

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: April 12, 2024

To: The City Council

From: Matthew W. Szabo, City Administrative Officer



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

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

1. That the City Council, subject to the approval of the Mayor, adopt:
 - A. The attached ordinance, approved as to form and legality by the City Attorney, amending Schedule "A" of Section 4.61 of the Los Angeles Administrative Code, pertaining to non-represented minimum wage classifications paid on an hourly basis to update the salaries of certain non-represented classes to \$17.28 per hour effective July 1, 2024, in conformance with the City's minimum wage ordinance, Ordinance No. 184320;
 - B. The attached ordinance, approved as to form and legality by the City Attorney, amending Schedule "A" of Section 4.61 of the Los Angeles Administrative Code, pertaining to non-represented minimum wage classifications paid on a salary range basis to update the salaries of certain non-represented classes to \$17.28 per hour as the lowest step in the salary range, effective July 1, 2024, in conformance with the City's minimum wage ordinance, Ordinance No. 184320; and
 - C. The attached ordinance, approved as to form and legality by the City Attorney, amending Schedule "B" of Los Angeles Administrative Code Section 4.900.1, to update the salary of Department of Water and Power non-represented classes to \$17.28 per hour as the lowest step in the salary range, effective July 1, 2024, in conformance with the City's minimum wage ordinance, Ordinance No. 184320.
2. That the City Council authorize the Controller and CAO to correct any clerical or technical errors in the above ordinances.

SUMMARY

In conformance with the City's minimum wage ordinance, Ordinance No. 184320, the minimum wage increases from the current \$16.78 per hour to \$17.28 per hour effective July 1, 2024. The hourly minimum wage for employers in the City of Los Angeles was last increased to \$16.78 effective July 1, 2023.

Ordinance No. 184320 is codified in Los Angeles Municipal Code (LAMC) Section 187.00 *et seq.* Subsection D of LAMC Section 187.02 provides that "On July 1, 2022, and annually thereafter, the minimum wage will increase based on the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) for the Los Angeles metropolitan area (Los Angeles-Riverside-Orange County, CA), which is published by the Bureau of Labor Statistics." In accordance with this provision, on February 1, 2024, the City's Department of Public Works, Bureau of Contract Administration issued a notice to covered employers of the increase in the hourly minimum wage to \$17.28 effective July 1, 2024 (attached hereto).

Several non-represented classifications, paid on either an hourly or salary range basis, enumerated in Schedule "A" as well as Department of Water of Power (DWP) non-represented classifications enumerated in Schedule "B" of the Los Angeles Administrative Code (Sections 4.61 and 4.900.1, respectively), require salary rate increases to \$17.28 per hour effective July 1, 2024. The attached three ordinances, approved as to form and legality by the City Attorney, accomplish this task.

For the City's non-represented, minimum wage classes in Schedule "A" that are paid on a salary range basis, the salary range number reflected in the ordinance to be operative July 1, 2024, has a second step of \$17.28 per hour. As currently structured for non-represented classifications in Schedule "A" the first step of a salary range is reserved for and limited to certain represented trainee classifications. In addition, those classes paid on a salary range basis in which Step 7 is the lowest step of placement, the updated salary range number provides for \$17.28 per hour at Step 7.

The Gang Reduction and Youth Development (GRYD) Worker class series with four pay grade levels, I through IV, in Schedule "A" is recommended to be revised to comprise three grade levels, I through III, because the current hourly salaries for both pay grade levels I and II are below \$17.28. The hourly salaries of GRYD Worker I and II are \$16.78 and \$17.00, respectively. It is proposed that the GRYD Worker pay grades and hourly salary rates be reconfigured as follows:

Current and Proposed Hourly Salaries for GRYD Worker Pay Grades		
	Current Hourly Salary	Hourly Salary on 7/1/24
GRYD Worker I	\$16.78	\$17.28
GRYD Worker II	\$17.00	\$18.00
GRYD Worker III	\$18.00	\$22.00
GRYD Worker IV	\$22.00	--

Similarly, the Youth Employment Specialist class has two pay grades that are compensated below \$17.28 per hour. Therefore, this Office recommends the elimination of the two pay grades and the reconfiguration of the class as follows:

Current and Proposed Hourly Salaries for Youth Employment Specialist Pay Grades		
	Current Hourly Salary	Hourly Salary on 7/1/24
Youth Employment Specialist I	\$16.78	--
Youth Employment Specialist II	\$17.00	--
Youth Employment Specialist	--	\$17.28

In addition, the Occupational Trainee II position in DWP (Schedule "B") is recommended to be increased to Salary Range 1809 (\$18.09 per hour at Step 1) to maintain the current 4.7% differential between Occupational Trainee I and II. Occupational Trainee II is currently at Salary Range 1757 (\$17.57 at Step 1).

FISCAL IMPACT

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

MWS:MCB:PAG:CEC:0724171

Attachments