

PERSONNEL, AUDITS, AND ANIMAL WELFARE COMMITTEE REPORT and ORDINANCES FIRST CONSIDERATION relative to Los Angeles Administrative Code (LAAC) amendments to update the salaries of certain non-represented classes to conform to the Los Angeles Minimum Wage Ordinance.

Recommendations for Council action, SUBJECT TO THE APPROVAL OF THE MAYOR:

1. PRESENT and ADOPT the accompanying ORDINANCES dated March 14, 2022 and approved as to form and legality by the City Attorney, to:
  - a. Amend Schedule "A" of Section 4.61 of the LAAC, pertaining to non-represented minimum wage classifications paid on an hourly basis to update the salaries of certain non-represented classes to \$16.04 per hour effective July 1, 2022, in conformance with the City's minimum wage ordinance, Ordinance No. 184320.
  - b. Amend Schedule "A" of Section 4.61 of the LAAC, pertaining to non-represented minimum wage classifications paid on a salary range basis to update the salaries of certain non-represented classes to \$16.04 per hour effective July 1, 2022, in conformance with the City's minimum wage ordinance, Ordinance No. 184320.
  - c. Amend Schedule "B" of LAAC Section 4.900.1, to update the salary of a Los Angeles Department of Water and Power non-represented class to \$16.04 per hour effective July 1, 2022, in conformance with the City's minimum wage ordinance, Ordinance No. 184320.
2. AUTHORIZE the Controller and City Administrative Officer (CAO) to correct any clerical errors, or, if approved by the City Attorney, any technical errors in the above Ordinances.

Fiscal Impact Statement: The CAO reports that any costs associated with the minimum wage salary updates reflected in the attached Ordinances will be absorbed within budgeted funds for the employing Departments.

Community Impact Statement: None submitted.

Summary:

On April 6, 2022, your Committee considered March 22, 2022 CAO and March 14, 2022 City Attorney reports and Ordinances relative to LAAC amendments to update the salaries of certain non-represented classes to conform to the Los Angeles Minimum Wage Ordinance. According to the CAO, in conformance with the City's minimum wage ordinance, Ordinance No. 184320, the minimum wage increases from the current \$15.00 per hour to \$16.04 per hour, effective July 1, 2022. The hourly minimum wage for

employers with over 25 employees was last increased to \$15.00 effective July 1, 2020. 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, 2022, 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 \$16.04 effective July 1, 2022. Several non-represented classifications, paid on either an hourly or salary range basis, in Schedule “A” as well as a Los Angeles Department of Water of Power non-represented classification in Schedule “B” of the LAAC (Sections 4.61 and 4.900.1, respectively) will need to have their salary rate increased to \$16.04 per hour.

The attached three Ordinances, approved as to form and legality by the City Attorney, accomplish this task. For the 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, 2020, has a second step of \$16.04 per hour. As currently structured for non-represented classifications, the first step of a salary range is not used; it is reserved for certain represented trainee classifications. In addition, those classes paid on a salary range basis in which Step 7 is the lowest step of placement, an updated Salary Range number is reflected to provide \$16.04 per hour at Step 7. After consideration and having provided an opportunity for public comment, the Committee moved to recommend approval of the CAO’s recommendations as detailed above. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Personnel, Audits, and Animal Welfare Committee

<b>COUNCILMEMBER</b>	<b>VOTE</b>
KORETZ:	YES
HARRIS-DAWSON:	YES
BONIN:	ABSENT

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4/6/22

**-NOT OFFICIAL UNTIL COUNCIL ACTS-**