otherwise provided.

D. 1. When the increase in salary provided for in subsection B of this section is at least equivalent to a one-schedule increase in salary, but less than the equivalent of a two-schedule increase in salary, the person shall be entitled to advance to the next higher step of the position to which he was appointed in one-half of the time otherwise required. Step advances thereafter shall be as otherwise provided.

2. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, when the increase in salary provided for in subsection B of this section is at least equivalent to a 2.7846 percent increase in salary, but less than the equivalent of a 5.6468 percent increase in salary, the person shall be entitled to advance to the next higher step of the position to which he was appointed in one-half of the time otherwise required. Step advances thereafter shall be as otherwise provided.

...

SECTION XX. Section 6.08.100 (Step Pay Plan – Appointments to equal-level positions) is hereby amended to read as follows:

6.08.100 Appointments to equal-level positions.

When an employee is administratively reassigned pursuant to the Civil Service Rules or is appointed from an eligible list to a position and such appointment results in no increase or decrease in grade as defined by Civil Service Rules, he shall receive salary step placement as follows:

A. 1. If the salary range of the new position is either the same as that of the previous position, or less than one full schedule below that of the previous position, an employee may be placed at any step within the range of the position to which he is appointed, not to exceed the step rate he held in his former position. Such appointment shall not set a new anniversary date.

2. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, if the salary range of the new position is either the same as that of the previous position or less than 2.7846 percent below that of the previous position, an employee may be placed at any step within the range of the position to which he is appointed, not to exceed the step rate he held in his former position. Such appointment shall not set a new anniversary date.

B. 1. If the salary range of the new position is less than one full schedule

above the salary range of the previous position, an employee may be placed at any step within the new range, ~~providing~~ provided that he is not placed at any step rate which is higher than the lowest step rate which provides an increase in pay. Such step placement shall not set a new anniversary date.

2. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, if the salary range of the new position is less than 2.7846 percent above the salary range of the previous position, an employee may be placed at any step within the new range, provided that he is not placed at any step rate which is higher than the lowest step rate which provides an increase in pay. Such step placement shall not set a new anniversary date.

SECTION xx. Section 6.08.270 (Physician Pay Plan – Date of step advances and credits) is hereby amended to read as follows:

6.08.270 Date of step advances and credits.

A. Step Advance Anniversary Date. A step advance anniversary date shall be the date that an employee, paid pursuant to this Part 2 of Chapter 6.08, last received a step advance.

When a person's date for step advancement based on experience as described herein is between the first and the 15th of the month, such step advancement shall be made on the first day of that month, and if the date for said step advancement is between the 16th and the end of the month, such step advancement shall be made on the first of the following month.

B. Special Credit Date.

1. When a person is to receive a credit for any reason described in Section 6.08.250, such credit shall be effective on the first of the month if eligibility for such credit is between the first and the 15th of the month, and shall be effective on the first of the following month if eligibility for such credit is between the 16th and the end of the month.

2. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, credit for any reason as described in Section 6.08.450 shall be effective on the actual date of eligibility. Persons with special credit dates set according to the rules in effect prior to the 2012 system implementation shall retain those dates for their respective positions.

SECTION xx. Section 6.08.387 (Tier I and Tier II Management Appraisal and Performance Plan – General Salary adjustment provision) is hereby amended to read as follows:

6.08.387 Tier II General salary adjustment provision.

A. ~~—Tier II Participants.~~ General Salary Adjustments will take the form of a percentage change in the S-Range Salary structure on specific dates approved by the board of supervisors with concurrent changes in the actual salaries of Tier II Participants.

SECTION xx. Section 6.08.395 (Tier I and Tier II Management Appraisal and Performance Plan – Tier I and Tier II departmental special rates) is hereby amended to read as follows:

6.08.395 Tier I and Tier II departmental special rates.

Special rates provided in Division 3 of Title 6 of this code shall be applicable to Participants only as specifically provided in this section.

A. Auditor-Controller. Participants shall be entitled to receive additional compensation of 5.5 percent in lieu of ~~two schedules~~ the certification bonus provided in Section 6.40.020.

B. Public Social Services.

1. Participants shall be entitled to receive additional compensation in the form of a percentage of salary which corresponds to the two schedule adjustment provided in Section 6.108.020 E.

2. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, Participants shall be entitled to receive additional compensation of 5.6468 percent which corresponds to the adjustment provided in Section 6.108.020 E.

...

H. Department of the Chief ~~Administrative~~ Executive Officer. Notwithstanding any other provision of this Code, persons employed as Chief ~~Administrative~~ Executive Officer (UC) (Item No. 0868), Chief Deputy, Chief ~~Administrative~~ Executive Officer (UC) (Item No. 0869), or Deputy, Chief ~~Administrative~~ Executive Officer (UC) (Item No. 0866)

shall be deemed to be Participants in Tier I of the Plan subject to the same Plan terms and conditions otherwise applicable to Tier I Participants; provided, however, that, in lieu of a designated “R” salary range, such employees shall be compensated pursuant to a salary range for which the minimum is not less than the minimum rate for salary range R 21 and the maximum is not more than a rate that is 10 percent greater than the maximum rate for salary range R 25. The Control Point shall be the mid-point between the minimum salary rate and the maximum salary rate. The Board of Supervisors shall be the Appointing Authority for the Chief ~~Administrative~~ Executive Officer (UC), and the Chief ~~Administrative~~ Executive Officer (UC) shall be the Appointing Authority for the Chief Deputy, Chief ~~Administrative~~ Executive Officer (UC) and Deputy, Chief ~~Administrative~~ Executive Officer (UC) positions.

...

SECTION xx. Section 6.08.420 (New Management Physician Pay Plan – Applicable provisions and exclusions) is hereby amended to read as follows:

6.08.420 Applicable provisions and exclusions.

A.—Physicians and Dental Directors shall be compensated pursuant to the provisions of this Part 4 unless excluded ~~by the following subsection or~~ by the terms of a specific provision within this Part 4.

SECTION xx. Section 6.08.460 (New Management Physician Pay Plan – Date of step advances and credits) is hereby amended to read as follows:

6.08.460 Date of step advances and credits.

A. Step Advance Anniversary Date. A step advance anniversary date shall be the date that an employee, paid pursuant to this Part 4 of Chapter 6.08, last received a step advance.

1. When a person's date for step advancement based on experience as described herein is between the first and the 15th of the month, such step advancement shall be made on the first day of that month, and if the date for said step advancement is between the 16th and the end of the month, such step advancement shall be made on the first of the following month.

2. Effective for appointments made beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, the step advancement date based upon experience as described herein shall be made one year from the actual date of appointment to the subject position unless otherwise specified by this Code. Persons with anniversary dates set according to the rules in effect prior to the 2012 system implementation shall retain their anniversary date for their respective positions.

...

C. Special Credit Date.

1. When a person is to receive a credit for any reason described in Section 6.08.450, such credit shall be effective on the first of the month if eligibility for

such credit is between the first and the 15th of the month, and shall be effective on the first of the following month if eligibility for such credit is between the 16th and the end of the month.

2. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, credit for any reason as described in Section 6.08.450 shall be effective on the actual date of eligibility. Persons with special credit dates set according to the rules in effect prior to the 2012 system implementation shall retain those dates for their respective positions.

SECTION xx. Section 6.09.050 (Salaries Employment – Overtime) is hereby amended to read as follows:

6.09.050 Overtime.

The overtime provisions of Chapter 6.15 shall not be applicable to Salaried Employees as defined herein, except that:

...

C. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, a Salaried Employee may use the compensatory time-off credited in accordance with subsections A and B above in combination with the paid leave benefits provided in Chapters 5.27, 5.28, 6.09, 6.18, and 6.20 of Titles 5 and 6 of the Los Angeles County Code to cover a Full Day absence.

~~C.~~D. Salaried Employees compensated in accordance with Chapter 6.08, Part 2, Physician Pay Plan shall accumulate, use and be paid for overtime as provided in Section 6.08.240, subsection C.

SECTION xx. Section 6.09.060 (Salaried Employment – Paid leaves of absence) is hereby amended to read as follows:

6.09.060 Paid leaves of absence.

...

B. Use of Paid Leave Benefits. An employee may use paid leave as follows:

...

7. Combining Accrued Paid Leave Benefits to Cover a Full Day Absence. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, a Salaried Employee may combine the paid leave benefits provided in Chapters 5.27, 5.28, 6.09, 6.18, and 6.20 of Titles 5 and 6 of the Los Angeles County code to cover a Full Day absence.

...

SECTION xx. Section 6.10.040 (Special Case Rates – Out-of-class assignments) is hereby amended to read as follows:

6.10.040 Out-of-class assignments.

A. When an employee is assigned to an out-of-class assignment, as defined in subsection B below, for more than 20 consecutive working days, management shall, upon request for relief by the employee or by an Employee Representation Unit, take one of the following actions:

1. Appoint the employee to the higher-level class according to Civil Service Rules;
2. Return the employee to an assignment in his own class;
3. If neither subdivisions A1 or A2 above is accomplished within 30 calendar days of the request for relief, pay the employee a bonus for each 30 calendar days from the request date until the out-of-class assignment is terminated.

a. _____ The bonus shall be the lesser of two standard salary schedules or five percent of the salary of a flat-rated class, or the difference between the salary of the employee's class and the higher-level class to which he is assigned. This bonus shall not be prorated for incremental periods of less than 30 calendar days each.

b. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, the bonus shall be the lesser of 5.6468 percent for a classification paid pursuant to Chapter 6.08, Part 1 or five percent of the salary for a flat-rated class or the difference between the salary of the employee's classification and the higher-level classification to which he is assigned. This bonus shall not be prorated for incremental periods of less than 30 calendar days each.

...

SECTION xx. Section 6.10.060 (Special Case Rates – Manpower shortage ranges) is hereby amended to read as follows:

6.10.060 Manpower shortage ranges.

A. Manpower Shortage Ranges.

1. A manpower shortage range is an alternative range which is at least one level, but not more than four schedules (44 levels) above the salary schedule established for a class in Section 6.28.050 and any applicable monthly bonus which is established in this Title 6 as a designated number of schedules and/or levels on the standardized salary schedule.

2. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, a manpower shortage range is defined as an alternative range which is at least 0.25 percent but not more than 11.6125 percent above the salary schedule established for a classification in Section 6.28.050 and any applicable monthly bonus which is established in this Title 6 as a designated percentage on the level percentage conversion table.

...

H. Not a Base Rate. Manpower shortage ranges approved pursuant to this section do not constitute a base rate.

SECTION xx. Section 6.10.070 (Special Case Rates – Additional compensation for supervisors) is hereby amended to read as follows:

6.10.070 Additional compensation for supervisors.

A. Conditions. Upon authorization by the chief ~~administrative~~ executive officer, an employee required to supervise other employees as part of his regular duties shall receive compensation at a rate of \$1.00 per month more than the base rate, or rate set pursuant to Section 6.10.050 or 6.10.060 of this title, whichever is highest, of his highest-paid subordinate, provided that all the following conditions have been met:

1. Both the department head and the chief ~~administrative~~ executive officer find that the supervisor is qualified to exercise, and is in fact satisfactorily exercising, for a substantial portion of his time. ~~Both both~~ both administrative and technical supervision over the subordinate;

2. The organization is a permanent one approved by the chief ~~administrative~~ executive officer;

3. Both the supervisor and subordinate have been appointed to full-time, permanent positions; and

4. The classification of both the supervisor and subordinate is appropriate to the organization and to their duties and responsibilities.

...

SECTION xx. Section 6.10.073 (Special Case Rates – Assignment of additional responsibilities) is hereby amended to read as follows:

6.10.073 Assignment of additional responsibilities.

A. 1. _____ Notwithstanding any other provision of this Title 6, any person who is compensated pursuant to Part 3 of Chapter 6.08, and who is a county officer for whom the board of supervisors is the appointing authority, may, upon approval of the board of supervisors, be entitled to receive additional compensation equivalent to one, two, three, or four schedules above that provided in Chapter 6.08 for additional responsibilities which may be assigned by the board of supervisors in connection with the countywide reorganization of department management structure or a substantial reduction in the number of management positions required within a department.

2. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.10.073, subsection A.1. shall remain in effect except that such persons meeting the aforementioned requirements may be entitled receive additional compensation equivalent to 2.7846, 5.6468, 8.5887 or 11.6125 percent above that provided in Chapter 6.08.

B. 1. _____ Notwithstanding any other provision of this Title 6, any person, if designated by the department head and approved by the chief ~~administrative~~ executive officer, shall be entitled to additional compensation equivalent to one, two, three or four schedules above that provided in Section 6.28.050 for additional responsibilities which are assigned by the department head. In addition, with approval of the chief

~~administrative~~ executive officer, the department head may grant to any such person for exceptional or extraordinary performance for future service an amount not to exceed four salary schedules above the employee's current base rate annual salary; provided, however, that the total additional compensation granted during any one fiscal year to any person pursuant to this subsection B.1. shall not exceed the equivalent of four salary schedules. This sum may be payable on a monthly or annual payment schedule as determined by the department head unless otherwise determined by the chief executive officer. Such payment must occur no later than the end of the calendar year after the year in which it was granted. Any such compensation shall not constitute a base rate.

2. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, and notwithstanding any other provision of this Title 6, any person designated by the department head and approved by the chief executive officer shall be entitled to additional compensation equivalent to 2.7846, 5.6468, 8.5887 or 11.6125 percent above that provided in Section 6.28.050 for additional responsibilities which are assigned by the department head. With approval of the chief executive officer, the department head may also grant to any such person an amount not to exceed 11.6125 percent above the employee's current base rate annual salary for exceptional or extraordinary performance for future service, provided that the total additional compensation granted during any one fiscal year to any person pursuant to this subsection B.2. shall not exceed 11.6125 percent of the employee's current base rate annual salary. This sum may be payable on a monthly or

annually as determined by the department head unless otherwise determined by the chief executive officer. Such payment must occur no later than the end of the calendar year after the year in which it was granted. Any such compensation shall not constitute a base rate.

SECTION xx. Section 6.10.100 (Special Case Rates – Longevity bonus) is hereby amended to read as follows:

6.10.100 Longevity bonus.

...

B. In addition to the compensation provided for in Section 6.28.050, and pursuant to the provisions of Section 6.08.070, an eligible employee under this section shall be paid additional compensation at the following rates:

1. ~~one~~ One standard schedule higher than he would otherwise be entitled to receive upon completion of 10 years' aggregate service; two standard schedules higher than he would otherwise be entitled to receive upon completion of 15 years' aggregate service; and three standard schedules higher than he would otherwise be entitled to receive upon completion of 20 years' aggregate service.

2. Effective beginning on or after April 1, 2012 or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, 2.7846 percent higher than what the employee would otherwise be entitled to receive upon completion of 10 years' aggregate service; 5.6468 percent higher than what the employee would otherwise be entitled to receive upon completion of 15 years' aggregate service; and 8.5887 percent higher than what the employee would otherwise be entitled to receive

upon completion of 20 years' aggregate service.

...

D. The additional compensation provided by this section shall constitute a base rate.

SECTION XX. Section 6.10.105 (Special Case Rates – POST bonus) is hereby amended to read as follows:

6.10.105 POST bonus.

A. Any person who is employed in one of the following positions and who possesses a POST Certificate issued by the California Commission on Peace Officer Standardization and Training, shall be eligible to receive the compensation indicated in addition to the compensation set forth in Section 6.28.050, provided he does not elect to receive compensation pursuant to Section 6.10.100:

1. a. 20 standard salary levels for possession of a Basic POST Certificate, or 32 standard salary levels for possession of an Intermediate POST Certificate, or 44 standard salary levels for possession of an Advanced POST Certificate or Executive POST Certificate: ;

b. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, 5.1206 percent for possession of a Basic POST Certificate, or 8.3179 percent for possession of an Intermediate POST Certificate, or 11.6125 percent for possession of an Advanced POST Certificate or Executive POST Certificate.

Item No.	Title
2721	Captain
2723	Commander
2896	Captain, DA
9977	Detective, Unclassified <u>Detective (UC)</u>
9980	Detective, Unclassified <u>Detective (UC)</u>

...

3. a. One standard salary schedule for possession of an Intermediate POST Certificate, or two standard salary schedules for possession of an Advanced POST Certificate or an Executive POST Certificate;

b. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, 2.7846 percent for possession of an Intermediate POST Certificate or 5.6468 percent for possession of an Advanced POST Certificate or an Executive POST Certificate.

Item No.	Title
9994	Sheriff (UC)
9967	Executive Assistant, Sheriff (UC)
9965 <u>9966</u>	Field Deputy, Sheriff (UC)

...

C. Any person employed in a position designated in subsection A of this section, who does not qualify for the compensation set forth therein either because he has opted to receive compensation pursuant to Section 6.10.100, or he does not

possess a Basic POST Certificate, shall receive, in addition to all other compensation provided for in this Title 6, compensation at the rate set forth in subsections C1 and C2 of this section ~~providing~~ provided that, in any case where said person does not possess said Basic POST Certificate, he certifies to his department head every six months that he is actively engaged in the completion of the requisite training and education for Basic POST Certificate.

1. a. ____ 18 standard salary levels higher than the compensation otherwise provided by this code for any person employed in a position designated in subsection A1 or A3 of this section;

b. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, 4.5969 percent higher than the compensation otherwise provided by this code for any person employed in a position designated in subsection A1 or A3 of this section.

2. a. ____ 11 standard salary levels higher than the compensation otherwise provided by this code for any person employed in a position designated in subsection A2 of this section- ;

b. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, 2.7846 percent higher than the compensation otherwise provided by this code for any person employed in a position designated in subsection A2 of this section.

D. The rates established by this section constitute a base rate.

SECTION XX. Section 6.10.115 (Special Case Rates – Longevity pay – peace officers) is hereby amended to read as follows:

6.10.115 Longevity pay – peace officers.

A. Eligibility.

1. Beginning July 1, 2005, each person employed in one of the following positions shall be eligible to receive longevity pay based on years of aggregate service in accordance with the implementation schedule provided in subsection B:

Item No.	Title
2721	Captain
2723	Commander
2896	Captain, DA
9977	Detective (UC)
9980	Detective (UC)

...

B. Longevity pay based on years of aggregate service shall be implemented as follows:

1. 20 years.

a. Effective July 1, 2005, in addition to the compensation provided for in Section 6.28.050, and pursuant to the provisions in Section 6.08.070, an eligible employee under this section shall be paid additional compensation of 12 standard salary levels higher than he would otherwise be entitled to receive upon the completion of 19 years of aggregate service;

b. Effective beginning on or after April 1, 2012, or such later

date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.10.115, subsection B.1.a. shall remain in effect except that such persons meeting the aforementioned requirements shall be paid additional compensation 3.0416 percent higher than they would otherwise entitled to receive upon the completion of 19 years of aggregate service;

2. 25 years.

a. Effective January 1, 2006, in addition to the compensation provided for in Section 6.28.050, and pursuant to the provisions of Section 6.08.070, an eligible employee under this section shall be paid additional compensation of 28 standard salary levels higher than he would otherwise be entitled to receive upon the completion of 24 years of aggregate service;

b. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.10.115, subsection B.2.a shall remain in effect except that such persons meeting the aforementioned requirements shall be paid additional compensation 7.2414 percent higher than they would otherwise entitled to receive upon the completion of 24 years of aggregate service;

3. 30 years.

a. Effective July 1, 2006, in addition to the compensation provided for in Section 6.28.050, and pursuant to the provisions of Section 6.08.070, an eligible employee under this section shall be paid additional compensation of 4 standard

salary schedules, (44 standard salary levels) higher than he would otherwise be entitled to receive upon the completion of 29 years of aggregate service;

b. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.10.115, subsection B.3.a shall remain in effect except that such persons meeting the aforementioned requirements shall be paid additional compensation 11.6125 percent higher than they would otherwise entitled to receive upon the completion of 29 years of aggregate service;

4. The additional compensation provided by this section shall constitute a base rate.

SECTION xx. Section 6.10.150 (Special Case Rates – Various special rates) is hereby amended to read as follows:

6.10.150 Various special rates.

A. 1. Persons employed as Grounds Maintenance Worker I (Item No. 0352) or Grounds Maintenance Worker II (Item No. 0354) who are assigned on a regular basis to operate 76-inch mowers shall be entitled to compensation at a rate two schedules higher than that established for their respective positions in Section ~~6.28.050~~ 6.28.140 of this code, except that in the department of parks and recreation, such compensation shall be limited to a maximum of 24 employees.

2. Effective beginning on or after April 1, 2012, or such later date date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section

6.10.150, subsection A.1. shall remain in effect except that such persons meeting the aforementioned requirements shall be entitled to compensation at a rate 5.6468 percent higher than that established for their respective positions in Section 6.28.140 of this code.

...

D. 1. Notwithstanding any other provision of this Title 6, any person in the classifications below may be entitled to additional compensation of up to 22 levels (two schedules) above that provided in Section 6.28.050 for internal equity considerations, if designated by the department head and approved by the chief administrative executive officer:

Item No.	Title
2721	Captain
2723	Commander
2896	Captain, DA

The additional compensation provided for under this section may be terminated by the department head and chief administrative executive officer upon their finding that appropriate internal equity relationships exist without such additional compensation.

The rate or rates established by this subsection D.1. constitute a base rate.

2. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented and notwithstanding any other provision of this Title 6, all provisions in Section 6.10.150, subsection D.1. shall

remain in effect except that such persons meeting the aforementioned requirements may be entitled to additional compensation up to 5.6468 percent above that provided in Section 6.28.050 of this code for internal equity considerations if designated by the department head and approved by the chief executive officer:

The additional compensation provided for under this section may be terminated by the department head and chief executive officer upon their finding that appropriate internal equity relationships exist without such additional compensation. The rate or rates established by this subsection D2 constitute a base rate.

SECTION xx. Section 6.18.020 (Vacations – Definitions) is hereby amended to read as follows:

6.18.020 Definitions.

The following terms, when used in this Chapter 6.18 with initial capital letters, shall have the following meanings, unless the context clearly indicates otherwise:

...

F. “Vacation Pay Period Rate,” effective beginning on and after ~~January~~ April 1, 2012, or such later date as may be determined by the ~~Chief Administrative Officer~~ chief executive officer when the human resources management system reflecting this provision is implemented, means the maximum number of vacation leave hours and minutes an employee is entitled to each pay period apportioned according to the number of Qualifying Hours.

...

SECTION xx. Section 6.18.030 (Vacations – Limitations on vacation eligibility) is hereby amended to read as follows:

6.18.030 Limitation on vacation eligibility.

A. This Chapter 6.18 shall not apply to any person employed:

~~1.A.~~ On an hourly basis;

~~2.B.~~ For less than one-half time;

~~3.C.~~ As a county officer on an item designated as L pursuant to the provisions of subsection B of Section 6.28.020; or

~~4.D.~~ In a position listed in Section 6.28.060.

~~B. Student X-ray Technicians. Student X-ray Technicians shall be entitled to two calendar weeks' vacation per year during the two-year course. First-year students may take one week after the end of the first six months, and one week after the end of nine months. Second-year students may take one week after the end of 18 months, and one week after the end of 21 months.~~

SECTION xx. Section 6.18.040 (Vacations – Accrual of vacation leave) is hereby amended to read as follows:

6.18.040 Accrual of vacation leave.

A. Beginning with the pay period starting on March 1, 1993, each Eligible Employee shall accrue vacation on a pay-period basis. At the beginning of each succeeding pay period, an Eligible Employee shall accrue leave hours based on the employee's qualifying hours and Vacation Accrual Rate during the preceding pay period. For each qualifying hour in the preceding pay period, a fraction of an hour of vacation leave shall be earned and accrued based on the appropriate Vacation Accrual

Rate given in Table 1 below, subject to Vacation Maximum Hours limitation applied each calendar year. Effective beginning on and after ~~January~~ April 1, 2012, or such later date as may be determined by the ~~Chief Administrative Officer~~ chief executive officer when the human resources management system reflecting this provision is implemented, each Eligible Employee shall accrue vacation on a pay-period basis based on the employee's Vacation Pay Period Rate given in Table 1A below, subject to the Vacation Maximum Hours limitation applied each calendar year. Any unpaid leave not constituting Qualifying Hours in the pay period will cause a proportionate reduction in the vacation leave entitlement for that pay period.

...

C. On the anniversary of the date reflecting a change in the Vacation Years of Service as specified in Table 1, a higher accrual rate and additional hours of vacation to which the employee is entitled as a result of the employee's length of service shall be applied during the remainder of the calendar year. Effective beginning on and after ~~January~~ April 1, 2012, or such later date as may be determined by the ~~Chief Administrative Officer~~ chief executive officer when the human resources management system reflecting this provision is implemented, each employee will begin accruing the higher rate and additional hours of vacation to which the employee is entitled as a result of the employee's length of service beginning with the first day of the anniversary pay period.

Table 1
(Vacation for 40-Hour Employees)

Vacation Years of Service	Vacation Accrual Rate	Vacation Maximum Hours
Less than 4 years	.041	80
4 to less than 9 years	.060	120
9 to less than 10 years	.064	128
10 to less than 11 years	.068	136
11 to less than 12 years	.072	144
12 to less than 13 years	.076	152
13 years or more	.080	160

D. Effective beginning on and after ~~January~~ April 1, 2012, or such later date as may be determined by the ~~Chief Administrative Officer~~ chief executive officer when the human resources management system reflecting this provision is implemented, Table 1 shall be replaced in its entirety by Table 1A as follows:

Table 1A
(Vacation for 40-Hour Employees)

Vacation Years of Service	Vacation Pay Period Rate	Vacation Maximum Hours
Less than 4 years	3:35	80
4 to less than 9 years	5:14	120
9 to less than 10 years	5:35	128

Vacation Years of Service	Vacation Pay Period Rate	Vacation Maximum Hours
10 to less than 11 years	5:55	136
11 to less than 12 years	6:16	144
12 to less than 13 years	6:37	152
13 years or more	6:58	160

SECTION xx. Section 6.18.050 (Vacations – Vacation accrual for probation department camp employees on a 56-hour-week basis) is hereby amended to read as follows:

6.18.050 Vacation accrual for probation department camp employees on a 56-hour-week basis.

...

B. Effective beginning on and after ~~January~~ April 1, 2012, or such later date as may be determined by the ~~Chief Administrative Officer~~ chief executive officer when the human resources management system reflecting this provision is implemented, Table 2 shall be replaced in its entirety by Table 2A as follows:

Table 2A

Vacation Accrual for Probation 56-Hour Employees

Vacation Years of Service	Vacation Pay Period Rate	Vacation Maximum Hours
0 to less than 4 years	4:58	112
4 to less than 9 years	7:19	168

Vacation Years of Service	Vacation Pay Period Rate	Vacation Maximum Hours
9 to less than 11 years	8:22	192
11 to less than 13 years	9:24	216
13 years or more	9:45	224

SECTION xx. Section 6.18.060 (Vacations – Vacation accrual for fire department employees on a 56-hour-wwk basis) is hereby amended to read as follows:

6.18.060 Vacation accrual for fire department employees on a 56-hour-week basis.

...

B. Effective beginning on and after ~~January~~ April 1, 2012, or such later date as may be determined by the ~~Chief Administrative Officer~~ chief executive officer when the human resources management system reflecting this provision is implemented, Table 3 shall be replaced in its entirety by Table 3A as follows:

Table 3A

Vacation Accrual for Fire Department

56-Hour Employees

Vacation Years of Service	Vacation Accrual Rate	Vacation Maximum Hours
0 to less than 4 years	6:32	144
4 to less than 10 years	8:27	192
10 to less than 12 years	9:40	216
12 years or more	10:46	240

SECTION xx. Section 6.18.080 is hereby amended to read as follows:

6.18.080 Time for taking vacations.

...

F. Effective beginning on and after ~~January~~ April 1, 2012, or such later date as may be determined by the ~~Chief Administrative Officer~~ chief executive officer when the human resources management system reflecting this provision is implemented, and at the end of each calendar year thereafter, an employee shall be compensated for accumulated Current and Deferred Vacation time which, in the aggregate, is in excess of 480 hours. Such excess Current and Vacation time shall be paid at the employee's workday rate of pay in effect on the last day of the calendar year.

...

SECTION xx. Section 6.20.010 (Leave of Absence – Definitions) is hereby amended to read as follows:

6.20.010 Definitions.

The following terms, when used in this Chapter 6.20 with initial capital letters, shall have the following meanings, unless the context clearly indicates otherwise:

...

I. "Sick Leave Pay Period Rate" effective beginning on and after ~~January~~ April 1, 2012, or such later date as may be determined by the ~~Chief Administrative Officer~~ chief executive officer when the human resources management system reflecting this provision is implemented, means the maximum number of sick leave hours and minutes an employee is entitled to each pay period apportioned according to the number of Qualifying Hours.

...

SECTION xx. Section 6.20.020 (Leave of Absence – Accrual of full-pay sick leave) is hereby amended to read as follows:

6.20.020 Accrual of full-pay sick leave.

...

F. The following rules provide the accrual rates and maximum hours for the categories of employees described in the foregoing subsections B, C, and D:

Rule 1. The Sick Leave Accrual Rate is .050 for employees authorized 64 or 80 hours' sick leave per calendar year and assigned to a 40-hour workweek.

Effective beginning on and after ~~January~~ April 1, 2012, or such later date as may be determined by the ~~Chief Administrative Officer~~ chief executive officer when the human resources management system reflecting this provision is implemented, the Sick Leave Pay Period Rate shall be four hours and 21 minutes (4:21) per pay period.

Rule 2. When the workweek of an employee authorized 64 hours of sick leave per calendar year is adjusted to reflect assignment to a 56-hour workweek, the Sick Leave Maximum Hours shall be 96 hours and the Sick Leave Accrual Rate shall be .075. Effective beginning on and after ~~January~~ April 1, 2012, or such later date as may be determined by the ~~Chief Administrative Officer~~ chief executive officer when the human resources management system reflecting this provision is implemented, the Sick Leave Pay Period Rate shall be six hours and 32 minutes (6:32) per pay period.

Rule 3. The Sick Leave Accrual Rate and Sick Leave Maximum Hours of employees authorized 96 hours' sick leave per calendar year and assigned to a 40-hour workweek shall be as follows:

Sick Leave Years of Service	Sick Leave Accrual Rate	Sick Leave Maximum Hours
0 – 1	.050	80
More than 1 to 4	.050	88
More than 4	.050	96

Effective beginning on and after ~~January~~ April 1, 2012, or such later date as may be determined by the ~~Chief Administrative Officer~~ chief executive officer when the human resources management system reflecting this provision is implemented, the Sick Leave Pay Period Rate in the tabled situations above shall be four hours and 21 minutes (4:21) per pay period.

Rule 4. The Sick Leave Accrual Rate and Sick Leave Maximum Hours for employees authorized 96 hours' sick leave per calendar year whose Maximum Sick Leave Hours are adjusted to reflect assignment to a 56-hour workweek shall be:

Sick Leave Years of Service	Sick Leave Accrual Rate	Sick Leave Maximum Hours
0 – 1	.075	120
More than 1 to 4	.075	132
More than 4	.075	144

Effective beginning on and after ~~January~~ April 1, 2012, or such later date as may be determined by the ~~Chief Administrative Officer~~ chief executive officer when the human resources management system reflecting this provision is implemented, the Sick Leave Pay Period Rate in the tabled situations above shall be six hours and 32 minutes (6:32)

per pay period.

Rule 5. Any unpaid leave not constituting Qualifying Hours in the pay period will cause a proportionate reduction in the sick leave entitlement for that pay period.

...

SECTION xx. Section 6.20.030 (Leave of Absence – Full-pay sick leave special provisions) is hereby amended to read as follows:

6.20.030 Full-pay sick leave special provisions.

...

F. Full-time, permanent employees who are approved by the board may be paid for unused, full-pay sick leave pursuant to the following:

...

2. For classes approved by the board of supervisors, following each six-month eligibility period defined in the table below, an eligible employee may, at his option, be paid for up to three sick-leave days in lieu of carrying such days if the employee used no sick leave for any reason during the six-month eligibility period and if by the last calendar day of such period he had completed at least 12 months of continuous service. Such payment shall be computed on the basis of the workday rate in effect on the last calendar day of the period.

Six Month Eligibility Periods Defined

Beginning Date	Ending Date
July 1, 2003	December 31, 2003

January 1, 2004	June 30, 2004
July 1, 2004	December 31, 2004
January 1, 2005	June 30, 2005
July 1, 2005	December 31, 2005
January 1, 2006	June 30, 2006
July 1, 2006	December 31, 2006

SECTION XX. Section 6.26.015 (Salary Schedules – Level percentage conversion table) is hereby added to read as follows:

6.26.015 Level percentage conversion table.

A. The level percentage conversion table set forth in Section 6.26.040, County of Los Angeles Salary Tables, is a supplementary compensation table comprised of fixed percentages which approximate the level differentials shown in the standardized salary schedule table

B. For purposes of Title 6 of this code, a schedule is defined as a differential of 11 levels.

C. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, the fixed percentages set forth in the level percentage conversion table shall be used in conjunction with the salary tables contained in Section 6.26.040 in the following scenarios:

1. To calculate bonuses expressed prior to the April 1, 2012 human resources management system implementation as a number of schedules or levels as

stated in this Title 6; and

2. To determine step placement upon appointment to higher, equal, or lower level positions for classifications subject to the provisions of Chapter 6.08, Part 1 of this code.

...

SECTION xx. Section 6.26.040 (Salary Schedule – County of Los Angeles Salary Tables) is hereby amended to read as follows:

6.26.040 County of Los Angeles Salary Tables.

STANDARDIZED SALARY SCHEDULE TABLE								
S C H E D U L E	L E V E L	MONTHLY STEP RATES					FIRST STEP HOURLY RATE	TOP STEP ANNUAL RATE
		1	2	3	4	5		
		NOTE 2	1	2	3	4		
			NOTE 3	1	2	3		
				NOTE 4	1	2		
					NOTE 5	1		
38	A	1,170.00	1,236.00	1,306.00	1,380.00	1,458.00	6.724	17,496.00
38	B	1,173.00	1,239.18	1,309.36	1,383.55	1,461.73	6.741	17,540.76
38	C	1,176.00	1,242.36	1,312.73	1,387.09	1,465.45	6.759	17,585.40
38	D	1,179.00	1,245.55	1,316.09	1,390.64	1,469.18	6.776	17,630.16
38	E	1,182.00	1,248.73	1,319.45	1,394.18	1,472.91	6.793	17,674.92
38	F	1,185.00	1,251.91	1,322.82	1,397.73	1,476.64	6.810	17,719.68
38	G	1,188.00	1,255.09	1,326.18	1,401.27	1,480.36	6.828	17,764.32
38	H	1,191.00	1,258.27	1,329.55	1,404.82	1,484.09	6.845	17,809.08
38	J	1,194.00	1,261.45	1,332.91	1,408.36	1,487.82	6.862	17,853.84
38	K	1,197.00	1,264.64	1,336.27	1,411.91	1,491.55	6.879	17,898.60
38	L	1,200.00	1,267.82	1,339.64	1,415.45	1,495.27	6.897	17,943.24

...

132	A	15,020.00	15,857.00	16,741.00	17,674.00	18,659.00	86.322	223,908.00
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LEVEL PERCENTAGE CONVERSION TABLE

LEVEL	PERCENTAGE
1	0.002500
2	0.005006
3	0.007519
4	0.010038
5	0.012563
6	0.015094
7	0.017632
8	0.020176
9	0.022726
10	0.025283
11	0.027846
12	0.030416
13	0.032992
14	0.035574
15	0.038163
16	0.040759
17	0.043361
18	0.045969
19	0.048584
20	0.051206
21	0.053834
22	0.056468
23	0.059109
24	0.061757
25	0.064411
26	0.067072
27	0.069740
28	0.072414
29	0.075096
30	0.077783
31	0.080478
32	0.083179
33	0.085887
34	0.088602
35	0.091323
36	0.094051
37	0.096787

LEVEL	PERCENTAGE
38	0.099528
39	0.102277
40	0.105033
41	0.107796
42	0.110565
43	0.113341
44	0.116125
45	0.118915
46	0.121712
47	0.124517
48	0.127328
49	0.130146
50	0.132972
51	0.135804
52	0.138644
53	0.141490
54	0.144344
55	0.147205
56	0.150073
57	0.152948
58	0.155830
59	0.158720
60	0.161617
61	0.164521
62	0.167432
63	0.170351
64	0.173277
65	0.176210
66	0.179150
67	0.182098
68	0.185053
69	0.188016
70	0.190986
71	0.193964
72	0.196948
73	0.199941
74	0.202941
75	0.205948
76	0.208963

LEVEL	PERCENTAGE
77	0.211985
78	0.215015
79	0.218053
80	0.221098
81	0.224151
82	0.227211
83	0.230279
84	0.233355
85	0.236438
86	0.239529
87	0.242628
88	0.245735
89	0.248849
90	0.251971
91	0.255101
92	0.258239
93	0.261384
94	0.264538
95	0.267699
96	0.270868
97	0.274046
98	0.277231
99	0.280424
100	0.283625
101	0.286834
102	0.290051
103	0.293276
104	0.296509
105	0.299751
106	0.303000
107	0.306258
108	0.309523
109	0.312797
110	0.316079
111	0.319369
112	0.322668
113	0.325974
114	0.329289
115	0.332612

LEVEL	PERCENTAGE
116	0.335944
117	0.339284
118	0.342632
119	0.345989
120	0.349354
121	0.352727
122	0.356109
123	0.359499
124	0.362898
125	0.366305
126	0.369721
127	0.373145
128	0.376578
129	0.380019
130	0.383469
131	0.386928
132	0.390395
133	0.393871
134	0.397356
135	0.400849
136	0.404352
137	0.407862
138	0.411382
139	0.414911
140	0.418448
141	0.421994
142	0.425549
143	0.429113
144	0.432686
145	0.436267
146	0.439858
147	0.443458
148	0.447066
149	0.450684
150	0.454311
151	0.457946
152	0.461591
153	0.465245
154	0.468908

LEVEL	PERCENTAGE
155	0.472581
156	0.476262
157	0.479953
158	0.483653
159	0.487362
160	0.491080
161	0.494808
162	0.498545
163	0.502291
164	0.506047
165	0.509812
166	0.513587
167	0.517371
168	0.521164
169	0.524967
170	0.528779
171	0.532601
172	0.536433
173	0.540274
174	0.544125
175	0.547985
176	0.551855
177	0.555735
178	0.559624
179	0.563523
180	0.567432
181	0.571350
182	0.575279
183	0.579217
184	0.583165
185	0.587123
186	0.591091
187	0.595068
188	0.599056
189	0.603054
190	0.607061
191	0.611079
192	0.615107
193	0.619144

LEVEL	PERCENTAGE
194	0.623192
195	0.627250
196	0.631318
197	0.635397
198	0.639485
199	0.643584
200	0.647693

...

SECTION XX. Section 6.28.050-25 (Table of Classes of Positions – Notes to Sections 6.28.050) is hereby amended to read as follows

6.28.050-25 Notes to Section 6.28.050.

...

NOTE 10. Upon authorization of the chief administrative executive officer, any person in a custodian classification who is regularly assigned on a 40-hour-week basis to act as watchman in addition to his regular duties at county buildings, shall be entitled to receive compensation at a rate two schedules higher than set forth for his position in ~~Section 6.28.050 above~~ 6.28.140 of this code. Such additional compensation shall not affect the anniversary date, nor shall it affect the step advancement of any such person in his position, and such added compensation shall not be construed as an advancement of the person affected to a higher step rate. In the event that it is necessary for a custodian to act as a watchman in addition to his regular duties on other than a 40-hour-week basis, he shall be entitled to receive additional compensation at the rate of \$.10 per hour for each hour of such assigned service, provided that he serves a minimum of 16 hours per month.

Effective beginning on or after April 1, 2012, or such later date as may be

determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions described in the aforementioned paragraph shall remain in effect except that any person in a custodian classification who is regularly assigned on a 40-hour-week basis to act as watchman in addition to his regular duties at county buildings shall be entitled to receive compensation at a rate 5.6468 percent higher than that set forth for his position in Section 6.28.140 of this code. Such additional compensation shall not affect the anniversary date, nor shall it affect the step advancement of any such person in his position, and such added compensation shall not be construed as an advancement of the person affected to a higher step rate.

. . .

NOTE 18. Notwithstanding any other provision of this Title 6, when the chief ~~administrative~~ executive officer finds that an employee, except persons employed on positions classified in the Probation Series and Social Work Series, is assigned to direct or supervise on a continuing basis a minimum of five welfare recipients or poverty program enrollees on county-approved work training programs and such assignment requires the performance of additional duties involving the exercise of skills and responsibilities substantially exceeding those required in this regular classification, he may be compensated at a rate two schedules higher than that established for his classification ~~in this section~~ in Section 6.28.140 of this code. All payments made under this provision are subject to prior approval annually by the chief ~~administrative~~ executive officer, and a report of payments made shall be submitted annually to the chief ~~administrative~~ executive officer.

Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in the above paragraph shall remain in effect except that such persons meeting the aforementioned requirements may be compensated at a rate 5.6468 percent higher than that established for his classification in Section 6.28.140 of this code. All payments made under this provision are subject to prior approval annually by the chief executive officer. A report of these payments shall also be submitted annually to the chief executive officer.

...

SECTION XX. Section 6.33.020 (Alternate Public Defender – Additional information) is hereby amended to read as follows:

6.33.020 Additional information.

...

B. 1.____Persons employed in any of the following classes who are assigned by management to the Antelope Valley Area on a full-time basis and who reside more than 30 miles from the courthouse from which they work, shall be entitled to additional compensation at a rate of 22 levels (5.5%) higher than that established for their respective positions in Section 6.28.050.

Item No.	Title
9251	Deputy Public Defender III
9252	Deputy Public Defender IV
9253	Head Deputy Public Defender

If such person moves and no longer resides outside the 30 mile radius or is reassigned to another area, he/she shall no longer be eligible to receive the additional 22 levels.

2. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.33.020, subsection B.1. shall remain in effect except that those persons employed as Deputy Public Defender III (Item No. 9251) and Deputy Public Defender IV (Item No. 9252) and who meet the aforementioned requirements shall be entitled to additional compensation at a rate 5.6468 percent higher than that established for their respective classifications in Section 6.28.050. If such person moves and no longer resides outside the 30 mile radius or is reassigned to another area, he shall no longer be eligible to receive the additional stated percentage

C. Beginning October 1, 2006, persons employed on a position of Lieutenant, Public Defender (Item No. 2906) shall be eligible to receive longevity pay based on years of County service in accordance with the following implementation schedule:

1. 20 years.

a. Effective October 1, 2006, in addition to the compensation provided for in Section 6.28.050 of this Title 6, an eligible employee under this section shall be paid additional compensation of 12 standard salary levels higher than he/she would otherwise be entitled to upon the completion of 19 years of County service.

b. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources

management system reflecting this provision is implemented, an eligible employee under this section shall be paid additional compensation 3.0416 percent higher than what he would otherwise be entitled to receive pursuant to Section 6.28.050 of this Title 6 upon the completion of 19 years of County service.

2. 25 years.

a. Effective April 1, 2007, in addition to the compensation provided for in Section 6.28.050 of this Title 6, an eligible employee under this section shall be paid additional compensation for a total of 28 standard salary levels higher than he/she would otherwise be entitled to upon the completion of 24 years of County service.

b. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, an eligible employee under this section shall be paid additional total compensation 7.2414 percent higher than what he would otherwise be entitled to receive pursuant to Section 6.28.050 of this Title 6 upon the completion of 24 years of County service.

3. 30 years.

a. Effective October 1, 2007, in addition to the compensation provided for in Section 6.28.050 of this Title 6, an eligible employee under this section shall be paid additional compensation for a total of 44 standard salary levels higher than he/she would otherwise be entitled to upon the completion of 29 years of County service.

b. Effective beginning on or after April 1, 2012, or such later

date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, an eligible employee under this section shall be paid additional total compensation 11.6125 percent higher than what he would otherwise be entitled to receive pursuant to Section 6.28.050 of this Title 6 upon the completion of 29 years of County service.

4. The additional compensation provided by this section shall constitute a base rate.

SECTION XX. Section 6.40.020 (Auditor-Controller – Additional information) is hereby amended to read as follows:

6.40.020 Additional information.

A. 1. An employee who possesses a valid Certified Public Accountant license issued by the State Board of Accountancy; valid Certified Internal Auditor certificate issued by the Institute of Internal Auditors; valid Certified Information Systems Auditor certificate issued by the Information Systems Audit and Control Association shall be entitled to compensation at a rate two schedules higher than that established for the class in Section 6.28.050 of this code ~~providing~~ provided that such person is performing applicable financial, systems, or accounting functions.

2. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.50.020, subsection A.1. shall remain in effect except that such persons meeting the aforementioned requirements shall be entitled to compensation at a rate 5.6468 percent higher than that established for the classification in Section 6.28.050 of this code

provided that such person is performing applicable financial, systems, or accounting functions.

...

SECTION XX. Section 6.42.030 (Department of Beaches and Harbors – Small craft harbor commission) is hereby amended to read as follows:

6.42.030 Small craft harbor commission.

Each member of the Los Angeles County small craft harbor commission (Item No. 9430) shall be entitled to receive as compensation the sum of \$25.00 for each meeting of the commission attended by him, not to exceed 52 meetings in any one calendar year.

SECTION XX. Section 6.42.040 (Department of Beaches and Harbors – Small craft harbor design control board) is hereby amended to read as follows:

6.42.040 Small craft harbor design control board.

Each member of the small craft harbor design control board (Item No. 9431) shall be entitled to receive as compensation the sum of \$25.00 for each meeting of said board attended by him, not to exceed 20 meetings in any one calendar year.

SECTION XX. Section 6.43.010 (Board of Education) is hereby amended to read as follows:

6.43.010 Board of Education.

A. With the exception of the secretary, each member of the Board of Education (Item No. 9392) shall be entitled to receive the sum of \$150.00 for his attendance at each session of the Board of Education, or at any meeting which he is directed by the board to attend and which requires his absence from a regular board

meeting; provided, however, that the total sum paid to any such member for attendance at meetings in any one month shall not exceed \$600.00. Such compensation shall be paid monthly in the same manner and out of the same funds as the compensation of the superintendent of schools, and shall be in full payment for all services rendered.

...

SECTION XX. Section 6.44.015 (Department of the Board of Supervisors – Additional information) is hereby amended to read as follows:

6.44.015 Additional information.

Pursuant to Section 51 of the Los Angeles County Charter, the Executive Officer of the Board of Supervisors is the appointing authority for all employee positions authorized by the Board in this chapter.

A. ___ With the approval of the ~~Chief Executive Officer~~ chief executive officer, the appointing authority may designate any person whom he appoints to be paid a rate one, two, three or four schedules above that designated in Section 6.28.050 of this code for the position held while on special assignment. With approval of the ~~Chief Executive Officer~~ chief executive officer, the appointing authority may grant any person employed under this chapter for exceptional or extraordinary performance additional compensation for future service an amount not to exceed four salary schedules above the employee's current base rate annual salary; provided, however, that the total additional compensation granted during any one fiscal year to any person pursuant to this section shall not exceed the equivalent of four salary schedules. This sum may be payable if approved by the department head, in no more than two lump sum payments but not later than the end of the calendar year after the year in which it was granted.

Any such compensation shall not constitute a base rate.

B. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, the appointing authority, with the approval of the chief executive officer, may designate any person whom he appoints to be paid a rate of 2.7846, 5.6468, 8.5887, or 11.6125 percent above that designated in Section 6.28.050 of this code for the position held while on special assignment. With approval of the chief executive officer, the appointing authority may grant any person employed under this chapter for exceptional or extraordinary performance additional compensation for future service an amount not to exceed 11.6125 percent above the employee's current base rate annual salary; provided, however, that the total additional compensation granted during any one fiscal year to any person pursuant to this section shall not exceed the equivalent of 11.6125 percent of the employee's current base rate annual salary. If approved by the department head, this sum may be payable in no more than two lump sum payments but not later than the end of the calendar year after the year in which it was granted. Any such compensation shall not constitute a base rate.

SECTION XX. Section 6.44.020 (Department of the Board of Supervisors – Assessment appeals board) is hereby amended to read as follows:

6.44.020 Assessment appeals board.

A. Each member of an assessment appeals board (Item No. 9389) shall be entitled to receive as compensation the sum of \$150.00 for each half-day he or she attends a session of the board, the sum of \$225.00 for each full day he or she attends a

session of the board, and the sum of \$300.00 for each session exceeding a full day in any calendar day.

...

SECTION XX. Section 6.44.026 (Department of the Board of Supervisors – Special assessment appeals board) is hereby amended to read as follows:

6.44.026 Special assessment appeals board.

Each member of a special assessment appeals board (Item No. 9427) shall be entitled to receive as compensation the sum of \$150.00 for each day he or she attends a meeting of the board.

SECTION XX. Section 6.44.030 (Department of the Board of Supervisors – Los Angeles County arts commission—Meetings) is hereby amended to read as follows:

6.44.030 Los Angeles County arts commission--Meetings.

Each member of the Los Angeles County arts commission (Item No. 9408) shall be entitled to receive as compensation the sum of \$20.00 for each meeting of the commission attended by said person, not to exceed two meetings in any one calendar month.

SECTION XX. Section 6.44.050 (Department of the Board of Supervisors – Member, commission on judicial procedures) is hereby amended to read as follows:

6.44.050 ~~Member, commission~~ Commission on judicial procedures.

Each member of the commission on judicial procedures (Item No. 9402) shall receive as compensation:

A. The sum of \$25.00 for each meeting of the commission attended by said person, not to exceed 24 meetings per year; plus

B. Luncheon without cost to said person at every luncheon meeting attended by said person.

SECTION XX. Section 6.44.070 (Department of the Board of Supervisors – County energy commission) is hereby amended to read as follows:

6.44.070 County energy commission.

Each member and alternate member of the county energy commission (~~Items- 9404 and 9406~~ Item Nos. 9406 and 9404, respectively) shall be entitled to receive as compensation the sum of \$25.00 for each meeting of the commission attended by said person, not to exceed 10 meetings in any one calendar month.

SECTION XX. Section 6.44.090 (Department of the Board of Supervisors – Commission on disabilities) is hereby amended to read as follows:

6.44.090 Commission on disabilities.

Each member of the commission on disabilities (Item No. 9436) shall be entitled to receive as compensation the sum of \$25.00 for each meeting of the commission attended by said person, not to exceed one meeting in any one calendar month.

SECTION XX. Section 6.44.100 (Department of the Board of Supervisors – Institutional inspection commission) is hereby amended to read as follows:

6.44.100 Institutional inspection commission.

Each member of the institutional inspection commission (Item No. 9432) shall be entitled to receive as compensation the sum of \$50.00 for each meeting attended, not to exceed three meetings per week, but in no event to exceed 156 meetings per year.

SECTION XX. Section 6.44.110 (Department of the Board of Supervisors – Productivity advisory committee) is hereby amended to read as follows:

6.44.110 Productivity advisory committee.

Each member of the productivity advisory committee (Item No. 9425) shall be entitled to receive as compensation the sum of \$50.00 for each meeting attended by said person, not to exceed four meetings in any one calendar month.

SECTION XX. Section 6.44.140 (Department of the Board of Supervisors – County commission for women) is hereby amended to read as follows:

6.44.140 County commission for women--Meetings.

Each member of the Los Angeles County commission for women (Item No. 9413) shall be entitled to receive the sum of \$25.00 for each meeting attended by said person, not to exceed three meetings in any one calendar month.

SECTION XX. Section 6.44.150 (Department of the Board of Supervisors – Employee relations commission) is hereby amended to read as follows:

6.44.150 Employee relations commission--Meetings.

Each member of the Los Angeles County employee relations commission (Item No. 9411) shall be entitled to receive the following per diem compensation for meetings of the commission actually attended, not exceeding 10 meetings in any calendar month:

A. \$112.00 total compensation from all sources for each meeting of the commission held for the exclusive purpose of conducting mediation, fact-finding, or arbitration in connection with the resolution of disputes as provided in Sections 5.04.230 and 5.04.250 of this code.

B. \$225.00 for each meeting of the commission held for all other purposes.

SECTION XX. Section 6.44.160 (Department of the Board of Supervisors – Civil service commission—Meetings) is hereby amended to read as follows:

6.44.160 Civil service commission—Meetings.

A. For each day during which said person attends an official meeting of the civil service commission, each commissioner (Item No. 9399) shall be entitled to receive compensation at the rate of \$150.00 per day, not to exceed 65 days in each fiscal year.

...

SECTION XX. Section 6.44.170 (Department of the Board of Supervisors – Member, business license commission) is hereby amended to read as follows:

6.44.170 Member, ~~business~~ Business license commission.

Each member of the business license commission (Item No. 9426) shall be entitled to receive compensation at the rate of \$100.00 per day, for each day said person attends an official meeting of said commission or acts as a referee for the commission pursuant to Section 7.10.020 of this code, not to exceed 10 days per month or 61 days in any one fiscal year.

SECTION XX. Section 6.44.180 (Department of the Board of Supervisors – Fish and game commission—Meetings) is hereby amended to read as follows:

6.44.180 Fish and game commission—Meetings-.

Each member of the fish and game commission (Item No. 9415) shall receive \$25.00 per meeting for each meeting attended by said person, not to exceed \$50.00 in any one month.

SECTION XX. Section 6.44.210 (Department of the Board of Supervisors – Step pay plan for certain employees of the department of the board of supervisors) is hereby amended to read as follows:

6.44.210 Step pay plan for certain employees of the department of the board of supervisors.

The salaries of persons employed in the following classes shall be established and adjusted in accordance with Part 1 of Chapter 6.08 of this code as modified by the provisions of this section:

Board Specialist (Item No. 1098)

Head Board Specialist (Item No. 1108)

Intermediate Board Specialist (Item No. 1099)

Senior Board Specialist (Item No. 1100)

...

B. Additional Compensation--Special Assignment--Clerk to Assessment Appeals Board.

1. Any employee who is designated by the executive officer/clerk of the board of supervisors and is assigned to serve full-time as clerk to an assessment appeals board shall be entitled to receive, during the period of such full-time assignment, additional compensation of 5.5 percent or two salary schedules. Such additional compensation shall not constitute a base rate.

2. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section

6.44.210, subsection B.1. shall remain in effect except that such a person meeting the aforementioned requirements shall be entitled to receive additional compensation of 5.6468 percent during the period of such full-time assignment. Such additional compensation shall not constitute a base rate.

SECTION XX. Section 6.50.020 (Department of the Chief Executive Officer – Additional information) is hereby amended to read as follows:

6.50.020 Additional information.

A. 1. A person employed in the department of the Chief Executive Officer who possesses an appropriate Master's Degree and is designated to participate in the Management Trainee Program, may be compensated at a rate of up to 11 schedules higher than that established for his/her position in Section 6.28.050 of this code. Such compensation shall constitute a base rate.

2. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.50.020, subsection A.1. shall remain in effect except that such a person meeting the aforementioned requirements may be compensated at a rate of up to 35.2727 percent higher than that established for the respective classification in Section 6.28.050 of this code. Such compensation shall constitute a base rate.

B. 1. In addition to all other compensation provided by this code, any person employed on a full-time permanent basis to provide secretarial assistance to the Chief Executive Officer (UC) (Item No. 0868), Chief Deputy, Chief Executive Officer (UC) (Item No. 0869), or a Deputy Chief Executive Officer (UC) (Item No. 0866) may,

with the approval of the Chief Executive Officer, receive compensation at a rate up to six schedules higher than the compensation otherwise established in Section 6.28.050 of this code for the position said person holds.

2. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.50.050, subsection B.1. shall remain in effect except that such a person meeting the aforementioned requirements may receive compensation at a rate up to 17.9150 percent higher than the compensation otherwise established in Section 6.28.050 of this code for the classification said person holds.

SECTION XX. Section 6.50.025 (Department of the Chief Executive Officer – Citizens commission on real estate management) is hereby amended to read as follows:

6.50.025 Citizens commission on real estate management.

Each member of the citizens commission on real estate management (Item No. 9398) shall be entitled to receive as compensation the sum of \$50.00 for each meeting attended, not to exceed 24 meetings in any one calendar year.

SECTION XX. Section 6.53.030 (Department of Children and Family Services – Los Angeles county commission for children and families) is hereby amended to read as follows:

6.53.030 Los Angeles County commission for children and families.

Each member of the Los Angeles County commission for children and families (Item No. 9388) shall be entitled to receive as compensation the sum of \$25.00 for each

meeting of the commission attended by him, not to exceed 24 meetings in any one calendar year.

SECTION XX. Section 6.55.020 (Child Support Services Department – Additional information) is hereby amended to read as follows:

6.55.020 Additional information.

...

C. 1. Persons employed in any of the following classes who are assigned by management to the Antelope Valley Area on a full-time basis and who reside more than 30 miles from the courthouse from which they work, shall be entitled to additional compensation at a rate of 22 levels (5.5%) higher than that established for their respective positions in Section 6.28.050.

Item No.	Title
9286	Attorney III, Child Support Services
9287	Attorney IV, Child Support Services
9288	Head Attorney, Child Support Services

If such person moves and no longer resides outside the 30-mile radius or is reassigned to another area, he/she shall no longer be eligible to receive the additional 22 levels.

2. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.55.020, subsection C.1. shall remain in effect except that those persons employed as Attorney III, Child Support Services (Item No. 9286) and Attorney IV, Child Support

Services (Item No., 9287) and who meet the aforementioned requirements shall be entitled to additional compensation at a rate 5.6468 percent higher than that established for their respective classifications in Section 6.28.050. If such person moves and no longer resides outside the 30 mile radius or is reassigned to another area, he shall no longer be eligible to receive the additional stated percentage.

SECTION XX. Section 6.58.015 (Department of Community and Senior Services – Native American Indian commission) is hereby amended to read as follows:

6.58.015 Native American Indian commission.

Each member of the Native American Indian commission (Item No. 9423) shall be entitled to receive as compensation the sum of \$10.00 for each meeting of the commission attended by him, not to exceed three meetings in any calendar month.

SECTION XX. Section 6.58.020 (Department of Community and Senior Services – Commission on human relations) is hereby amended to read as follows:

6.58.020 Commission on human relations.

Each member of the commission on human relations (Item No. 9401) shall be entitled to receive as compensation the sum of \$25.00 for each meeting of the commission attended by said person, not to exceed three meetings in any one calendar month.

SECTION XX. Section 6.64.020 (County Counsel – Additional information) is hereby amended to read as follows:

6.64.020 Additional information.

A. 1. During any regular session of the State Legislature in Sacramento, whenever an employee of the County counsel's office is designated to be a Legislative

Advocate of the County, as defined in Section 5.40.070 of this code, each such employee may be compensated at a rate four schedules higher than that established for his position in Section 6.28.050 of this code, provided that:

~~1.a.~~ Such employee is in residence at Sacramento not less than 10 nights per calendar month;

~~2.b.~~ Such compensation shall be limited to three employees of the department of the County counsel in any one month; and

~~3.c.~~ The County counsel certifies that such residence was necessary on behalf of the County's legislative program.

2. Effective beginning on or after April 1, 2012 or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.64.020, subsection A.1. shall remain in effect except that such person may be compensated at a rate 11.6125 percent higher than that established for his classification in Section 6.28.050 this code.

...

C. 1. Persons employed in any of the following classes who are assigned by management to the Antelope Valley Area on a full-time basis and who reside more than 30 miles from the courthouse from which they work, shall be entitled to additional compensation at a rate of 22 levels (5.5%) higher than that established for their respective positions in Section 6.28.050.

Item No. Title

Item No.	Title
9202	Associate County Counsel
9204	Senior Associate County Counsel
9206	Deputy County Counsel
9207	Senior Deputy County Counsel

If such person moves and no longer resides outside the 30-mile radius or is reassigned to another area, he/she shall no longer be eligible to receive the additional 22 levels.

2. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.64.020, subsection C.1. shall remain in effect except that such persons meeting the aforementioned requirements shall be entitled to additional compensation at a rate 5.6468 percent higher than that established for their respective classifications in Section 6.28.050. If such person moves and no longer resides outside the 30 mile radius or is reassigned to another area, he shall no longer be eligible to receive the additional stated percentage.

D. 1. In addition to other compensation provided for in this code, any person employed on a permanent, full-time basis as Assistant County Counsel (Item No. 9208), and who is assigned the overall responsibility of managing the County Counsel Dependency Division, during the period of said assignment, shall, upon written request by the County Counsel and approval of the Chief Executive Office, be compensated 5.5 percent above that provided in this code for his or her position. Any

additional compensation provided pursuant to this subsection shall continue only as long as the employee continues to be assigned to manage the Dependency Division. The County Counsel may, at any time and with or without cause, give an employee receiving additional compensation pursuant to this subsection another assignment within County Counsel for which such additional compensation has not been authorized, and the additional compensation provided for in this code for such employee shall immediately be discontinued.

2. a. In addition to other compensation provided for in this code, any person employed on a permanent, full-time basis as Senior Deputy County Counsel (Item No. 9207), and who is assigned the overall responsibility of managing a section within the County Counsel Dependency Division, during the period of said assignment shall, upon written request by the County Counsel and approval of the Chief Executive Office, be compensated one or two salary schedules above that provided in this code for his or her position based on the size of the section that employee is assigned to manage. Any additional compensation provided pursuant to this subsection shall continue only as long as the employee continues to be assigned to manage a section within the Dependency Division. The County Counsel may, at any time and with or without cause, give an employee receiving additional compensation pursuant to this subsection another assignment within the Office of the County Counsel for which such additional compensation has not been authorized, and the additional compensation provided for in this code for such employee shall immediately be discontinued.

b. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources

management system reflecting this provision is implemented, all provisions in Section 6.64.020, subsection 2a shall remain in effect except that the additional compensation shall be 2.7846 or 5.6468 percent above that provided in this code for such position based upon the size of the Dependency Division section that the employee is assigned to manage. Any additional compensation provided pursuant to this subsection shall continue only as long as the employee continues to be assigned to manage a section within the Dependency Division.

SECTION XX. Section 6.70.020 (District Attorney – Additional information) is hereby amended to read as follows:

6.70.020 Additional information.

A. 1. Notwithstanding any other provisions of this code, persons employed on the item of Deputy District Attorney II (Item No. 9272A) and assigned to the Antelope Valley Area Office in Lancaster shall be compensated on an abbreviated salary range, the first step of which is the fifth step of the indicated salary range. When such persons cease to hold this assignment, their salary shall be adjusted to reflect that step within the salary range for Deputy District Attorney II which such persons would have earned had they been employed without respect to the provisions of this subsection.

2. a. Persons employed in any of the following classes who are assigned by management to the Antelope Valley Area on a full-time basis and who reside more than 30 miles from the courthouse from which they work, shall be entitled to additional compensation at a rate of 22 levels (5.5%) higher than that established for their respective positions in Section 6.28.050.

Item No.	Title
9273	Deputy District Attorney III
9274	Deputy District Attorney IV
9277	Head Deputy District Attorney

If such person moves and no longer resides outside the 30-mile radius or is reassigned to another area, he/she shall no longer be eligible to receive the additional 22 levels.

b. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.70.020, subsection 2.a. shall remain in effect except that persons employed as Deputy District Attorney III (Item No. 9273) and Deputy District Attorney IV (Item No. 9274) and who meet the aforementioned requirements shall be entitled to additional compensation at a rate 5.6468 percent higher than that established for their respective classifications in Section 6.28.050. If such person moves and no longer resides outside the 30 mile radius or is reassigned to another area, he shall no longer be eligible to receive the additional stated percentage.

B. Persons appointed to positions under Item No. 9980C, Detective (Unclassified) shall be employed temporarily as needed, and not permanently.

C. 1. Any person employed as a Lieutenant, DA (Item No. 2894), Captain, DA (Item No. 2896), or Supervising Investigator, DA (Item No. 2891) who is assigned in an acting capacity by his department head to fill a vacant budgeted higher-level position and who is on a promotional list for such classification from which

appointments are enjoined or stayed for any reason, shall, commencing on the thirty-first consecutive calendar day of such acting-capacity assignment, and continuing for the duration of such assignment, be compensated one standard salary schedule above that provided elsewhere in this code for his classification.

2. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resource management system reflecting this provision is implemented, all provisions in Section 6.70.020, subsection C.1. shall remain in effect except that such person meeting the aforementioned requirements shall be compensated 2.7846 percent above that provided elsewhere in this code for his classification. Compensation as noted will commence on the thirty-first consecutive calendar day of such acting-capacity assignment and will continue for the duration of such assignment.

...

E. 1. a. Any person employed in one of the following classes who possesses a valid Certified Public Accountant license or Public Accountant license issued by the state of California and who is assigned by the district attorney to perform or direct the performance of audits in accordance with generally accepted auditing standards of the United States General Accounting Office and the American Institute of Certified Public Accountants, with approval of the ~~Chief Administrative Officer~~ chief executive officer shall be entitled to compensation at a rate two schedules higher than that established for his class in Section 6.28.050 of this code:

<u>Item No.</u>	<u>Title</u>	<u>Item No.</u>
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<u>0681</u>	Investigative Auditor, DA	0681
<u>0683</u>	Supervising Investigative Auditor, DA	0683

b. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.70.020, subsection E.1.a. shall remain in effect except that such persons meeting the aforementioned requirements shall be entitled to compensation at a rate 5.6468 percent higher than that established for the respective classification in Section 6.28.050 of this code.

...

SECTION XX. Section 6.76.020 (Fire Department – Additional information) is hereby amended to read as follows:

6.76.020 Additional information.

...

E. 1. Persons assigned to act as driver to the county forester and fire warden shall be compensated at a rate two schedules higher than that established for their positions in Section 6.28.050 of this code.

2. Effective beginning on or after April 1, 2012 or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, persons assigned to act as driver to the county forester and fire warden shall be compensated at a rate 5.6468 percent higher than that established for their classifications in Section 6.28.050 of this

code.

...

L. 1. Persons, employed on a permanent or recurrent basis in the fire department who are assigned, on a regular basis, to beach and rescue boat operations in and around Catalina Island and are required, during such assignment, to reside on Catalina Island shall be entitled to compensation at a rate four schedules higher than that established for their respective positions in Section 6.28.050 or Section 6.28.140 of this code during such assignment.

2. Effective beginning on or after April 1, 2012 or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.76.020, subsection L.1. shall remain in effect except that such persons meeting the aforementioned requirements shall be entitled to compensation at a rate 11.6125 percent higher than that established for their respective positions in Section 6.28.050 or Section 6.28.140 of this code during such assignment.

...

O. 1. Beginning July 1, 2005, any person employed in one of the following positions shall, if certified as an Emergency Medical Technician -1, receive a bonus of 14 standard salary levels provided such person's performance is "Competent" or better or, in the case of persons paid in accordance with the provisions of Title 6, Chapter 6.08, Part 3 of this Code, "Met Expectations" or better:

Item No.	Title
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0208	Battalion Chief (56 Hours)
0335	Assistant Chief, Forestry Division
2932	Section Chief, Lifeguard Services, Fire
0215	Chief, Air Operations, Fire Services

2. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.76.020, subsection O.1. shall remain in effect except that such persons meeting the aforementioned requirements shall receive a bonus of 3.5574 percent.

...

Q. Command Pay.

1. Eligibility. Beginning January 1, 2006, each safety fire fighting employee employed in one of the following positions shall be eligible to receive command pay based on years of completed aggregate service in the County of Los Angeles in accordance with the implementation schedule provided in paragraph 4:

Item No.	Title
0217	Assistant Fire Chief
0219	Deputy Fire Chief, Emergency Operations (UC)
0220	Chief Deputy, Emergency Operations, Fire (UC)
0224	Chief Deputy, Business Operations, Fire (UC)
0335	Assistant Chief, Forestry Division
0336	Chief, Forestry Division

2932	Section Chief, Lifeguard Services
2934	Assistant Chief, Lifeguard Services
2935	Chief, Lifeguard Services

...

4. Command pay based on years of aggregate service shall be implemented as follows:

a. 25 years.

(1). Beginning January 1, 2006, in addition to the compensation provided for in Section 6.28.050, an eligible employee under this subsection shall receive additional compensation that is 14 levels higher in the case of persons paid in accordance with provisions provided by Chapter 6.08, Part 1 ~~of~~ or additional compensation that is 3.5 percent higher in the case of persons paid in accordance with provisions provided by Chapter 6.08, Part 3 than he would otherwise be entitled to receive upon the completion of 24 years of aggregate County service;

(2). Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.76.020, subsection Q.4.a.(1) shall remain in effect except that those persons persons paid in accordance with the provisions provided by Chapter 6.08, Part 1 of this code and who meet the aforementioned requirements shall receive additional compensation that is 3.5574 percent higher than they would otherwise be entitled to receive upon the completion of 24 years of aggregate County service.

b. 30 years.

(1). Beginning July 1, 2006, in addition to the compensation provided for in Section 6.28.050, an eligible employee under this subsection shall receive additional compensation that is 30 levels higher in the case of persons paid in accordance with provisions provided by Chapter 6.08, Part 1 or additional compensation that is 7.5 percent higher in the case of persons paid in accordance with provisions provided by Chapter 6.08, Part 3 than he would otherwise be entitled to receive upon the completion of 29 years of aggregate County service.

(2). Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.76.020, subsection Q.4.b.(1) shall remain in effect except that those persons paid in accordance with the provisions provided by Chapter 6.08, Part 1 of this code and who meet the aforementioned requirements shall receive additional compensation that is 7.7783 percent higher than they would otherwise be entitled to receive upon the completion of 29 years of aggregate County service.

...

S. Fitness for Life Pay.

...

3. a. Beginning October 1, 2006, the pay rate for a person employed in any safety lifeguard classification listed below shall be increased 12 levels for a person paid in accordance with Title 6, Chapter 6.08, Part 1 of the Code upon successful completion of the Fitness for Life Program, as approved by the board of

supervisors for represented safety lifeguard employees providing such person's performance is rated "Competent" or better; in the case of a person paid in accordance with the provisions of Title 6, Chapter 6.08, Part 3 of the Code, the pay rate shall be increased 3 percent upon successful completion of the Fitness for Life Program providing such person's performance is rated "Met Expectations" or better:

Item No.	Title
2932	Section Chief, Lifeguard Services, Fire
2934	Assistant Chief, Lifeguard Services, Fire
2935	Chief, Lifeguard Services, Fire

b. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.76.020, subsection S.3.a. shall remain in effect except that the pay rate for such persons meeting the aforementioned requirements and paid in accordance with the provisions provided by Chapter 6.08, Part 1 of this code shall be increased 3.0416 percent.

...

5. The Fitness for Life Pay provisions shall remain in effect through December 31, ~~2010~~2012. The rate or rates established by this provision do not constitute a base rate.

...

SECTION XX. Section 6.77.110 (Department of Public Health – Narcotics and

dangerous drugs commission) is hereby amended to read as follows:

6.77.110 Narcotics and dangerous drugs commission.

Each member of the narcotics and dangerous drugs commission (Item No. 9422) shall be entitled to receive as compensation the sum of \$25.00 for each meeting of the commission attended by him, not to exceed one meeting in any one calendar week.

SECTION XX. Section 6.77.120 (Department of Public Health – Public health commission) is hereby amended to read as follows:

6.77.120 Public health commission.

Each member of the Los Angeles County Public Health Commission (Item No. 9420) shall be entitled to receive as compensation the sum of \$25.00 for each day during which he attends a meeting of the commission, not to exceed two days per month.

SECTION XX. Section 6.77.130 (Department of Public Health – Solid waste facilities hearing board) is hereby amended to read as follows:

6.77.130 Solid waste facilities hearing board.

Each member of the solid waste facilities hearing board (Item No. 9493) shall be entitled to receive \$75.00 for each official meeting attended by him, not to exceed 36 meetings in any one fiscal year. All sessions conducted on the same day shall constitute a single meeting.

SECTION XX. Section 6.78.120 (Department of Health Services – Hospital commission) is hereby amended to read as follows:

6.78.120 Hospital commission.

Each member of the hospital commission (Item No. 9417) shall be entitled to receive as compensation the sum of \$25.00 for each meeting or facilities site inspection attended, not to exceed two meetings and/or site inspections in any one calendar month.

SECTION XX. Section 6.78.350 (Department of Health Services – Additional information) is hereby amended to read as follows:

6.78.350 Additional information.

...

G. 1. Upon authorization of the Chief Administrative Officer chief executive officer, any person employed in a permanent, full-time position of Licensed Vocational Nurse I (Item No. 5104) or II (Item No. 5105) who is assigned on a permanent basis to an intensive care unit shall be entitled to compensation at a rate of four levels higher than that established for said positions in Section 6.28.140 of this code.

2. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.78.350, subsection G.1. shall remain in effect except that such persons meeting the aforementioned requirements shall be entitled to compensation at a rate 1.0038 percent higher than that established for said positions in Section 6.28.140 of this code.

H. 1. a. Any person employed on a permanent, full-time basis as an Assistant Nursing Director I (Item No. 5314) who is permanently assigned to work in a recognized emergency room shall receive, in addition to other compensation provided by this code, \$50.00 per pay period for each calendar month in said assignment, or \$75.00 per pay period if such person has been certified as a mobile intensive care nurse and is permanently assigned to a recognized emergency room. If the employee is compensated on a monthly permanent 9/10 time position (Item Subs "D"), the rate shall

be in accordance with the item sub fractional amount, as defined in Section 6.28.020.

...

~~5. Upon request of the director of health services and when the Chief Administrative Officer so finds, any person holding the position of Clinic Nurse II (Item No. 5328) who is headquartered in the Antelope Valley Health Center or the Catalina Island Health Center and who is required to be on standby duty while performing public health nursing duties, shall be compensated at a rate two schedules higher than that established for this position in Section 6.28.140 in lieu of any compensation provided in Section 6.10.120, standby pay, of this code.~~

...

M. 1. Notwithstanding any of the provisions of this Title 6, effective March 1, 1999, any person employed as a Chief, Psychiatric Social Work (Item No. 9043) who has been at the top step of the range for at least one year shall be entitled to receive compensation at a rate 12 levels higher than that established for this position in Section 6.28.050 of this code.

2. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.78.350, subsection M.1. shall remain in effect except that such persons meeting the aforementioned requirements shall be entitled to receive compensation at a rate 3.0416 percent higher than that established for this classification in Section 6.28.050 of this code.

...

U. Medical Staff Credentialing— Assignment bonus.

1. a. The three persons assigned to oversee the medical staff credentialing activities at LAC+USC Medical Center (Medical Staff Coordinator— Item No. 0928), Martin Luther King, Jr. Multi-Service Ambulatory Care Center (MLK-MACC— Credentialing Specialist, Item No. 0927), and the High Desert MACC (Credentialing Specialist— Item No. 0927) shall be entitled to receive additional compensation at the rate of 22 levels (5.5%) higher than that established for their respective classifications. The rates established by this provision shall constitute a base rate and shall cease when these assignments are vacated.

b. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.78.350, subsection U.1.a. shall remain in effect except that such persons meeting the aforementioned requirements shall be entitled to receive additional compensation at a rate 5.6468 percent higher than that established for their respective classifications. The rates established by this provision shall constitute a base rate and shall cease when these assignments are vacated.

2. a. The person employed as a Credentialing Specialist (Item No. 0927) and assigned to serve on a permanent basis as the lead assistant to the Medical Staff Coordinator (Item No. 0928) at LAC+USC Medical Center shall be entitled to receive additional compensation at the rate of 22 levels (5.5%) higher than that established for this classification. The rate established by this provision shall constitute a base rate and shall cease when this assignment is vacated.

b. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.78.350, subsection U.2.a. shall remain in effect except that such person meeting the aforementioned requirements shall be entitled to receive additional compensation at a rate 5.6468 percent higher than that established for the Credentialing Specialist (Item No. 0927). The rate established by this provision shall constitute a base rate and shall cease when this assignment is vacated.

SECTION XX. Section 6.81.020 (Internal Services Department – Additional information) is hereby amended to read as follows:

6.81.020 Additional information.

A. Any person employed as a Custodian (Item No. 6774) in the Internal Services Department who is assigned on a regular basis to instruct, observe, or direct the work of inmate trustees shall be entitled to compensation at a rate two schedules higher than that established for his position in Section 6.28.140, subject to approval of the ~~Chief Administrative Officer~~ chief executive officer.

B. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions of Section 6.81.020A shall remain in effect except that such persons shall be entitled to compensation at a rate 5.6468 percent higher than that established for the position in Section 6.28.140 of this code, subject to the approval of the chief executive officer.

SECTION XX. Section 6.88.020 (Department of Military and Veterans Affairs – Veterans’ advisory commission) is hereby amended to read as follows:

6.88.020 Veterans’ advisory commission.

Each member of the veterans’ advisory commission (Item No. 9434) shall receive as compensation the sum of \$25.00 for each meeting of the commission attended by him, not to exceed 14 meetings per year.

SECTION XX. Section 6.92.020 (Department of Museum of Natural History - Additional information) is hereby amended to read as follows:

6.92.020 Additional information.

A. Upon request of the department head and authorization by the ~~Chief Administrative Officer~~ chief executive officer, any person employed in the department of Museum of Natural History as a Curator, Natural History (Item No. 8463) who is assigned to perform the duties of an assistant division chief shall be compensated at a rate two schedules higher than that established for his position in Section 6.28.050 of this code. All payments made under this provision are subject to prior approval annually by the ~~Chief Administrative Officer~~, chief executive officer and a report of payments made shall be submitted annually to the ~~Chief Administrative Officer~~ chief executive officer.

B. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.92.020A shall remain in effect except that such person meeting the aforementioned requirements shall be compensated at a rate 5.6468 percent higher than that established for his

classification in Section 6.28.050 of this code.

SECTION XX. Section 6.94.020 (Department of Parks and Recreation – Additional information) is hereby amended to read as follows:

6.94.020 Additional information.

A. 1.____Persons employed in the department of parks and recreation who are assigned on a permanent basis to the Santa Catalina Island Open Space Easement to provide recreation, maintenance and security services and are required during such assignment to reside on Catalina Island shall be entitled to compensation at a rate four schedules higher than that established for their respective positions in Section 6.28.050 or Section 6.28.140 of this code during such assignment.

2. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.94.020, subsection A.1 shall remain in effect except that such persons meeting the aforementioned requirements shall be entitled to compensation at a rate 11.6125 percent higher than that established for their respective positions in Section 6.28.050 or Section 6.28.140 of this code during such assignment.

B. 1.____A maximum of 13 persons employed as Supervising Lake Lifeguard, Parks and Recreation (Item No. 2950) or Senior Lake Lifeguard, Parks and Recreation (Item No. 2949) who are regularly assigned on a permanent basis to an underwater recovery team and actively engaged in diving operations at Castaic Lake, Santa Fe Dam, or Bonelli Reservoir, which includes search and recovery, salvage, and underwater maintenance, shall be entitled to compensation at a rate two schedules

higher than that established for their position in Section ~~6.28.050~~ 6.28.140 of this code.

2. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.94.020, subsection B.1 shall remain in effect except that such persons meeting the aforementioned requirements shall be entitled to compensation at a rate 5.6468 percent higher than that established for their positions in Section 6.28.140 of this code.

C. 1. Any person employed as a Lake Aquatics Manager (Item No. 2959) or as a Chief Lake Lifeguard (Item No. 2960) who is certified as an Emergency Medical Technician I or Emergency Medical Technician-P shall be compensated at a rate 14 standard salary levels higher than that established for said position in Section 6.28.050 of this code provided such person's performance is "Competent" or better. The rate or rates established by this provision shall constitute a base rate.

2. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.94.020, subsection C.1. shall remain in effect except that such persons meeting the aforementioned requirements shall be compensated at a rate 3.5574 percent higher than that established for said classification in Section 6.28.050 of this code. The rate or rates established by this provision shall constitute a base rate.

...

F. Command Pay.

1. Eligibility. Beginning January 1, 2006, each safety lifeguard employee employed as a Lake Aquatics Manager (Item No. 2959) or Chief Lake Lifeguard (Item No. 2960) shall be eligible to receive command pay for years of completed aggregate service in the County of Los Angeles, in accordance with the implementation schedule provided in paragraph 4;

...

4. Command pay based on years of aggregate service shall be implemented as follows:

a. 25 years.

(1) Beginning January 1, 2006, in addition to the compensation provided for in Section 6.28.050, an eligible employee under this subsection shall receive additional compensation that is 14 levels higher than he would otherwise be entitled to receive upon the completion of 24 years of aggregate County service;

(2) Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.92.040, subsection F.4.a.(1) shall remain in effect except that such persons meeting the aforementioned requirements shall receive additional compensation that is 3.5574 percent higher than they would otherwise be entitled to receive upon the completion of 24 years of aggregate County service.

b. 30 years.

(1) Beginning July 1, 2006, in addition to the compensation provided for in Section 6.28.050, an eligible employee under this subsection shall receive additional compensation that is 30 levels higher than he would otherwise be entitled to receive upon the completion of 29 years of aggregate County service;

(2) Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.94.020, subsection F.4.b.(1) shall remain in effect except that such persons meeting the aforementioned requirements shall receive additional compensation that is 7.7783 percent higher than they would otherwise be entitled to receive upon the completion of 29 years of aggregate County service.

...

G. Fitness for Life Pay.

1. a. Beginning October 1, 2006, the pay rate for a person employed in a safety lifeguard classification listed below, shall be increased 12 levels upon successful completion of the Fitness for Life Program as approved by the Board of Supervisors for represented safety lifeguard employees, provided such person's performance is rated "Competent" or higher.

Item No.	Title
2959	Lake Aquatics Manager
2960	Chief Lake Lifeguard

b. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.94.020, subsection G.1.a. shall remain in effect except that the pay rate for such persons meeting the aforementioned requirements shall be increased 3.0416 percent.

...

3. The Fitness for Life Pay provisions shall remain in effect through December 31, ~~2010~~ 2012. The rate or rates established by this provision do not constitute a base rate.

SECTION XX. Section 6.104.020 (Public Defender – Additional information) is hereby amended to read as follows:

6.104.020 Additional information.

...

B. 1. Persons employed in any of the following classes who are assigned by management to the Antelope Valley Area on a full-time basis and who reside more than 30 miles from the courthouse from which they work, shall be entitled to additional compensation at a rate of 22 levels (5.5%) higher than that established for their respective positions in Section 6.28.050.

Item No.	Title
9251	Deputy Public Defender III
9252	Deputy Public Defender IV
9253	Head Deputy Public Defender

If such person moves and no longer resides outside the 30 mile radius or is reassigned to another area, he/she shall no longer be eligible to receive the additional 22 levels.

2. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.104.020, subsection B.1. shall remain in effect except that those persons employed as Deputy Public Defender III (Item No. 9250) and Deputy Public Defender IV (Item No. 9252) and who meet the aforementioned requirements shall be entitled to additional compensation at a rate 5.6468 percent higher than that established for their respective positions in Section 6.28.050 of this code. If such person moves and no longer resides outside the 30 mile radius or is reassigned to another area, he shall no longer be eligible to receive the additional stated percentage.

C. Beginning October 1, 2006, persons employed on a position of Lieutenant, Public Defender, (Item No. 2906) shall be eligible to receive longevity pay based on years of County service in accordance with the following implementation schedule:

1. 20 years.

a. Effective October 1, 2006, in addition to the compensation provided for in Section 6.28.050 of this Title 6, an eligible employee under this section shall be paid additional compensation of 12 standard salary levels higher than he/she would otherwise be entitled to upon the completion of 19 years of County service.

b. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section

6.104.020, subsection C.1.a. shall remain in effect except that such persons meeting the aforementioned requirements shall be paid additional compensation 3.0416 percent higher than what they would otherwise be entitled to receive upon the completion of 19 years of County service.

2. 25 years.

a. ____ Effective April 1, 2007, in addition to the compensation provided for in Section 6.28.050 of this Title 6, an eligible employee under this section shall be paid additional compensation for a total of 28 standard salary levels higher than he/she would otherwise be entitled to upon the completion of 24 years of County service.

b. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.104.020, subsection C.2.a. shall remain in effect except that such persons meeting the aforementioned requirements shall be paid additional compensation for a total of 7.2414 percent higher than what they would otherwise be entitled to receive upon the completion of 24 years of County service.

3. 30 years.

a. ____ Effective October 1, 2007, in addition to the compensation provided for in Section 6.28.050 of this Title 6, an eligible employee under this section shall be paid additional compensation for a total of 44 standard salary levels higher than he/she would otherwise be entitled to upon the completion of 29 years of County service.

b. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.104.020 shall remain in effect except that such persons meeting the aforementioned requirements shall be paid additional compensation for a total of 11.6125 percent higher than what they would otherwise be entitled to receive upon the completion of 29 years of County service.

4. The additional compensation provided by this section shall constitute a base rate.

SECTION XX. Section 6.106.020 (Public Library – Additional information) is hereby amended to read as follows:

6.106.020 Additional information.

A. Any person employed in the Public Library who performs professional librarian work on a Bookmobile and also drives such vehicle shall be entitled to receive compensation at a rate of two schedules above that provided by Section 6.28.140 of this code.

B. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, any person employed in the Public Library who performs professional librarian work on a Bookmobile and also drives such vehicle shall be entitled to receive compensation at a rate 5.6468 percent above that provided by Section 6.28.140 of this code.

SECTION xx. Section 6.108.020 (Department of Public Social Services – Additional information) is hereby amended to read as follows:

6.108.020 Additional information.

...

D. 1. _____ Whenever a person employed on a position of Human Services Administrator III (Item No. 8023) is assigned as the department's Welfare Legislation Consultant in Washington, D.C., such person shall be compensated at a rate four schedules higher than that established for such position in Section 6.28.050 of this code.

2. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.108.020, subsection D.1. shall remain in effect except that such person meeting the aforementioned requirements shall be compensated at a rate 11.6125 percent higher than that established for his classification in Section 6.28.050 of this code.

E. 1. With the approval of the ~~Chief Administrative Officer~~ chief executive officer, whenever a person employed as an Assistant Director of Public Social Services (UC) (Item No. 8013) is designated by the director of public social services to regularly perform special assignments on behalf of the director, such employee shall be entitled to compensation during the period of such assignment at a rate two schedules higher than that established for his position in Section 6.28.050 of this code.

2. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources

management system reflecting this provision is implemented, all provisions in Section 6.108.020, subsection E.1. shall remain in effect except that such person meeting the aforementioned requirements shall be entitled to compensation during the period of such assignment at a rate 5.6468 percent higher than that established for his position in Section 6.28.050 of this code.

SECTION XX. Section 6.108.030 (Department of Public Social Services – Member, commission for public social services) is hereby amended to read as follows:

6.108.030 ~~Member, commission~~ Commission for public social services.

Each member of the commission for public social services (Item No. 9421) shall be entitled to receive as compensation the sum of \$25.00 per month, provided each member attends at least one meeting of the commission per month.

SECTION XX. Section 6.109.020 (Department of Public Works – Additional information) is hereby amended to read as follows:

6.109.020 Additional information.

...

J. Assignment bonuses.

1. a. Notwithstanding any other provision of this code, persons assigned to the Waterworks and Sewer Maintenance Division in the classes of Assistant Electro-Mechanic (Item No. 6490), Electro-Mechanic (Item No. 6492), Electro-Mechanic Working Supervisor (Item No. 6495), Electro-Mechanic Supervisor (Item No. 6498), Helper, Electrical (Item No. 6349), Public Works Laborer (Item No. 5922), Public Works Maintenance Worker (Item No. 5923), or Public Works Crew Leader (Item No. 5924) who are engaged on a permanent full-time basis in sewer maintenance duties shall be

compensated at a rate two salary schedules higher than that otherwise provided for in Section 6.28.140 of this code. Such rate or rates shall constitute a base rate.

b. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.109.020, subsection J.1.a. shall remain in effect except that such persons meeting the aforementioned requirements shall be compensated at a rate 5.6468 percent higher than that otherwise provided for in Section 6.28.140 of this code. Such rate or rates shall constitute a base rate.

2. a. Notwithstanding any other provision of this code, persons employed in classes listed under subsection 1a. of this section who are assigned to a crew engaged in the inspection, repair and maintenance of underground storm drains shall, for each pay period such employee is primarily engaged in such duties, as determined by management, be compensated at a salary two schedules higher than that salary otherwise provided for in Section 6.28.140 of this code. Compensation under this subsection 2a. shall not be established or paid for any period less than thirteen consecutive calendar days and shall not constitute a base rate.

b. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.109.020, subsection J.2.a. shall remain in effect except that such persons meeting the aforementioned requirements shall be compensated at a rate 5.6468 percent higher than that salary otherwise provided for in Section 6.28.140 of this code. Compensation

under this subsection 2.b. shall not be established or paid for any period less than thirteen consecutive calendar days and shall not constitute a base rate.

K. License bonuses.

1. a. Notwithstanding any other provision of this code, persons assigned to the Land Development or Survey/Mapping and Property Division, in the classes of Principal Engineer (Item No. 3438) who holds a valid California license as a land surveyor and registration as a civil engineer and who is assigned to duties requiring the direction and review of work requiring the knowledge and skill which are both certified and characterized by licensure as a land surveyor shall be compensated at a rate two salary schedules higher than that provided in Section 6.28.050 of this code. Such rate or rates shall constitute a base rate.

b. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.109.020, subsection K.1.a. shall remain in effect except that such persons meeting the aforementioned requirements shall be compensated at a rate 5.6468 percent higher than that provided in Section 6.28.050 of this code. Such rate or rates shall constitute a base rate.

2. a. Notwithstanding any other provision of this code, persons assigned to the Traffic and Lighting Division in the classes of Principal Engineer (Item No. 3438) who holds a valid license as a registered traffic engineer and registration as a civil engineer and who is assigned to duties requiring the direction and review of work requiring the knowledge and skill which are both certified and characterized by licensure

as a registered traffic engineer shall be compensated at a rate one salary schedule higher than that provided in Section 6.28.050 of this code. Such rate or rates shall constitute a base rate.

b. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.109.020, subsection K.2.a. shall remain in effect except that such persons meeting the aforementioned requirements shall be compensated at a rate 2.7846 percent higher than that provided in Section 6.28.050 of this code. Such rate or rates shall constitute a base rate.

SECTION XX. Section 6.109.030 (Department of Public Works – Building rehabilitation appeals board) is hereby amended to read as follows:

6.109.030 Building rehabilitation appeals board.

For each day during which he/she attends an official meeting of the building rehabilitation appeals board, each member (Item No. 9429) thereof shall be entitled to receive compensation at the rate of \$75.00 per day for each official meeting attended, not to exceed 10 meetings in any calendar month or 36 meetings in any one fiscal year.

SECTION XX. Section 6.109.040 (Department of Public Works – Engineering geology and soils review and appeals board) is hereby amended to read as follows:

6.109.040 Engineering geology and soils review and appeals board.

For each day during which he/she attends an official meeting of the engineering geology and soils review and appeals board, each member (Item No. 9412) thereof

shall be entitled to receive compensation at the rate of \$25.00 per day, not to exceed 36 days in any one fiscal year.

SECTION XX. Section 6.109.050 (Department of Public Works – Water appeals board) is hereby amended to read as follows:

6.109.050 Water appeals board.

Each member of the water appeals board (Item No. 9433) shall be entitled to the sum of \$25.00 for each official meeting attended, not to exceed four meetings in any one calendar month.

SECTION XX. Section 6.109.060 (Department of Public Works – Solid waste management committee) is hereby amended to read as follows:

6.109.060 Solid waste management committee.

Each member of the solid waste management committee (Item No. 9394), except ex officio members, shall be entitled to the sum of \$25.00 for each official meeting attended, not to exceed one meeting in any one calendar month.

SECTION XX. Section 6.109.070 (Department of Public Works – Highway safety commission) is hereby amended to read as follows:

6.109.070 Highway safety commission.

Each member of the Los Angeles County highway safety commission (Item No. 9418) shall be entitled to receive as compensation the sum of \$25.00 for each meeting of the Los Angeles County Highway safety commission attended, not to exceed four meetings per month.

SECTION XX. Section 6.109.080 (Department of Public Works – Aviation commission—Compensation) is hereby amended to read as follows:

6.109.080 Aviation commission—Compensation.

Each member of the Los Angeles County aviation commission (Item No. 9330) shall be entitled to receive as compensation the sum of \$25.00 for each meeting of the commission attended, not to exceed 15 meetings per year.

SECTION XX. Section 6.109.105 (Department of Public Works – Accessibility appeals board) is hereby amended to read as follows:

6.109.105 Accessibility appeals board.

Each appointed member of the accessibility appeals board (Item No. 9453) shall be entitled to receive \$75.00 for each official meeting attended by him/her, not to exceed 36 meetings in any one fiscal year.

SECTION XX. Section 6.112.020 (Department of Regional Planning – Member, regional planning commission) is hereby amended to read as follows:

6.112.020 Member, regional Regional planning commission.

Each member of the regional planning commission (Item No. 9428) shall be entitled to receive compensation at the rate of \$150.00 per day, for each day he:

A. Attends a meeting or a field trip of the commission, not to exceed 15 meetings and field trips per calendar month.

...

SECTION XX. Section 6.112.030 (Department of Regional Planning - Certification Bonus) is hereby amended to read as follows:

6.112.030 Certification Bonus.

A. Effective December 1, 2007, any person who is employed on a permanent, full-time position designated as “A” Monthly Permanent who possesses a current American Institute of Certified Planners (AICP) Certification issued by the American Institute of Certified Planners will receive a bonus of eleven (11) standard salary levels (approximately 2.75%) or 2.75% for Management Appraisal and Performance Plan (MAPP) participants. This provision shall apply to only those persons who have received a current performance evaluation of “Competent” or “Met Expectations” or better. Any such compensation shall not constitute a base rate.

B. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.112.030, subsection A shall remain in effect except that such persons compensated pursuant to Chapter 6.08, Part 1 of this Title 6 and who meet the aforementioned requirements will receive a bonus of 2.7846 percent. Any such compensation shall not constitute a base rate.

SECTION XX. Section 6.114.030 (Registrar-Recorder/County Clerk – County election commission) is hereby amended to read as follows:

6.114.030 County election commission.

Each member of the County election commission (Item No. 9409) shall be entitled to receive as compensation the sum of \$25.00 for each meeting of the

commission attended not to exceed 10 meetings per month, but in no event to exceed 14 meetings in any one fiscal year.

SECTION XX. Section 6.120.020 (Sheriff – Additional Information) is hereby amended to read as follows:

6.120.020 Additional information.

A. 1. No person shall be employed under Item 9309 (Deputy Sheriff, NC) in the sheriff's department unless and until the Sheriff has issued a proclamation that an emergency exists and that the employment of persons under said item is necessary for the preservation of the peace or life and property.

...

3. a. Any person employed under Item 9309 (Deputy Sheriff, NC) shall be eligible for additional compensation of 26 standard salary levels for possession of a Basic POST Certificate, or 38 standard salary levels for possession of an Intermediate POST Certificate, or 50 standard salary levels for possession of an Advanced POST Certificate or Management POST Certificate.

b. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, any person employed under Item 9309 (Deputy Sheriff, NC) shall be eligible for additional compensation of 6.7072 percent for possession of a Basic POST Certificate, or 9.9528 percent for possession of an Intermediate POST Certificate, or 13.2972 percent for possession of an Advanced POST Certificate or Management POST Certificate.

...

B. 1. a. In any case where the ~~Chief Administrative Officer~~ chief executive officer finds, upon investigation, that sworn personnel who are employed in the sheriff's department are assigned to the aero detail as helicopter pilots on a permanent, full-time basis and as a part of their duties, are required to fly on a regular basis, they shall be entitled to receive compensation in addition to that provided for their ~~items~~ classifications in Section 6.28.050 or under Section 6.28.140 of this code as follows:

Item No.	Title
2708	Deputy Sheriff--Bonus II Compensation and two schedules
2717	Sergeant--Six Schedules
2719	Lieutenant--Four Schedules
2721	Captain--Four Schedules

b. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.120.020, subsection B.1.a. shall remain in effect except that such persons meeting the aforementioned requirements shall be entitled to to receive compensation in addition to that provided for their classifications in Section 6.28.050 or under Section 6.28.140 of this code as follows:

<u>Item No.</u>	<u>Title</u>
<u>2708</u>	<u>Deputy Sheriff--Bonus II Compensation and 5.6468 percent</u>
<u>2717</u>	<u>Sergeant—17.9150 percent</u>

<u>Item No.</u>	<u>Title</u>
<u>2719</u>	<u>Lieutenant—11.6125 percent</u>
<u>2721</u>	<u>Captain—11.6125 percent</u>

2. a. _____ Persons employed on the items of Deputy Sheriff (Item No. 2708) or Sergeant (Item No. 2717), shall be entitled to compensation at a rate two schedules higher than that established for their positions in Section 6.28.140 of this code when they have successfully completed special training and are assigned on a full-time, permanent basis to aerial patrol observer duty.

b. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.120.020, subsection B.2.a. shall remain in effect except that such persons meeting the aforementioned requirements shall be entitled to compensation at a rate 5.6468 percent higher than that established for their positions in Section 6.28.140 of this code.

3. a. _____ Persons employed in the sheriff's department who are assigned to work on a permanent basis on Catalina Island and are required during such assignment to reside on Catalina Island, shall be entitled to compensation at a rate four schedules higher than that established for their respective positions in Section 6.28.140 of this code provided that any such employee who is offered and accepts housing in a residence provided by the county at no cost to the employee shall not be entitled to the compensation provided by this subsection ~~B3~~ B.3.a..

b. Effective beginning on or after April 1, 2012, or such later

date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.120.020, subsection B.3.a. shall remain in effect except that such persons meeting the aforementioned requirements shall be entitled to compensation at a rate 11.6125 percent higher than that established for their respective positions in Section 6.28.140 of this code. Furthermore, such employee who is offered and accepts housing in a residence provided by the county at no cost to the employee shall not be entitled to the compensation provided by this subsection B.3.b.

4. a. _____ Persons employed on items of Deputy Sheriff (Item No. 2708A), Sergeant (Item No. 2717A), or Lieutenant (Item No. 2719A), shall be entitled to compensation at a rate two schedules higher than that established for their positions in Section 6.28.140 of this code when regularly assigned on a permanent basis to the emergency services detail or to the marine unit underwater recovery team and actively engaged in diving operations.

b. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.120.020, subsection B.4.a shall remain in effect except that such persons meeting the aforementioned requirements shall be entitled to compensation at a rate 5.6468 percent higher than that established for their positions in Section 6.28.140 of this code.

5. a. _____ Persons employed on the items of Deputy Sheriff (Item No. 2708), Sergeant (Item No. 2717), or Lieutenant (Item No. 2719), shall be entitled to compensation at a rate four schedules higher than that established for their positions in

Section 6.28.140 of this code when they have successfully completed special training and are assigned on a full-time, permanent basis to explosives detail duty.

b. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.120.020, subsection B.5.a. shall remain in effect except that such persons meeting the aforementioned requirements shall be entitled to compensation at a rate 11.6125 percent higher than that established for their positions in Section 6.28.140 of this code.

...

C. 1. Notwithstanding any other provision of this code, any person initially employed in a position of Deputy Sheriff (Item No. 2708) who has at least two years of active law enforcement experience in a Post-Certified California police agency shall be compensated upon appointment at the first step of the salary range. Persons so employed with four or more years of such qualifying experience shall be compensated upon appointment at the second step of the salary range. The rate or rates established by these provisions constitute a base rate.

...

3. A person employed as a Deputy Sheriff (Item No. 2708) who is assigned to a position which has been designated by the sheriff and the ~~Chief-Administrative Officer~~ chief executive officer as a bonus-level position shall be entitled to compensation as follows:

a. (1) Persons assigned to a Bonus Level I position shall be entitled to additional compensation at a rate two schedules higher than that established

for his class in Section 6.28.140 of this code, or the number of schedules to which he is entitled pursuant to subsection C3b below if he has been reassigned from a Bonus Level II position, whichever is greater. Upon reassignment from a Bonus Level I position, additional compensation provided by this subsection ~~C3a~~ C.3.a.(1) shall be discontinued.

(2) Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, persons assigned to a Bonus Level I position shall be entitled to additional compensation at a rate 5.6468 percent higher than that established for the position in Section 6.28.140 of this code, or the additional percentage rate pursuant to subsection C.3.b.(2) below if reassigned from a Bonus Level II position, whichever is greater. Upon reassignment from a Bonus Level I position, additional compensation provided by this subsection C.3.a.(2) shall be discontinued.

b. (1) Persons assigned to a Bonus Level II position shall be entitled to additional compensation at a rate four salary schedules higher than that established for the class of Deputy Sheriff (Item No. 2708) in Section 6.28.140 of this code. Two additional standard salary schedules shall be granted for each continuous year of satisfactory performance on the Bonus Level II position, except that in no case shall the total compensation provided by this subsection C exceed the fifth step rate of the class of Sergeant (Item No. 2717), as provided in Section 6.28.140 of this code. Upon reassignment from a Bonus Level II position, any additional compensation provided by this subsection ~~C3b~~ C.3.b.(1) shall be reduced in the same manner and

order in which it was increased until the appropriate salary for the assignment is reached.

(2) Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, persons assigned to a Bonus Level II position shall be entitled to additional compensation at a rate 11.6125 percent higher than that established for the class of Deputy Sheriff (Item No. 2708) in Section 6.28.140 of this code. An additional 5.6468 percent shall be granted for each continuous year of satisfactory performance on the Bonus Level II position, except that in no case shall the total compensation provided by this subsection C exceed the fifth step rate of the class of Sergeant (Item No. 2717) as provided in Section 6.28.140 of this code. Upon reassignment from a Bonus Level II position, any additional compensation provided by this subsection C.3.b.(2) shall be reduced in the same manner and order in which it was increased until the appropriate salary for the assignment is reached.

c. The rate or rates established by this provision constitute a base rate.

...

E. 1. Any person employed as a Sergeant (Item No. 2717) who is assigned to a work unit designated by the board and regularly assigned to supervise or work with a Deputy Sheriff (Item No. 2708) who is in a Bonus Level II position, shall receive a supervisory/skill bonus equivalent to one standard salary schedule, unless said Sergeant's compensation already exceeds that of said Deputy Sheriff by more than

one standard salary schedule. The rate or rates established by this provision constitute a base rate.

2. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, any person employed as a Sergeant (Item No. 2717) who is assigned to a work unit designated by the board and regularly assigned to supervise or work with a Deputy Sheriff (Item No. 2708) who is in a Bonus Level II position, shall receive a supervisory/skill bonus equivalent to 2.7846 percent, unless said Sergeant's compensation already exceeds that of said Deputy Sheriff by more than 2.7846 percent. The rate or rates established by this provision constitute a base rate.

F. 1. Any person employed as a Sergeant (Item No. 2717), Lieutenant (Item No. 2719), Captain (Item No. 2721), or Commander (Item No. 2723), who is assigned in an acting capacity by his department head to fill a vacant, budgeted higher-level position, and who is on a promotional list for such classification from which appointments are enjoined or stayed for any reason shall, commencing on the thirty-first consecutive calendar day of such acting-capacity assignment and continuing for the duration of such assignment, be compensated one standard salary schedule above that provided elsewhere in this code or as provided under Section 6.28.140 for his classification.

2. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section

6.120.020, subsection F.1 shall remain in effect except that such persons meeting the
aforementioned requirements shall be compensated 2.7846 percent above that
provided elsewhere in this code or as provided under Section 6.28.140 for the
aforementioned positions. Such compensation shall commence on the thirty-first
consecutive calendar day of such acting capacity assignment and continue for the
duration of such assignment.

...

N. Effective March 1, 2006, persons employed on the item of Deputy Sheriff (Item No. 2708) who are assigned to a Patrol Station as a Bonus Level I, Field Training Officer shall be entitled to additional compensation as follows:

1. a. Upon completion of 12 months as an active Field Training Officer, such persons shall be entitled to additional compensation at a rate two schedules higher than that otherwise approved by the Board of Supervisors for such assignment;

b. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.120.020, subsection N.1.a. shall remain in effect except that such persons meeting the aforementioned requirements shall be entitled to additional compensation at a rate 5.6468 percent higher than that otherwise approved by the Board of Supervisors for such assignment;

2. a. Upon appointment to a Master Field Training Officer assignment, such persons shall be entitled to additional compensation at a rate two

schedules higher than that provided in subsection N. 1. a. above;

b. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.120.020, subsection N.2.a. shall remain in effect except that such persons meeting the aforementioned requirements shall be entitled to additional compensation at a rate 5.6468 percent higher than that provided in subsection N.1.b. above;

3. a. Upon completion of 12 months as on an active Master Field Training Officer assignment, such persons shall be entitled to additional compensation at a rate two schedules higher than that provided in subsection N. 2. a. above;

b. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.120.020, subsection N.3.a. shall remain in effect except that such persons meeting the aforementioned requirements shall be entitled to additional compensation at a rate 5.6468 percent higher than that provided in subsection N.2.b. above;

4. The additional compensation provided by this subsection N shall cease in accordance with Section 6.28.140 of this Code.

SECTION XX. Section 6.127.030 (Los Angeles County Employees Retirement Association – Additional information) is hereby amended to read as follows:

6.127.030 Additional information.

...

D. 1. a. In addition to any other compensation provided for in this

code, any person employed at LACERA in one of the following classes who possesses a valid Certified Public Accountant license issued by the state of California or a valid Certified Government Financial Manager certification issued by the Association of Government Accountants shall be entitled to compensation at a rate two schedules higher than that established for the class in Section 6.28.050 of this code:

Title:	Item No.
Assistant Chief, Internal Audit, LACERA	0766
Assistant Division Manager, LACERA	0771
Chief, Internal Audit, LACERA	0774
Division Manager, LACERA	0773
Internal Auditor, LACERA	0764
Internal Auditor, LACERA	0765
Principal Internal Auditor, LACERA	0762
Senior Internal Auditor, LACERA	0763
Special Assistant, LACERA	0775

b. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.127.030, subsection D.1.a. shall remain in effect except that such persons meeting the aforementioned requirements shall be entitled to compensation at a rate 5.6468 percent higher than that established for the classification in Section 6.28.050 of this code.

2. a. Any person employed at LACERA in the following classes who possesses a valid Certified Internal Auditor certification from the Institute of Internal Auditors or a valid Certified Information Systems Auditor certification from the Information Systems Audit and Control Association shall be entitled to compensation at a rate two schedules higher than that established for the class in Section 6.28.050 of this code:

Title:-	Item No.
Assistant Chief, Internal Audit, LACERA	0766
Assistant Division Manager, LACERA	0771
Chief, Internal Audit, LACERA	0774
Internal Auditor, LACERA	0764
Internal Auditor, LACERA	0765
Principal Internal Auditor, LACERA	0762
Senior Internal Auditor, LACERA	0763
Special Assistant, LACERA	0775

b. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.127.030, subsection D.2.a. shall remain in effect except that such persons meeting the aforementioned requirements shall be entitled to compensation at a rate 5.6468 percent higher than that established for the classification in Section 6.28.050 of this code.

3. a. Any person employed at LACERA in the following classes who possesses a valid Certified Public Finance Officer certification from the Government Finance Officers Association shall be entitled to compensation at a rate two schedules higher than that established for the class in Section 6.28.050 of this code:

Title:-	Item No.
Assistant Chief, Internal Audit, LACERA	0766
Assistant Division Manager, LACERA	0771
Chief, Internal Audit, LACERA	0774
Division Manager, LACERA	0773
Internal Auditor, LACERA	0764
Internal Auditor, LACERA	0765
Principal Internal Auditor, LACERA	0762
Senior Internal Auditor, LACERA	0763

b. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.127.030, subsection D.3.a. shall remain in effect except that such persons meeting the aforementioned requirements shall be entitled to compensation at a rate 5.6468 percent higher than that established for the classification in Section 6.28.050 of this code.

4. a. Any person employed at LACERA in the following classes

who possesses a valid Certified Employee Benefits Specialist designation from the International Foundation of Employee Benefit Plans and the Wharton School of the University of Pennsylvania shall be entitled to compensation at a rate two schedules higher than that established for the class in Section 6.28.050 of this code:

Title:-	Item No.
Assistant Division Manager, LACERA	0771
Chief, Quality Assurance and Metrics, LACERA	0780
Division Manager, LACERA	0773
Legislative Affairs Officer, LACERA	0795
Quality Auditor I, LACERA	0796
Quality Auditor II, LACERA	0797
Section Head, LACERA	0772
Senior Quality Auditor, LACERA	0798
Special Assistant, LACERA	0775
Supervising Administrative Assistant III, LACERA	0424

b. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.127.030, subsection D.4.a. shall remain in effect except that such persons meeting the aforementioned requirements shall be entitled to compensation at a rate 5.6468 percent higher than that established for the classification in Section 6.28.050 of this code.

5. a. Any person employed at LACERA in the following classes who possesses a valid Worker's Compensation Claims Professional certification from the Insurance Education Association shall be entitled to compensation at a rate two schedules higher than that established for the class in Section 6.28.050 of this code:

Title:-	Item No.
Disability Retirement Specialist	1648
Disability Retirement Specialist Supervisor	1643
Division Manager, LACERA	0773
Human Resources Analyst, LACERA	0434
Senior Disability Retirement Specialist	1632
Senior Human Resources Analyst, LACERA	0436

b. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.127.030, subsection D.5.a. shall remain in effect except that such persons meeting the aforementioned requirements shall be entitled to compensation at a rate 5.6468 percent higher than that established for the classification in Section 6.28.050 of this code.

6. a. Any person employed at LACERA in the following classes who possesses a valid Chartered Financial Analyst certification from the Association for Investment Management and Research shall be entitled to compensation at a rate two schedules higher than that established for the class in Section 6.28.050 of this code.

Title:-	Item No.
Chief Investment Officer, LACERA	0493
Finance Analyst I, LACERA	0767
Finance Analyst II, LACERA	0768
Finance Analyst III, LACERA	0769
Principal Investment Officer, LACERA	0495
Senior Investment Officer, LACERA	0492

b. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.127.030, subsection D.6.a. shall remain in effect except that such persons meeting the aforementioned requirements shall be entitled to compensation at a rate 5.6468 percent higher than that established for the classification in Section 6.28.050 of this code.

7. a. Any person employed at LACERA in the following classes who possesses a valid Certified Compensation Professional designation from WorldatWork, formerly the American Compensation Association, shall be entitled to compensation at a rate two schedules higher than that established for the class in Section 6.28.050 of this code:

Title:-	Item No.
Assistant Director, Human Resources, LACERA	0437
Director, Human Resources, LACERA	0425

Title:-	Item No.
Human Resources Analyst, LACERA	0434
Senior Human Resources Analyst, LACERA	0436

b. Effective beginning on or after April 1, 2012, or such later date as may be determined by the chief executive officer when the human resources management system reflecting this provision is implemented, all provisions in Section 6.127.030, subsection D.7.a. shall remain in effect except that such persons meeting the aforementioned requirements shall be entitled to compensation at a rate 5.6468 percent higher than that established for the classification in Section 6.28.050 of this code.

...

SECTION xx. Pursuant to Government Code Section 25123(f), this ordinance shall take effect immediately upon final passage and shall be construed and applied as if effective and operative on and after April 1, 2012, or such later as may be determined by the chief executive officer when the human resources management system is implemented.

[602010VHCEO]

SUMMARY OF COUNTY CODE REVISIONS FOR eHR APRIL 2012 IMPLEMENTATION

Notes:

- Primary factor creating most of the changes is the new **Level Percentage Conversion Table** (Sections 6.26.015 & 6.26.140). Advantage software (eHR) does not have the capacity to “move down” on the existing salary schedule to calculate schedule/level based thresholds and bonuses. To accommodate the baseline functionality of the system which requires fixed percentages, County developed new percentage based table to use in conjunction with the existing Standardized Salary Schedule for schedule/level classes.
- Most revisions reflect the conversion of schedule/level references for bonuses and schedule/level thresholds (criteria for step placement upon promotion) to fixed percentages.
- CAO/Chief Administrative Officer references changed only in those sections where other revisions were already being made
- Ordinance includes other non-eHR related administrative “clean ups” – removal of obsolete provisions, addition of missing class/position numbers, extensions of expired bonuses/allowance, etc.

Ordinance Page Nos.	Co. Code	Category				Description of Other 2012 eHR Change and Miscellaneous Admin. Revision	Additional Comments/ Justification
		eHR 2012 Changes			Other Misc. Admin. Changes		
		Changed reference from schedule/level to fixed percentage (new subsection)	Changed implementation date from Jan 2012 to April 2012	Other 2012 eHR Change			
	5.27.220 H. 1. & 2. – Flexible Benefit Plan - Definitions (Compensation)	x			x	Corrected punctuation in subsection 1 and changed numbers to sub letters.	
	5.27.330 B. – Non-elective Annual Leave Accrual		x		x	Changed “Chief Administrative Officer” to “chief executive officer”	
	5.27.330 C. - Non-elective Annual Leave (Accrual of unused time)				x	Corrected punctuation in first sentence and changed “CAO” to “CEO.”	
	5.28.220 H. 1. & 2. – Non-Pensionable Flexible Benefit Plan - Definitions (Compensation)	x			x	Corrected punctuation (subsection H.1.) and changed numbers to sub letters.	
	5.28.330 B. & C. - Non-Pensionable Flexible Benefit Plan - Non-elective Annual Leave		x		x	Changed “Chief Administrative Officer” to “chief executive officer” and “CAO” to “CEO”	
	5.36.027 – Contributions to Health Plan – Additional eligible employees				x	Deleted obsolete provision.	The DHS Community Health Plan provided health ins. benefits to temp. employees. It's is no longer avail to County employees.
	5.36.029 A. – Contribution to Health Insurance for Non-Student Part-Time Employees				x	<ul style="list-style-type: none"> • Deleted reference to obsolete provision (Section 5.36.027) • Added hyphens for “County-sponsored”, “County-approved” and “union-sponsored” in subsection A 	Referenced the DHS Community Health plan which is no longer avail to temp. employees

Ordinance Page Nos.	Co. Code	Category				Description of Other 2012 eHR Change and Miscellaneous Admin. Revision	Additional Comments/ Justification
		eHR 2012 Changes			Other Misc. Admin. Changes		
		Changed reference from schedule/level to fixed percentage (new subsection)	Changed implementation date from Jan 2012 to April 2012	Other 2012 eHR Change			
	5.36.029 B. 3. – Contribution to Health Insurance for Non-Student Part-Time Employees				x	<ul style="list-style-type: none"> Added “employee” (Section B) Corrected typos on County class listing Deleted obsolete classes of Student Medical Social Worker, NC (#9240) and Student X-Ray Technician. 	Student X-Ray Technician - not utilized since the 1990’s. Will be deleted in CEO Reclass Board letter slated for April 17, 2012 Student Medical Social Worker - #9240 has been reassigned to “Law Clerk” since 1990.
	5.72.053 A.9. – Clothing – Uniform Allowance – Peace Officers				x	To provide authority for annual lump sum payment for periods from 12/1/2011 - 12/15/2011 and 12/1/2012 – 12/15/2012	Annual lum sum pymts (\$1K) to Capt. (#2721), Capt., DA (#2896), Cmdr. (#2723), Cmdr, DA (#2898), Detective (UC) (#9977, #9978, & #9980)
	5.72.053 C.8. – Clothing – Uniform Allowance – Peace Officers				x	To provide continuing authority for annual lump sum payment for periods from 12/1/2011 - 12/15/2011 and 12/1/2012 – 12/15/2012	Annual lum sum payments (\$1,250) to Div. Chf, Sh (UC)(#9968), Asst. Sheriff (UC) (#9969), Undersheriff (UC) (#9970), or Detective (UC)(#9979) for PE rating of “Meets expectations” or better.
	5.72.060 A.8 – Clothing – Uniforms – Forester and Fire Warden				x	To provide continuing authority for annual lump sum payment for periods from 12/1/2011 - 12/15/2011 and 12/1/2012 – 12/15/2012	Annual lum sum payments (\$1000) to various sal. sch. and MAPP classes.
	5.72.060 B.8 – Clothing – Uniforms – Forester and Fire Warden				x	To provide continuing authority for annual lump sum payment for periods from 12/1/2011 - 12/15/2011 and 12/1/2012 – 12/15/2012	Annual lum sum payments (\$500) to various sal. sch. and MAPP classes.
	5.72.080 B.7 & C – Clothing – Uniform - Lifeguards				x	To provide continuing authority for annual lump sum payment for periods from 12/1/2011 - 12/15/2011 and 12/1/2012 – 12/15/2012	Annual lum sum payments (\$1000) to Lake Aquatics Manager (#2959) or Chief Lake Lifeguard (#2960)
	5.72.300 – Clothing – Clothing Allowance – Probation Officers				x	To provide continuing authority for annual lump sum payment for periods from 12/1/2011 - 12/15/2011 and 12/1/2012 – 12/15/2012	Annual lum sum payments (\$500) to Asst. Head Transportation Deputy, Prob. (#8629) or Head Transportation Deputy, Probation (#8630)

Ordinance Page Nos.	Co. Code	Category				Description of Other 2012 eHR Change and Miscellaneous Admin. Revision	Additional Comments/ Justification
		eHR 2012 Changes			Other Misc. Admin. Changes		
		Changed reference from schedule/level to fixed percentage (new subsection)	Changed implementation date from Jan 2012 to April 2012	Other 2012 eHR Change			
	6.08.010 G. – Rules for Application of Step Rates (Nursing Classes)				x	Deleted entire provision	With the implementation of the RN I/II/III classifications in 2006 and the new RN salary schedule, this provision is obsolete. Nursing classes noted no longer exist.
	6.08.010 H. – Rules for Application of Step Rates (Hospital Emergency Medical Tech Trainee)				x	Deleted entire provision	Obsolete – class was deleted from Schedule A effective 5/15/07.
	6.08.070 B. – Adjusted Anniversary Dates for Step Advancement		x		x	Changed “Chief Administrative Officer” to “chief executive officer”	
	6.08.090 C. 1 & 2. and D.1. & 2. – Appts. to Higher-Level Positions (Rules for step placement upon promotion)	x					
	6.08.100 A. & B. – Appts. to Equal-Level Positions (Rules for step placement upon promotion)	x			x	Changed “providing” to “provided” in subsection B.1.	
	6.08.270 A. - Physician Pay Plan (Old) – Date of Step Advances and Credits (Step Advance Anniversary Date)				x	Added subtitle (Step Advance Anniversary Date) to make passage easier to read due to addition of provisions related to special credit dates.	
	6.08.270 B. 1. & 2. – Physician Pay Plan (Old) – Date of Step Advances and Credits (Special credit dates)			x	x	<ul style="list-style-type: none"> For certification/assignment credit, credit to be granted to recognize time on actual date of eligibility. Added subtitle to differentiate between step advance anniversary subsection provisions 	Current rules set recognition of special credits to be effective on the 1 st of the current month for eligibility reached between the 1 st and the 15 th and the 1 st of the subsequent month for eligibility reached between the 16 th and end of month.
	6.08.387 A. - Tier II General Salary Adjustment provision.				x	Removed subletter and subtitle since there is no subsequent subsection.	
	6.08.395 A. - MAPP Tier I and Tier II Departmental Special Rates (Auditor-Controller)			x		Changed reference to schedule level bonus rec'd by step plan classes to “certification bonus”	

Ordinance Page Nos.	Co. Code	Category				Description of Other 2012 eHR Change and Miscellaneous Admin. Revision	Additional Comments/ Justification
		eHR 2012 Changes			Other Misc. Admin. Changes		
		Changed reference from schedule/level to fixed percentage (new subsection)	Changed implementation date from Jan 2012 to April 2012	Other 2012 eHR Change			
	6.08.395 B. - MAPP Tier I and Tier II Departmental Special Rates (DPSS)	x					Bonus % comparable to ARB for Asst. Director of DPSS who serves in regular acting capacity on behalf of the director.
	6.08.395 H. - MAPP Tier I and Tier II Departmental Special Rates (CEO)				x		Corrected Chief Administrative Officer references (specific classes listed) to Chief Executive Officer
	6.08.420 A. – New Management Physician Pay Plan – Applicable Provisions and Exclusions.				x		Deleted subletter “A” and reference to subsections since there are no other subsections.
	6.08.460A. 1. & 2. – New Management Physician Pay Plan – Date of Step Advances and Credits (Step Advance Anniversary Date)			x			For new appts. with 2012 eHR implementation, step advance anniversary date will be 12 months from date of actual appointment.
	6.08.460C – New Management Physician Pay Plan – Date of Step Advances and Credit (Special credit date)			x			For certification/assignment credit, credit to be granted to recognize time on actual date of eligibility.
	6.09.050 C – Overtime (use of CTO)			x			Allows exempt employees to use less than a full day of CTO combined with EL, NEL, Vacation, Sick or Holiday in order to cover a full day absence.
	6.09.050 D. – Overtime (Accum. of OT for employees subject to the Old Physician Pay Plan)			x			Changed subletter reference from 6.09.050 “C” to 6.09050 “D” due to the addition of new CTO usage policy under 6.09.050C

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		eHR 2012 Changes			Other Misc. Admin. Changes		
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	6.09.060 B.7. – Use of Paid Leave Benefits (Accrued paid leave benefits)			x		Allows exempt employees to combine EL, NEL, Vacation, Sick or Holiday in less than full day amounts to cover a full day absence.	Current code does not permit combination of Part Pay sick leave with any other paid leave benefits.
	6.10.040 A. 3. a. & b. – Special Case Rates - Out-of-Class Assignments.	x					Changed out-of-class percentage for flat-rated class from the lesser of two schedules or five percent to five percent.
	6.10.060 A. 1. & 2. – Manpower Shortage Ranges	x					
	6.10.070 A. 1. – Additional Compensation for Supervisors (Conditions)				x	<ul style="list-style-type: none"> Corrected grammatical error (subsection A.1.) Changed “chief administrative officer” to “chief executive officer” 	
	6.10.073 A.1. & 2. – Special Case Rates - Assignment of Add'l Responsibilities	x					
	6.10.073 B. – Special Case Rates - Assignment of Add'l Responsibilities	x			x	Changed “chief administrative officer” to “chief executive officer”	
	6.10.100 B. 1. & 2. – Special Case Rates - Longevity Bonus (Ocean Lifeguard Specialist, Fire Fighter 56 hrs, and Sr. Lake Lifeguard, Parks & Rec)	x			x	Changed “one” to “One” (subsection B.1)	
	6.10.105 A. 1.a. & b – Special Case Rates - POST bonus	x			x	Corrected spelling of classifications	

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	6.10.105 A. 3. a. & b. – Special Case Rates - POST bonus	x			x	<ul style="list-style-type: none"> Corrected sentence structure in “3a” to make it consistent with other related provisions. Changed item # for Field Deputy, Sheriff (UC) from #9965 to #9966. 	#9965 Field Deputy, Sheriff Class no longer exists. Class history as follows: <ul style="list-style-type: none"> #9964 (R9, deleted 1/1/97) #9965 (82A – deleted 3/1/91) #9966 (R9 – currently in effect) Cleared thru ER/Sheriff/CEO Classification to use #9966. Sheriff requests to keep option open of paying POST comp.
	6.10.105 C. –Special Case Rates - POST bonus				x	Corrected grammatical errors	
	6.10.105 C. 1. a. & b. and 2. a. & b. – Special Case Rates - POST bonus	x					
	6.10.115 B. – Special Case Rates - Longevity Pay (Peace Officers)	x					
	6.10.150 A. 1. & 2. – Special Case Rates - Various Special Rates (Grounds Mntce Worker I/II)	x			x	Changed reference to position salaries established per Section 6.28.050 to MOU (Section 6.28.140).	When original language was drafted, rep. classes were part of the 6.28.050 class listing.
	6.10.150 D. 1. & 2. – Various Special Rates (Peace Officers)	x			x	<ul style="list-style-type: none"> Changed “Chief Administrative Officer” to “chief executive officer.” Corrected subtitle reference (D.1.) 	
	6.18.020 F. – Vacations – Definitions (Vacation Pay Period Rate)		x		x	Changed “Chief Administrative Officer” to “chief executive officer.”	
	6.18.030 B. - Limitation on Vacation Eligibility (Student X-ray Technicians)				x	Deleted entire provision since Student X-ray Tech class has not been used by DHS since 1997.	Class will be deleted by CEO Classification in April 2012 (tentative) Board letter.
	6.18.040 A., C. & D. - Accrual of Vacation Leave		x		x	Changed “Chief Administrative Officer” to “chief executive officer.”	

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	6.18.050 B. - Vacation Accrual for Probation Department Camp Employees on a 56-hour-week Basis.		x		x	Changed "Chief Administrative Officer" to "chief executive officer."	
	6.18.060 B. - Vacation Accrual for Fire Department Employees on a 56-hour-week basis.		x		x	Changed "Chief Administrative Officer" to "chief executive officer."	
	6.18.080 F. - Time for Taking Vacations.		x		x	Changed "Chief Administrative Officer" to "chief executive officer."	
	6.20.010 I. – Leave of Absence - Definitions (Sick Leave Pay Period Rate)		x		x	Changed "Chief Administrative Officer" to "chief executive officer."	
	6.20.020 F. - Accrual of Full-Pay Sick Leave		x		x	Changed "Chief Administrative Officer" to "chief executive officer."	
	6.20.030 F.2. - Full-Pay Sick Leave Special Provisions (Sick Leave Buyback).				x	Removed specific year references to make generic six month intervals so that provision will not require further amendment to reflect succeeding years.	
	6.26.015 A., B. & C. - Level Percentage Conversion Table			x		Description of new level percentage conversion table	
	6.26.040 – County of Los Angeles Salary Tables (Level percentage conversion table)			x		New level percentage conversion table	To be used in conjunction with the Standard Salary Schedule Table to calculate schedule/level bonuses and determine salary step placement for promotions and lateral reassignment.
	6.28.050-25 – Notes to Section 6.28.050 - Note 10 (Custodian Watchman Bonus - #220)	x			x	Changed reference to salary listing in the County Code 6.28.050 to salary est. pursuant to applicable MOU (Section 6.28.140)	<ul style="list-style-type: none"> Not a Schedule A note but does appear in the current MOU (BU 201, Article 62, Section 3). Per FOCUS, currently only one employee receiving bonus. Rep. classes no longer part of Section 6.28.050; rep. classes and salaries are now listed in MOUs.

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	6.28.050-25 – Notes to Section 6.28.050 - Note 18 (Welfare recipient supervision bonus - #221)	x			x	<ul style="list-style-type: none"> Changed “chief administrative officer” to “chief executive officer.” Changed reference to salary listing in the County Code 6.28.050 to salary est. pursuant to applicable MOU (Section 6.28.140) 	<ul style="list-style-type: none"> Bonus for those assigned to regularly supervise at least five welfare recipients on work assignments. Not applicable to probation or social work classes Old note dating back to the 1970's and is not a Schedule A bonus. Only used when circumstances warrant. Per FOCUS, no current employees receiving bonus. Last stop date = 3/1/2011. Retain since there is no authority to unilaterally repeal. All former classes which rec'd the bonus were rep class positions.
	6.33.020 B.2. – APD Additional Information (Ant. Valley bonus)	x				Head Dep. Public Defender is a MAPP class and remains subject to the originally stated 5.5% add'l pay. Other classes are sal. sch. classes and must have bonus restated as a fixed percentage.	
	6.33.020 C 1.,2., & 3 – APD Additional Information (longevity bonus for Lt, PD)	x				25 and 30 year longevity bonus.	
	6.40.020 A.1. & 2. – Auditor-Controller Add'l Info (Assignment/certification bonus)	x			x	Changed “providing” to “provided that” in subsection A.1.	
	6.42.030 – Beaches and Harbor – Small Craft Harbor Commission				x	Added item no. for member positions	
	6.42.040 - Beaches and Harbor – Small Craft Harbor Design Control Board				x	Added item no. for member positions	
	6.43.010A – Board of Education				x	Added item no. for member positions	
	6.44.015 A & B – Board of Supervisors Add'l Info (Special Assignment bonuses)	x			x	Changed “Chief Administrative Officer” to “chief executive officer.”	

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	6.44.020A – Board of Supervisors - Assessment Appeals Board				x	Added item number for “Member, Assessment Appeals Board”	
	6.44.026 – Board of Supervisors – Special Assessment Appeals Board				x	Added item number for “Member, Special Assessment Appeals Board”	
	6.44.030 – Board of Supervisors – LA County Arts Commission				x	Added “No.” to item number to make it consistent with other commission entries.	
	6.44.050 - Board of Supervisors – Member, Commission on Judicial Procedures				x	<ul style="list-style-type: none"> Added item number for “Member, Commission on Judicial Procedures” Amended subtitle to make it consistent with other commission/board subtitles. 	
	6.44.070 – Board of Supervisors – County Energy Commission				x	Clarified item numbers for “Member” and “Alternate Member, County Energy Commission”	
	6.44.090 - Board of Supervisors – Commission on Disabilities				x	Added item number for “Member, Commission on Disabilities”	
	6.44.100 - Board of Supervisors – Institutional Inspection Commission				x	Added item number for “Member, Institutional Inspection Commission”	
	6.44.110 - Board of Supervisors – Productivity Advisory Committee				x	Added item number for “Member, Productivity Advisory Committee”	
	6.44.140 - Board of Supervisors – County Commission for Women				x	<ul style="list-style-type: none"> Added item number for “Member, Los Angeles County Commission for Women” Amended subtitle to make it consistent with other commission/board subtitles. 	

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	6.44.150 - Board of Supervisors – Employee Relations Commission --Meetings				x	<ul style="list-style-type: none"> Added item number for “Member, Employee Relations Commission” Amended subtitle to make it consistent with other commission/board subtitles. 	
	6.44.160 - Board of Supervisors – Civil Service Commission --Meetings				x	<ul style="list-style-type: none"> Added item number for “Member, Civil Service Commission” Amended subtitle to make it consistent with other commission/board subtitles. 	
	6.44.170 - Board of Supervisors – Member, Business License Commission				x	<ul style="list-style-type: none"> Added item number for “Member, Business License Commission” Amended subtitle to make it consistent with other commission/board subtitles. 	
	6.44.180 - Board of Supervisors – Fish and Game Commission --- Meetings.				x	Added “No.” to item number to make it consistent with other Commission entries.	
	6.44.210 B. 1. & 2 - Step Pay Plan for Certain Employees of the Department of the Board of supervisors (Special Assignment bonus: Clerk to Assessment Appeals Board).	x			x	Removed reference to stated percentage since none of the classes are MAPP and changed the schedule bonus reference to a fixed percentage since all applicable classes are in sal/sch. classes.	Bonus Code #271. Applicable only to Board Specialist (#1098), Intern. Board Specialist (#1099), Hd Board Specialist (#1108), and Sr Board Specialist (#1100).
	6.50.020 A.1. & 2. – CEO – Add'l Info (Mgmt Trainee Master's Degree Bonus)	x					
	6.50.020 B. 1. & 2.– CEO – Add'l Info (Executive Secretary Assignment bonus)	x			x	Revised to note full titles and item numbers	
	6.50.025 – CEO – Citizens Commission on Real Estate Mgmt.				x	Added item no. for member positions	
	6.53.030 – DCFS – LA County Commission for Children and Families				x	Added item no. for member positions	

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	6.55.020 C. 1. & 2. – Child Support Svcs – Add'l Info (Antelope Valley bonus)	x					Head Atty, CSSD is a MAPP class. Therefore, the 5.5% original bonus still applies only to this classification. Other classes are sal. sched. classes and must have bonus restated as a fixed percentage.
	6.58.015 – Department of Community and Sr. Svcs. – Native American Indian Commission				x	Added item no. for member positions	
	6.58.020 – Department of Community and Sr. Svcs. – Commission on Human Relations				x	Added item no. for member positions	
	6.64.020 A. 1. & 2. – County Counsel – Add'l Info (Sacramento legislative Assignment bonus)	x					
	6.64.020 C. 1. & 2. – County Counsel – Add'l Info (Ant. Valley Bonus for Co. Counsel attys)	x					All classes are salary schedule based and therefore all must have a new fixed percentage applied
	6.64.020 D. 2. a. & b. – County Counsel – Add'l Info (Sr. Dep Co. Co bonus for Dependency Division unit supervision)	x			x	Corrected title to read Sr. Dep. County Counsel (subsection D.2.a.)	
	6.70.020 A. 2. a. & b. – District Attorney – Add'l Info (Antelope Valley bonus for DDA attys)	x					Head Dep. DA is a MAPP class. Therefore, the 5.5% bonus percentage remains unchanged. The others are sal. schedule classes and must have bonus restated as fixed percentage.
	6.70.020 B. – District Attorney – Add'l Info (Detective, UC - #9980C)				x	Inserted "No." for item number.	
	6.70.020 C. 1. & 2. - District Attorney – Add'l Info (Out of Class Assignment)	x					

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	6.70.020 E. 1.a. & b. - District Attorney – Add'l Info (Auditing Assignment bonus)	x			x	<ul style="list-style-type: none"> Changed "Chief Administrative Officer" to "chief executive officer" Revised class listing to match formatting of surrounding provisions 	
	6.76.020 E. 1. & 2. – Fire Dept. – Add'l Info (Driver bonus)	x			x		Paid to any employee assigned to act as driver for the Fire Chief.
	6.76.020 L. 1. & 2. – Fire Dept. – Add'l Info (Catalina Assignment bonus)	x			x	Deleted excess commas in L.1 and corrected reference from "positions" to "classification".	
	6.76.020 O. 1. & 2. – Fire Dept. – Add'l Info (EMT bonus)	x			x	Deleted obsolete MAPP provision in 6.70.020 O1	"Title 6, Ch. 6.08, Part 3 of this Code" refers to MAPP classes and was used to reference Asst. Chief, Lifeguard Services, Fire (#2932). Since this class is no longer a MAPP class (eff. 1/1/97), provision no longer applies.
	6.76.020 Q. 4. a. (1) & (2) – Fire Dept. – Add'l Info (Command Pay based upon years of aggregate service – 25 yrs)	x			x	<ul style="list-style-type: none"> Corrected typo in subsection Q.4.a.(1) to change "of" to "or" (consistent with 6.70.020, subsection Q.4.b.(1)) Added subheaders to define subsections (25 & 30 years). 	Chapter 6.08, Part 1 – refers to schedule/level classes Chapter 6.08, Part 3 – refers to MAPP classes/positions. Left % intact for these bonuses.
	6.76.020 Q. 4. b. (1) & (2) – Fire Dept. – Add'l Info (command Pay based upon years of aggregate service – 30 yrs)	x					Chapter 6.08, Part 1 – schedule/level classes Chapter 6.08, Part 3 – MAPP classes/positions. Left % intact for these bonuses
	6.76.020 S. 3. a. & b. – Fire Dept. – Add'l Info (Fitness for Life bonus)	x					
	6.76.020 S. 5. – Fire Dept. – Add'l Info (Fitness for Life bonus)				x	Adjusted expiration date to be consistent with that in the interim MOU	
	6.77.110 – Public Health – Narcotics and Dangerous Drugs Commission				x	Added item number for commission member	

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	6.77.120 – Public Health – Public Health Commission				x	Added “No.” for item number for commission member	
	6.77.130 – Public Health – Solid Waste Facilities Hearing Board				x	Added item number for board member	
	6.78.120 – Health Services – Hospital Commission				x	Added item number for Member, Hospital Commission.	
	6.78.350 G. 1. & 2. – Health Services – Add'l Info (LVN I/II ICU bonus)	x			x	<ul style="list-style-type: none"> Made minor typographical and grammatical corrections (6.78.350G.1). Added item numbers for LVN I/II. Changed “Chief Administrative Officer” to “chief executive officer”. 	
	6.78.350 H. 5. – Health Services – Add'l Info (Clinic Nurse II bonus for AV or Catalina Assignment Performing PH duties)				x	Deleted obsolete provision.	Obsolete class due to new RN I/II/III classes and no DHS or PH positions performing said assignment.
	6.78.350 M. 1. & 2. - Health Services – Add'l Info (Chief, Psychiatric Social Work)	x					
	6.78.350 U. 1. a. & b. and 2. a. & b. – Health Services – Add'l Info (Medical Credentialing bonus for LAC, MLK, and High Desert)	x					
	6.81.020 A. & B. – ISD – Additional Info (Custodian Bonus for Inmate Supervision)	x			x	Changed “Chief Administrative Officer” to “chief executive officer”	
	6.88.020 – Department of Military and Veterans Affairs – Veterans’ Advisory Commission				x	Added item no for commission members	
	6.92.020 A. & B. – Museum of Natural History – Add'l Info (Curator Out of Class Assignment as Asst. Div. Chief)	x			x	Changed “Chief Administrative Officer” to “chief executive officer” (Section 6.92.020A)	

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	6.94.020 A. 1. & 2. – Parks & Recreation – Add'l Information (Santa Catalina Island Residency bonus)	x					
	6.94.020 B. 1. & 2. – Parks & Recreation – Add'l Information (Underwater Recovery Bonus)	x			x	Changed reference to salary listing to Section 6.28.140 (rep classes) instead of 6.28.050 (non-rep class)	Section 6.28.050 used to list all County classes. Currently, it lists only classes that are non-rep or not yet accreted.
	6.94.020 C. 1. & 2. – Parks & Recreation – Add'l Information (EMT bonus)	x					
	6.94.020 F. 4. a. & b. – Parks & Recreation – Add'l Information (Command Pay based on years of aggregate service)	x			x	Added subheaders (25 and 30 years)	
	6.94.020 G. 1. a. & b. – Parks & Recreation – Add'l Information (Fitness for Life bonus)	x					
	6.94.020 G. 5. - Parks & Recreation – Add'l Information (Fitness for Life bonus)				x	Adjusted expiration date to be consistent with that in the interim MOU	
	6.94.030 – Parks & Recreation – Los Angeles Parks and Recreation Commission				x	Added “No.” to item no.	
	6.104.020B. 1. & 2. – Public Defender – Add'l Info (AV Assignment bonus)	x					Head Deputy PD is a MAPP class so the original 5.5% still applies. The remaining classes are sal. sched. atty classes that require a new fixed percentage to replace the schedule-based bonus.
	6.104.020 C.1., 2. & 3. – Public Defender – Add'l Info (Lt., Public Defender – Longevity bonus)	x			x	Added subheaders (20, 25, & 30 years)	
	6.106.020 A. & B. – Public Library – Add'l Info (Bookmobile bonus for Librarians)	x					
	6.108.020 D. 1. & 2. – DPSS – Add'l Info (Welfare Legislation Consultant bonus for Human Services Administrator III)	x					

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	6.108.020 E. 1. & 2. - DPSS – Add'l Info (Out of Class Assignment as Director for Asst. Director, DPSS)	x			x	<ul style="list-style-type: none"> Changed “Chief Administrative Officer” to “chief executive officer” Corrected title and added item number for Asst. Dir., DPSS (UC) 	
	6.108.030 – DPSS – Member, Commission for Public Social Services				x	<ul style="list-style-type: none"> Added item no. for commission member positions Deleted “Member” from subheader. 	
	6.109.020 J. 1. a. & b. – DPW - Assignment Bonuses (Waterworks Division bonuses)	x					
	6.109.020 J .2. a. & b. – DPW - Assignment Bonuses (bonus for repair, inspection and mtnc of underground storage drains)	x			x	Added ref. to new subsection letters created due to addition of new eHR provisions (6.109.020 J2a)	
	6.109.020 K. 1. a. & b. – DPW - Assignment Bonuses (Surveyor License bonuses for Principal Engineers)	x					
	6.109.020 K. 2. a. & b. – DPW - Assignment Bonuses (Traffic engineer license bonuses for Principal Engineers)	x					
	6.109.030 – DPW – Bldg. Rehabilitation Appeals Board				x	Added item no. for board member positions	
	6.109.040 – DPW – Eng. Geology and Soils Review and Appeals Board				x	Added item no. for board member positions	
	6.109.050 – DPW – Water Appeals Board				x	Added item no. for board member positions	
	6.109.060 – DPW – Solid Waste Management Committee				x	Added item no. for committee member positions	
	6.109.070 – DPW – Highway Safety Commission				x	Added item no. for commission member positions	
	6.109.080 - DPW – Aviation Commission - Compensation				x	Added item no. for commission member positions	

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	6.109.105 – DPW – Accessibility Appeals Board				x	<ul style="list-style-type: none"> Added item no. for board member positions Deleted “him/her” (redundant) 	
	6.112.020 – Regional Planning – Member, Regional Planning Commission				x	<ul style="list-style-type: none"> Added item no. for commission member positions Removed “Member” from subheader to make it consistent with other commission entries. 	
	6.112.030 A. & B. – Regional Planning – Certification bonus	x					Differentiated between MAPP and rep/non –rep salary schedule classes entitled to bonus.
	6.114.030 – Registrar-Recorder/County Clerk – County Election Commission				x	Added item no. for commission member positions	
	6.120.020 A.3. a. & b. – Sheriff – Add'l Info (Deputy Sheriff, NC – POST bonus)	x					
	6.120.020 B.1. a. & b. – Sheriff – Add'l Info (Helicopter bonus)	x			x	Changed “Chief Administrative Officer” to “chief executive officer” and “items” to “classifications.”	
	6.120.020 B.2. a. & b. – Sheriff – Add'l Info (aerial patrol observer duty bonus)	x					
	6.120.020 B.3. a. & b. – Sheriff – Add'l Info (Catalina Island bonus)	x					
	6.120.020 B.4. a. & b. – Sheriff – Add'l Info (Underwater recovery bonus)	x			x	Corrected item # references in 6.120.020 B4a	
	6.120.020 B.5. a. & b. – Sheriff – Add'l Info (Explosive detail duty bonus)	x					

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	6.120.020 C.3.a.(1) & (2) - Sheriff – Add'l Info (Deputy Sheriff bonus appointments – Level I Assignment)	x			x	<ul style="list-style-type: none"> Changed “Chief Administrative Officer” to “chief executive officer” Changed subsection ref. from C3a to C3b(1) in subsection C3a(1) 	
	6.120.020 C.3.b.(1) & (2) - Sheriff – Add'l Info (Deputy Sheriff bonus appts. – Level II Assignment)	x			x	Changed subsection ref. from C3b to C3b(1) in subsection C3b(1)	
	6.120.020 E.1. & 2. – Sheriff – Add'l Info (Supervisory/Subordinate Bonus for Sergeant over Bonus II Deputy)	x					
	6.120.020 F.1. & 2. – Sheriff – Add'l Info (Out of Class Assignment)	x					
	6.120.020 N. 1., 2. and 3 (a & b on all) - Sheriff – Add'l Info (Field training officer Assignment)	x			x	Corrected minor grammatical errors in original code and updated subsection references.	
	6.127.030D 1, 2, 3, 4, 5, 6 & 7 – LACERA – Add'l Info (various certification bonuses)	x			x	Corrected formatting on classification listings consistent with other class listings (deleted colons)	

SUMMARY OF COUNTY CODE REVISIONS FOR eHR APRIL 2012 IMPLEMENTATION

Filing Date	Thursday - March 15, 2012
Agenda Date	Tuesday - March 27, 2012
Primary Purpose	<p>Amend pay policy to implement the final phase of Advantage Human Resources Management System (eHR), effective April 1, 2012.</p> <p>Specifically, approve a new Level Percentage Conversion Table (Conversion Table) comprised of fixed percentages to use in addition to the Standardized Salary Table (Salary Grid). Currently the Salary Grid is the sole reference for base salary and bonuses.</p> <p>⇒ <i>This single change (schedule/level to fixed percentage) required revisions to multiple provisions throughout the Co. Code. As such, the volume of the current ordinance is attributable primarily to these changes.</i></p>
Conversion Table Description and Use	<p>Supplementary compensation table containing fixed percentages at each level with units of reference comparable to those in the existing Salary Grid (i.e., one schedule = 11 levels = 2.7846%).</p> <p>Applicable only for Salary Grid positions for the following scenarios:</p> <ul style="list-style-type: none"> • To calculate bonuses currently expressed in terms of schedules/ levels in the County Code or respective Memorandum of Understanding (MOU). • To determine step placement upon appointment to higher, equal, or lower level positions for salary/schedule classifications compensated on the standard step pay plan.
Justification for Change	<ul style="list-style-type: none"> • eHR's baseline functionality requires the use of fixed percentages. • Current Salary Grid percentages vary among levels. • Schedule/level bonuses and schedule/level thresholds could not be accommodated in the eHR baseline system without costly modifications.
Other Recommendations	<ul style="list-style-type: none"> • Make various non-eHR related administrative technical corrections - correct cross references, update eHR 2012 effective dates, add missing item numbers, update titles for existing County classes & delete obsolete provisions. • Extend eligibility periods and expiration dates for Uniform Allowance and Fitness for Life bonus for certain non-represented safety classes consistent with terms negotiated for represented safety counterparts.
Financing	<ul style="list-style-type: none"> • Schedule/level based bonus conversion costs – already included in the adopted budget for each affected department. • Technical corrections - administrative in nature only and have no fiscal impact.
Union Consults	Completed - Both Local 721 and CCU