

LAC+USC MEDICAL CENTER POLICY

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| Subject: COMPENSATION/BENEFITS | Original Issue Date: 4/1/95 | Policy # 576 |
| | Supersedes: 5/9/17 | Effective Date: 10/30/20 |
| Departments Consulted: Human Resources Financial Management Human Resources Committee | Reviewed & Approved by: Attending Staff Association Executive Committee Senior Executive Council | Approved by: (Signature on File) Chief Medical Officer |
| | | (Signature on File) Chief Executive Officer |

PURPOSE

To define the compensation and benefits established by the Board of Supervisors.

POLICY

Compensation and benefits are established by the Los Angeles County Board of Supervisors and published in the annual salary ordinance based on the County Charter.

Human Resources Operations and Payroll Divisions shall manage the compensation and benefits paid to Medical Center employees.

DEFINITION

Compensation shall be defined as wages, salary, and benefits developed to attract competent individuals for employment and retain and motivate current workers to excel in job performance.

PROCEDURE

- Employment and compensation are administered in accordance with the Civil Service Rules
- Salary or rate-of-pay are established upon appointment in accordance with established salary ordinance based upon the certified bargaining agents' negotiation with the County.
- All benefits are approved by the Board for eligible employees with individual option for enrollment.

RESPONSIBILITY

Administration
DHS Human Resources
Supervisors
All Employees

REFERENCES

Subject: **COMPENSATION/BENEFITS**

Effective Date:
10/30/20

Title 6, Los Angeles County Code

REVISION DATES

August 31, 1995; October 20, 1998; April 16, 2002; April 19, 2005; October 03, 2008;
March 11, 2014; May 9, 2017; October 30, 2020