

LOS ANGELES UNIFIED SCHOOL DISTRICT
PERSONNEL COMMISSION

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LAW AND RULES

December 7, 2005

594 SCARCITY DIFFERENTIAL

The purpose of this Rule is to permit the District to offer scarcity differentials for certain classifications approved by the Commission due to actual or anticipated recruitment and retention problems.

Providing scarcity differentials for qualifying classifications is intended to decrease the need for salary reallocations in circumstances where it is difficult to recruit or retain employees. This differential recognizes the fluctuating nature of labor demand and salaries in the marketplace for certain job classifications.

- A. The District may request the Commission to authorize scarcity differentials for a class. Scarcity differentials are 5, 10, 15, or 20 percent. The Commission may approve scarcity differentials for classes in cases where there is an insufficient number of applications or eligibles despite an extensive recruitment effort, a reluctance of eligibles to accept employment, or an actual or anticipated labor shortage. The Personnel Director, after consultation with interested parties, shall determine the specific differential to be applicable to the class. The Personnel Director, after consultation with interested parties, may determine that the differential in effect for the class shall be changed to a different differential. Employees in regular and nonregular status in a class shall be paid any scarcity differential in effect for the class.
- B. The examination bulletin for an examination administration for a class for which the Commission has authorized scarcity differentials shall specify that employees may be paid a scarcity differential of 5, 10, 15, or 20 percent above the basic salary schedule.
- C. Current employees in a class that has been approved for a scarcity differential shall receive the differential, or any change thereof, authorized by the Personnel Director on the effective date indicated by the Director in those instances where this Rule does not specify an effective date. Current employees in the class shall receive any differential given to a new employee that is higher than their current differential, effective at the beginning of the pay period following the pay period in which the new employee was given the higher differential. Any employee upon assignment to a class in which other employees are receiving a scarcity differential shall receive no less than the differential received by the other employees. Notwithstanding anything to the contrary or any omission in this Rule, all employees in a class that has been approved for a scarcity differential shall receive the same differential.
- D. A class approved for a scarcity differential shall be reviewed every three years by the Commission to determine if the differential should be discontinued. A class may be brought to the Commission for its review at any time at the discretion of the Personnel Director. If scarcity differentials are discontinued for a class, the Commission may direct that current employees shall continue to receive the differential until they leave the class, that employees' differential shall be terminated, or that the differential shall be reduced in predetermined increments over a specific period of time until the differential is eliminated.
- E. A scarcity differential shall be considered part of the employee's regular rate for the purpose of determining salary allocation in the case of promotion or demotion. Transfer privileges shall be extended, in accordance with applicable criteria, to any class which is not lower in salary than the basic schedule nor more than 3 percent higher than the basic schedule. A differential authorized under this Rule shall be considered a long-term differential and shall be continued during paid absences.

To provide a differential for hard to recruit classifications.

Add: December 7, 2005. (NEW RULE)

SCARCITY DIFFERENTIAL

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LAW AND RULES

December 15, 2010

594 SCARCITY DIFFERENTIAL

F. Classes for which the Commission has approved scarcity differentials are listed below.

01. Programmer Analyst (SAP)	10% - side letter
02. Senior Programmer Analyst (SAP)	10% - side letter
03. Design Network Engineer	15% - side letter
04. Associate Computer Applications Specialist (SAP)	10% - side letter

To modify list of classes receiving scarcity differentials.
Remove: September 15, 2010. Add: Page 2, December 15, 2010.

SCARCITY DIFFERENTIAL

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