

**CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE**

March 21, 2001

TO: BOARD OF RECREATION AND PARK COMMISSIONERS
FROM: ELLEN OPPENHEIM, General Manager *Mary Matthews for*
SUBJECT: THIRD QUARTER STATUS REPORT - RAISE THE BAR PROGRAM

During the third quarter consisting of July through September 2000, 4,661 girls were registered in youth sports teams. This number represents 27% of the overall participation rate for the reporting period. No overall increase in girls' participation was reported for the third quarter due to summer camp programs and the commencement of the traditional school year.

The Raise the Bar database has been developed, and a final testing phase will begin in mid-December. Regional training will begin in late November. This new system will allow facilities to report quarterly Raise the Bar statistics directly into the online database for collection and retrieval.

The Girls Play Los Angeles 2000 Program (GPLA) is a Gender Equity Raise the Bar Program, implemented by the Municipal Sports Section of the Community Services Branch. GPLA's intent is to provide subsidized sports league opportunities for girls ages 13 to 15, at 34 designated recreation centers citywide. Planning for the program began in August with orientation and training for all participating directors held September 7th and 20th.

From July 10 to 14, 2000, the Municipal Sports Section conducted the 69th Annual Los Angeles Junior Metropolitan Tennis Tournament at the Riverside Tennis Courts in Griffith Park. Six girls' and seven boys' events were offered to participants ages 8 to 18. 66 girls (37% of the total participants) and 112 boys competed in the tournament.

Over 300 boys and girls, ages 6 to 18, are members of the Tregnan Academy's golf instruction programs and classes. Members are registered at eighteen participating recreation facilities citywide and shuttled by city van to the Academy. In addition to the ongoing classes, a special Golf Summer Day for girls and boys ages 6 to 16 was held for two weeks beginning August 21st. Of the 315 participants, 99, or 32%, were girls.

Aquatic team activities were offered at eleven year-round pools. Teams were formed in diving, water polo, swimming, and synchronized swimming for youth

ages 7 to 15. 1,392 boys and 1,456 girls (51% of the total number of youth) participated in these activities.

The Community Development Block Grant (CDBG) funded L.A. KIDS Sports Academy at Hansen Dam offered clinics in girls' softball and co-ed soccer for youth ages 9 to 14. Of the 574 youth who participated in the clinics, 398, or 69%, were girls.

Following is a breakdown of the total number of girls participating in team sports in the third quarter of 2000, in comparison with the second quarter of 2000:


| THIRD QUARTER | | SECOND QUARTER | |
|-----------------------------|---------------|-----------------------------|--------------|
| Pacific Service Area | 1,207 | Pacific Service Area | 2,227 |
| Valley Service Area | 1,285 | Valley Service Area | 1,680 |
| Griffith/Metro Service Area | <u>2,169</u> | Griffith/Metro Service Area | <u>2,005</u> |
| TOTAL | 4,661* | TOTAL | 5,912 |

- * In addition to the above mentioned sports leagues and teams, the Community Services Branch operates clinics and activities as part of the L.A. KIDS Mobile Academy, as well as youth golf, tennis, and aquatics programs. In the third quarter, 2,019 girls participated in these activities, which would bring the total number of girls' participation in Department sponsored sports programs to **6,680**.

Prepared by Charles Singer

**CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE**

March 21, 2001

TO: BOARD OF RECREATION AND PARKS COMMISSIONERS
FROM: ELLEN OPPENHEIM, General Manager 
SUBJECT: FOURTH QUARTER STATUS REPORT - RAISE THE BAR PROGRAM

During the fourth quarter consisting of October through December 2000, 5,577 girls were registered in youth sports teams. This represents an 8% increase from the previous quarter, and 35% of the overall participation rate for this reporting period. These statistics reflect the success of the Girls Play Los Angeles (GPLA) subsidized basketball program, which is in operation at 26 of the 34 selected sites with over 1,100 girls playing on 110 teams.

The Girls Play Los Angeles (GPLA) subsidized basketball program for girls ages 13 to 15 received extensive marketing, and girls were recruited from the communities surrounding the participating recreation centers. Two Department facilities, William Nickerson Gardens and Jordan Downs Recreation Center, joined in partnership with the Charles Drew Middle School to form an eight-team GPLA league. Over 95% of the girls from the respective communities come from economically disadvantaged families.

Ms. Margold Clark, a former college player and coach for one of the teams, conducts mandatory bi-weekly tutorial sessions and requires that team members commit to maintaining a 2.5 grade point average.

The development of the Raise the Bar online database program has been completed and presentations were made to supervisors at each of the service area headquarters. The online database will allow facilities to report monthly Raise the Bar statistics directly into the database for collection, storage, and retrieval. Seven facilities have been selected to begin operation of the Raise the Bar online data collection program beginning in January 2001.

Highlights of gender based activities from October through December 2000 include:

- Granada Hills Recreation Center, Little Jammers Basketball Program, ages 5 to 6: 82 participants total, 80 girls.
- Woodland Hills Recreation Center Girls Basketball Program: 220 girls

Board of Recreation and Park Commissioners
 Fourth Quarter Status Report - Raise the Bar Program
 Page 2

- Balboa Sports Center Girls Basketball League: 208 girls
- Mason Recreation Center Girls Basketball Program, ages 9 to 15: 120 girls
- Valley Plaza Community Soccer League (partnership): 4,000 participants total, 1,100 girls
- Aliso-Pico Recreation Center Volleyball Program, ages 5 to 16: 290 participants total, 210 girls
- Elysian Valley Recreation Center Girls Basketball Program, ages 9 to 15: 309 girls
- Alpine Recreation Center Youth Volleyball Program: 92 participants total, 65 girls
- Peck Park Youth Basketball Referee Clinic: 12 participants total, 2 girls
- Mar Vista Recreation Center (15 girls) and Hazard Recreation Center (12 girls) attended USC Women's Basketball game.

Over 200 boys and girls ages 6 to 18 participated in Tregnan Academy Golf Instruction programs and classes, and are registered at 18 participating recreation facilities.

The Community Development Block Grant (CDBG) funded L.A. KIDS Sports Academy offered clinics in girls' softball, co-ed basketball, and co-ed soccer for youth ages 5 to 15. Of the 506 who participated in the clinics, 253, or 50%, were girls.

A comparison of the total number of girls participating in team sports in the third and fourth quarters of 2000 is as follows:

| FOURTH QUARTER | | THIRD QUARTER | |
|-----------------------------|---------------|-----------------------------|--------------|
| Pacific Service Area | 2,306 | Pacific Service Area | 1,207 |
| Valley Service Area | 1,194 | Valley Service Area | 1,285 |
| Griffith/Metro Service Area | <u>2,077</u> | Griffith/Metro Service Area | <u>2,169</u> |
| TOTAL | 5,577* | TOTAL | 4,661 |

Board of Recreation and Park Commissioners
Fourth Quarter Status Report - Raise the Bar Program
Page 3

- * In addition to the above mentioned sports leagues and teams, the Community Services Branch operates clinics and activities as part of the L.A. KIDS Mobile Academy, as well as youth golf, tennis, and aquatics programs. In the third quarter, 333 girls participated in these activities, which would bring the total number of girls' participation in Department sponsored sports programs to **5,910**.

An annual report, to be submitted at a future Board meeting, will include an analysis of the overall increase in girl's participation in sports since the inception of the Raise the Bar Program through the fourth quarter of 2000.

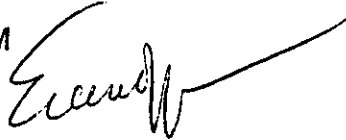
Quantitative goals are measured by the collection of raw data submitted by all participating recreation center's sports leagues based on gender and age categories 5-15 years. This data will be utilized to summarize, evaluate and reflect the accumulative number of youth participating by sport, geographical area, and gender over the three- year period.

Prepared by Charles Singer

CITY OF LOS ANGELES
DEPARTMENT OF RECREATION AND PARKS

MARCH 21, 2001

TO: BOARD OF RECREATION AND PARK COMMISSIONERS

FROM: ELLEN OPPENHEIM
General Manager 

SUBJECT: City's Bargaining Process/AFSCME Issues

The American Federation of State County and Municipal Employees (AFSCME), Local 741, became the recognized employee organization when it was certified last year by the Employee Relations Board as the majority representative of the Recreation Assistants.

Under the Charter, the authority to set the salaries or compensation for officers and employees of the City is the responsibility of the Mayor and the City Council (*Charter Section 219*). Salaries within the City are set by ordinance, unless otherwise set through collective bargaining agreements approved by the Council in accordance with state law. In addition, the Mayor and select City Council members participate in the Executive Employee Relations Committee whose role it is to give advice and instructions on City bargaining issues and input on salaries set by ordinance.

The Administrative Code establishes the Office of Administrative and Research Services (OARS) as the City's lead representative in negotiating with recognized employee organizations on matters on which the Council is the determining body (*LAAC Section 4.870(a)(1)*).

Negotiations are currently underway between the City and AFSCME. The Mayor and the City Council are involved and participating through the Executive Employee Relations Committee. The City Council Personnel Committee has also requested and reviewed information on this matter. OARS is leading the negotiations and the Department of Recreation and Parks is participating on the City management negotiation team.

It is important that the Board of Recreation and Parks Commissioners be aware that with active negotiations underway, it is the responsibility of the negotiation team, per the Charter, led by OARS, to address all bargaining issues including compensation and benefits. Many of the issues raised in these and similar negotiations have City-wide ramifications and they involve and could affect multiple departments. Per the Charter, it is the Mayor and Council who provide guidance to the City management representatives in the negotiations. This is particularly important as many negotiation choices in the bargaining process have the potential to affect more than one department. Given the Charter specifications on collective bargaining, it would be inappropriate for the Recreation and Parks' Commission to get involved in this matter.

During the last presentation made by AFSCME to the Board, union representatives stated that the Department has not been forthcoming with information requested by both the Personnel Committee and AFSCME. The Department has approached the bargaining process in good faith and provided the information being requested by both the Personnel Committee and AFSCME to OARS last year. This information was requested of all departments and needed to be synthesized by OARS and formatted into the OARS report which has been attached for this Board's review. OARS also verbally provided the Department's information to AFSCME representatives prior to this report being publicly reviewed by the Personnel Committee.

Prepared by Harold T. Fujita

REPORT FROM

OFFICE OF ADMINISTRATIVE and RESEARCH SERVICES

Date: *March 6, 2001*

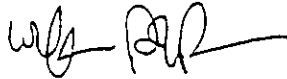
OARS File No. 0410-04730-0000

Council File No. 00-1623

Council District:

To: The Council

From: William T Fujioka, Director



Reference: Personnel Committee Recommendation Adopted by Council on November 8, 2000

Subject: **AUDIT OF HOURS WORKED BY INTERMITTENT PART-TIME EMPLOYEES**

SUMMARY

In accordance with Council action on November 8, 2000, this Office conducted a City-wide audit of hours worked by intermittent part-time employees. Intermittent employees are defined by Los Angeles Administrative Code Section (LAAC) 4.110 as employees who work less than 1,040 hours in any service year (one-year period based on an employee's date of hire); half-time employees are defined as employees who work 1,040 or more hours, but less than full-time, in any service year. According to LAAC Section 4.110, only half-time employees are entitled to pro-rated benefits, which include the City's flexible benefits package (health, dental, life insurance, disability, and EAP), retirement, and time off (vacation, sick time, and holidays). Several bargaining units, represented by Local 347 or AFSCME, have negotiated provisions in their Memoranda of Understanding (MOU) that provide for employees who work 1,000 hours two years in a year to receive the half-time benefits described in LAAC Section 4.110(a).

The purpose of the audit was two-fold: (1) to determine the extent to which departments/bureaus have a policy limiting the number of hours to 1,000 that intermittent employees may work in their service year, which could have the effect of creating an artificial barrier to intermittent employees working enough hours to qualify for half-time benefits, and (2) to determine how many regularly scheduled intermittent positions could be converted to half- or full-time positions.

In conducting the audit, a survey was sent to 44 departments and bureaus (all City departments, except Water and Power, Council, and Mayor). The survey asked departments/bureaus to indicate if they have a policy limiting the number of hours to 1,000 that intermittent employees may work in their service year. In addition, departments/bureaus were requested to identify the number of intermittent employees employed in each of three categories: (1) employees who work less than 500 hours in a service year (seasonal or occasional and sporadic employment), (2) employees who work between 500 to 900 hours in a service year (occasional and sporadic employment), and (3) employees who work 900 to 1,039 hours in a service year (regularly scheduled to work on an ongoing basis). Of the employees listed in the last category (900 to 1,039 hours), departments/bureaus were asked to identify positions that could be converted to regularly scheduled

half-time or full-time positions, based solely on operational needs. Finally, departments/bureaus were requested to provide a print-out showing a three-year history of actual hours worked by incumbents in intermittent positions.

Survey Results

Existence of 1,000-Hour Limitation Policies

Of the 44 departments/bureaus surveyed, 29 reported employing intermittent employees. Of those 29 departments/bureaus, 19 indicated that they had some form of a policy limiting intermittent employees to either 1,000 or 1,040 hours in a service year (see Attachment I). Four of those 19 (Los Angeles Convention Center, Transportation, Recreation and Parks, and Airports) have a formal 1,000-hour limitation policy.

In responding to the survey, most departments/bureaus advised that the reason they had a 1,000 or 1,040-hour limitation was to ensure compliance with Charter Section 1001(d)(3), which requires employees who are hired on a civil service exempt basis to work not more than half time (1,040 hours per service year). Departments/bureaus cited several advantages to hiring intermittent employees on a civil service exempt basis: (1) provides greater ease and speed of hiring (civil service exams and selection from eligibility lists are not required), (2) facilitates community-based hiring, (3) allows for as-needed staffing for peak demands, special events, and seasonal activities, and (4) avoids Personnel Department having to compile lay-off lists to establish "bumping" rights for employees whose services are no longer needed.

In accordance with Charter Section 1001(d), to hire exempt intermittent employees departments must submit a written request to the Personnel Department (Classification Division) requesting that certain intermittent positions be exempted from civil service. Personnel Department in turn presents the request with a recommendation to the Civil Service Commission. If the Civil Service Commission adopts the recommendation, the request is forwarded to the Council for approval.

When reviewing the print-outs of actual hours worked by intermittent employees, there were several instances where employees had worked in excess of 1,040 hours in a service year, even though they were hired on a civil service exempt basis pursuant to Charter Section 1001(d)(3) with the intent of their working 1,040 or less hours. There were also instances of employees who belong to Local 347 or AFSCME bargaining units who had worked 1,000 hours in two consecutive years who had not yet been certified to CERS to receive half-time benefits in accordance with their MOU. Where those situations occurred, the Departments (Fire, Zoo, and El Pueblo) indicated they would take the necessary steps immediately to provide half-time benefits to the eligible employees.

Two departments (Office of Finance and the Los Angeles City Employees Retirement System (LACERS)) reported that instead of using the procedure described above for hiring civil service intermittent employees, they hire employees on a "temporary appointment" basis pursuant to Charter Section 1013 (commonly referred to as "emergency appointments"). This provision is designed to allow departments to hire employees for up to four months, with a four-month extension (a total of eight months). It is most commonly used to fill a vacant position where a civil service eligible list has not yet been established. The Office of Finance and LACERS, however, utilize Charter Section 1013 to hire intermittent employees on a part-time or full-time basis for peak work load periods,

terminate them, and then re-hire them again for up to eight months. The Office of Finance, in particular, reported that it hires intermittent employees for six months to work approximately 960 hours, terminates them for two weeks, and then re-hires them. The result is that these employees may work more than 1,040 hours over a 12-month calendar period, but they never complete a 12-month service year because their date of hire is always changing. Consequently, they do not qualify for half-time benefits.

Intermittent Positions - Conversion to Half- or Full-Time Positions

Survey responses revealed that there are 6,172 intermittent positions spread across 29 departments/bureaus in 64 different classifications (see Attachments II and III). When broken down into categories of hours worked, 3,183 (52%) employees worked less than 500 hours in their service year, 1,672 (27%) worked 500 to 900 hours, and 1,317 (21%) worked 900 to 1,039 hours.

Twelve departments/bureaus indicated that based solely on operational needs they could convert a number of intermittent positions to either half-time or full-time positions. In total, 147 half-time and 65 full-time positions could be created. The aggregate first year cost of providing benefits for these positions is approximately \$1.3 million (see Attachment IV). (The Department of Recreation and Parks is not included in these figures because of issues related to current negotiations with the Recreation Assistant Unit.)

Most Departments/bureaus indicated that any additional hours associated with creating half- or full-time positions could be absorbed within existing funds, or that they had already submitted budget requests as part of the 2001-02 Proposed Budget to fund such additional hours. The Community Development Department indicated that its converting positions to half- or full-time status would significantly increase its administrative costs charged to Federal and State grants, and that the administrative costs allowed for such grants were already at the maximum permitted. Other departments expressed concern that creating half-time positions would require the establishment of regular 20-hour work weeks that may not be conducive to operational needs nor benefit incumbents who prefer more flexible work schedules. Another common concern expressed was that in creating full-time positions within existing budgeted funds, fewer employees could be employed, thereby resulting in the "lay-off" of current intermittent employees.

RECOMMENDATION

Note and file.

FISCAL IMPACT STATEMENT

It is estimated that the cost to the General Fund for Fiscal Year 2001-02 to provide benefits to 147 half-time and 65 full-time positions should they be converted from current intermittent positions would be \$1,263,117.

WTF:CEC:mib

Attachments

1ib054

DEPARTMENTS/BUREAUS WITH INTERMITTENT EMPLOYEES
EXISTENCE OF 1,000 OR 1,040 HOUR LIMITATION ON HOURS WORKED

| Department/Bureau | 1,000-Hour Limit | | 1,040-Hour Limit | |
|------------------------|------------------|----------|------------------|----------|
| | Formal | Informal | Formal | Informal |
| OARS | | | | X |
| Aging | -- | -- | -- | -- |
| Animal Services | | X | | |
| Building and Safety | | X | | |
| City Clerk | -- | -- | -- | -- |
| Community Development | | X | | |
| Cultural Affairs | | X | | |
| Ethics | -- | -- | -- | -- |
| Finance | | X | | |
| Fire | | X | | |
| General Services | -- | -- | -- | -- |
| Human Relations | -- | -- | -- | -- |
| Information Technology | -- | -- | -- | -- |
| L.A. Convention Center | X | | | |
| Personnel | | | | X |
| Police | -- | -- | -- | -- |
| PW Engineering | | | | X |
| PW Sanitation | | | X | |
| PW Street Lighting | | X | | |
| PW Street Services | | X | | |
| Transportation | X | -- | -- | -- |
| Zoo | | X | | |
| El Pueblo | -- | -- | -- | -- |
| Library | | | | X |
| Recreation and Parks | X | | | |
| Airports | X | | | |
| CERS | -- | -- | -- | -- |
| Pensions | | | | X |
| Harbor | -- | -- | -- | -- |
| Totals (19 out of 29) | 4 | 9 | 1 | 5 |

AUDIT OF HOURS WORKED BY INTERMITTENT EMPLOYEES

| Department | Number of Positions | | | | | | | Can be Converted to Full-Time |
|-------------------------------------------|---------------------|---------------------|------------------------|---------------------|---------------|----------------|-------------------------------|-------------------------------|
| | Part-Time Positions | Half-Time Positions | Intermittent Positions | Less than 600 Hours | 500-900 Hours | 900-1039 Hours | Can be Converted to Half-Time | |
| Administrative and Research Services | 3 | 0 | 3 | 0 | 0 | 0 | 0 | 0 |
| Aging | 5 | 3 | 2 | 2 | 0 | 0 | 0 | 0 |
| Animal Services | 62 | 1 | 61 | 42 | 16 | 0 | 0 | 1 |
| Building and Safety | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| City Attorney | 13 | 13 | 0 | 0 | 0 | 0 | 0 | 0 |
| City Clerk | 321 | 64 | 257 | 206 | 51 | 0 | 0 | 0 |
| Comm. on Children, Youth & Their Families | 19 | 17 | 2 | 0 | 0 | 0 | 0 | 0 |
| Comm. on the Status of Women | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Community Development | 43 | 0 | 43 | 0 | 0 | 43 | 22 | 21 |
| Controller | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Cultural Affairs | 327 | 11 | 316 | 206 | 62 | 48 | 2 | 3 |
| Department of Disability | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Emergency Preparedness | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Employee Relations Board | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Environmental Affairs | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Ethics Commission | 4 | 0 | 4 | 0 | 4 | 0 | 0 | 0 |
| Finance | 47 | 15 | 32 | 7 | 12 | 13 | 4 | 0 |
| Fire | 16 | 0 | 16 | 0 | 7 | 8 | 2 | 0 |
| General Services | 44 | 24 | 20 | 9 | 6 | 3 | 0 | 0 |
| Human Relations Commission | 7 | 0 | 7 | 0 | 0 | 0 | 0 | 0 |
| Information Technology Agency | 32 | 28 | 3 | 0 | 0 | 0 | 0 | 0 |
| Los Angeles Convention Center | 230 | 0 | 230 | 0 | 0 | 230 | 30 | 2 |
| Los Angeles Housing Department | 11 | 11 | 0 | 0 | 0 | 0 | 0 | 0 |
| Neighborhood Empowerment | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Personnel | 266 | 0 | 266 | 217 | 49 | 0 | 5 | 31 |
| Planning | 4 | 4 | 0 | 0 | 0 | 0 | 0 | 0 |
| Police | 30 | 2 | 28 | 23 | 4 | 0 | 0 | 0 |
| Public Works Board | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Public Works Accounting | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Public Works Contract Administration | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Public Works Engineering | 20 | 0 | 20 | 0 | 20 | 0 | 0 | 0 |
| Public Works Mngmt-Employee Services | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Public Works Sanitation | 200 | 173 | 27 | 0 | 15 | 12 | 3 | 0 |
| Public Works Street Lighting | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| Public Works Street Services | 17 | 0 | 17 | 8 | 4 | 5 | 0 | 0 |
| Transportation | 516 | 332 | 184 | 127 | 25 | 32 | 14 | 7 |
| Zoo | 125 | 0 | 125 | 92 | 49 | 40 | 7 | 0 |
| El Pueblo | 48 | 16 | 32 | 0 | 6 | 26 | 0 | 0 |
| Library | 662 | 440 | 222 | 145 | 62 | 15 | 0 | 0 |
| Recreation and Parks | 4,514 | 453 | 4,061 | 2,153 | 1,355 | 759 | 0 | 0 |
| Airports | 267 | 93 | 174 | 10 | 17 | 57 | 55 | 0 |
| City Employee Retirement System | 10 | 0 | 10 | 0 | 10 | 0 | 0 | 0 |
| Pensions | 4 | 0 | 4 | 0 | 0 | 0 | 0 | 0 |
| Harbor | 2 | 0 | 2 | 0 | 0 | 0 | 0 | 0 |
| Totals | 7,874 | 1,702 | 6,172 | 3,163 | 1,672 | 1,517 | 147 | 65 |

* Not Available.

INTERMITTENT EMPLOYEES - CLASSIFICATIONS AND SALARIES

| <u>Code</u> | <u>Class Title</u> | <u>Hourly Salary</u> |
|-------------|-------------------------------------------------|----------------------|
| 0820 | Administrative Trainee | \$ 13.01 |
| 9135 | Administrative Hearing Officer | 20.66 - 25.67 |
| 1535-1 | Administrative Intern I | 13.72 |
| 1535-2 | Administrative Intern II | 14.89 |
| 1540 | Airport Aide | 14.41 - 17.91 |
| 0845-1 | Airport Guide I | 12.06 |
| 4304 | Animal Keeper | 15.98 - 19.85 |
| 2452 | Art Instructor | 12.86 |
| 2433B | Art Instructor | 18.00 |
| 2455-1 | Arts Manager I | 20.79 - 25.82 |
| 2455-2 | Arts Manager II | 24.49 - 30.43 |
| 2455-3 | Arts Manager III | 28.79 - 35.77 |
| 2418 | Assistant Park Services Attendant II | 9.79 |
| 0713 | Choral Accompanist | 10.00 |
| 0714 | Choral Conductor | 15.00 |
| 1358 | Clerk Typist | 13.12 - 16.30 |
| 0102 | Commission Hearing Examiner | 450.00 per hearing |
| 1112 | Community and Administrative Support Worker II | 9.79 |
| 1113 | Community and Administrative Support Worker III | 12.20 |
| 3180-2 | Crossing Guard | 9.54 |
| 3156 | Custodial Services Attendant | 10.86 - 13.50 |
| 5131H | Deck Hand - Harbor | 22.58 |
| 0717-2 | Event Attendant II | 9.54 |
| 0717-3 | Event Attendant III | 11.42 |
| 0135 | Examining Assistant Civil Service | 40.00 per session |
| 0136 | Examining Assistant Civil Service | 45.00 per session |
| 0137 | Examining Assistant Civil Service | 50.00 per session |
| 0138 | Examining Assistant Civil Service | 55.00 per session |
| 0139 | Examining Assistant Civil Services | 60.00 per session |
| 2440 | Gallery Attendant | 10.45 |
| 1140 | Library Clerical Assistant | 12.58 - 15.63 |
| 1140A | Library Clerical Assistant | 12.58 - 15.63 |
| 6152-1 | Librarian I | 18.42 - 22.88 |
| 6152-2 | Librarian II | 20.63 - 25.62 |
| 3523 | Light Equipment Operator | 15.78 - 19.61 |
| 0844 | Locker Room Attendant | 9.54 |
| 3115 | Maintenance and Construction Helper | 13.79 - 17.13 |
| 3115-9 | Maintenance and Construction Helper | 13.79 - 17.13 |

| <u>Code</u> | <u>Class Title</u> | <u>Hourly Salary</u> |
|-------------|---------------------------------|----------------------|
| 1111A | Messenger Clerk | \$ 10.21 - 12.68 |
| 2401 | Museum Guide | 10.29 |
| 3530-1 | Parking Attendant I | 10.21 - 11.38 |
| 3530-2 | Parking Attendant II | 10.71 - 11.94 |
| 0651 | Physician I | 56.15 |
| 2431 | Piano Accompanist | 12.06 |
| 4118 | Plant Guide | 10.30 |
| 2413 | Pool Lifeguard | 11.29 |
| 0704 | Proctor | 11.66 |
| 1542 | Project Assistant | 17.31 - 21.52 |
| 2435 | Recreation Assistant I | 7.01 |
| 2436 | Recreation Assistant II | 9.79 |
| 2438 | Recreation Assistant III | 12.20 |
| 2441C | Recreation Assistant IV | 10.00 |
| 2441D | Recreation Assistant IV | 12.50 |
| 2441E | Recreation Assistant IV | 15.00 |
| 2442G | Recreation Assistant IV | 35.00 |
| 3580-2 | Refuse Truck Operator II | 20.55 - 22.91 |
| 0703 | Relief Animal Care Worker | 14.10 |
| 0702 | Relief Animal Regulation Worker | 13.14 |
| 2321-2 | Relief Correctional Nurse II | 30.74 |
| 2321-3 | Relief Correctional Nurse III | 33.31 |
| 1133 | Relief Retirement Worker | 11.66 - 13.72 |
| 2409 | Seasonal Pool Manager I | 13.23 |
| 2408 | Seasonal Pool Manager II | 17.37 |
| 3181 | Security Officer | 14.41 - 17.91 |
| 0706 | Senior Proctor | 14.98 |
| 2415 | Special Program Assistant II | 9.79 |
| 2416 | Special Program Assistant III | 12.20 |
| 7921-1 | Student Architect I | 12.98 |
| 7921-2 | Student Architect II | 13.72 |
| 7921-3 | Student Architect III | 14.51 |
| 7203-1 | Student Engineer I | 12.98 |
| 7203-2 | Student Engineer II | 13.72 |
| 7203-3 | Student Engineer III | 14.51 |
| 1502 | Student Professional Worker | 11.75 |
| 1501 | Student Worker | 9.54 |
| 1131-1 | Swimming Pool Clerk I | 10.45 |
| 1131-2 | Swimming Pool Clerk II | 12.29 |
| 1356-1 | Tax Renewal Assistant I | 9.54 |

| <u>Code</u> | <u>Class Title</u> | <u>Hourly Salary</u> |
|-------------|---------------------------------|----------------------|
| 1356-2 | Tax Renewal Assistant II | \$ 10.19 |
| 1356-3 | Tax Renewal Assistant III | 10.81 |
| 0849 | Telescope Demonstrator | 14.86 - 18.45 |
| 1832-1 | Warehouse and Toolroom Worker I | 13.79 - 17.13 |
| 2357-2 | Zoo Veterinarian II, | 32.76 - 36.52 |

INTERMITTENT POSITIONS THAT CAN BE CONVERTED TO
HALF-TIME OR FULL-TIME POSITIONS

| <u>Department</u> | <u>No. of Half-Time Positions</u> | <u>No. of Full-Time Positions</u> | <u>Annual Cost of Benefits*</u> |
|-------------------------------|---------------------------------------|---------------------------------------|-------------------------------------|
| Animal Services | -- | 1 | \$ 9,129 |
| Community Development | 22 | 21 | 291,941 |
| Cultural Affairs | 2 | 3 | 36,499 |
| Office of Finance | 4 | -- | 18,224 |
| Fire | 2 | -- | 9,112 |
| Information Technology Agency | 3 | -- | 13,668 |
| L.A. Convention Center | 30 | 2 | 154,938 |
| Personnel | 5 | 31 | 305,779 |
| Public Works Sanitation | 3 | -- | 13,668 |
| Zoo | 14 | 7 | 127,687 |
| El Pueblo | 7 | -- | 31,892 |
| Airports | <u>55</u> | <u>--</u> | <u>250,580</u> |
| Totals | <u>147</u> | <u>65</u> | <u>\$1,263,117</u> |

* Annual half-time cost = \$4,556 per position; annual full-time cost = \$9,129 per position. Cost includes flexible benefits package (health, dental, disability, life insurance, EAP, flex dollars), time off benefits (vacation, sick time, holiday), and City's retirement contribution.