

CITY OF LONG BEACH

DEPARTMENT OF HUMAN RESOURCES

C-11

333 West Ocean Boulevard 13th Floor • Long Beach, CA 90802

February 13, 2007

HONORABLE MAYOR AND CITY COUNCIL
City of Long Beach
California

RECOMMENDATION:

Adopt the attached amended Salary Resolution for Fiscal Year 2007. (Citywide)

DISCUSSION

The attached amendment to the Salary Resolution incorporates provisions approved subsequent to the City Council – Adopted Fiscal Year 2007 Budget and contains changes necessary for the ongoing administration of the City. Many of the changes contained in the amendment will facilitate reorganization and consolidation of departmental activities. Attachment A summarizes the proposed changes to the Salary Resolution last adopted by the City Council on November 21, 2006.

This item was reviewed by Deputy City Attorney, Christina L. Checel, on February 2, 2007 and by Performance Management and Budget Bureau Manager, David Wodynski, on February 5, 2007.

TIMING CONSIDERATIONS

City Council approval of the amended Salary Resolution is requested on February 13, 2007, to ensure implementation of requested operational changes.

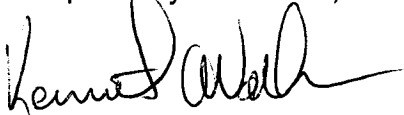
FISCAL IMPACT

There are no significant fiscal impacts from the requested amendment. Current appropriations will be used to support the requested amendments.

SUGGESTED ACTION:

Approve recommendation.

Respectfully submitted,



KENNETH WALKER
ACTING DIRECTOR OF HUMAN RESOURCES

KW:sk
Council Letter FY 2007 Salary-2/13.doc

APPROVED:


GERALD R. MILLER
CITY MANAGER

Attachment

**ATTACHMENT A
SALARY RESOLUTION AMENDMENT**

City Prosecutor –

Newly requested classification.

New Title	Salary Range
Legal Assistant-Supervisor	B00

Legislative –

Clarification of position title.

Title Change	
From	To
Executive Assistant/Mayor and Council	Chief of Staff-Mayor Chief of Staff-City Council

Long Beach Gas & Oil -

Salary Range adjustments and Skill Pay recommendations address recruitment and retention issues with Gas field crews.

Range Adjustments

Position Title	Salary Range	
	From:	To:
Gas Construction Worker III	460	482
Gas Field Service Representative III	460	482
Gas Pipeline Welder/Layout Fitter	520	560
Gas Distribution Supervisor I	550	580
Gas Distribution Supervisor II	600	620
Gas Maintenance Supervisor I	550	580
Gas Maintenance Supervisor II	600	620

Classification and Range Change

From:		To:	
Position Title	Range	Position Title	Range
Gas Instrument Technician	500	Gas Instrument Technician I	500
		Gas Instrument Technician II	530

**Skill Pay
Description**

Action

Add hourly skill pay of \$0.350

Gas Construction Worker II and Gas Field Service Representative II, when possessing a Long Beach Gas & Oil meter installation/reinstallation certification for up to a 400-class meter.

**ATTACHMENT A
SALARY RESOLUTION AMENDMENT**

**Skill Pay
Description**

Action

Add hourly skill pay of \$0.500

Gas Field Service Representative II, when possessing a SoCal Gas (or equivalent) Appliance Technology certification, or a Regulator Technician certification.

Add hourly skill pay of \$0.500

Gas Construction Worker II, when possessing a SoCal Gas (or equivalent) Leakage Survey or Pressure Control certification, or Long Beach Gas & Oil Valve Inspection and Maintenance certification, or a NACE Basic-level certification.

Add hourly skill pay of \$2.000

Gas Construction Worker II, Senior Equipment Operator and Gas Field Service Representative II, when possessing the classification-appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan certification for journey level.

Add hourly skill pay of \$0.550 per hour

Gas Construction Worker III, when possessing a Long Beach Gas & Oil meter installation/reinstallation certification for commercial meters or multimeter sets of 5 or more, or a SoCal Gas (or equivalent) Leakage Survey certification or Long Beach Gas & Oil Pressure Control certification for 6" and above PC fittings, or a NACE Tester-level certification, or a Fusion Trainer/Inspector certification from a gas pipeline industry-recognized agency, or when performing DOT record-keeping Valve Maintenance.

Add hourly skill pay of \$0.550 per hour

Gas Field Service Representative III, when possessing a Long Beach Gas & Oil meter installation/reinstallation certification for commercial meters or multimeter sets of 5 or more, or a SoCal Gas (or equivalent) Appliance Technology certification, or a Regulator Troubleshooting certification.

Add hourly skill pay of \$0.600

Gas Construction Worker III, when possessing the classification-appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan certification for advanced level.

Add hourly skill pay of \$0.600

Gas Field Service Representative III, when possessing the classification-appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan certification for advanced level.

**ATTACHMENT A
SALARY RESOLUTION AMENDMENT**

**Skill Pay
Description**

Action

Add hourly skill pay of \$0.200

Gas Maintenance Supervisor I-II, when possessing a Fusion Trainer/Inspector certification from a gas pipeline industry-recognized agency of a NACE Tester-level certification, or a Gas Pipeline Welding Inspections certification from an API-certified welding instructor.

Add hourly skill pay of \$0.200

Gas Distribution Supervisor I-II, when possessing a Flow Computer Unit Operation and Maintenance and BTU Transmitter Operation and Maintenance certifications, or a SoCal Gas (or equivalent) Appliance Technology certification, or a Regulator Troubleshooting Certification.

Park, Recreation & Marine -

Classification and compensation study for the Aquatics Supervisor classification in accordance with the IAM negotiated Memorandum of Understanding (MOU); associated equity adjustments also recommended.

Classification and Range Change

From:		To:	
Position Title	Range	Position Title	Range
Aquatics Supervisor I, II	460 , 500	Aquatics Supervisor I	500
Aquatics Supervisor IV	540	Aquatics Supervisor II	570
Cultural Program Supvr	540	Cultural Program Supvr	570
Community Svcs Supvr	540	Community Svcs Supvr	570

Police -

Reorganization of the Forensic Science Services Division requires position classification changes. Recommend skill pay to address recruitment and retention issue.

New Title	Salary Range
Forensic Science Services Administrator	E00

Title Change

From:	To:
Forensic Specialist III Criminalist III – Misc	Forensic Specialist Supervisor Criminalist Supervisor

**ATTACHMENT A
SALARY RESOLUTION AMENDMENT**

**Skill Pay
Description**

Action

Add hourly skill pay of \$0.719

Sworn Police personnel, up to and including Lieutenants, when regularly assigned to and performing the duties of Boat Patrol Operations and in possession of a valid Basic Boat Operations certificate.

Public Works -

Recruitment and retention issues with Building Maintenance classifications. Skill Pay recommendation differentiates Fleet Service Supervisors in Fleet Operations.

Range Adjustment

Position Title

Salary Range

Mechanical Supervisor
Supervisor-Facilities Maintenance

From:	To:
580	600
600	620

**Skill Pay
Description**

Action

Add hourly skill pay of \$1.000

Fleet Service Supervisors, when regularly assigned and performing as supervisor to Equipment Mechanics within the Fleet-Maintenance division and possessing one ASE certification as a Master Automotive and/or Master Medium Heavy Truck Technician.

Add hourly skill pay of \$1.250

Fleet Service Supervisors, when regularly assigned and performing as supervisor to Equipment Mechanics within the Fleet-Maintenance division and possessing two ASE certifications as a Master Automotive and Master Medium Heavy Truck Technician.

1 RESOLUTION NO.

2
3 A RESOLUTION OF THE CITY COUNCIL OF THE
4 CITY OF LONG BEACH CONFIRMING, READOPTING AND
5 AMENDING PREVIOUSLY ADOPTED PROVISIONS,
6 CREATING AND ESTABLISHING POSITIONS OF
7 EMPLOYMENT, AND FIXING AND PRESCRIBING THE
8 COMPENSATION FOR THE OFFICERS AND EMPLOYEES OF
9 THE CITY OF LONG BEACH; AND RESCINDING
10 RESOLUTION NO. RES-06-0138 OF THE CITY COUNCIL
11 RELATING THERETO

12
13 WHEREAS, in accordance with the provisions of the City
14 Charter, the City Council, in Resolution No. RES-06-0138, has
15 created and established positions of employment and fixed and
16 prescribed the salaries and compensation of the officers and
17 employees of the City, commencing October 1, 2006; and

18 WHEREAS, it is now the desire of the City Council to
19 confirm, readopt and amend the provisions of Resolution No.
20 RES-06-0138, as amended, and to incorporate the confirmed,
21 readopted and amended provisions into this resolution;

22 NOW, THEREFORE, the City Council of the City of Long
23 Beach resolves as follows:

24 Section 1. Every person who has been or who hereafter
25 may be duly appointed to an office or position of employment
26 indicated herein, and who is qualified to hold and does hold such
27 office or position from and after the date or dates that the pay
28 rates and compensation prescribed herein shall become effective as

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1 hereinafter provided, or from the date of employment, whichever
2 occurs later, shall receive as full compensation for his/her
3 services, a biweekly salary based on one of the pay rates set
4 forth in the Salary Schedules specified herein for his/her office
5 or position, together with such additional compensation, if any,
6 as provided herein or by applicable ordinance. The method and
7 manner of determination of the pay rate at which the compensation
8 of each officer or employee (hereinafter collectively referred to
9 as "employee" or "employees") shall be fixed as hereinafter
10 provided. Except as otherwise specifically designated, the
11 applicable pay rate indicated in the Salary Schedule in Section 2
12 hereof is intended to be and shall be the basis for determining
13 each employee's biweekly salary.

14 Sec. 2. Pay rates for all offices and positions
15 hereinafter referred to in Section 15 are set forth in Salary
16 Schedules I and IA as set forth in this Section. The pay rates
17 set forth in Salary Schedules I shall be operative on and after
18 12:01 a.m. of February 17, 2007. The pay rate set forth in Salary
19 Schedule IA shall be operative on and after 12:01 a.m. of
20 February 17, 2007.

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SALARY SCHEDULE I - EFFECTIVE January 1, 2007

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
M01	9.236	9.698	10.263	10.782	11.287	11.866	12.464
	738.88	775.84	821.04	862.56	902.96	949.28	997.12
	1,606.00	1,687.00	1,785.00	1,875.00	1,963.00	2,064.00	2,168.00
M03	9.940	10.437	11.043	11.577	12.146	12.735	13.396
	795.20	834.96	883.44	926.16	971.68	1,018.80	1,071.68
	1,729.00	1,815.00	1,921.00	2,014.00	2,113.00	2,215.00	2,330.00
M07	10.678	11.213	11.866	12.464	13.060	13.718	14.420
	854.24	897.04	949.28	997.12	1,044.80	1,097.44	1,153.60
	1,857.00	1,950.00	2,064.00	2,168.00	2,272.00	2,386.00	2,508.00
M08	10.929	11.476	12.146	12.735	13.396	14.066	14.775
	874.32	918.08	971.68	1,018.80	1,071.68	1,125.28	1,182.00
	1,901.00	1,996.00	2,113.00	2,215.00	2,330.00	2,446.00	2,570.00
M10	11.217	11.778	12.464	13.060	13.718	14.420	15.139
	897.36	942.24	997.12	1,044.80	1,097.44	1,153.60	1,211.12
	1,951.00	2,049.00	2,168.00	2,272.00	2,386.00	2,508.00	2,633.00
M12	11.460	12.034	12.735	13.396	14.066	14.775	15.521
	916.80	962.72	1,018.80	1,071.68	1,125.28	1,182.00	1,241.68
	1,993.00	2,093.00	2,215.00	2,330.00	2,446.00	2,570.00	2,700.00
M13	11.753	12.340	13.060	13.718	14.420	15.139	15.901
	940.24	987.20	1,044.80	1,097.44	1,153.60	1,211.12	1,272.08
	2,044.00	2,146.00	2,272.00	2,386.00	2,508.00	2,633.00	2,766.00
M15	12.055	12.657	13.396	14.066	14.775	15.521	16.303
	964.40	1,012.56	1,071.68	1,125.28	1,182.00	1,241.68	1,304.24
	2,097.00	2,201.00	2,330.00	2,446.00	2,570.00	2,700.00	2,836.00
M17	12.345	12.961	13.718	14.420	15.139	15.901	16.745
	987.60	1,036.88	1,097.44	1,153.60	1,211.12	1,272.08	1,339.60
	2,147.00	2,254.00	2,386.00	2,508.00	2,633.00	2,766.00	2,912.00
M18	12.588	13.217	13.985	14.697	15.446	16.219	17.071
	1,007.04	1,057.36	1,118.80	1,175.76	1,235.68	1,297.52	1,365.68
	2,189.00	2,299.00	2,432.00	2,556.00	2,687.00	2,821.00	2,969.00
M19	12.850	13.493	14.281	14.982	15.762	16.555	17.398
	1,028.00	1,079.44	1,142.48	1,198.56	1,260.96	1,324.40	1,391.84
	2,235.00	2,347.00	2,484.00	2,606.00	2,741.00	2,879.00	3,026.00
M20	12.658	13.292	14.066	14.775	15.521	16.303	17.276
	1,012.64	1,063.36	1,125.28	1,182.00	1,241.68	1,304.24	1,382.08
	2,202.00	2,312.00	2,446.00	2,570.00	2,700.00	2,836.00	3,005.00
M21	12.978	13.626	14.420	15.139	15.901	16.745	17.736
	1,038.24	1,090.08	1,153.60	1,211.12	1,272.08	1,339.60	1,418.88
	2,257.00	2,370.00	2,508.00	2,633.00	2,766.00	2,912.00	3,085.00
M22	12.903	13.549	14.335	15.064	15.832	16.625	17.498
	1,032.24	1,083.92	1,146.80	1,205.12	1,266.56	1,330.00	1,399.84
	2,244.00	2,357.00	2,493.00	2,620.00	2,754.00	2,892.00	3,043.00
M24	13.296	13.961	14.775	15.521	16.303	17.276	18.180
	1,063.68	1,116.88	1,182.00	1,241.68	1,304.24	1,382.08	1,454.40
	2,313.00	2,428.00	2,570.00	2,700.00	2,836.00	3,005.00	3,162.00
M26	13.623	14.304	15.139	15.901	16.745	17.736	18.592
	1,089.84	1,144.32	1,211.12	1,272.08	1,339.60	1,418.88	1,487.36
	2,369.00	2,488.00	2,633.00	2,766.00	2,912.00	3,085.00	3,234.00
M27	13.724	14.412	15.252	16.015	16.852	17.856	18.730
	1,097.92	1,152.96	1,220.16	1,281.20	1,348.16	1,428.48	1,498.40
	2,387.00	2,507.00	2,653.00	2,785.00	2,931.00	3,106.00	3,258.00
M28	13.968	14.667	15.521	16.303	17.276	18.180	19.080
	1,117.44	1,173.36	1,241.68	1,304.24	1,382.08	1,454.40	1,526.40
	2,429.00	2,551.00	2,700.00	2,836.00	3,005.00	3,162.00	3,319.00

SALARY SCHEDULE I - EFFECTIVE January 1, 2007

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
M30	14.532	15.259	16.147	16.968	17.823	18.898	19.870
	1,162.56	1,220.72	1,291.76	1,357.44	1,425.84	1,511.84	1,589.60
	2,528.00	2,654.00	2,808.00	2,951.00	3,100.00	3,287.00	3,456.00
M31	14.310	15.024	15.901	16.745	17.736	18.592	19.553
	1,144.80	1,201.92	1,272.08	1,339.60	1,418.88	1,487.36	1,564.24
	2,489.00	2,613.00	2,766.00	2,912.00	3,085.00	3,234.00	3,401.00
M34	14.674	15.408	16.303	17.276	18.180	19.080	20.031
	1,173.92	1,232.64	1,304.24	1,382.08	1,454.40	1,526.40	1,602.48
	2,552.00	2,680.00	2,836.00	3,005.00	3,162.00	3,319.00	3,484.00
M35	14.895	15.641	16.551	17.392	18.269	19.370	20.367
	1,191.60	1,251.28	1,324.08	1,391.36	1,461.52	1,549.60	1,629.36
	2,591.00	2,720.00	2,879.00	3,025.00	3,178.00	3,369.00	3,542.00
M36	15.071	15.824	16.745	17.736	18.592	19.553	20.552
	1,205.68	1,265.92	1,339.60	1,418.88	1,487.36	1,564.24	1,644.16
	2,621.00	2,752.00	2,912.00	3,085.00	3,234.00	3,401.00	3,575.00
M37	15.549	16.326	17.276	18.180	19.080	20.031	21.052
	1,243.92	1,306.08	1,382.08	1,454.40	1,526.40	1,602.48	1,684.16
	2,704.00	2,840.00	3,005.00	3,162.00	3,319.00	3,484.00	3,662.00
M38	15.938	16.735	17.708	18.635	19.556	20.532	21.578
	1,275.04	1,338.80	1,416.64	1,490.80	1,564.48	1,642.56	1,726.24
	2,772.00	2,911.00	3,080.00	3,241.00	3,401.00	3,571.00	3,753.00
M42	16.362	17.181	18.180	19.080	20.031	21.052	22.161
	1,308.96	1,374.48	1,454.40	1,526.40	1,602.48	1,684.16	1,772.88
	2,846.00	2,988.00	3,162.00	3,319.00	3,484.00	3,662.00	3,854.00
M46	16.731	17.567	18.592	19.553	20.552	21.602	22.718
	1,338.48	1,405.36	1,487.36	1,564.24	1,644.16	1,728.16	1,817.44
	2,910.00	3,055.00	3,234.00	3,401.00	3,575.00	3,757.00	3,951.00
M47	17.173	18.032	19.080	20.031	21.052	22.161	23.301
	1,373.84	1,442.56	1,526.40	1,602.48	1,684.16	1,772.88	1,864.08
	2,987.00	3,136.00	3,319.00	3,484.00	3,662.00	3,854.00	4,053.00
M50	17.595	18.476	19.553	20.552	21.602	22.718	23.882
	1,407.60	1,478.08	1,564.24	1,644.16	1,728.16	1,817.44	1,910.56
	3,060.00	3,214.00	3,401.00	3,575.00	3,757.00	3,951.00	4,154.00
M52	18.027	18.930	20.031	21.052	22.161	23.301	24.512
	1,442.16	1,514.40	1,602.48	1,684.16	1,772.88	1,864.08	1,960.96
	3,135.00	3,292.00	3,484.00	3,662.00	3,854.00	4,053.00	4,263.00
M62	19.441	20.414	21.602	22.718	23.882	25.137	26.407
	1,555.28	1,633.12	1,728.16	1,817.44	1,910.56	2,010.96	2,112.56
	3,381.00	3,551.00	3,757.00	3,951.00	4,154.00	4,372.00	4,593.00
M63	19.928	20.925	22.126	23.287	24.479	25.765	27.067
	1,594.24	1,674.00	1,770.08	1,862.96	1,958.32	2,061.20	2,165.36
	3,466.00	3,639.00	3,848.00	4,050.00	4,258.00	4,481.00	4,708.00
M66	20.447	21.469	22.718	23.882	25.137	26.407	27.796
	1,635.76	1,717.52	1,817.44	1,910.56	2,010.96	2,112.56	2,223.68
	3,556.00	3,734.00	3,951.00	4,154.00	4,372.00	4,593.00	4,835.00
M68	20.971	22.021	23.301	24.512	25.764	27.081	28.501
	1,677.68	1,761.68	1,864.08	1,960.96	2,061.12	2,166.48	2,280.08
	3,647.00	3,830.00	4,053.00	4,263.00	4,481.00	4,710.00	4,957.00
M78	23.074	24.228	25.640	26.934	28.353	29.799	31.330
	1,845.92	1,938.24	2,051.20	2,154.72	2,268.24	2,383.92	2,506.40
	4,013.00	4,214.00	4,460.00	4,685.00	4,931.00	5,183.00	5,449.00
M88	24.371	25.591	27.081	28.501	29.955	31.517	33.168
	1,949.68	2,047.28	2,166.48	2,280.08	2,396.40	2,521.36	2,653.44
	4,239.00	4,451.00	4,710.00	4,957.00	5,210.00	5,482.00	5,769.00

SALARY SCHEDULE I - EFFECTIVE January 1, 2007

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
M90	25.018	26.268	27.796	29.215	30.714	32.337	34.036
	2,001.44	2,101.44	2,223.68	2,337.20	2,457.12	2,586.96	2,722.88
	4,351.00	4,569.00	4,835.00	5,081.00	5,342.00	5,624.00	5,920.00
N09	11.254	11.817	12.505	13.112	13.792	14.480	15.212
	900.32	945.36	1,000.40	1,048.96	1,103.36	1,158.40	1,216.96
	1,957.00	2,055.00	2,175.00	2,281.00	2,399.00	2,518.00	2,646.00
N16	12.436	13.059	13.820	14.522	15.236	16.020	16.831
	994.88	1,044.72	1,105.60	1,161.76	1,218.88	1,281.60	1,346.48
	2,163.00	2,271.00	2,404.00	2,526.00	2,650.00	2,786.00	2,927.00
N23	13.239	13.901	14.710	15.439	16.212	17.074	18.087
	1,059.12	1,112.08	1,176.80	1,235.12	1,296.96	1,365.92	1,446.96
	2,303.00	2,418.00	2,558.00	2,685.00	2,820.00	2,970.00	3,146.00
N29	14.440	15.162	16.044	16.848	17.851	18.780	19.706
	1,155.20	1,212.96	1,283.52	1,347.84	1,428.08	1,502.40	1,576.48
	2,512.00	2,637.00	2,791.00	2,930.00	3,105.00	3,266.00	3,427.00
N33	14.245	14.958	15.827	16.686	17.608	18.527	19.520
	1,139.60	1,196.64	1,266.16	1,334.88	1,408.64	1,482.16	1,561.60
	2,478.00	2,602.00	2,753.00	2,902.00	3,063.00	3,222.00	3,395.00
N41	16.461	17.285	18.291	19.199	20.182	21.287	22.305
	1,316.88	1,382.80	1,463.28	1,535.92	1,614.56	1,702.96	1,784.40
	2,863.00	3,006.00	3,181.00	3,339.00	3,510.00	3,702.00	3,879.00
N43	16.885	17.730	18.761	19.678	20.678	21.736	22.860
	1,350.80	1,418.40	1,500.88	1,574.24	1,654.24	1,738.88	1,828.80
	2,937.00	3,084.00	3,263.00	3,423.00	3,596.00	3,781.00	3,976.00
N45	18.971	19.919	21.075	22.110	23.233	24.428	25.688
	1,517.68	1,593.52	1,686.00	1,768.80	1,858.64	1,954.24	2,055.04
	3,300.00	3,464.00	3,666.00	3,846.00	4,041.00	4,249.00	4,468.00
N51	18.161	19.071	20.182	21.210	22.305	23.452	24.633
	1,452.88	1,525.68	1,614.56	1,696.80	1,784.40	1,876.16	1,970.64
	3,159.00	3,317.00	3,510.00	3,689.00	3,879.00	4,079.00	4,284.00
N53	18.610	19.542	20.678	21.736	22.860	24.047	25.290
	1,488.80	1,563.36	1,654.24	1,738.88	1,828.80	1,923.76	2,023.20
	3,237.00	3,399.00	3,596.00	3,781.00	3,976.00	4,182.00	4,399.00
N54	19.917	20.912	22.128	23.260	24.460	25.732	27.063
	1,593.36	1,672.96	1,770.24	1,860.80	1,956.80	2,058.56	2,165.04
	3,464.00	3,637.00	3,849.00	4,046.00	4,254.00	4,476.00	4,707.00
N55	20.910	21.956	23.233	24.428	25.688	27.022	28.420
	1,672.80	1,756.48	1,858.64	1,954.24	2,055.04	2,161.76	2,273.60
	3,637.00	3,819.00	4,041.00	4,249.00	4,468.00	4,700.00	4,943.00
N57	20.038	21.039	22.262	23.413	24.615	25.857	27.221
	1,603.04	1,683.12	1,780.96	1,873.04	1,969.20	2,068.56	2,177.68
	3,485.00	3,659.00	3,872.00	4,072.00	4,281.00	4,497.00	4,735.00
N60	19.562	20.540	21.736	22.860	24.047	25.290	26.605
	1,564.96	1,643.20	1,738.88	1,828.80	1,923.76	2,023.20	2,128.40
	3,402.00	3,572.00	3,781.00	3,976.00	4,182.00	4,399.00	4,627.00
N61	20.018	21.018	22.241	23.390	24.590	25.881	27.188
	1,601.44	1,681.44	1,779.28	1,871.20	1,967.20	2,070.48	2,175.04
	3,482.00	3,656.00	3,868.00	4,068.00	4,277.00	4,501.00	4,729.00
N63	20.076	21.078	22.305	23.452	24.633	25.935	27.257
	1,606.08	1,686.24	1,784.40	1,876.16	1,970.64	2,074.80	2,180.56
	3,492.00	3,666.00	3,879.00	4,079.00	4,284.00	4,511.00	4,741.00
N65	22.015	23.115	24.460	25.732	27.063	28.466	29.898
	1,761.20	1,849.20	1,956.80	2,058.56	2,165.04	2,277.28	2,391.84
	3,829.00	4,020.00	4,254.00	4,476.00	4,707.00	4,951.00	5,200.00

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HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
N67	23.718	24.902	26.354	27.680	29.142	30.620	32.233
	1,897.44	1,992.16	2,108.32	2,214.40	2,331.36	2,449.60	2,578.64
	4,125.00	4,331.00	4,584.00	4,814.00	5,069.00	5,326.00	5,606.00
N69	21.592	22.672	23.991	25.239	26.525	27.883	29.345
	1,727.36	1,813.76	1,919.28	2,019.12	2,122.00	2,230.64	2,347.60
	3,755.00	3,943.00	4,173.00	4,390.00	4,613.00	4,850.00	5,104.00
N70	22.929	24.073	25.478	26.783	28.163	29.625	31.163
	1,834.32	1,925.84	2,038.24	2,142.64	2,253.04	2,370.00	2,493.04
	3,988.00	4,187.00	4,431.00	4,658.00	4,898.00	5,153.00	5,420.00
N72	22.172	23.279	24.633	25.935	27.257	28.690	30.143
	1,773.76	1,862.32	1,970.64	2,074.80	2,180.56	2,295.20	2,411.44
	3,856.00	4,049.00	4,284.00	4,511.00	4,741.00	4,990.00	5,243.00
N73	23.160	24.319	25.732	27.063	28.466	29.898	31.463
	1,852.80	1,945.52	2,058.56	2,165.04	2,277.28	2,391.84	2,517.04
	4,028.00	4,230.00	4,476.00	4,707.00	4,951.00	5,200.00	5,472.00
N77	22.761	23.900	25.290	26.605	27.944	29.412	30.910
	1,820.88	1,912.00	2,023.20	2,128.40	2,235.52	2,352.96	2,472.80
	3,959.00	4,157.00	4,399.00	4,627.00	4,860.00	5,116.00	5,376.00
N80	24.500	25.725	27.221	28.611	30.114	31.638	33.275
	1,960.00	2,058.00	2,177.68	2,288.88	2,409.12	2,531.04	2,662.00
	4,261.00	4,474.00	4,735.00	4,976.00	5,238.00	5,503.00	5,787.00
N81	23.875	25.069	26.525	27.883	29.345	30.843	32.450
	1,910.00	2,005.52	2,122.00	2,230.64	2,347.60	2,467.44	2,596.00
	4,153.00	4,360.00	4,613.00	4,850.00	5,104.00	5,364.00	5,644.00
N83	23.924	25.120	26.585	27.941	29.409	30.896	32.493
	1,913.92	2,009.60	2,126.80	2,235.28	2,352.72	2,471.68	2,599.44
	4,161.00	4,369.00	4,624.00	4,860.00	5,115.00	5,374.00	5,651.00
N84	23.964	25.164	26.629	27.991	29.447	30.927	32.562
	1,917.12	2,013.12	2,130.32	2,239.28	2,355.76	2,474.16	2,604.96
	4,168.00	4,377.00	4,632.00	4,868.00	5,122.00	5,379.00	5,663.00
N87	24.534	25.761	27.257	28.690	30.143	31.703	33.370
	1,962.72	2,060.88	2,180.56	2,295.20	2,411.44	2,536.24	2,669.60
	4,267.00	4,481.00	4,741.00	4,990.00	5,243.00	5,514.00	5,804.00
N89	25.172	26.430	27.967	29.427	30.922	32.530	34.230
	2,013.76	2,114.40	2,237.36	2,354.16	2,473.76	2,602.40	2,738.40
	4,378.00	4,597.00	4,864.00	5,118.00	5,378.00	5,658.00	5,954.00
N92	25.822	27.115	28.690	30.143	31.703	33.370	35.114
	2,065.76	2,169.20	2,295.20	2,411.44	2,536.24	2,669.60	2,809.12
	4,491.00	4,716.00	4,990.00	5,243.00	5,514.00	5,804.00	6,107.00
N94	27.783	29.174	30.872	32.443	34.146	35.931	37.812
	2,222.64	2,333.92	2,469.76	2,595.44	2,731.68	2,874.48	3,024.96
	4,832.00	5,074.00	5,370.00	5,643.00	5,939.00	6,249.00	6,577.00
N96	28.444	29.866	31.604	33.224	34.983	36.818	38.733
	2,275.52	2,389.28	2,528.32	2,657.92	2,798.64	2,945.44	3,098.64
	4,947.00	5,195.00	5,497.00	5,779.00	6,085.00	6,404.00	6,737.00
S01	14.160	15.734	16.516	17.512	18.381	19.307	
	1,132.80	1,258.72	1,321.28	1,400.96	1,470.48	1,544.56	
	2,463.00	2,737.00	2,873.00	3,046.00	3,197.00	3,358.00	
S02	22.812	23.995	25.235	26.534	27.955		
	1,824.96	1,919.60	2,018.80	2,122.72	2,236.40		
	3,968.00	4,173.00	4,389.00	4,615.00	4,862.00		
S03	21.712						
	1,736.96						
	3,776.00						

SALARY SCHEDULE I - EFFECTIVE January 1, 2007
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EQUIVALENT MONTHLY RATES							
RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
S04	23.223						
	1,857.84						
	4,039.00						
S05	25.805	27.241	28.715	30.292	31.953		
	2,064.40	2,179.28	2,297.20	2,423.36	2,556.24		
	4,488.00	4,738.00	4,994.00	5,269.00	5,558.00		
S06	24.122	25.468	26.849	28.318	29.872		
	1,929.76	2,037.44	2,147.92	2,265.44	2,389.76		
	4,196.00	4,430.00	4,670.00	4,925.00	5,196.00		
S07	27.568	29.019	30.477	32.044	33.702		
	2,205.44	2,321.52	2,438.16	2,563.52	2,696.16		
	4,795.00	5,047.00	5,301.00	5,573.00	5,862.00		
S08	28.928	30.511	32.168	33.863	35.676		
	2,314.24	2,440.88	2,573.44	2,709.04	2,854.08		
	5,031.00	5,307.00	5,595.00	5,890.00	6,205.00		
S09	31.762	33.333	35.010	36.738	38.590		
	2,540.96	2,666.64	2,800.80	2,939.04	3,087.20		
	5,524.00	5,798.00	6,089.00	6,390.00	6,712.00		
S10	35.939						
	2,875.12						
	6,251.00						
S11	29.268	30.892	32.655	34.457	36.403		
	2,341.44	2,471.36	2,612.40	2,756.56	2,912.24		
	5,091.00	5,373.00	5,680.00	5,993.00	6,332.00		
S12	32.797	34.521	36.408	38.359	41.736		
	2,623.76	2,761.68	2,912.64	3,068.72	3,338.88		
	5,704.00	6,004.00	6,332.00	6,672.00	7,259.00		
S13	35.222	37.023	38.957	40.940	43.070		
	2,817.76	2,961.84	3,116.56	3,275.20	3,445.60		
	6,126.00	6,439.00	6,776.00	7,121.00	7,491.00		
S14	35.632	37.670	39.738	41.959	44.289		
	2,850.56	3,013.60	3,179.04	3,356.72	3,543.12		
	6,197.00	6,552.00	6,912.00	7,298.00	7,703.00		
S15	38.896	41.037	43.225	45.548	48.004		
	3,111.68	3,282.96	3,458.00	3,643.84	3,840.32		
	6,765.00	7,138.00	7,518.00	7,922.00	8,349.00		
S16	41.648	43.941	46.283	48.817	51.419		
	3,331.84	3,515.28	3,702.64	3,905.36	4,113.52		
	7,244.00	7,643.00	8,050.00	8,491.00	8,943.00		
010	13.996	15.551	16.324	17.308	18.167	19.083	
	1,119.68	1,244.08	1,305.92	1,384.64	1,453.36	1,526.64	
	2,434.00	2,705.00	2,839.00	3,010.00	3,160.00	3,319.00	
030	22.812	23.995	25.235	26.534	27.955		
	1,824.96	1,919.60	2,018.80	2,122.72	2,236.40		
	3,968.00	4,173.00	4,389.00	4,615.00	4,862.00		
045	21.712						
	1,736.96						
	3,776.00						
046	23.223						
	1,857.84						
	4,039.00						
050	25.805	27.241	28.715	30.292	31.953		
	2,064.40	2,179.28	2,297.20	2,423.36	2,556.24		
	4,488.00	4,738.00	4,994.00	5,269.00	5,558.00		

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EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
055	24.122	25.468	26.849	28.318	29.872		
	1,929.76	2,037.44	2,147.92	2,265.44	2,389.76		
	4,196.00	4,430.00	4,670.00	4,925.00	5,196.00		
060	27.568	29.019	30.477	32.044	33.702		
	2,205.44	2,321.52	2,438.16	2,563.52	2,696.16		
	4,795.00	5,047.00	5,301.00	5,573.00	5,862.00		
070	28.928	30.511	32.168	33.863	35.676		
	2,314.24	2,440.88	2,573.44	2,709.04	2,854.08		
	5,031.00	5,307.00	5,595.00	5,890.00	6,205.00		
080	31.762	33.333	35.010	36.738	38.590		
	2,540.96	2,666.64	2,800.80	2,939.04	3,087.20		
	5,524.00	5,798.00	6,089.00	6,390.00	6,712.00		
100	35.939						
	2,875.12						
	6,251.00						
105	29.268	30.892	32.655	34.457	36.403		
	2,341.44	2,471.36	2,612.40	2,756.56	2,912.24		
	5,091.00	5,373.00	5,680.00	5,993.00	6,332.00		
110	32.797	34.521	36.408	38.359	41.736		
	2,623.76	2,761.68	2,912.64	3,068.72	3,338.88		
	5,704.00	6,004.00	6,332.00	6,672.00	7,259.00		
120	35.222	37.023	38.957	40.940	43.070		
	2,817.76	2,961.84	3,116.56	3,275.20	3,445.60		
	6,126.00	6,439.00	6,776.00	7,121.00	7,491.00		
155	35.632	37.670	39.738	41.959	44.289		
	2,850.56	3,013.60	3,179.04	3,356.72	3,543.12		
	6,197.00	6,552.00	6,912.00	7,298.00	7,703.00		
170	38.896	41.037	43.225	45.548	48.004		
	3,111.68	3,282.96	3,458.00	3,643.84	3,840.32		
	6,765.00	7,138.00	7,518.00	7,922.00	8,349.00		
180	43.761	46.176	48.628	51.292	54.021		
	3,500.88	3,694.08	3,890.24	4,103.36	4,321.68		
	7,611.00	8,031.00	8,458.00	8,921.00	9,396.00		
185	41.648	43.941	46.283	48.817	51.419		
	3,331.84	3,515.28	3,702.64	3,905.36	4,113.52		
	7,244.00	7,643.00	8,050.00	8,491.00	8,943.00		
230	9.607	10.090	10.676	11.217	11.742	12.343	12.965
	768.56	807.20	854.08	897.36	939.36	987.44	1,037.20
	1,671.00	1,755.00	1,857.00	1,951.00	2,042.00	2,147.00	2,255.00
250	10.094	10.598	11.217	11.742	12.343	12.965	13.587
	807.52	847.84	897.36	939.36	987.44	1,037.20	1,086.96
	1,756.00	1,843.00	1,951.00	2,042.00	2,147.00	2,255.00	2,363.00
260	10.340	10.856	11.487	12.043	12.635	13.248	13.935
	827.20	868.48	918.96	963.44	1,010.80	1,059.84	1,114.80
	1,798.00	1,888.00	1,998.00	2,095.00	2,198.00	2,304.00	2,424.00
270	10.566	11.096	11.742	12.343	12.965	13.587	14.272
	845.28	887.68	939.36	987.44	1,037.20	1,086.96	1,141.76
	1,838.00	1,930.00	2,042.00	2,147.00	2,255.00	2,363.00	2,482.00
272	10.588	11.116	11.765	12.375	12.999	13.615	14.297
	847.04	889.28	941.20	990.00	1,039.92	1,089.20	1,143.76
	1,842.00	1,933.00	2,046.00	2,152.00	2,261.00	2,368.00	2,487.00
280	10.841	11.381	12.044	12.656	13.275	13.929	14.635
	867.28	910.48	963.52	1,012.48	1,062.00	1,114.32	1,170.80
	1,886.00	1,979.00	2,095.00	2,201.00	2,309.00	2,423.00	2,545.00

SALARY SCHEDULE I - EFFECTIVE January 1, 2007

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
290	11.110	11.665	12.343	12.965	13.587	14.272	15.000
	888.80	933.20	987.44	1,037.20	1,086.96	1,141.76	1,200.00
	1,932.00	2,029.00	2,147.00	2,255.00	2,363.00	2,482.00	2,609.00
307	12.056	12.660	13.397	14.045	14.777	15.514	16.297
	964.48	1,012.80	1,071.76	1,123.60	1,182.16	1,241.12	1,303.76
	2,097.00	2,202.00	2,330.00	2,443.00	2,570.00	2,698.00	2,835.00
310	11.670	12.253	12.965	13.587	14.272	15.000	15.750
	933.60	980.24	1,037.20	1,086.96	1,141.76	1,200.00	1,260.00
	2,030.00	2,131.00	2,255.00	2,363.00	2,482.00	2,609.00	2,739.00
316	12.122	12.728	13.466	14.116	14.818	15.582	16.373
	969.76	1,018.24	1,077.28	1,129.28	1,185.44	1,246.56	1,309.84
	2,108.00	2,214.00	2,342.00	2,455.00	2,577.00	2,710.00	2,848.00
320	11.923	12.518	13.248	13.935	14.633	15.370	16.147
	953.84	1,001.44	1,059.84	1,114.80	1,170.64	1,229.60	1,291.76
	2,074.00	2,177.00	2,304.00	2,424.00	2,545.00	2,673.00	2,808.00
330	12.228	12.840	13.587	14.272	15.000	15.750	16.541
	978.24	1,027.20	1,086.96	1,141.76	1,200.00	1,260.00	1,323.28
	2,127.00	2,233.00	2,363.00	2,482.00	2,609.00	2,739.00	2,877.00
336	12.707	13.343	14.116	14.818	15.582	16.373	17.202
	1,016.56	1,067.44	1,129.28	1,185.44	1,246.56	1,309.84	1,376.16
	2,210.00	2,321.00	2,455.00	2,577.00	2,710.00	2,848.00	2,992.00
340	12.541	13.167	13.935	14.633	15.370	16.147	16.959
	1,003.28	1,053.36	1,114.80	1,170.64	1,229.60	1,291.76	1,356.72
	2,181.00	2,290.00	2,424.00	2,545.00	2,673.00	2,808.00	2,950.00
344	13.322	13.989	14.806	15.557	16.323	17.164	18.030
	1,065.76	1,119.12	1,184.48	1,244.56	1,305.84	1,373.12	1,442.40
	2,317.00	2,433.00	2,575.00	2,706.00	2,839.00	2,985.00	3,136.00
350	12.843	13.484	14.272	15.000	15.750	16.541	17.420
	1,027.44	1,078.72	1,141.76	1,200.00	1,260.00	1,323.28	1,393.60
	2,234.00	2,345.00	2,482.00	2,609.00	2,739.00	2,877.00	3,030.00
352	13.095	13.751	14.548	15.291	16.070	16.873	17.758
	1,047.60	1,100.08	1,163.84	1,223.28	1,285.60	1,349.84	1,420.64
	2,278.00	2,392.00	2,530.00	2,660.00	2,795.00	2,935.00	3,089.00
356	13.369	14.037	14.856	15.584	16.399	17.222	18.099
	1,069.52	1,122.96	1,188.48	1,246.72	1,311.92	1,377.76	1,447.92
	2,325.00	2,441.00	2,584.00	2,711.00	2,852.00	2,995.00	3,148.00
360	13.168	13.827	14.633	15.370	16.147	16.959	17.972
	1,053.44	1,106.16	1,170.64	1,229.60	1,291.76	1,356.72	1,437.76
	2,290.00	2,405.00	2,545.00	2,673.00	2,808.00	2,950.00	3,126.00
361	13.422	14.093	14.912	15.673	16.471	17.295	18.203
	1,073.76	1,127.44	1,192.96	1,253.84	1,317.68	1,383.60	1,456.24
	2,334.00	2,451.00	2,594.00	2,726.00	2,865.00	3,008.00	3,166.00
370	13.501	14.177	15.000	15.750	16.541	17.420	18.452
	1,080.08	1,134.16	1,200.00	1,260.00	1,323.28	1,393.60	1,476.16
	2,348.00	2,466.00	2,609.00	2,739.00	2,877.00	3,030.00	3,209.00
374	14.611	15.341	16.234	17.038	17.893	18.843	19.961
	1,168.88	1,227.28	1,298.72	1,363.04	1,431.44	1,507.44	1,596.88
	2,541.00	2,668.00	2,824.00	2,963.00	3,112.00	3,277.00	3,472.00
380	13.831	14.524	15.370	16.147	16.959	17.972	18.913
	1,106.48	1,161.92	1,229.60	1,291.76	1,356.72	1,437.76	1,513.04
	2,406.00	2,526.00	2,673.00	2,808.00	2,950.00	3,126.00	3,290.00
386	14.366	15.084	15.964	16.776	17.624	18.688	19.652
	1,149.28	1,206.72	1,277.12	1,342.08	1,409.92	1,495.04	1,572.16
	2,499.00	2,624.00	2,777.00	2,918.00	3,065.00	3,250.00	3,418.00

SALARY SCHEDULE I - EFFECTIVE January 1, 2007

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
390	14.173	14.883	15.750	16.541	17.420	18.452	19.341
	1,133.84	1,190.64	1,260.00	1,323.28	1,393.60	1,476.16	1,547.28
	2,465.00	2,589.00	2,739.00	2,877.00	3,030.00	3,209.00	3,364.00
391	14.278	14.992	15.865	16.661	17.532	18.576	19.483
	1,142.24	1,199.36	1,269.20	1,332.88	1,402.56	1,486.08	1,558.64
	2,483.00	2,608.00	2,759.00	2,898.00	3,049.00	3,231.00	3,389.00
400	14.530	15.257	16.147	16.959	17.972	18.913	19.848
	1,162.40	1,220.56	1,291.76	1,356.72	1,437.76	1,513.04	1,587.84
	2,527.00	2,654.00	2,808.00	2,950.00	3,126.00	3,290.00	3,452.00
404	15.936	16.733	17.708	18.594	19.701	20.729	21.748
	1,274.88	1,338.64	1,416.64	1,487.52	1,576.08	1,658.32	1,739.84
	2,772.00	2,910.00	3,080.00	3,234.00	3,427.00	3,605.00	3,783.00
406	15.117	15.872	16.798	17.650	18.542	19.657	20.670
	1,209.36	1,269.76	1,343.84	1,412.00	1,483.36	1,572.56	1,653.60
	2,629.00	2,761.00	2,922.00	3,070.00	3,225.00	3,419.00	3,595.00
410	14.886	15.629	16.541	17.420	18.452	19.341	20.343
	1,190.88	1,250.32	1,323.28	1,393.60	1,476.16	1,547.28	1,627.44
	2,589.00	2,718.00	2,877.00	3,030.00	3,209.00	3,364.00	3,538.00
419	15.719	16.505	17.463	18.413	19.431	20.444	21.539
	1,257.52	1,320.40	1,397.04	1,473.04	1,554.48	1,635.52	1,723.12
	2,734.00	2,871.00	3,037.00	3,203.00	3,380.00	3,556.00	3,746.00
420	15.265	16.027	16.959	17.972	18.913	19.848	20.839
	1,221.20	1,282.16	1,356.72	1,437.76	1,513.04	1,587.84	1,667.12
	2,655.00	2,788.00	2,950.00	3,126.00	3,290.00	3,452.00	3,624.00
422	15.375	16.145	17.083	18.112	19.053	19.995	21.000
	1,230.00	1,291.60	1,366.64	1,448.96	1,524.24	1,599.60	1,680.00
	2,674.00	2,808.00	2,971.00	3,150.00	3,314.00	3,478.00	3,652.00
426	15.495	16.270	17.219	18.092	19.006	20.149	21.187
	1,239.60	1,301.60	1,377.52	1,447.36	1,520.48	1,611.92	1,694.96
	2,695.00	2,830.00	2,995.00	3,147.00	3,306.00	3,504.00	3,685.00
430	15.678	16.461	17.420	18.452	19.341	20.343	21.378
	1,254.24	1,316.88	1,393.60	1,476.16	1,547.28	1,627.44	1,710.24
	2,727.00	2,863.00	3,030.00	3,209.00	3,364.00	3,538.00	3,718.00
440	16.175	16.984	17.972	18.913	19.848	20.839	21.899
	1,294.00	1,358.72	1,437.76	1,513.04	1,587.84	1,667.12	1,751.92
	2,813.00	2,954.00	3,126.00	3,290.00	3,452.00	3,624.00	3,809.00
442	16.290	17.104	18.099	19.037	19.975	20.958	22.024
	1,303.20	1,368.32	1,447.92	1,522.96	1,598.00	1,676.64	1,761.92
	2,833.00	2,975.00	3,148.00	3,311.00	3,474.00	3,645.00	3,831.00
443	16.590	17.420	18.432	19.537	20.551	21.622	22.656
	1,327.20	1,393.60	1,474.56	1,562.96	1,644.08	1,729.76	1,812.48
	2,885.00	3,030.00	3,206.00	3,398.00	3,574.00	3,761.00	3,941.00
450	16.607	17.437	18.452	19.341	20.343	21.378	22.473
	1,328.56	1,394.96	1,476.16	1,547.28	1,627.44	1,710.24	1,797.84
	2,888.00	3,033.00	3,209.00	3,364.00	3,538.00	3,718.00	3,909.00
454	17.636	18.517	19.595	20.569	21.620	22.805	23.895
	1,410.88	1,481.36	1,567.60	1,645.52	1,729.60	1,824.40	1,911.60
	3,067.00	3,221.00	3,408.00	3,578.00	3,760.00	3,966.00	4,156.00
460	17.021	17.871	18.913	19.848	20.839	21.899	23.054
	1,361.68	1,429.68	1,513.04	1,587.84	1,667.12	1,751.92	1,844.32
	2,960.00	3,108.00	3,290.00	3,452.00	3,624.00	3,809.00	4,010.00
464	18.633	19.564	20.701	21.712	22.818	23.984	25.224
	1,490.64	1,565.12	1,656.08	1,736.96	1,825.44	1,918.72	2,017.92
	3,241.00	3,403.00	3,600.00	3,776.00	3,969.00	4,172.00	4,387.00

SALARY SCHEDULE I - EFFECTIVE January 1, 2007

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
466	17.587	18.466	19.543	20.512	21.542	22.637	23.816
	1,406.96	1,477.28	1,563.44	1,640.96	1,723.36	1,810.96	1,905.28
	3,059.00	3,212.00	3,399.00	3,568.00	3,747.00	3,937.00	4,142.00
467	20.932	21.978	23.256	24.397	25.636	26.953	28.346
	1,674.56	1,758.24	1,860.48	1,951.76	2,050.88	2,156.24	2,267.68
	3,641.00	3,823.00	4,045.00	4,243.00	4,459.00	4,688.00	4,930.00
470	17.405	18.275	19.341	20.343	21.378	22.473	23.634
	1,392.40	1,462.00	1,547.28	1,627.44	1,710.24	1,797.84	1,890.72
	3,027.00	3,179.00	3,364.00	3,538.00	3,718.00	3,909.00	4,111.00
480	17.864	18.758	19.848	20.839	21.899	23.054	24.239
	1,429.12	1,500.64	1,587.84	1,667.12	1,751.92	1,844.32	1,939.12
	3,107.00	3,263.00	3,452.00	3,624.00	3,809.00	4,010.00	4,216.00
482	18.462	19.385	20.512	21.542	22.637	23.816	25.048
	1,476.96	1,550.80	1,640.96	1,723.36	1,810.96	1,905.28	2,003.84
	3,211.00	3,372.00	3,568.00	3,747.00	3,937.00	4,142.00	4,357.00
486	18.604	19.535	20.670	21.703	22.780	23.952	25.187
	1,488.32	1,562.80	1,653.60	1,736.24	1,822.40	1,916.16	2,014.96
	3,236.00	3,398.00	3,595.00	3,775.00	3,962.00	4,166.00	4,381.00
490	18.307	19.221	20.343	21.378	22.473	23.634	24.845
	1,464.56	1,537.68	1,627.44	1,710.24	1,797.84	1,890.72	1,987.60
	3,184.00	3,343.00	3,538.00	3,718.00	3,909.00	4,111.00	4,321.00
491	18.923	19.869	21.024	22.082	23.204	24.412	25.674
	1,513.84	1,589.52	1,681.92	1,766.56	1,856.32	1,952.96	2,053.92
	3,291.00	3,456.00	3,657.00	3,841.00	4,036.00	4,246.00	4,465.00
494	19.457	20.429	21.620	22.723	23.895	25.124	26.391
	1,556.56	1,634.32	1,729.60	1,817.84	1,911.60	2,009.92	2,111.28
	3,384.00	3,553.00	3,760.00	3,952.00	4,156.00	4,370.00	4,590.00
500	18.756	19.692	20.839	21.899	23.054	24.239	25.500
	1,500.48	1,575.36	1,667.12	1,751.92	1,844.32	1,939.12	2,040.00
	3,262.00	3,425.00	3,624.00	3,809.00	4,010.00	4,216.00	4,435.00
504	20.536	21.562	22.818	23.984	25.224	26.533	27.906
	1,642.88	1,724.96	1,825.44	1,918.72	2,017.92	2,122.64	2,232.48
	3,572.00	3,750.00	3,969.00	4,172.00	4,387.00	4,615.00	4,854.00
507	21.977	23.074	24.416	25.667	26.990	28.393	29.864
	1,758.16	1,845.92	1,953.28	2,053.36	2,159.20	2,271.44	2,389.12
	3,822.00	4,013.00	4,247.00	4,464.00	4,694.00	4,938.00	5,194.00
508	23.072	24.227	25.636	26.953	28.346	29.816	31.358
	1,845.76	1,938.16	2,050.88	2,156.24	2,267.68	2,385.28	2,508.64
	4,013.00	4,214.00	4,459.00	4,688.00	4,930.00	5,186.00	5,454.00
510	19.240	20.203	21.378	22.473	23.634	24.845	26.150
	1,539.20	1,616.24	1,710.24	1,797.84	1,890.72	1,987.60	2,092.00
	3,346.00	3,514.00	3,718.00	3,909.00	4,111.00	4,321.00	4,548.00
514	22.111	23.217	24.564	25.834	27.162	28.532	30.037
	1,768.88	1,857.36	1,965.12	2,066.72	2,172.96	2,282.56	2,402.96
	3,846.00	4,038.00	4,272.00	4,493.00	4,724.00	4,963.00	5,224.00
520	19.712	20.698	21.899	23.054	24.239	25.500	26.802
	1,576.96	1,655.84	1,751.92	1,844.32	1,939.12	2,040.00	2,144.16
	3,428.00	3,600.00	3,809.00	4,010.00	4,216.00	4,435.00	4,662.00
523	24.560	25.853	27.184	28.599	30.056		
	1,964.80	2,068.24	2,174.72	2,287.92	2,404.48		
	4,272.00	4,497.00	4,728.00	4,974.00	5,228.00		
524	20.957	22.003	23.286	24.489	25.760	27.093	28.501
	1,676.56	1,760.24	1,862.88	1,959.12	2,060.80	2,167.44	2,280.08
	3,645.00	3,827.00	4,050.00	4,259.00	4,480.00	4,712.00	4,957.00

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HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
527	22.086	23.191	24.542	25.810	27.132	28.558	30.000
	1,766.88	1,855.28	1,963.36	2,064.80	2,170.56	2,284.64	2,400.00
	3,841.00	4,034.00	4,269.00	4,489.00	4,719.00	4,967.00	5,218.00
530	20.226	21.236	22.473	23.634	24.845	26.150	27.470
	1,618.08	1,698.88	1,797.84	1,890.72	1,987.60	2,092.00	2,197.60
	3,518.00	3,694.00	3,909.00	4,111.00	4,321.00	4,548.00	4,778.00
534	22.156	23.265	24.617	25.883	27.187	28.623	30.083
	1,772.48	1,861.20	1,969.36	2,070.64	2,174.96	2,289.84	2,406.64
	3,854.00	4,046.00	4,282.00	4,502.00	4,729.00	4,978.00	5,232.00
540	20.745	21.783	23.054	24.239	25.500	26.802	28.172
	1,659.60	1,742.64	1,844.32	1,939.12	2,040.00	2,144.16	2,253.76
	3,608.00	3,789.00	4,010.00	4,216.00	4,435.00	4,662.00	4,900.00
547	24.291	25.506	26.990	28.393	29.864	31.411	32.991
	1,943.28	2,040.48	2,159.20	2,271.44	2,389.12	2,512.88	2,639.28
	4,225.00	4,436.00	4,694.00	4,938.00	5,194.00	5,463.00	5,738.00
550	21.269	22.333	23.634	24.845	26.150	27.470	28.917
	1,701.52	1,786.64	1,890.72	1,987.60	2,092.00	2,197.60	2,313.36
	3,699.00	3,884.00	4,111.00	4,321.00	4,548.00	4,778.00	5,029.00
554	26.171	27.479	29.079	30.543	32.158	33.787	35.566
	2,093.68	2,198.32	2,326.32	2,443.44	2,572.64	2,702.96	2,845.28
	4,552.00	4,779.00	5,058.00	5,312.00	5,593.00	5,877.00	6,186.00
560	21.817	22.907	24.239	25.500	26.802	28.172	29.648
	1,745.36	1,832.56	1,939.12	2,040.00	2,144.16	2,253.76	2,371.84
	3,795.00	3,984.00	4,216.00	4,435.00	4,662.00	4,900.00	5,157.00
564	23.825	25.017	26.474	27.850	29.270	30.768	32.382
	1,906.00	2,001.36	2,117.92	2,228.00	2,341.60	2,461.44	2,590.56
	4,144.00	4,351.00	4,605.00	4,844.00	5,091.00	5,351.00	5,632.00
567	23.848	25.040	26.499	27.856	29.291	30.812	32.413
	1,907.84	2,003.20	2,119.92	2,228.48	2,343.28	2,464.96	2,593.04
	4,148.00	4,355.00	4,609.00	4,845.00	5,095.00	5,359.00	5,638.00
570	22.359	23.477	24.845	26.150	27.470	28.917	30.393
	1,788.72	1,878.16	1,987.60	2,092.00	2,197.60	2,313.36	2,431.44
	3,889.00	4,083.00	4,321.00	4,548.00	4,778.00	5,029.00	5,286.00
574	24.470	25.692	27.187	28.623	30.083	31.663	33.266
	1,957.60	2,055.36	2,174.96	2,289.84	2,406.64	2,533.04	2,661.28
	4,256.00	4,469.00	4,729.00	4,978.00	5,232.00	5,507.00	5,786.00
577	25.555	26.833	28.393	29.864	31.411	32.991	34.717
	2,044.40	2,146.64	2,271.44	2,389.12	2,512.88	2,639.28	2,777.36
	4,445.00	4,667.00	4,938.00	5,194.00	5,463.00	5,738.00	6,038.00
580	22.950	24.098	25.500	26.802	28.172	29.648	31.164
	1,836.00	1,927.84	2,040.00	2,144.16	2,253.76	2,371.84	2,493.12
	3,992.00	4,191.00	4,435.00	4,662.00	4,900.00	5,157.00	5,420.00
582	27.639	29.056	30.538	32.140	33.778		
	2,211.12	2,324.48	2,443.04	2,571.20	2,702.24		
	4,807.00	5,054.00	5,311.00	5,590.00	5,875.00		
583	26.707	28.070	29.502	31.055	32.635		
	2,136.56	2,245.60	2,360.16	2,484.40	2,610.80		
	4,645.00	4,882.00	5,131.00	5,401.00	5,676.00		
584	25.115	26.372	27.906	29.356	30.836	32.454	34.107
	2,009.20	2,109.76	2,232.48	2,348.48	2,466.88	2,596.32	2,728.56
	4,368.00	4,587.00	4,854.00	5,106.00	5,363.00	5,645.00	5,932.00
590	23.532	24.711	26.150	27.470	28.917	30.393	31.953
	1,882.56	1,976.88	2,092.00	2,197.60	2,313.36	2,431.44	2,556.24
	4,093.00	4,298.00	4,548.00	4,778.00	5,029.00	5,286.00	5,558.00

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EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
593	30.075	31.579	33.157	34.816	36.555		
	2,406.00	2,526.32	2,652.56	2,785.28	2,924.40		
	5,231.00	5,492.00	5,767.00	6,055.00	6,358.00		
594	27.034	28.387	30.037	31.572	33.228	34.913	36.716
	2,162.72	2,270.96	2,402.96	2,525.76	2,658.24	2,793.04	2,937.28
	4,702.00	4,937.00	5,224.00	5,491.00	5,779.00	6,072.00	6,386.00
597	26.343	27.662	29.270	30.768	32.382	34.031	35.806
	2,107.44	2,212.96	2,341.60	2,461.44	2,590.56	2,722.48	2,864.48
	4,582.00	4,811.00	5,091.00	5,351.00	5,632.00	5,919.00	6,228.00
600	24.122	25.328	26.802	28.172	29.648	31.164	32.786
	1,929.76	2,026.24	2,144.16	2,253.76	2,371.84	2,493.12	2,622.88
	4,196.00	4,405.00	4,662.00	4,900.00	5,157.00	5,420.00	5,702.00
604	26.911	28.481	29.933	31.505	33.099	34.810	36.550
	2,152.88	2,278.48	2,394.64	2,520.40	2,647.92	2,784.80	2,924.00
	4,681.00	4,954.00	5,206.00	5,480.00	5,757.00	6,054.00	6,357.00
607	26.958	28.529	29.987	31.547	33.135	34.884	36.627
	2,156.64	2,282.32	2,398.96	2,523.76	2,650.80	2,790.72	2,930.16
	4,689.00	4,962.00	5,216.00	5,487.00	5,763.00	6,067.00	6,370.00
610	24.724	25.961	27.470	28.917	30.393	31.953	33.641
	1,977.92	2,076.88	2,197.60	2,313.36	2,431.44	2,556.24	2,691.28
	4,300.00	4,515.00	4,778.00	5,029.00	5,286.00	5,558.00	5,851.00
613	31.579	33.157	34.816	36.555	38.385		
	2,526.32	2,652.56	2,785.28	2,924.40	3,070.80		
	5,492.00	5,767.00	6,055.00	6,358.00	6,676.00		
614	27.597	29.202	30.736	32.291	33.965	35.749	37.537
	2,207.76	2,336.16	2,458.88	2,583.28	2,717.20	2,859.92	3,002.96
	4,800.00	5,079.00	5,346.00	5,616.00	5,907.00	6,218.00	6,529.00
620	25.353	26.621	28.172	29.648	31.164	32.786	34.506
	2,028.24	2,129.68	2,253.76	2,371.84	2,493.12	2,622.88	2,760.48
	4,410.00	4,630.00	4,900.00	5,157.00	5,420.00	5,702.00	6,002.00
623	29.502	31.055	32.635	34.335	36.135		
	2,360.16	2,484.40	2,610.80	2,746.80	2,890.80		
	5,131.00	5,401.00	5,676.00	5,972.00	6,285.00		
624	27.781	29.170	30.867	32.477	34.128	35.901	37.778
	2,222.48	2,333.60	2,469.36	2,598.16	2,730.24	2,872.08	3,022.24
	4,832.00	5,073.00	5,369.00	5,649.00	5,936.00	6,244.00	6,571.00
627	28.495	29.918	31.658	33.260	34.983	36.820	38.744
	2,279.60	2,393.44	2,532.64	2,660.80	2,798.64	2,945.60	3,099.52
	4,956.00	5,204.00	5,506.00	5,785.00	6,085.00	6,404.00	6,739.00
630	26.026	27.328	28.917	30.393	31.953	33.641	35.409
	2,082.08	2,186.24	2,313.36	2,431.44	2,556.24	2,691.28	2,832.72
	4,527.00	4,753.00	5,029.00	5,286.00	5,558.00	5,851.00	6,159.00
633	33.096	34.750	36.489	38.310	40.233		
	2,647.68	2,780.00	2,919.12	3,064.80	3,218.64		
	5,756.00	6,044.00	6,346.00	6,663.00	6,998.00		
634	28.500	29.925	31.663	33.266	34.989	36.829	38.753
	2,280.00	2,394.00	2,533.04	2,661.28	2,799.12	2,946.32	3,100.24
	4,957.00	5,205.00	5,507.00	5,786.00	6,086.00	6,406.00	6,740.00
640	26.685	28.019	29.648	31.164	32.786	34.506	36.315
	2,134.80	2,241.52	2,371.84	2,493.12	2,622.88	2,760.48	2,905.20
	4,641.00	4,873.00	5,157.00	5,420.00	5,702.00	6,002.00	6,316.00
644	32.190	34.065	35.801	37.678	39.647	41.724	43.811
	2,575.20	2,725.20	2,864.08	3,014.24	3,171.76	3,337.92	3,504.88
	5,599.00	5,925.00	6,227.00	6,553.00	6,896.00	7,257.00	7,620.00

SALARY SCHEDULE I - EFFECTIVE January 1, 2007

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
645	32.386	34.039	35.815	37.689	39.669		
	2,590.88	2,723.12	2,865.20	3,015.12	3,173.52		
	5,633.00	5,920.00	6,229.00	6,555.00	6,900.00		
647	32.795	34.703	36.482	38.414	40.430	42.531	44.658
	2,623.60	2,776.24	2,918.56	3,073.12	3,234.40	3,402.48	3,572.64
	5,704.00	6,036.00	6,345.00	6,681.00	7,032.00	7,397.00	7,767.00
650	27.352	28.720	30.393	31.953	33.641	35.409	37.251
	2,188.16	2,297.60	2,431.44	2,556.24	2,691.28	2,832.72	2,980.08
	4,757.00	4,995.00	5,286.00	5,558.00	5,851.00	6,159.00	6,479.00
660	28.048	29.450	31.164	32.786	34.506	36.315	38.202
	2,243.84	2,356.00	2,493.12	2,622.88	2,760.48	2,905.20	3,056.16
	4,878.00	5,122.00	5,420.00	5,702.00	6,002.00	6,316.00	6,644.00
670	28.756	30.194	31.953	33.641	35.409	37.251	39.178
	2,300.48	2,415.52	2,556.24	2,691.28	2,832.72	2,980.08	3,134.24
	5,001.00	5,252.00	5,558.00	5,851.00	6,159.00	6,479.00	6,814.00
674	31.365	32.932	34.852	36.671	38.591	40.612	42.720
	2,509.20	2,634.56	2,788.16	2,933.68	3,087.28	3,248.96	3,417.60
	5,455.00	5,728.00	6,062.00	6,378.00	6,712.00	7,064.00	7,430.00
680	29.510	30.986	32.786	34.506	36.315	38.202	40.199
	2,360.80	2,478.88	2,622.88	2,760.48	2,905.20	3,056.16	3,215.92
	5,133.00	5,389.00	5,702.00	6,002.00	6,316.00	6,644.00	6,992.00
684	32.312	33.928	35.901	37.778	39.758	41.839	44.011
	2,584.96	2,714.24	2,872.08	3,022.24	3,180.64	3,347.12	3,520.88
	5,620.00	5,901.00	6,244.00	6,571.00	6,915.00	7,277.00	7,655.00
687	37.336	39.505	41.573	43.746	46.039	48.432	50.852
	2,986.88	3,160.40	3,325.84	3,499.68	3,683.12	3,874.56	4,068.16
	6,494.00	6,871.00	7,231.00	7,609.00	8,007.00	8,424.00	8,845.00
690	30.248	31.761	33.607	35.369	37.224	39.158	41.205
	2,419.84	2,540.88	2,688.56	2,829.52	2,977.92	3,132.64	3,296.40
	5,261.00	5,524.00	5,845.00	6,152.00	6,474.00	6,811.00	7,167.00
694	35.604	37.678	39.647	41.724	43.907	46.188	48.496
	2,848.32	3,014.24	3,171.76	3,337.92	3,512.56	3,695.04	3,879.68
	6,193.00	6,553.00	6,896.00	7,257.00	7,637.00	8,033.00	8,435.00
697	32.335	33.953	35.931	37.756	39.749	41.762	43.910
	2,586.80	2,716.24	2,874.48	3,020.48	3,179.92	3,340.96	3,512.80
	5,624.00	5,905.00	6,249.00	6,567.00	6,913.00	7,264.00	7,637.00
700	31.565	33.143	34.801	36.540	38.368	40.286	42.300
	2,525.20	2,651.44	2,784.08	2,923.20	3,069.44	3,222.88	3,384.00
	5,490.00	5,765.00	6,053.00	6,355.00	6,673.00	7,007.00	7,357.00
710	32.404	34.025	35.727	37.513	39.388	41.358	43.425
	2,592.32	2,722.00	2,858.16	3,001.04	3,151.04	3,308.64	3,474.00
	5,636.00	5,918.00	6,214.00	6,525.00	6,851.00	7,193.00	7,553.00
720	32.683	34.318	36.315	38.202	40.199	42.312	44.510
	2,614.64	2,745.44	2,905.20	3,056.16	3,215.92	3,384.96	3,560.80
	5,685.00	5,969.00	6,316.00	6,644.00	6,992.00	7,359.00	7,742.00
724	39.427	41.724	43.907	46.188	48.601	51.131	53.687
	3,154.16	3,337.92	3,512.56	3,695.04	3,888.08	4,090.48	4,294.96
	6,857.00	7,257.00	7,637.00	8,033.00	8,453.00	8,893.00	9,338.00
730	33.501	35.176	37.224	39.158	41.203	43.368	45.623
	2,680.08	2,814.08	2,977.92	3,132.64	3,296.24	3,469.44	3,649.84
	5,827.00	6,118.00	6,474.00	6,811.00	7,166.00	7,543.00	7,935.00
740	34.506	36.230	38.341	40.312	42.411	44.643	46.961
	2,760.48	2,898.40	3,067.28	3,224.96	3,392.88	3,571.44	3,756.88
	6,002.00	6,301.00	6,669.00	7,011.00	7,376.00	7,765.00	8,168.00

SALARY SCHEDULE I - EFFECTIVE January 1, 2007

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
747	37.682	39.567	41.870	44.025	46.316	48.754	51.284
	3,014.56	3,165.36	3,349.60	3,522.00	3,705.28	3,900.32	4,102.72
	6,554.00	6,882.00	7,282.00	7,657.00	8,056.00	8,480.00	8,920.00
750	35.369	37.137	39.300	41.320	43.469	45.759	48.134
	2,829.52	2,970.96	3,144.00	3,305.60	3,477.52	3,660.72	3,850.72
	6,152.00	6,459.00	6,835.00	7,187.00	7,561.00	7,959.00	8,372.00
757	40.556	42.915	45.127	47.474	49.973	52.569	55.196
	3,244.48	3,433.20	3,610.16	3,797.92	3,997.84	4,205.52	4,415.68
	7,054.00	7,464.00	7,849.00	8,257.00	8,692.00	9,143.00	9,600.00
760	36.462	38.286	40.199	42.312	44.510	46.736	49.072
	2,916.96	3,062.88	3,215.92	3,384.96	3,560.80	3,738.88	3,925.76
	6,342.00	6,659.00	6,992.00	7,359.00	7,742.00	8,129.00	8,535.00
764	44.945	47.562	49.938	52.434	55.058	57.811	60.699
	3,595.60	3,804.96	3,995.04	4,194.72	4,404.64	4,624.88	4,855.92
	7,817.00	8,272.00	8,686.00	9,120.00	9,576.00	10,055.00	10,557.00
770	38.494	40.421	42.441	44.670	46.991	49.341	51.808
	3,079.52	3,233.68	3,395.28	3,573.60	3,759.28	3,947.28	4,144.64
	6,695.00	7,030.00	7,382.00	7,769.00	8,173.00	8,582.00	9,011.00
777	37.089	38.945	41.214	43.338	45.590	47.988	50.479
	2,967.12	3,115.60	3,297.12	3,467.04	3,647.20	3,839.04	4,038.32
	6,451.00	6,774.00	7,168.00	7,538.00	7,929.00	8,346.00	8,780.00
787	41.684	43.767	46.316	48.754	51.284	53.961	56.773
	3,334.72	3,501.36	3,705.28	3,900.32	4,102.72	4,316.88	4,541.84
	7,250.00	7,612.00	8,056.00	8,480.00	8,920.00	9,385.00	9,874.00
940	55.739						
	4,459.12						
	9,695.00						
950	60.224						
	4,817.92						
	10,475.00						
960	80.861						
	6,468.88						
	14,064.00						
970	85.007						
	6,800.56						
	14,785.00						
980	104.578						
	8,366.24						
	18,189.00						
990	100.994						
	8,079.52						
	17,566.00						

SALARY SCHEDULE IA - EFFECTIVE JANUARY 1, 2007
HOURLY PAY RATES

RANGE	RATE
H09	5.860
H11	6.899
H12	6.899
H13	6.737
H15	7.135
H16	7.256
H17	7.500
H18	7.531
H19	7.653
H20	7.780
H22	8.051
H23	8.160
H24	8.426
H25	8.694
H26	9.452
H27	9.464
H28	9.737
H29	10.127
H30	10.506
H31	10.899
H32	11.301
H33	11.813
H34	12.335
H35	12.978
H36	13.622
H37	14.391
H38	15.183
H39	15.827
H40	16.481
H41	18.180
H42	18.706
H43	20.031
H44	21.052
H45	22.160
H60	37.010
H61	44.413
H62	51.813
P16	7.550
P24	8.694
P25	9.129
P26	9.452
P27	9.585
P28	10.129
P32	11.525
P34	12.580
P36	13.894
P39	16.465

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D-12 Pursuant to Section 2.21.050 of the Long Beach Municipal Code, compensation for the City's representative to the Board of Directors of the Metropolitan Water District of Southern California shall be at the rate of \$100.00 per day for any day that the representative/director attends a meeting of the MWD Board, a committee of the MWD Board or both, not to exceed \$500.00 per calendar month.

D-14 \$100 per each member for each meeting attended of the Board of Harbor Commissioners; Board of Water Commissioners; Civil Service Commission; the City Planning Commission, Parks & Recreation Commission, and the Redevelopment Agency Board, not to exceed \$500.00 per calendar month. Absence in fact from a meeting of a Board or Commission when duly authorized for the purpose of attending a professional conference, meeting, or other official City business, shall not be deemed to be an absence from such Board or Commission meeting for the purpose of this Salary Resolution.

V. ELECTED OFFICIALS:

The City Auditor, City Prosecutor, City Attorney, City Council and Mayor shall, upon retirement, be provided with a retirement health care benefit to be calculated as a credit in an amount equal to fifty (50) hours of compensation for each year of their elected service, for utilization in accordance with the provisions of Sections 2.10, 2.11 and 2.14 of the City's Personnel Ordinance.

Sec. 3. The biweekly salary of any employee of the City who is originally appointed to any office or position listed in or created and established in this resolution shall be at Pay Rate Step 1 of the Salary Range Number of the Salary Schedule designated herein for such office or position. In those cases where positions are designated by grade numbers, the biweekly salaries of such employees shall be computed based upon one of the pay rates designated for the grade thereof as shall be determined from time to time by the appropriate appointing authority. The

1 City Council may, however, by resolution, specifically designate
2 that the pay rate of any employee is fixed at some other pay rate
3 included within said Salary Schedule, without limitation as to
4 grade or numerical designation. The appropriate appointing
5 authority may designate the initial Pay Rate Step or increment of
6 any employee under his/her jurisdiction within the Salary Range
7 established herein for said employee's position.

8 Sec. 4.

9 A. Except for the employees referenced in subsection
10 4.B and 4.C below, after an employee has served an initial six-
11 month period of employment in a position at a pay rate designated
12 as Pay Rate Step 1 in the Salary Schedule established by Section 2
13 of this resolution, the salary of such employee shall be at the
14 applicable pay rate designated as Pay Rate Step 2; after a second
15 six-month period of employment, the salary of such employee shall
16 be at the applicable pay rate designated as Pay Rate Step 3.
17 Thereafter, the pay rate of such employee shall successively be at
18 the applicable pay rate respectively designated as Pay Rate Step
19 4, 5 or 6, upon his/her successive completion of a one-year period
20 of employment at the preceding pay rate. If the initial salary of
21 any employee has been specifically designated at a pay rate other
22 than Pay Rate Step 1 or Step 2, his/her pay rate thereafter,
23 shall, upon his/her successful completion of a one-year period of
24 employment at that pay rate, be at the next successively higher
25 applicable Pay Rate Step.

26 B. Employees covered by an existing Memorandum of
27 Understanding with the Long Beach Police Officers Association,
28 Long Beach Firefighters Association, the City Attorneys

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

1 Association or the City Prosecutors Association, who have served
2 an initial six-month period of employment in a position at a pay
3 rate designated as Pay Rate Step 1 in the Salary Schedule
4 established by Section 2 of this resolution, the salary of such
5 employee shall be at the applicable pay rate designated as Pay
6 Rate Step 2. Thereafter, the pay rate of such employee shall
7 successively be at the applicable pay rate respectively designated
8 as Pay Rate Step 3, 4 or 5, upon his/her successive completion of
9 a one-year period of employment at the preceding pay rate. If the
10 initial salary of any employee has been specifically designated at
11 a pay rate other than Pay Rate Step 1 his/her pay rate thereafter,
12 shall, upon his/her successful completion of a one-year period of
13 employment at the preceding pay rate, be at the next successively
14 higher applicable Pay Rate Step.

15 C. Employees hired on or after April 1, 2001, who are
16 covered by an existing Memorandum of Understanding with the
17 International Association of Machinists and Aerospace Workers, the
18 Long Beach Association of Confidential Employees, and the Long
19 Beach Association of Engineering Employees, who, receive a Meets
20 Job Requirements rating on the majority of the rating factors on
21 the most recently completed Employee Performance Appraisal form,
22 and who have served an initial six-month period of employment in a
23 position at a pay rate designated as Pay Rate Step 1 in the Salary
24 Schedule established by Section 2 of this resolution, the salary
25 of such employee shall be at the applicable pay rate designated as
26 Pay Rate Step 2; after a second six-month period of satisfactory
27 performance of employment, the salary of such employee shall be at
28 the applicable pay rate designated as Pay Rate Step 3; and after

1 another six-month period of satisfactory performance Pay Rate
2 Step 4. Thereafter, the pay rate of such employee shall
3 successively be at the applicable pay rate respectively designated
4 as Pay Rate 5, 6, or 7 upon his/her successive completion of a
5 one-year period of employment at the preceding pay rate. If the
6 initial salary of any employee has been specifically designated at
7 a pay rate other than Pay Rate Step 1, 2, or 3, his or her pay
8 rate thereafter, shall, upon his or her successful completion of a
9 one-year period of employment at that pay rate, be at the next
10 successively higher applicable Pay Rate Step.

11 Employees hired prior to April 1, 2001, who are covered
12 by an existing Memorandum of Understanding with the International
13 Association of Machinists and Aerospace Workers, the Long Beach
14 Association of Confidential Employees, and the Long Beach
15 Association of Engineering Employees, will continue their step
16 advancement in accordance with the step placement in effect on
17 that date, but subject to the performance provisions set forth
18 above.

19 Sec. 5. As to those positions for which there is an "H"
20 pay rate specified as well as the regular pay rate, the appointing
21 authority may specify, at the time of making an appointment or at
22 any time thereafter, that the appointee to such position is to be
23 paid at the "H" rate or at a regular pay rate.

24 Sec. 6.

25 A. Commencing on October 1, 2001, all employees in the
26 positions of Lifeguard-Seasonal and Lifeguard-Hourly shall, be
27 eligible for advancement to the next successively higher Pay Rate
28 Step, as follows: For the purpose of computing eligibility for

1 advancement from Pay Rate Step 1 to Pay Rate Step 2, an employee
2 in the position of Lifeguard - Seasonal, or Lifeguard - Hourly,
3 must successfully complete the Lifeguard Recruit Academy
4 (approximately 80 hours). For the purpose of computing
5 eligibility for advancement from Pay Rate Step 2 to Pay Rate Step
6 3, the amount of six hundred hours actually paid to such an
7 employee in the position of Lifeguard-Seasonal or Lifeguard-Hourly
8 shall be considered as the equivalent of a six-month period of
9 employment, and the amount of eight hundred hours actually paid to
10 such an employee shall be considered for the purposes of computing
11 eligibility for advancement from Pay Rate Steps 3, 4 and 5 to the
12 next successively higher Pay Rate Step.

13 An employee in the position of Lifeguard-Seasonal or
14 Lifeguard-Hourly who has attained certification as an Emergency
15 Medical Technician (EMT) shall be advanced to the next
16 successively higher Pay Rate Step with no loss of hours previously
17 earned toward a step increase. Any Lifeguard-Seasonal or
18 Lifeguard-Hourly employee who fails to recertify shall be reduced
19 to the next successively lower Pay Rate Step with no loss of hours
20 previously earned toward a step increase.

21 B. Any Ambulance Operator that has successfully served
22 1,044 Scheduled Work Hours at Salary Range P-24 shall be placed at
23 Salary Range P-25. Any Ambulance Operator that has successfully
24 served 2,088 Scheduled Work Hours at Salary Range P-25 shall be
25 placed at Salary Range P-27. Overtime is excluded from the
26 Scheduled Work Hour calculation.

27 Sec. 7. Subject to the City Council's power by resolu-
28 tion to set the pay rates of any employee at one of the pay rates

1 established by resolution, in the event an employee is promoted
2 from one position to another for which a higher pay rate is
3 established by resolution, or is advanced from one grade to
4 another in the same position for which a higher pay rate is
5 established, or is transferred from one department to another
6 without change of position or grade, the appropriate appointing
7 authority shall designate the pay rate of such employee to be at
8 one of the pay rates for such position or grade which will be not
9 less than the pay rate received by such employee immediately prior
10 to such promotion, advancement, transfer, or Salary Schedule
11 change. Likewise, subject to such power of the City Council, in
12 the event an employee is transferred, as prescribed by Civil
13 Service Rules and Regulations for other than disciplinary reasons
14 from one position to another position for which a lower pay rate
15 is established, the appropriate appointing authority shall
16 designate the pay rate of such employee to be at one of the pay
17 rates prescribed for such position to which the employee is
18 transferred. For the purpose of computing the "period of
19 employment" under the provisions of this section, an employee of
20 the City who has been reinstated to his/her former position
21 pursuant to the provisions of Section 52 of the Civil Service
22 Rules and Regulations shall be considered as having been in the
23 continuous service of the City during the period said employee
24 shall have served in the Armed Forces.

25 Sec. 8.

26 A. The provisions of this resolution relating to
27 assignment of employees to Pay Rate Steps and to automatic pay
28 step advancement shall not apply to employees in positions which

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1 have been assigned to an Executive or Professional Salary Range in
2 Section 15 of this resolution. The level of compensation of
3 employees in such positions shall be determined on a merit basis,
4 and said employees shall be initially placed by the appropriate
5 appointing authority at a level of compensation within the
6 applicable Executive or Professional Salary Range which has been
7 designated by this resolution for said employee's position. After
8 such an employee has been initially placed at a level of
9 compensation within the applicable Executive or Professional
10 Salary Range, the appropriate appointing authority shall have the
11 sole and exclusive discretion to increase or decrease said
12 employee's level of compensation within the applicable Executive
13 or Professional Salary Range assigned by this resolution for said
14 employee's level of compensation within the applicable Executive
15 or Professional Salary Range assigned by this resolution for said
16 employee's position which the appointing authority shall determine
17 to be the proper level of compensation as merited by the
18 performance and demonstrated ability of said employee through an
19 evaluation process; provided, however, that the sum total of all
20 said percentage increases or decreases in compensation for any
21 such employee shall not exceed twelve percent during any fiscal
22 year without approval of the City Council. Evaluation shall be no
23 more than once in any six-month period.

24 B. In addition to and apart from any merit increase
25 provided in Paragraph A., and except as provided for in Subsection
26 8.C., each officer or employee assigned to the Executive Salary
27 Range (EOO) shall be eligible to participate in and receive
28 Individual Performance Incentive Compensation, the purpose of

1 which is to compensate management employees for distinguished and
2 outstanding performance for the periods for which said Performance
3 Incentive Compensation is paid and in further anticipation of
4 continued distinguished and outstanding performance in subsequent
5 periods.

6 At or near the commencement of the applicable fiscal
7 year, an eligible employee and the City Manager or his designee
8 shall develop and establish a written and approved performance
9 plan for said employee which sets forth objectives or targeted
10 results for the ensuing fiscal year or remaining portion thereof.
11 Outstanding performance in the attainment of these objectives or
12 targeted results, or distinguished performance in a specific
13 project or program shall qualify the employee for Individual
14 Performance Incentive Compensation. Such incentive compensation
15 may be paid to any eligible officer or employee in an amount not
16 to exceed three thousand five hundred dollars per fiscal year
17 based upon the evaluation and determination by the City Manager of
18 the employee's performance under the previously approved
19 performance plan.

20 C. For the City Attorney's Office, the City Auditor's
21 Office and the City Prosecutor's Office only, each employee
22 assigned to the Executive Salary Range (EOO) or to the
23 Professional Salary Range (A00 through D00) shall be eligible to
24 participate and receive Individual Performance Incentive
25 Compensation. It shall be in the exclusive discretion of the
26 elected appointing authority to determine which among their
27 eligible employees will participate in Individual Performance
28 Incentive Compensation.

1 At or near the commencement of the applicable
2 fiscal year, the elected appointing authority or a designee shall
3 establish a written performance plan for each employee selected to
4 participate. The performance plan shall establish performance
5 objectives or targeted results for the ensuing fiscal year or
6 remaining portion thereof. Outstanding achievement in attaining
7 the established objectives or targeted results, or distinguished
8 performance in a specific project or program shall qualify the
9 employee for Individual Performance Incentive Compensation. That
10 amount of such compensation paid to any single employee shall not
11 exceed Three Thousand Five Hundred Dollars per fiscal year. The
12 actual amount to be paid an eligible employee shall be determined
13 by the elected appointing authority and will be based on the
14 employee's performance under the previously approved employee
15 performance plan.

16 Sec. 9.

17 A. Effective on July 1, 1990, the City shall continue
18 to pay to the Public Employees' Retirement System, on behalf of
19 each employee represented by the IAM, the Long Beach Association
20 of Confidential Employees, Long Beach Association of Engineering
21 Employees, the City Attorneys Association, the City Prosecutors
22 Association, management and unrepresented employees an amount
23 equal to 7/7ths of each such individual employee's normal
24 retirement contributions.

25 B. In 1989-90, the City, after meeting and conferring
26 with its employees, entered into a so-called two-tiered contract
27 with the Public Employees' Retirement System. Under that
28 contract:

1 1. All eligible employees in positions represented by
2 the Long Beach Lifeguard Association and the Long Beach
3 Firefighters Association employed on or prior to October 7, 1989,
4 and employees in positions represented by the Long Beach Police
5 Officers Association employed on or prior to April 21, 1990, shall
6 be provided the opportunity for the following PERS benefits:

- 7 a. 3% at 50 retirement formula;
- 8 b. 5% cost of living provision;
- 9 c. Final compensation based on the average monthly pay
10 rate for the highest period of twelve consecutive
11 months; and
- 12 d. Post-retirement Survivor Allowance.

13 2. All eligible new employees in positions represented
14 by the Long Beach Lifeguard Association and the Long Beach
15 Firefighters Association employed after October 7, 1989, and all
16 eligible new employees in positions represented by the Long Beach
17 Police Officers Association employed after April 21, 1990, shall
18 be provided the opportunity for the following PERS retirement
19 benefits:

- 20 a. 3% at 50 retirement formula;
- 21 b. 2% cost of living provision;
- 22 c. Final compensation based upon the average monthly
23 pay rate for the highest period of twelve
24 consecutive months; and
- 25 d. Post-retirement Survivor Allowance.

26 3. All eligible employees in positions represented by
27 the IAM, the Long Beach Association of Confidential Employees,
28 Long Beach Association of Engineering Employees, the City

1 Attorneys Association, and the City Prosecutors Association, and
2 all other eligible City employees employed on or prior to October
3 21, 1989, shall be provided the opportunity for the following PERS
4 retirement benefits:

- 5 a. 2.7% at 55 retirement formula;
 - 6 b. 5% cost of living provision;
 - 7 c. Final compensation based upon the average monthly
8 pay rate for the highest period of twelve
9 consecutive months;
 - 10 d. Post-retirement Survivor Allowance; and
- 11 Should an employee hired under this new program
12 terminate prior to retirement and elect to receive his/her
13 retirement contribution from PERS, it is intended that the City
14 shall pay to the employee two percent (2%) of the employee's
15 regular compensation, plus applicable interest earned by the City.
16 Regular compensation does not include overtime, employer
17 contributions to deferred compensation, or other forms of
18 compensation not subject to PERS.

19 For members of Long Beach Police Officers Association,
20 the above shall apply for new employees hired under the PERS
21 retirement guidelines which became effective April 21, 1990.

22 4. All eligible employees in positions represented by
23 the IAM, the Long Beach Association of Confidential Employees,
24 Long Beach Association of Engineering Employees, the City
25 Attorneys Association, and the City Prosecutors Association, and
26 all other eligible City employees employed after October 21, 1989,
27 shall be provided the opportunity for the following PERS
28 retirement benefits:

- 1 a. 2.7% at 55 retirement formula;
- 2 b. 2.0% cost of living provision;
- 3 c. Final compensation based upon the average monthly
- 4 pay rate for the highest period of thirty-six
- 5 consecutive months; and
- 6 d. Post-retirement Survivor Allowance.

7 Sec. 10. All salaries and wages provided in this
8 resolution shall be computed and payable in biweekly installments,
9 and such installments shall be paid every other Friday in
10 accordance with and in continuation of the schedule of biweekly
11 pay periods and paydays established and commenced by the
12 provisions of Section 4 of Resolution No. C-22338.

13 Sec. 11.

14 A. The compensation for all City employees shall be as
15 prescribed and expressed herein on a per-hour rate basis. The
16 amount of the biweekly installment payable to any employee shall
17 be computed by multiplying the employee's pay rate per hour by the
18 number of hours or fraction of hours for which pay is actually
19 due. The hourly pay rate shall include any additional
20 compensation applicable.

21 B. The "56-hour equivalent" pay rate per hour for Fire
22 Department safety personnel, Marine Safety Sergeants, and Marine
23 Safety Officers assigned to platoon duty shall be determined by
24 dividing the biweekly pay rate established for each position
25 including skill and incentive pay rates, if applicable, by one
26 hundred and twelve.

27 C. When an employee is absent for any reason other than
28 one of the permitted absences authorized by Section 1.06 of the

1 Personnel Ordinance, said employee is not entitled to receive the
2 full amount of his or her installment of pay for the biweekly pay
3 period during which said absence occurred. The amount of pay that
4 said employee shall receive for such pay period, except for Fire
5 Department safety personnel, Marine Safety Sergeants, and Marine
6 Safety Officers assigned to platoon duty subject to the provisions
7 of Subsection D below, shall be computed by multiplying the
8 employee's applicable hourly pay rate by the number of hours or
9 fraction of hours for which pay is actually due.

10 D. When any Fire Department safety employee, Marine
11 Safety Sergeants, and Marine Safety Officers assigned to platoon
12 duty, who, for any reason other than those reasons indicated in
13 the last sentence of this Subsection, is not entitled to receive
14 the full amount of his/her biweekly installment of salary for any
15 pay period, the number of hours or fraction of hours for which pay
16 is not due shall be multiplied by $\frac{2}{3}$ and the product shall be
17 multiplied by the employee's applicable pay rate per hour
18 including skill and incentive pay rates, if applicable, and this
19 amount shall be subtracted from the employee's regular biweekly
20 installment. Whenever a Fire Department safety employee, Marine
21 Safety Sergeant, or Marine Safety Officer who is assigned to
22 platoon duty is hired, terminated, on departmental leave, or on
23 leave approved by the appointing authority during any part of a
24 pay period so that said employee is not on active duty with the
25 City for part of the fourteen day pay period, then $\frac{1}{14}$ th of the
26 amount of the employee's biweekly installment shall be subtracted
27 for each such day of inactive service.

28

1 E. For purposes of determining the cash compensation to
2 be paid for overtime (as defined in the Personnel Ordinance)
3 worked by Fire Department safety personnel, Marine Safety
4 Sergeant, and Marine Safety Officer assigned to platoon duty, the
5 "56-hour equivalent" pay rate per hour shall apply.

6 Sec. 12. Every person holding any office or position of
7 employment with said City shall perform such duties as are
8 indicated by the title of such office or position and as are
9 usually incident to such office or position and those that are
10 assigned by his/her immediate superior; and all such duties are to
11 be performed in aid of the proper and efficient administration of
12 local government.

13 Sec. 13. The designation of certain positions in the
14 schedule of positions contained herein and the designation of
15 grades within a specified classification are made for the purpose
16 of classifying such positions according to the degree of
17 responsibility and character of the duties required by such
18 positions solely and only to the end that salary schedules for
19 such positions will reflect the differences in the
20 responsibilities and duties attached to positions of the same
21 classification. The characterization of positions by said terms
22 is hereby declared to have no other purpose or effect and shall
23 not in any manner change or alter the classification of employees
24 holding such positions.

25 Sec. 14.

26 A. An employee temporarily assigned to perform duties
27 not ordinarily attached to his/her position for the purpose of
28 training and development pursuant to Section 63(3) of the Civil

1 Service Rules and Regulations will be compensated at the salary
2 rate fixed and prescribed by this resolution for the position
3 involving the duties to which temporary assignment has been made
4 and at the step most closely approximating the pay rate of the
5 employee immediately prior to the temporary assignment provided
6 that in no event shall the pay rate for the temporary assignment
7 exceed the employee's pay rate immediately prior to the temporary
8 assignment.

9 B. An employee temporarily assigned to perform duties
10 not ordinarily attached to his/her position, for the purpose of
11 rehabilitation or the recovery from a medical condition that has
12 been certified by the City Health Officer, pursuant to Section
13 63(5) of the Civil Service Rules and Regulations, will be
14 compensated at the salary rate fixed and prescribed by this
15 resolution for the position involving the duties to which
16 temporary assignment has been made and at the step most closely
17 approximating the pay rate of the employee immediately prior to
18 the temporary assignment provided that in no event shall the pay
19 rate for the temporary assignment exceed the employee's pay rate
20 immediately prior to the temporary assignment.

21 C. An employee temporarily assigned to perform duties
22 not ordinarily attached to his/her position pursuant to Sections
23 63(3) or 63(5) of the Civil Service Rules and Regulations, which
24 temporary assignment results in a lower hourly pay rate, may be Y-
25 rated (pay rate frozen) until such time as the top step of the
26 employee's new position is equal to or surpasses the employee's Y-
27 rate.

28

1 D. The Y-rate shall apply to employees in the positions
2 of Refuse Operator I, II and III who participate in the Refuse
3 Career Development Program and are transferred for training
4 purposes pursuant to Section 63(3). Upon completion of training
5 and when permanently transferred to the position in which training
6 was completed, the hourly pay rate of Refuse Operator I, II and
7 III will continue to be Y-rated until such time as the top step of
8 the employee's new position is equal to or surpasses the
9 employee's Y-rate.

10 Sec. 15. There are hereby created and established the
11 offices and positions set forth and listed hereinafter and, except
12 as otherwise provided in this resolution, the compensation for
13 each office and position is hereby fixed and prescribed at one of
14 the pay rates within the Salary Ranges set forth in the Salary
15 Schedules in Section 2, which pay rates are indicated opposite
16 each listed office and position by a Salary Range Number, together
17 with such additional compensation, if any, as provided herein or
18 by applicable ordinance.

19 POSITION TITLES AND

20 ASSIGNED SALARY RANGE NUMBERS

21		Salary
22	<u>Position Title</u>	<u>Range No.</u>
23	Accountant I	490
24	Accountant II	540
25	Accountant III	590
26	Accounting Clerk I	340
27	Accounting Clerk II	370
28	Accounting Clerk III	400

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1	Accounting Operations Officer	E00
2	Accounting Technician	440
3	Administrative Aide I	430
4	Administrative Aide II	460
5	Administrative Analyst I	570
6	Administrative Analyst II	600
7	Administrative Analyst III	630
8	Administrative Assistant - City Manager	E00
9	Administrative Officer	E00
10	Administrative Officer - Airport	E00
11	Administrative Officer - Civil Service	E00
12	Administrative Officer - Commercial Services	E00
13	Administrative Officer - Community Development	E00
14	Administrative Officer - Engineering	E00
15	Administrative Officer - Fleet	E00
16	Administrative Officer - Gas (T)	E00
17	Administrative Officer - General Services	E00
18	Administrative Officer - Library Services	E00
19	Administrative Officer - Oil Properties	E00
20	Administrative Officer - Planning and Building	E00
21	Administrative Officer - Police	E00
22	Administrative Officer - Public Health (T)	E00
23	Administrative Officer - Public Works	E00
24	Administrative Officer - Towing (T)	E00
25	Administrative Services Officer	E00
26	Airport Operations Assistant I	360
27	Airport Operations Assistant II	410
28	Airport Operations Specialist I	510

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1	Airport Operations Specialist II	540
2	Airport Public Affairs Assistant	540
3	Airport Public Affairs Officer	EOO
4	Alternative Fuels Coordinator	570
5	Ambulance Operator	P-24, P-25 P-27
6		
7	Animal Control Officer I	410
8	Animal Control Officer II	430
9	Animal Control Officer III	490
10	Animal Control Services Officer	EOO
11	Animal Health Technician	420
12	Aquatics Supervisor I	500
13	Aquatics Supervisor II	570
14	Assistant Administrative Analyst I	470
15	Assistant Administrative Analyst II	530
16	Assistant Buyer I	420
17	Assistant Buyer II	460
18	Assistant Chief of Police	EOO
19	Assistant City Attorney	EOO
20	Assistant City Auditor	EOO
21	Assistant City Clerk	EOO
22	Assistant City Manager	EOO
23	Assistant City Prosecutor	EOO
24	Assistant Community Development Analyst I	470
25	Assistant Community Development Analyst II	530
26	Assistant Fire Chief	EOO
27	Assistant General Manager/Chief Gas Engineer	EOO
28	Assistant Planner I	510

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1	Assistant Planner II	570
2	Assistant to the City Manager	E00
3	Assistant Traffic Signal Technician I	390
4	Assistant Traffic Signal Technician II	430
5	Audit Analyst	B00
6	Audit Manager	C00
7	Auto Firefighter (R)	055
8	Automated Systems Officer	E00
9	Automatic Sprinkler Control Technician	440
10	Battalion Chief	185
11	Body and Fender Mechanic - Painter I	480
12	Body and Fender Mechanic - Painter II	500
13	Budget Management Officer	E00
14	Building Inspection Officer	E00
15	Building Maintenance Engineer	540
16	Building Services Supervisor	430
17	Business Development Officer	E00
18	Business Information Technology Officer	E00
19	Business Information Systems Officer	E00
20	Business Services Officer	E00
21	Business Systems Specialist I	530
22	Business Systems Specialist II	570
23	Business Systems Specialist III	610
24	Business Systems Specialist IV	650
25	Business Systems Specialist V	690
26	Business Systems Specialist VI	730
27	Business Systems Specialist VII	770
28	Buyer I	540

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1	Buyer II	610
2	Capital Project Coordinator (T)	640
3	Capital Project Coordinator I	640
4	Capital Project Coordinator II	660
5	Capital Project Coordinator III	690
6	Carpenter	480
7	Carpenter Supervisor	510
8	Case Manager I	250
9	Case Manager II	340
10	Case Manager III	380
11	Cement Finisher I	430
12	Cement Finisher II	450
13	Chief Building Inspector	684
14	Chief Clerk of Records (R)	090
15	Chief Construction Inspector	684
16	Chief Investigator	BOO
17	Chief of Police	E00
18	Chief of Staff-Council	E00
19	Chief of Staff-Mayor	E00
20	Chief Surveyor	674
21	City Attorney	980
22	City Auditor	960
23	City Clerk	950
24	City Clerk Analyst	630
25	City Clerk Assistant	390
26	City Clerk Bureau Manager	E00
27	City Clerk Specialist	560
28	City Controller	E00

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1	City Engineer	EOO
2	City Health Officer	EOO
3	City Manager	990
4	City Prosecutor	970
5	City Safety Officer	EOO
6	City Treasurer/Revenue Officer	EOO
7	Civil Engineer	644
8	Civil Engineering Assistant	514
9	Civil Engineering Associate	594
10	Claims Investigator/Representative I (T)	593
11	Clerk I	260
12	Clerk II	290
13	Clerk III	320
14	Clerk Supervisor	440
15	Clerk Typist I	320
16	Clerk Typist II	350
17	Clerk Typist III	380
18	Clerk Typist IV	410
19	Clerk Typist V (T)	440
20	Code Enforcement Officer	EOO
21	Combination Building Inspector	534
22	Combination Building Inspector Aide I	374
23	Combination Building Inspector Aide II	404
24	Commercial and Retail Development Officer	EOO
25	Communication Specialist I	520
26	Communication Specialist II	560
27	Communication Specialist III	600
28	Communication Specialist IV	650

1	Communication Specialist V	690
2	Communication Specialist VI	730
3	Communication Specialist VII	770
4	Communications Center Coordinator	650
5	Communications Center Supervisor	580
6	Communications Dispatcher I	460
7	Communications Dispatcher II	490
8	Communications Dispatcher III	520
9	Communications Dispatcher IV	550
10	Communications Officer	E00
11	Community Development Analyst I	570
12	Community Development Analyst II	600
13	Community Development Analyst III	630
14	Community Development Clerical Assistant I	320
15	Community Development Clerical Assistant II	350
16	Community Development Clerical Assistant III	380
17	Community Development Technician I	370
18	Community Development Technician II	400
19	Community Development Technician III	430
20	Community Development Technician IV	460
21	Community Development Specialist I	470
22	Community Development Specialist II	530
23	Community Development Specialist III	570
24	Community Development Specialist IV	600
25	Community Development Specialist V	630
26	Community Information Officer	E00
27	Community Information Specialist I	350
28	Community Information Specialist II	390

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1	Community Relations Assistant I (T)	370
2	Community Relations Assistant II (T)	460
3	Community Services Officer	E00
4	Community Services Supervisor	570
5	Community Services Supervisor II (T)	570
6	Community Worker	320
7	Construction Inspector I	534
8	Construction Inspector II	574
9	Construction Services Officer	E00
10	Contract Management Officer	E00
11	Contracts Officer (T)	E00
12	Contracts Officer - Fleet	E00
13	Corrosion Control Supervisor	584
14	Councilmanic Secretary	470
15	Counselor I	250
16	Counselor II	450
17	Criminalist I	570
18	Criminalist II	640
19	Criminalist III (T)	680
20	Criminalist Supervisor	680
21	Cultural Program Supervisor	570
22	Curator	520
23	Customer Relations Officer	E00
24	Customer Service Representative I	330
25	Customer Service Representative II	360
26	Customer Service Representative III	400
27	Customer Services Officer	E00
28	Customer Services Supervisor I	480

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1	Customer Services Supervisor II (T)	510
2	Customer Support Officer	E00
3	Data Administrative Officer	E00
4	Data Center Officer	E00
5	Data Processing Assistant	410
6	Data Security Administrator	E00
7	Department Librarian I	600
8	Department Librarian II	630
9	Department Safety Officer	E00
10	Deputy Chief of Police	E00
11	Deputy City Attorney	COO
12	Deputy City Auditor	E00
13	Deputy City Clerk I	530
14	Deputy City Clerk II	550
15	Deputy City Manager	E00
16	Deputy City Prosecutor	COO
17	Deputy Director - Civil Service	E00
18	Deputy Fire Chief	E00
19	Desktop Computing Officer	E00
20	Detention Officer I	430
21	Detention Officer II	490
22	Development Project Manager I	630
23	Development Project Manager II	660
24	Development Project Manager III	680
25	Director of Community Development	E00
26	Director of Financial Management	E00
27	Director of Long Beach Gas & Oil	E00
28	Director of Technology Services	E00

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1	Director of Health and Human Services	E00
2	Director of Human Resources	E00
3	Director of Library Services	E00
4	Director of Parks, Recreation, and Marine	E00
5	Director of Planning and Building	E00
6	Director of Public Works	E00
7	Director of Special Events	E00
8	Disaster Management Officer	E00
9	Diversity & Economic Opportunity Officer	E00
10	Division Engineer - Oil Properties	E00
11	Division Engineer - Public Works	E00
12	Election Employee	P-28, P-32, P-34, P-36
13		
14	Election Supervisor	410
15	Electrical Engineer	644
16	Electrical Engineering Associate	594
17	Electrical Inspector	534
18	Electrical Supervisor	550
19	Electrician	500
20	Electronic Communications Technician I	520
21	Electronic Communications Technician II	540
22	Electronic Communications Technician III	580
23	Emergency Medical Educator	B00
24	Emergency Medical Education Coordinator	B00
25	Emergency Medical Services Officer	E00
26	Employee Assistance Officer - Police	E00
27	Employee Services Assistant	600
28	Employment Services Officer - Civil Service	E00

1	Energy Conservation Officer	E00
2	Engineering Aide I	307
3	Engineering Aide II	344
4	Engineering Aide III	419
5	Engineering & Development Services Officer	E00
6	Engineering Technician I	464
7	Engineering Technician II	504
8	Environmental Health Specialist I	480
9	Environmental Health Specialist II	540
10	Environmental Health Specialist III	560
11	Environmental Health Specialist IV	590
12	Environmental Planning Officer (T)	E00
13	Environmental Service Supervisor I	440
14	Environmental Service Supervisor II	500
15	Environmental Service Supervisor III	550
16	Epidemiologist	520
17	Epidemiologist - Supervisor	590
18	Equipment Mechanic I	480
19	Equipment Mechanic II	500
20	Equipment Operator I	370
21	Equipment Operator II	410
22	Equipment Operator III	440
23	Events Coordinator I	470
24	Events Coordinator II	530
25	Executive Assistant	E00
26	Executive Assistant/Mayor and Council (T)	E00
27	Executive Director - Civil Service	E00
28	Executive Secretary - Confidential	B00

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1	Executive Secretary to Assistant City Manager	E00
2	Executive Secretary to City Manager	E00
3	Facilities Management Officer	E00
4	Financial Services Officer	E00
5	Financial Services Officer - Community Development	E00
6	Financial Systems Officer	E00
7	Fingerprint Classifier	430
8	Fire Boat Operator	105
9	Fire Captain	155
10	Fire Chief	E00
11	Fire Engineer	105
12	Firefighter	055
13	Firefighter Trainee	B00
14	Fire Recruit	045
15	Fleet Finance Officer (T)	E00
16	Fleet Services Supervisor	530
17	Forensic Specialist I	520
18	Forensic Specialist II	570
19	Forensic Specialist Supervisor	610
20	Forensic Science Services Administrator	E00
21	Garage Service Attendant I	370
22	Garage Service Attendant II	390
23	Garage Service Attendant III	450
24	Gardener I	360
25	Gardener II	390
26	Gas Construction Worker I	410
27	Gas Construction Worker II	430
28	Gas Construction Worker III	482

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1	Gas Distribution Supervisor I	580
2	Gas Distribution Supervisor II	620
3	Gas Field Service Representative I	390
4	Gas Field Service Representative II	430
5	Gas Field Service Representative III	482
6	Gas Instrument Technician I	500
7	Gas Instrument Technician II	530
8	Gas Maintenance Supervisor I	580
9	Gas Maintenance Supervisor II	620
10	Gas Marketing Engineer	E00
11	Gas Measurement Assistant	470
12	Gas Orifice Meter Technician I (T)	440
13	Gas Orifice Meter Technician II (T)	460
14	Gas Pipeline Welder/Layout Fitter	560
15	Gas Supply & Business Officer	E00
16	General Librarian	560
17	General Librarian I (T)	500
18	General Librarian II (T)	550
19	General Maintenance Assistant	410
20	General Maintenance Supervisor I	470
21	General Maintenance Supervisor II	510
22	General Superintendent - Fleet Services	E00
23	General Superintendent - Park/Marine Maintenance	E00
24	General Superintendent - Recreation	E00
25	General Superintendent of Operations	E00
26	Geographic Information Systems Analyst I	527
27	Geographic Information Systems Analyst II	564
28	Geographic Information Systems Analyst III	597

1	Geographic Information Systems Technician I	460
2	Geographic Information Systems Technician II	500
3	Geologist (T)	747
4	Geologist I	747
5	Geologist II	787
6	Grants Accounting Officer	E00
7	Handwriting Examiner - Miscellaneous	640
8	Handwriting Examiner - Safety	070
9	Hazardous Materials Specialist I	560
10	Hazardous Materials Specialist II	590
11	Hazardous Waste Coordinator	590
12	Hazardous Waste Operations Officer	E00
13	Health Educator I	310
14	Health Educator II	450
15	Helicopter Mechanic	530
16	Historic Sites Officer	E00
17	Homeless Services Officer	E00
18	Housing Aide I	350
19	Housing Aide II	380
20	Housing Assistance Coordinator	550
21	Housing Assistance Officer	E00
22	Housing Development Officer	E00
23	Housing Operations Officer	E00
24	Housing Rehabilitation Counselor	550
25	Housing Rehabilitation Officer (T)	E00
26	Housing Rehabilitation Supervisor I	580
27	Housing Rehabilitation Supervisor II	610
28	Housing Specialist I	400

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1	Housing Specialist II	430
2	Housing Specialist III	460
3	Human Dignity Officer	E00
4	Human Resources Officer	E00
5	Identification Technician I (T)	510
6	Identification Technician II (T)	560
7	Institutional Cook	390
8	Intelligence Analyst	610
9	Investigator I	593
10	Investigator - City Prosecutor	B00
11	Investigator II	613
12	Investigator III	633
13	Investment Officer (T)	E00
14	Jail Administrator	E00
15	Lab Assistant I	360
16	Lab Assistant II	380
17	Lab Assistant III	420
18	Laboratory Assistant	360
19	Laboratory Services Officer	E00
20	Landscape Architect	604
21	Law Clerk	B00
22	Law Clerk - City Attorney	B00
23	Law Clerk - City Prosecutor	B00
24	Leasing Officer (T)	E00
25	Legal Administrator - Attorney	E00
26	Legal Assistant (T)	B00
27	Legal Assistant I	460
28	Legal Assistant II	480

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1	Legal Assistant III	530
2	Legal Assistant IV	550
3	Legal Assistant - City Prosecutor	B00
4	Legal Assistant - Subrogation	B00
5	Legal Assistant - Supervisor	B00
6	Legal Office Assistant	386
7	Legal Records Assistant	356
8	Legal Office Specialist	406
9	Legal Records Supervisor	443
10	Legal Records Specialist	386
11	Legal Records Management Coordinator	583
12	Legal Secretary I	386
13	Legal Secretary II	406
14	Legal Stenographer I	316
15	Legal Stenographer II	336
16	Legal Stenographer III	356
17	Legislative Assistant	510
18	Liability Claims Assistant I	410
19	Liability Claims Assistant II	460
20	Library Aide	270
21	Library Circulation Supervisor	560
22	Library Clerk I	330
23	Library Clerk II	370
24	Library Clerk III	400
25	Library Clerk IV	430
26	Library Youth Services Officer	E00
27	License Inspector I	450
28	License Inspector II	470

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1	Licensed Vocational Nurse	440
2	Lifeguard - Seasonal (T)	010
3	Locksmith	480
4	Machinist	490
5	Maintenance Aide I	230
6	Maintenance Aide II	260
7	Maintenance Assistant I	290
8	Maintenance Assistant II	330
9	Maintenance Assistant III	360
10	Maintenance Supervisor	500
11	Maintenance Supervisor I	470
12	Maintenance Supervisor II	510
13	Management Assistant	470
14	Manager - Accounting	E00
15	Manager - Administration	E00
16	Manager - Administration, Planning & Facilities	E00
17	Manager - Administrative and Financial Services	E00
18	Manager - Airport	E00
19	Manager - Animal Control (T)	E00
20	Manager - Automated Services	E00
21	Manager - Business Information Services	E00
22	Manager - Business Operations	E00
23	Manager - Business Operations & Gas Supply (T)	E00
24	Manager - Business Relations	E00
25	Manager - Commercial Services	E00
26	Manager - Community Enrichment	E00
27	Manager - Community Recreation	E00
28	Manager - Economic Development	E00

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1	Manager - Electric Generation	EOO
2	Manager - Energy Recovery	EOO
3	Manager - Engineering Services (T)	EOO
4	Manager - Engineering & Construction	EOO
5	Manager - Environmental Health	EOO
6	Manager - Environmental Services	EOO
7	Manager - Fleet Services	EOO
8	Manager - Gas Services	EOO
9	Manager - Housing Authority	EOO
10	Manager - Housing Services	EOO
11	Manager - Human/Social Services	EOO
12	Manager - Information Services	EOO
13	Manager - Integrated Resources (T)	EOO
14	Manager - Library Support Services	EOO
15	Manager - Long Beach Unit	EOO
16	Manager - Main Library Services	EOO
17	Manager - Maintenance Operations	EOO
18	Manager - Marine Operations	EOO
19	Manager - Neighborhood Services	EOO
20	Manager - Neighborhood Library Systems	EOO
21	Manager - Oil Operations	EOO
22	Manager - Oil Production/Subsidence	EOO
23	Manager - Operations and Administration	EOO
24	Manager - Operations Support	EOO
25	Manager - Performance Management/Budget	EOO
26	Manager - Personnel Operations	EOO
27	Manager - Pipeline Construction (T)	EOO
28	Manager - Planning Bureau	EOO

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1	Manager - Planning & Development	EOO
2	Manager - Preventive Health	EOO
3	Manager - Project Development	EOO
4	Manager - Property Services	EOO
5	Manager - Public Health	EOO
6	Manager - Public Service	EOO
7	Manager - Public Works Operations	EOO
8	Manager - Recreation Services	EOO
9	Manager - Redevelopment	EOO
10	Manager - Risk Management (T)	EOO
11	Manager - Special Events & Filming	EOO
12	Manager - Support Services	EOO
13	Manager - Technology Infrastructure Services	EOO
14	Manager - Telecommunications (T)	EOO
15	Manager - Towing (T)	EOO
16	Manager - Traffic and Transportation	EOO
17	Manager - Workers' Compensation	EOO
18	Manager - Workforce Development	EOO
19	Marina Agent I	320
20	Marina Agent II	360
21	Marina Agent III	410
22	Marina Supervisor I	510
23	Marina Supervisor II	540
24	Marina Supervisor (T)	510
25	Marine Safety Captain	120
26	Marine Safety Chief	EOO
27	Marine Safety Lieutenant	080
28	Marine Safety Officer	030

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1	Marine Safety Sergeant	060
2	Marine Safety Sergeant - Boat Operator	060
3	Marketing Officer	E00
4	Master Mechanic (R)	185
5	Materials Inspector	514
6	Materials Testing Chemist	524
7	Mechanical Engineer	644
8	Mechanical Engineering Associate	594
9	Mechanical Equipment Stock Clerk I	380
10	Mechanical Equipment Stock Clerk II	430
11	Mechanical Equipment Stock Clerk III	490
12	Mechanical Supervisor I (T)	530
13	Mechanical Supervisor	600
14	Medical Assistant I	250
15	Medical Assistant II	370
16	Medical Social Worker I	490
17	Medical Social Worker II	530
18	Members of Boards and Commissions	D-11
19	Messenger/Mail Clerk I (T)	300
20	Messenger/Mail Clerk II (T)	370
21	Microbiologist I	540
22	Microbiologist II	570
23	Microbiologist III	610
24	Microbiologist Supervisor	580
25	Microfilm Technician	420
26	Minute Clerk	410
27	Motor Sweeper Operator	440
28	Historic Preservation Officer	E00

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1	Neighborhood Improvement Officer	E00
2	Neighborhood Resource Officer	E00
3	Neighborhood Services Specialist I	400
4	Neighborhood Services Specialist II	430
5	Neighborhood Services Specialist III	460
6	Noise Abatement Specialist I	500
7	Noise Abatement Specialist II	530
8	Nurse I (T)	550
9	Nurse II (T)	570
10	Nurse Practitioner	670
11	Nursing Services Officer	E00
12	Nutrition Aide (T)	300
13	Nutrition Aide I	310
14	Nutrition Aide II	360
15	Nutrition Services Officer	E00
16	Occupancy Specialist I	390
17	Occupancy Specialist II	420
18	Occupancy Specialist III	450
19	Occupational Health Services Officer	E00
20	Office Manager - Prosecutor	B00
21	Office Services Assistant I	310
22	Office Services Assistant II	340
23	Office Services Assistant III	370
24	Office Services Officer	E00
25	Office Services Supervisor	500
26	Office Specialist - Prosecutor	B00
27	Office Systems Officer	E00
28	Offset Press Operator I	390

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1	Offset Press Operator II	420
2	Oil Field Gauger I	504
3	Oil Field Gauger II	507
4	Oil Properties Accounting Officer	E00
5	Operations Officer - Airport	E00
6	Operations Officer - Building and Safety	E00
7	Outreach Worker I	260
8	Outreach Worker II	380
9	Page (T)	H-16
10	Painter I	440
11	Painter II	460
12	Painter Supervisor	500
13	Paralegal	B00
14	Park Development Officer	E00
15	Park Maintenance Supervisor	500
16	Park Naturalist	470
17	Park Ranger I	440
18	Park Ranger II	500
19	Parking Control Checker I	360
20	Parking Control Checker II	390
21	Parking Control Supervisor	490
22	Parking Meter Technician I	420
23	Parking Meter Technician II	470
24	Parking Operations Officer	E00
25	Payroll/Personnel Assistant I	350
26	Payroll/Personnel Assistant II	380
27	Payroll/Personnel Assistant III	420
28	Payroll Specialist I	460

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1	Payroll Specialist II	500
2	Performance Management Officer	E00
3	Personnel Analyst I	570
4	Personnel Analyst II	600
5	Personnel Analyst III	630
6	Personnel Analyst I - Civil Service	570
7	Personnel Analyst II - Civil Service	600
8	Personnel Analyst III - Civil Service	630
9	Personnel Analyst I - Human Resources	570
10	Personnel Analyst II - Human Resources	600
11	Personnel Analyst III - Human Resources	630
12	Personnel Assistant (Conf.) I	430
13	Personnel Assistant (Conf.) II	460
14	Personnel Assistant (Conf.) III	500
15	Petroleum Engineer (T)	747
16	Petroleum Engineer I	747
17	Petroleum Engineer II	787
18	Petroleum Engineering Assistant	607
19	Petroleum Engineering Associate	697
20	Petroleum Engineering Associate I	607
21	Petroleum Engineering Associate II	697
22	Petroleum Engineering Technician	504
23	Petroleum Operations Coordinator I	750
24	Petroleum Operations Coordinator II	777
25	Photographer	470
26	Physicians Assistant	B00
27	Plan Checker - Electrical	634
28	Plan Checker - Fire Prevention	634

1	Plan Checker - Mechanical	634
2	Plan Checker - Plumbing	634
3	Planner I	530
4	Planner II	590
5	Planner III	640
6	Planner IV	670
7	Planner V	700
8	Planning Aide	440
9	Planning Officer	E00
10	Plasterer	480
11	Plumber	500
12	Plumber Supervisor	550
13	Plumbing Inspector	534
14	Police Administration Bureau Chief	E00
15	Police Captain (R)	180
16	Police Commander	E00
17	Police Community Relations Officer	E00
18	Police Corporal	100
19	Police Information & Technology Officer	E00
20	Police Inspector (R)	110
21	Police Lieutenant	170
22	Police Officer	050
23	Police Planning and Research Officer	E00
24	Police Property and Supply Clerk	430
25	Police Property and Supply Clerk I	430
26	Police Property and Supply Clerk II	500
27	Police Records Administrator	E00
28	Police Recruit	046

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1	Police Sergeant	110
2	Police Services Assistant I	390
3	Police Services Assistant II	440
4	Police Services Assistant III	480
5	Police Systems Supervisor	440
6	Police Woman (R)	050
7	Polygraph Examiner - Miscellaneous	640
8	Polygraph Examiner - Safety	070
9	Power Equipment Repair Mechanic I	430
10	Power Equipment Repair Mechanic II	460
11	Power Equipment Repair Mechanic III	500
12	Prevention Services Officer	E00
13	Principal Building Inspector	624
14	Principal Construction Inspector	624
15	Principal Deputy City Attorney	E00
16	Principal Geological Drafting Technician	624
17	Programmer	480
18	Programmer - Analyst I	520
19	Programmer - Analyst II	570
20	Programmer - Analyst III	610
21	Programmer - Analyst IV	650
22	Programmer - Analyst V	690
23	Programmer - Analyst VI	730
24	Program Specialist - City Manager	B00
25	Project Development Officer	E00
26	Project Management Officer	E00
27	Property Management Specialist I	460
28	Property Management Specialist II	520

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1	Protection Aide	272
2	Public/Government Affairs Manager	E00
3	Public Health Associate I	250
4	Public Health Associate II	380
5	Public Health Associate III	540
6	Public Health Nurse I	570
7	Public Health Nurse II	590
8	Public Health Nurse III	610
9	Public Health Nurse Supervisor	640
10	Public Health Nutritionist I	500
11	Public Health Nutritionist II	550
12	Public Health Nutritionist III	600
13	Public Health Physician	B00
14	Public Health Professional I	550
15	Public Health Professional II	590
16	Public Health Professional III	620
17	Public Health Registrar	380
18	Public Information Officer	E00
19	Public Works Supervisor	500
20	Purchasing Agent	E00
21	Real Estate Officer	E00
22	Real Estate Technician I	430
23	Real Estate Technician II	460
24	Records Manager - City Clerk	580
25	Recreation Assistant	390
26	Recreation Leader/Specialist IX (T)	H-39
27	Recreation Leader/Specialist X (T)	H-40
28	Recreation Superintendent	E00

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1	Recruitment Officer - Civil Service	E00
2	Recycling Specialist I	470
3	Recycling Specialist II	530
4	Recycling & Sustainability Officer	E00
5	Redevelopment Administrator	E00
6	Redevelopment Finance Officer (T)	E00
7	Redevelopment Project Officer	E00
8	Refuse Field Investigator	440
9	Refuse Operator I	370
10	Refuse Operator II	400
11	Refuse Operator III	430
12	Refuse Supervisor	500
13	Registered Nurse I	570
14	Registered Nurse II	590
15	Rehabilitation Services Officer	E00
16	Reprographics Assistant (T)	350
17	Risk Manager	E00
18	Safety Specialist I	530
19	Safety Specialist I - Conf	530
20	Safety Specialist II	590
21	Safety Specialist II - Conf	590
22	School Guard	H-26, H-28
23	Secretary	410
24	Secretary to the City Auditor	486
25	Secretary to the City Attorney	520
26	Secretary to the Executive Director - Civil Service	450
27	Secretary to the Mayor	590
28	Special Services Officer I	361

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1	Special Services Officer II	426
2	Special Services Officer III	440
3	Special Services Officer IV	500
4	Special Services Officer V (T)	560
5	Senior Accountant	630
6	Senior Animal Control Officer	490
7	Senior Architectural Engineer	694
8	Senior Auditor	800
9	Senior Civil Engineer	694
10	Senior Combination Building Inspector	574
11	Senior Deputy City Attorney	800
12	Senior Electrical Inspector	574
13	Senior Engineering Technician I	547
14	Senior Engineering Technician II	577
15	Senior Equipment Operator	490
16	Senior Geological Drafting Technician	567
17	Senior Geologist	787
18	Senior Legal Secretary I	443
19	Senior Legal Secretary II	466
20	Senior Mechanical Engineer	694
21	Senior Mechanical Inspector	574
22	Senior Minute Clerk	450
23	Senior Payroll/Personnel Assistant (T)	460
24	Senior Petroleum Engineer (T)	787
25	Senior Petroleum Engineering Associate (T)	747
26	Senior Plumbing Inspector	574
27	Senior Records Clerk	570
28	Senior Structural Engineer	687

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1	Senior Survey Technician	508
2	Senior Surveyor	627
3	Senior Traffic Engineer	694
4	Senior Workers' Compensation Claims Examiner	645
5	SERRF Operations Officer	E00
6	Special Investigator - City Manager	B00
7	Special Projects Officer	E00
8	Special Projects Officer - Engineering	E00
9	Special Projects Officer - Financial Management (T)	E00
10	Special Projects Officer - Housing	E00
11	Special Projects Officer - Public Service	E00
12	Special Projects Officer - Public Works	E00
13	Staff Auditor	B00
14	Stock and Receiving Clerk	330
15	Storekeeper I	380
16	Storekeeper II	430
17	Storm Drain Maintenance Crew Leader	440
18	Storm Drain Maintenance Crew Member I	380
19	Storm Drain Maintenance Crew Member II	400
20	Storm Drain Plant Mechanic	440
21	Storm Water Program Officer	E00
22	Street Landscaping Supervisor I	500
23	Street Landscaping Supervisor II	530
24	Street Maintenance Supervisor	500
25	Street Maintenance Supervisor I	500
26	Street Maintenance Supervisor II	540
27	Structural Engineer	647
28	Structural Engineer Associate	594

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1	Student Worker	H-15, H-17, H-99
2		
3	Superintendent - Administrative Services (T)	EOO
4	Superintendent - Airport Operations	EOO
5	Superintendent - Airport Security	EOO
6	Superintendent - Building and Safety	EOO
7	Superintendent - Electronics/Traffic Signals	EOO
8	Superintendent - Engineering	EOO
9	Superintendent - Engineering and Gas Systems Control	EOO
10	Superintendent - Environmental Programs	EOO
11	Superintendent - Facility Management	EOO
12	Superintendent - Finance and Controls	EOO
13	Superintendent - Fleet Acquisition	EOO
14	Superintendent - Fleet Maintenance	EOO
15	Superintendent - Fleet Operations	EOO
16	Superintendent - Fleet Services (T)	EOO
17	Superintendent - Gang Intervention	EOO
18	Superintendent - Gas Distribution/Customer Service (T)	EOO
19	Superintendent - Gas Distribution/Systems Maintenance (T)	EOO
20		
21	Superintendent - Golf Operations	EOO
22	Superintendent - Marina Operations	EOO
23	Superintendent - Meters & Regulators	EOO
24	Superintendent - Park Maintenance	EOO
25	Superintendent - Personnel and Training	EOO
26	Superintendent - Pipeline Construction & Maintenance	EOO
27	Superintendent - Planning & Development	EOO
28	Superintendent - Operations (T)	EOO

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1	Superintendent - Refuse	EOO
2	Superintendent - Street Landscaping (T)	EOO
3	Superintendent - Street Maintenance	EOO
4	Superintendent - Street Sweeping	EOO
5	Superintendent - Structural Services	EOO
6	Superintendent - Towing & Lien Sales	EOO
7	Superintendent - Warehouse/Inventory Operations	EOO
8	Supervising Custodian (T)	370
9	Supervising Deputy City Prosecutor	C00
10	Supervising Park Ranger	550
11	Supervising Senior Legal Secretary	482
12	Supervising Workers' Compensation Secretary	470
13	Supervisor - Facilities Maintenance	620
14	Supervisor - Stores and Property	490
15	Supervisor - Waste Operations	550
16	Support Projects Officer	EOO
17	Survey Technician	467
18	Surveyor	554
19	Systems Analyst I	500
20	Systems Analyst II	560
21	Systems Support Specialist I	530
22	Systems Support Specialist II	570
23	Systems Support Specialist III	610
24	Systems Support Specialist IV	650
25	Systems Support Specialist V	690
26	Systems Support Specialist VI	730
27	Systems Support Specialist VII	770
28	Systems Technician I	440

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1	Systems Technician II	480
2	Systems Technician III	520
3	Systems Technician IV	570
4	Technical Aide	280
5	Technical Assistant	400
6	Technical Services Officer - Library Services (T)	EOO
7	Technical Services Administrator	EOO
8	Technical Support Officer	EOO
9	Telecommunications Officer	EOO
10	Traffic Engineer	644
11	Traffic Engineering Aide I	454
12	Traffic Engineering Aide II	494
13	Traffic Engineering Associate I	514
14	Traffic Engineering Associate II	594
15	Traffic Painter I	400
16	Traffic Painter II	420
17	Traffic Signal Coordinator	600
18	Traffic Signal Technician I	530
19	Traffic Signal Technician II	570
20	Transportation Planning Officer	EOO
21	Transportation Programming Officer	EOO
22	Transportation Programs Planner	620
23	Treasury Operations Officer	EOO
24	Tree Trimmer I	400
25	Tree Trimmer II	430
26	Urban Design Officer	EOO
27	Utilities Systems Operator	450
28	Utility Services Officer	EOO

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1	Vector Control Specialist I	420
2	Vector Control Specialist II	460
3	Video Communications Officer	EOO
4	Victim's Advocate - City Prosecutor	BOO
5	Visual Arts Specialist I	430
6	Visual Arts Specialist II	470
7	Voice and Data Communications Officer	EOO
8	Waste Management Officer (T)	EOO
9	Welder	490
10	Wireless Communications Officer	EOO
11	Workers' Compensation Administrative Assistant	BOO
12	Workers' Compensation Claims Assistant	523
13	Workers' Compensation Claims Examiner	582
14	Workers' Compensation Office Assistant I	350
15	Workers' Compensation Office Assistant II	410
16	Workforce Development Officer	EOO
17	Workforce Development Supervisor I	670
18	Workforce Development Supervisor II (T)	690
19	X-ray Technician	450
20	Youth Services Coordinator	EOO
21	Zoning Officer	EOO

22 In accordance with Section 3(8) of the Civil Service
23 Rules and Regulations of the City of Long Beach, adopted in
24 conformity with Section 1102(a)(8) of the Charter of the City of
25 Long Beach, there are hereby created and established the non-
26 career (NC) positions set forth and listed hereinafter and the
27 compensation of each non-career position is hereby fixed and
28 prescribed at one of the pay rates set forth in the Salary

1 Schedules in Section 2 hereof, which pay rates are indicated
 2 opposite each listed non-career position by a Salary Range Number,
 3 together with such additional compensation, if any, as provided
 4 herein or by applicable ordinance.

5 NON-CAREER (NC) POSITION TITLES
 6 AND ASSIGNED SALARY RANGE NUMBERS

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<u>Position Title</u>	<u>Salary Range No.</u>
9 Accountant I - NC	M47
10 Accountant II - NC	M62
11 Accounting Clerk I - NC	M15
12 Accounting Clerk II - NC	M21
13 Accounting Clerk III - NC	M28
14 Administrative Analyst I - NC	M68
15 Administrative Analyst II - NC	M78
16 Administrative Intern - NC	H-25, H-28, H-30, H-32, H-33, H-34, H-36, H-38, H-39, H-40, H-41, H-42, H-43, H-44, H-45
21 Admissions Attendant I - NC (T)	H-11, H-13, H-15, H-18
23 Admissions Attendant II - NC (T)	H-24, H-27, H-37
25 Admissions Attendant III - NC (T)	H-31, H-33, H-34, H-35, H-36, M15
27 Airport Operations Assistant I - NC	M17
28 Ambulance Operator - NC	H-25

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1	Animal Control Officer I - NC	M27
2	Animal License Inspector NC	H-29, H-31
3	Assistant Band Conductor - NC	H-61
4	Band Conductor - NC	H-62
5	Carpenter - NC	M47
6	Civil Engineer - NC	N94
7	Civil Engineering Assistant - NC	N57
8	Civil Engineering Associate - NC	N80
9	Clerical Aide I - NC	H-28, H-30, H-32
10		
11	Clerical Aide II - NC	H-32, H-34, H-36
12		
13	Clerk I - NC	M03
14	Clerk II - NC	M07
15	Clerk III - NC	M12
16	Clerk Typist I - NC	M12
17	Clerk Typist II - NC	M17
18	Clerk Typist III - NC	M24
19	Combination Building Inspector - NC	N63
20	Combination Building Inspector Aide I - NC	N23
21	Combination Building Inspector Aide II - NC	N29
22	Communications Dispatcher I - NC	M42
23	Communications Dispatcher II - NC	M47
24	Community Worker - NC	M12
25	Computer Operator I - NC	M37
26	Customer Service Representative I - NC	M13
27	Customer Service Representative II - NC	M20
28	Data Entry Operator I - NC	M13

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1	Data Entry Operator II - NC	M17
2	Electrician - NC	M52
3	Engineering Aide I - NC	N09
4	Engineering Aide II - NC	N16
5	Engineering Aide III - NC	N33
6	Engineering Technician I -NC	464
7	Engineering Technician II - NC	504
8	Equipment Mechanic I - NC	M46
9	Equipment Mechanic II - NC	M50
10	Equipment Operator I - NC	M21
11	Equipment Operator II - NC	M31
12	Equipment Operator III - NC	M37
13	Fire Safety Specialist - NC (non-safety)	055
14	Garage Service Attendant I - NC	M21
15	Gardener I - NC	M20
16	Gas Field Service Representative I - NC	M24
17	General Librarian I - NC	M66
18	Groundskeeper I - NC	M07
19	Groundskeeper II - NC	M13
20	Identification Officer - NC	050
21	Identification Technician II - NC	M66
22	Institutional Cook - NC	M26
23	Laboratory Assistant - NC	M20
24	Library Aide - NC	H-18, H-20, H-22, H-24
25		
26	Library Clerk I - NC	M13
27	Library Clerk II - NC	M21
28	Library Clerk III - NC	M28

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1	Library Clerk IV - NC	M36
2	Licensed Vocational Nurse - NC	M36
3	Lifeguard - Hourly - NC	010, H-99
4	Maintenance Aide I - NC	M01
5	Maintenance Aide II - NC	M03
6	Maintenance Assistant I - NC	M07
7	Maintenance Assistant II - NC	M13
8	Maintenance Assistant III - NC	M20
9	Marine Aide - NC	M12
10	Medical Social Worker - NC	M47
11	Messenger/Mail Clerk I - NC	M08
12	Microbiologist - NC	M62
13	Microbiologist Trainee - NC	H-42
14	Motor Sweeper Operator - NC	M37
15	Musician - NC	H-60
16	Nurse I - NC	M62
17	Nurse II - NC	M66
18	Nurse Practitioner - NC	M88
19	Nutrition Aide - NC	M10
20	Page - NC	H-16, H-18, H-20, H-22, H-24
21		
22	Painter I - NC	M37
23	Park Ranger I - NC	M37
24	Parking Control Checker I - NC	M18
25	Parking Meter Technician I - NC	M31
26	Parking Operations Attendant I - NC	M07
27	Parking Operations Attendant II - NC	M12
28	Personnel Analyst I - NC	M68

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1	Personnel Analyst II - NC	M78
2	Personnel Assistant I - NC	M42
3	Personnel Assistant II - NC	M52
4	Planner I - NC	M52
5	Planner II - NC	M68
6	Planning Aide - NC	M36
7	Plumber - NC	M52
8	Police Cadet - NC	H-36
9	Police Investigator - NC	050
10	Police Officer - NC	050
11	Police Services Assistant I - NC	M24
12	Pool Lifeguard I - NC	H-32
13	Pool Lifeguard II - NC	H-34
14	Principal Building Inspector - NC	N87
15	Public Health Nurse - NC	M66
16	Public Health Physician - NC	BOO
17	Public Health Professional - NC	BOO
18	Recreation Leader/Specialist I - NC	H-12, 260
19	Recreation Leader/Specialist II - NC	H-19, 300
20	Recreation Leader/Specialist III - NC	H-25, 330
21	Recreation Leader/Specialist IV - NC	H-28, 360
22	Recreation Leader/Specialist V - NC	H-32
23	Recreation Leader/Specialist VI - NC	H-34
24	Recreation Leader/Specialist VII - NC	H-36
25	Recreation Leader/Specialist VIII - NC	H-38
26	Recreation Leader/Specialist IX - NC	H-39
27	Recreation Leader/Specialist X - NC	H-40
28	Refuse Operator I - NC	370

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1	Refuse Operator II - NC	400
2	Special Services Officer I - NC	M22
3	Special Services Officer II - NC	M35
4	Senior Civil Engineer - NC	N94
5	Senior Combination Building Inspector - NC	N72
6	Senior Engineering Technician I - NC	547
7	Senior Engineering Technician II - NC	577
8	Structural Engineering Associate - NC	N80
9	Student Worker - NC	H-15, H-17, H-99
10		
11	Traffic Engineering Aide I - NC	N41
12	X-ray Technician I - NC	M37
13	Youth Trainee I - NC	H-99
14	//	
15	Youth Trainee II - NC	H-17
16	Youth Trainee III - NC	H-24
17	Youth Trainee IV - NC	H-27

18 Sec. 16. The City Manager may assign an employee of
 19 the City to perform as the acting department head, assistant
 20 department head, bureau head or division head of any department
 21 under the City Manager's supervision and control, whenever a
 22 vacancy occurs in any of such positions or when the City Manager
 23 determines that the incumbent department head, assistant
 24 department head, bureau head or division head is unable to
 25 perform the duties of his/her position, and such an assignment is
 26 necessary for the efficient and effective operation of the
 27 department, bureau or division. The appropriate appointing
 28 authority of any department not under the jurisdiction of the

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1 City Manager may assign an employee of that department to perform
2 as the acting department head, assistant department head, bureau
3 head or division head whenever a vacancy occurs in any of such
4 positions or when said appointing authority determines that the
5 incumbent department head, assistant department head, bureau head
6 or division head is unable to perform the duties of his/her
7 position and such an assignment is necessary for the efficient
8 and effective operation of the department, bureau or division.
9 During the time the employee is so assigned and is performing in
10 said acting capacity, the employee shall be entitled to receive
11 the compensation designated by the City Manager or the
12 appropriate appointing authority at one of the salary rates fixed
13 and prescribed by this resolution for the position to which said
14 employee is assigned.

15 Sec. 17. When an employee classified in one of the
16 following positions is regularly assigned to perform and does
17 perform the occupational skill described in the column hereof
18 designated "Skill", said employee shall be paid on a per diem,
19 hourly rate or one-time payment (bonus) basis, as indicated
20 herein, the amount of additional compensation set forth in the
21 column designated "Additional Compensation" opposite the
22 described skill. The additional compensation prescribed herein
23 shall be paid to the employee at an hourly rate only if said
24 employee is assigned to regularly perform said occupational skill
25 on a daily basis. If an employee is not regularly assigned to
26 perform said occupational skill on a daily basis, then the
27 additional compensation prescribed herein shall be paid at a per
28 diem rate, and said per diem skill pay shall be paid only for

1 each work day that said employee actually performs said
2 occupational skill, and such employee is not entitled to receive
3 and shall not be paid per diem skill pay for any day that said
4 employee does not work or is absent from work on a permitted
5 absence. For purposes of this Section, any employee in a non-
6 career position shall receive skill pay in the same manner as
7 prescribed for a comparable employee in the classified career
8 service and need not be specifically designated in the following
9 table(s) unless there is no comparable classified position.

10 //

11 //

12 //

13 //

14 //

15 The following skill notes shall be effective on and
16 after April 1, 2000:

17			Additional
18	<u>Position Title</u>	<u>Skill</u>	<u>Compensation</u>
19	1. Non-management	For regular and	\$ 0.70
20	classifications in	frequent use of	per hour
21	the current Salary	certified oral and/or	or
22	Resolution	written bilingual	\$ 5.60
23	represented by the	skills	per diem
24	IAM for all		
25	classifications in		
26	which the top step		
27	hourly rates are		
28	equal to or less		
	than Salary Range		
	560		

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- 1 2. Non-management For regular and \$ 0.60
2 classifications frequent use of per hour
3 represented by the certified oral and/or or
4 Long Beach written bilingual \$ 4.80
5 Association of skills per diem
6 Engineering
7 Employees with a
8 base hourly rate of
9 \$21.050 or lower and
10 Long Beach
11 Association of
12 Confidential
13 Employees for all
14 classifications in
15 which the top step
16 hourly rates are
17 equal to or less
18 than Salary Range
19 560
- 11 3. Police Officer, For regular and \$ 0.80
12 Police Corporal, frequent use of per hour
13 Police Sergeant, certified oral and/or or
14 Firefighter, Fire written bilingual \$ 6.40
15 Captain, Fire skills per diem
16 Engineer, Marine
17 Safety Sergeant,
18 Marine Safety
19 Sergeant-Boat
20 Operator and Marine
21 Safety Officer
- 17 4. Classifications in When required to work \$ 4.00
18 Skilled and General on ladders, mechanical per diem
19 Services Bargaining devices, etc., placing
20 Units employee at heights
21 over 40 feet (excludes
22 Window Washers and Tree
23 Trimmers)
- 21 5. Animal Control When regularly assigned \$ 6.00
22 Officer II and performing the per diem
23 duties of a Senior
24 Animal Control Officer
25 or an Animal Control
26 Officer III during the
27 Senior Animal Control
28 Officer's or an Animal
Control Officer III's
regularly scheduled
days off. This skill
pay may not be combined
with Higher Class Pay

1	6.	Automatic Sprinkler Control Technician	When regularly assigned and performing telemetry duties to monitor, adjust, and troubleshoot irrigation systems	\$12.00 per diem
2				
3				
4				
5	7.	Clerk Supervisor, Clerk Typist I, II, III and V	When regularly assigned to and performing duties in the day shift of the Police Department Records Division	\$ 0.30 per hour
6				
7				
8			When regularly assigned to and performing duties in the swing shift of the Police Department Records Division	\$ 0.60 per hour
9				
10				
11				
12			When regularly assigned to and performing duties in the night shift of the Police Department Records Division	\$ 0.90 per hour
13				
14				
15	8.	Clerk Typist I, II and III	For regular and frequent use of certified short-hand skills	\$ 0.30 per hour
16				
17				
18			When regularly assigned to the Police Department Personnel Division. This Skill Pay may not be used in conjunction with Skill Pay #563.	\$ 0.70 per hour
19				
20				
21	9.	Clerk Typist III	Employees of the Police in the Records Section when regularly assigned to and performing the duties of the Records Supervisor during the supervisors regular days off	\$ 6.40 per diem
22				
23				
24				
25				
26	10.	Carpenter Supervisor; Painter Supervisor; General Maintenance Supervisor II	When regularly assigned and performing as general supervisor of the Carpentry-Field, Carpentry-Shop, Paint and Welding sections	\$ 2.00 per hour
27				
28				

1	11. Carpenter	When regularly assigned	\$10.00
2	Supervisor, Painter	and performing as	per diem
3	Supervisor, General	supervisor of three or	
4	Maintenance	more sections in the	
5	Supervisor II,	Structural Division of	
6	Mechanical	the Public Service	
7	Supervisor,	Bureau	
8	Electrical		
9	Supervisor, Plumber		
10	Supervisor		
11	12. Combination Building	When registered by the	\$ 0.50
12	Inspector;	International	per hour
13	Electrical	Conference of Building	
14	Inspector; Plumbing	Officials and	\$ 0.75
15	Inspector;	recertified on an	per hour
16	Combination Building	annual basis in	
17	Inspector Aide I and	accordance with	\$ 1.00
18	II; Senior	Planning and Building	per hour
19	Combination Building	Department regulations	
20	Inspector; Sr.	(\$0.50 per hour for one	\$ 1.25
21	Electrical	specialty	per hour
22	Inspector; Sr.	certification, \$0.75	
23	Plumbing Inspector;	for two, \$1.00 for	
24	Sr. Mechanical	three, up to a maximum	
25	Inspector; Principal	of \$1.25 per hour for	
26	Building Inspector;	four special	
27	Chief Building	certifications)	
28	Inspector		
29	13. Combination Building	Counter plan checking	\$ 5.60
30	Inspector Aide I and		per diem
31	II; Combination		
32	Building Inspector;		
33	Senior Combination		
34	Building Inspector;		
35	Principal Building		
36	Inspector; Senior		
37	Electrical		
38	Inspector; Senior		
39	Plumbing Inspector;		
40	Senior Mechanical		
41	Inspector		

1	14. Communications Dispatcher IV	When regularly assigned to and performing the duties of a Communications Center Supervisor during the Communications Center Supervisor's regularly scheduled days off. This skill pay may not be combined with Higher Class Pay	\$ 7.50 per diem
2			
3			
4			
5			
6			
7	15. Construction Inspector I;	When fully qualified to perform deputy	\$ 0.50 per hour
8	Construction Inspector II;	inspection work and while possessing valid	\$ 0.75 per hour
9	Principal Construction	deputy inspector cards in specified fields of	\$ 1.00 per hour
10	Inspector; Chief Construction	expertise (\$0.50 per hour for one deputy	\$ 1.25 per hour
11	Inspector	inspector card, \$0.75 per hour for two cards,	\$ 1.25 per hour
12		\$1.00 per hour for three cards, up to a	
13		maximum of \$1.25 per hour for four cards)	
14			
15	16. Construction Inspector II	When performing field district supervisory duties	\$ 3.97 per diem
16			
17	17. Construction Inspector II	When regularly assigned and performing as supervisor over all Gas Construction Inspection activities	\$ 1.418 per hour or \$11.344 per diem
18			
19			
20	18. Customer Service Representative II	When performing meter rereads	\$ 0.472 per hour
21			
22	19. Customer Service Representative III	When regularly assigned and performing duties as a section lead person	\$ 1.00 per hour
23			
24			
25		When working "Hotline Desk"	\$0.586 per hour
26	20. Customer Service Supervisor	When regularly assigned and performing as supervisor for License Inspectors	\$ 1.63 per hour
27			
28			

1	21. Electrician	When regularly assigned	\$ 0.50
2		and performing duties	per hour
3		as a lead Electrician	or
4		in the Traffic Signal	\$ 4.00
		Section	per diem
5	22. Equipment Mechanic I	When regularly assigned	\$ 1.00
6	and II	to the maintenance and	per hour
7		repair of City	for one
8		vehicles, and when	certificate
9		possessing a current	or
10		ASE certification as a	\$ 1.25
		Master Automotive	per hour
		and/or Master	for two
		Medium/Heavy Truck	certificates
		Technician	
11	23. Equipment Operator	When regularly assigned	\$ 0.882
12	III	and performing dredge	per hour
13		lever operator duties	or
14			\$ 7.056
15			per diem
16	24. Fleet Services	When regularly assigned	\$ 1.000
17	Supervisor	and performing as	per hour
18		supervisor to Equipment	for one
19		Mechanics within the	certificate
20		Fleet-Maintenance	or
21		division and possessing	\$ 1.250
22		a current ASE	per hour
23		certification as a	for two
24		Master Automotive	certificates
25		and/or Master	Special
26		Medium/Heavy Truck	Services
27		Technician	
28	25. Garage Service	When driving a vehicle	\$ 8.00
	Attendant I and II	requiring a Class A	per diem
		license	
	26. Gardener I and II	When required to	\$ 0.554
		possess a Pesticide	per hour
		Applicator's license	or
		and regularly assigned	\$ 4.43
		Pesticide Applicator	per diem
		duties	
	27. Gardener II; Park	When required to	\$ 0.554
	Crew Supervisor;	possess an Agricultural	per hour
	Street Landscaping	Pest Control Advisor's	or
	Supervisor I and II;	license and regularly	\$ 4.43
	Equipment Operator	assigned advisor duties	per diem
	II		

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1	28. Gas Construction	When regularly	\$ 4.728
2	Worker I	performing on backhoes,	per diem
3		skidloaders with over	
4		one cubic yard bucket	
5		capacity, or trenching	
6		machines	
7		When performing the	\$ 4.728
8		duties of repairing and	per diem
9		calibrating instruments	
10		used in the detection	
11		of gas leaks	
12	29. Gas Construction	When performing heat	\$ 4.00
13	Worker I, II and III	fusion connections on	per diem
14		underground plastic gas	
15		pipelines and certified	
16		in heat fusion by the	
17		Long Beach Energy	
18		Department. This per	
19		diem shall be limited	
20		to no more than eight	
21		(8) crewmembers at any	
22		one time. Assignment	
23		of this per diem shall	
24		be at the discretion of	
25		the Manager of Pipeline	
26		Construction	
27	30. Gas Construction	When possessing a Long	\$ 0.350
28	Worker II; Gas Field	Beach Gas & Oil meter	per hour
	Service	installation/	
	Representative II	reinstallation	
		certification for up to	
		a 400 class meter	
	31. Gas Construction	When possessing a SoCal	\$ 0.500
	Worker II	Gas (or equivalent)	per hour
		Leakage Survey or	
		Pressure Control	
		certification, or Long	
		Beach Gas & Oil Valve	
		Inspection and	
		Maintenance	
		certification, or a	
		NACE Basic Level	
		certification	

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1	32. Gas Construction	When possessing the	\$ 2.000
2	Worker II; Gas Field	classification-	per hour
3	Service	appropriate City of	
4	Representative II;	Long Beach Department	
5	Senior Equipment	of Transportation-49	
6	Operator	Code of Federal	
		Regulations Subpart N	
		Operator Qualification	
		Plan certification for	
		journey level	
7	33. Gas Construction	When possessing the	\$ 0.600
8	Worker III	classification-	per hour
9		appropriate City of	
10		Long Beach Department	
11		of Transportation-49	
12		Code of Federal	
13		Regulations Subpart N	
14		Operator Qualification	
15		Plan certification for	
16		journey level	
17		When possessing a Long	\$ 0.550
18		Beach Gas & Oil meter	per hour
19		installation/	
20		reinstallation	
21		certification for	
22		commercial meters or	
23		multimeter sets of 5 or	
24		more, or a SoCal Gas	
25		(or equivalent) Leakage	
26		Survey certification,	
27		or a Long Beach Gas &	
28		Oil Pressure Control	
		certification for 6"	
		and above PC fittings,	
		or a NACE Tester-level	
		certification, or a	
		Fusion Trainer/	
		Inspector certification	
		from a gas pipeline	
		industry recognized	
		agency, or when	
		performing DOT record-	
		keeping for Valve	
		Maintenance	

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1	34. Gas Distribution	When possessing a Flow	\$ 0.200
2	Supervisor I and II	Computer Unit Operation	per hour
3		and Maintenance and BTU	
4		Transmitter Operation	
5		and Maintenance	
6		certifications, or a	
7		SoCal Gas (or	
8		equivalent) Appliance	
9		Technology	
10		certification, or	
11		Regulator	
12		Troubleshooting	
13		certification	
14	35. Gas Field Service	Meter proving	\$ 0.265
15	Representative II		per hour
16		When regularly assigned	\$ 0.265
17		and performing field	per hour
18		meter setting and	or
19		installation of large	\$ 2.12
20		commercial and	per diem
21		industrial meters	
22		When regularly assigned	\$ 0.265
23		and performing field	per hour
24		meter setting and	or
25		installation of	\$ 2.12
26		residential meters (T)	per diem
27		When regularly assigned	
28		to installing meters of	
		300 or more cubic feet	
		per hour capacity at ½	
		inch water column	\$ 3.00
		pressure drop or when	per diem
		installing district	
		regulator stations	
		When possessing a SoCal	\$0.500
		Gas (or equivalent)	per hour
		Appliance Technology	
		certification, or a	
		Regulator Technician	
		certification	

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1	36. Gas Field Service Representative III	When possessing a Long Beach Gas & Oil meter installation/reinstallation certification for commercial meters or multimeter sets of 5 or more, or a SoCal Gas (or equivalent) Appliance Technology certification or a Regulator Troubleshooting certification	\$ 0.550 per hour
2			
3			
4			
5			
6			
7			
8			
9		When possessing the classification-appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan certification for advanced level	\$ 0.600 per hour
10			
11			
12			
13			
14	37. Gas Maintenance Supervisor I	When certified and performing duties as a pipeline welder on an as-needed basis	\$ 4.00 per diem
15			
16			
17	38. Gas Maintenance Supervisor I and II	When possessing a Fusion Trainer/Inspector certification from a gas pipeline industry-recognized agency or a NACE Tester-level certification, or a Gas Pipeline Welding Inspections certification from an API-certified welding instructor	\$ 0.200 per hour
18			
19			
20			
21			
22			
23	39. Gas Measurement Assistant	When assigned to a rotating shift that includes day, swing and graveyard shifts in a 35-day period	\$ 4.00 per diem
24			
25			
26		When regularly assigned and performing lead duties	\$6.00 per diem
27			
28			

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1	40. Gas Orifice Meter Technician I and II (T)	When performing complex repairs of telemetering devices	\$ 7.50 per diem
2			
3	41. General Maintenance Assistant (T)	When regularly performing specialized marina maintenance work	\$ 0.635 per hour
4			
5	42. General Maintenance Supervisor II	When regularly assigned and performing as supervisor over skilled crafts	\$ 1.00 per hour or \$ 8.00 per diem
6			
7			
8		When regularly assigned and performing as general supervisor over Marine and Facility Maintenance	\$ 2.00 per hour or \$16.00 per diem
9			
10			
11	43. Housing Specialist II	When regularly assigned as floater/trainer. Skill pay expires on September 30, 2003.	\$ 0.50 per hour
12			
13	44. Housing Specialist III	When regularly assigned to and performing the duties of trainer or portability specialist	\$ 0.50 per hour
14			
15			
16	45. Lifeguard-Hourly NC; Lifeguard-Seasonal (T)	When certified as an Emergency Medical Technician (EMT) and re-certified as required by law, and having completed 1200 or more hours at Salary Range 010, Step 6	\$ 0.668 per hour
17			
18			
19			
20		When regularly assigned and/or performing the duties of a deck hand	\$ 0.432 per hour or \$ 3.46 per diem
21			
22			
23	46. Maintenance Assistant II and III	When performing as a refuse packer truck operator for the Public Works and Parks and Recreation Departments	\$ 1.18 per hour or \$ 9.44 per diem
24			
25			
26			
27			
28			

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1	47. Maintenance	When supervising crews	\$ 0.500
2	Assistant III	or contractors	per hour
3		performing custodial	or
4		and/or maintenance	\$ 4.00
5		duties	per diem
6		When regularly assigned	\$ 0.44
7		and/or performing lot	per hour
8		cleaning crew leader	or
9		duties	\$ 3.52
10			per diem
11		When regularly assigned	\$ 0.554
12		and/or performing	per hour
13		pesticide applicator	or
14		duties	\$ 4.43
15			per diem
16		When performing fiber-	\$ 4.43
17		glassing duties for	per diem
18		Marine Bureau	
19	48. Marine Safety	When certified and	\$ 0.863
20	Sergeant - Boat	possessing a Coast	per hour
21	Operator; Marine	Guard Operator's	
22	Safety Sergeant;	license and towing	
23	Marine Safety	certificate	
24	Officer		
25		When regularly assigned	\$ 0.719
26		and performing as a	per hour
27		member of the dive team	
28		unless serving as Dive	
29		Master or SWRC	
30		When regularly assigned	\$ 1.007
31		and performing as the	per hour
32		dive master	
33		When regularly assigned	\$ 1.007
34		and performing as the	per hour
35		Swift Water Rescue	
36		Coordinator	
37	49. Materials Inspector	When full qualified and	\$ 2.80
38		assigned to perform	per diem
39		deputy inspection work	
40		and while possessing a	
41		valid deputy inspector	
42		card	
43	50. Marine Safety	When performing the	\$ 4.50
44	Officer; Lifeguard-	duties of a Junior	per diem
45	Hourly-NC;	Lifeguard Instructor	
46	Lifeguard-Seasonal		
47	(T)		

1	51. Mechanical Supervisor II;	When regularly assigned and performing as	\$ 1.00
2	Electrical Supervisor; Plumber Supervisor	general supervisor of the HVAC, Electrical, Street Lighting and Plumbing sections	per hour
3			
4	52. Motor Sweeper Operator (T)	When regularly assigned and operating a three-wheeled motor sweeper	\$ 0.25 per hour
5			
6	53. Payroll/Personnel Assistant I, II, and III	When regularly assigned to the Police Department Personnel Division. This Skill Pay may not be used in conjunction with Skill Pay #563	\$ 0.70 per hour
7			
8			
9			
10	54. Payroll/Personnel Assistant III	When supervising payroll and personnel functions at Police Department	\$ 1.157 per hour or \$ 9.256 per diem
11			
12			
13	55. Personnel Analyst I-II	When assigned to and performing table customization, configuration and maintenance in the HRMS System	\$12.00 per diem
14			
15			
16	56. Personnel Assistant II	When regularly assigned and performing duties as a section lead person	\$ 1.00 per hour
17			
18			
19	57. Pipeline Welder	When regularly assigned and performing duties as a pipeline welding shop leadperson	\$ 0.70 per hour
20			
21	58. Plan Checker	When appropriately certified in the discipline of plumbing, mechanical or electrical inspection and assigned to perform as a Plan Checker in more than one specialty area	\$ 3.00 per diem
22			
23			
24			
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1	59. Planner II, III (consolidated IV, V)	When regularly assigned and performing special project duties related to the development of sustainability policy, the creation of a Sustainable Development Board, and the provision of technical assistance related to environmental policy	\$ 0.70 per hour
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7		When regularly assigned and performing help desk duties	\$ 0.70 per hour
8			
9	60. Planning Aide, Assistant Planner I and II and Planner I, II and III	When assigned to work the Development Service Counter and performing over-the-counter plan checking	\$ 5.60 per diem
10			
11			
12	61. Plumber	When regularly assigned and performing duties as irrigation systems plumbing specialist	\$ 0.647 per hour or \$5.176 per diem
13			
14			
15	62. Police Property & Supply Clerk I	When regularly assigned and performing lead duties	\$1.50 per hour
16			
17	63. Public Health Nurse; Nurse I and II; Medical Social Worker II; Nutrition Aide; Public Health Nutritionist I; Community Worker	When regularly assigned and performing as a team leader of a rehabilitation team or specialized clinic or STD clinic in the Health Department	\$ 0.633 per hour
18			
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20			
21	64. Public Health Professional III	When regularly assigned and performing the full duties as Director of the Employee Assistance Program	\$ 3.00 per hour
22			
23			
24	65. Refuse Operator II and III	When performing as a District Trainer	\$ 4.00 per diem
25	66. School Guard	When assigned as School Guard Trainer	\$ 3.10 per diem
26	67. Security Officer I	When regularly assigned and performing in the Police Department's Traffic Division	\$ 2.085 per hour
27			
28			

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1	68. Security Officer II	When regularly assigned	\$ 0.433
2		the responsibility of	per hour
3		patrolling Marina slips	
4		and basins between the	
5		hours of 8:00 p.m. and	
6		4:00 a.m.	
7		When assigned to and	\$ 4.00
8		performing as School	per diem
9		Guard Supervisor	
10	69. Security Officer III	When regularly assigned	\$ 4.54
11		to the Police	per diem
12		Department Marine	
13		Patrol and performing	
14		the duties of a	
15		Security Officer IV	
16		during the Security	
17		Officer IV's regularly	
18		scheduled days off.	
19		This skill pay may not	
20		be combined with Higher	
21		Class Pay	
22	70. Security Officer	When assigned to and	\$ 1.50
23	III-IV (T),	performing "jailer"	per hour
24	Detention Officer	duties	
25	I-II		
26	71. Senior Civil	When possessing a	\$ 5.00
27	Engineer	California Structural	per diem
28		Engineers License and	
29		assigned to perform	
30		structural engineering	
31		plan checking	
32	72. Senior Combination	When registered by the	\$ 0.15
33	Building Inspector;	International	per hour
34	Senior Electrical	Conference of Building	
35	Inspector; Senior	Officials and re-	\$ 0.30
36	Plumbing Inspector;	certified on an annual	per hour
37	Senior Mechanical	basis in accordance	
38	Inspector	with Planning and	\$ 0.45
39		Building Department	per hour
40		regulations (\$0.15 per	
41		hour for each ICBO	\$ 0.60
42		specialty certification	per hour
43		up to a maximum of	
44		\$0.60 per hour)	
45	73. Senior Engineering	When regularly assigned	\$ 9.70
46	Technician I	and performing	per diem
47		architectural design	
48			

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1	74. Senior Equipment Operator	When regularly assigned and operating the cutter head and suction boom on a dredge boat	\$ 0.437 per hour
2			
3			
4		When possessing a certificate for crane operation issued by an accredited certifying entity per CCR Title 8 Section 5006.1 and regularly assigned and operating a mobile crane	\$ 0.56 per hour
5			
6			
7			
8	75. Senior Gas Field Service Representative (T)	When supervising meter setting operations in the field	\$ 0.288 per hour
9			
10	76. Street Maintenance Supervisor (T); Painter Supervisor	When regularly assigned and performing as general supervisor of the Traffic Painting/Marking and Security sections	\$ 0.50 per hour
11			
12			
13			
14	77. Supervising Custodian	When supervising contractors performing custodial and/or maintenance duties in the Library Services Department	\$ 0.50 per hour
15			
16			
17	78. Tree Trimmer I and II (T)	When regularly performing tree trimming duties from aerial bucket	\$ 0.35 per hour
18			
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22			
23	79. Tree Trimmer I, II (T) and Street Landscaping Supervisor	When possessing a current International Society of Arboriculture certification as a Certified Arborist	\$ 0.50 per hour
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1	80. Tree Trimmer I, II (T)	When possessing a Pesticide Applicator license and regularly assigned pesticide applicator duties	\$ 4.43 per diem
2			
3			
4	81. Welder	When regularly assigned and performing duties as a lead welder	\$ 4.50 per diem
5			
6	82. Window Washer I and II (T)	When performing window washing duties from swinging or electric scaffolds or bosun chairs	\$ 3.60 per diem
7			
8			
9	83. Police Officer	Helicopter pilot	\$ 3.305 per hour
10			
11		Helicopter observer	\$ 1.580 per hour
12		When performing on a two-wheeled motorcycle	\$ 2.012 per hour
13			
14		When regularly assigned to a one-officer unit in Patrol between the hours of 1630 and 0730 an amount equal to 10% of their current top step of rank for each hour worked in a one- Officer unit.	
15			
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18			
19		When assigned by the Chief of Police to be Field Training Officer an amount equal to 10% of the current top step of Police Officer for each hour worked in that assignment. Field Training Officers will be assigned to train Police Officers during the 12 month probation period. However, for lateral transfers, said assignment period shall be determined by the Chief of Police.	
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1	84. Police Officer;	When regularly assigned	\$ 1.725
2	Police Sergeant;	to and performing	per hour
3	Police Corporal;	administrative and/or	
4	Police Lieutenant	investigative duties in	
		the Police Department	
		as determined by the	
		Chief of Police	
5		When regularly assigned	\$ 1.438
6		to and performing the	per hour
7		duties of Boat Patrol	
8		Operators and in	
9		possession of a valid	
10		Coast Guard Operators	
11		License and Towing	
12		Certificate	
13		When regularly assigned	\$ 0.719
14		to and performing the	per hour
15		duties of Boat Patrol	
16		Operations and in	
17		possession of a valid	
18		Basic Boat Operations	
19		certificate	
20	85. Police Sergeant	Helicopter pilot	\$ 3.305
21			per hour
22		When performing on a	\$ 2.012
23		two-wheeled motorcycle	per hour
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86. Police Corporal

When assigned to a one-officer unit in Patrol between the hours of 1630 and 0730 an amount equal to 10% of their current top step of rank for each hour worked in a one-Officer unit.

When assigned by the Chief of Police to be Field Training Officer an amount equal to 10% of the current top step of Police Corporal for each hour worked in that assignment. Field Training Officers will be assigned to train Police Officers during the 12 month probation period. However, for lateral transfers, said assignment period shall be determined by the Chief of Police.

87. Fire Boat Operator

When in possession of a valid 100-ton license and regularly assigned to operating an 88-foot fire boat \$ 1.438 per hour

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88. Firefighter

When regularly assigned and performing Fire Prevention inspection duties in the Fire Prevention Office \$ 1.150 per hour (0-2 yrs)

\$ 2.300 per hour (2+ yrs)

When certified & licensed, fully trained and assigned to paramedic duty \$ 1.150 per hour

When regularly assigned and performing the full duties of arson investigation \$ 1.150 per hour (0-2 yrs)

An hourly rate when added to the hourly rate for the top step of Firefighter with the hourly rate for top Incentive Pay with EMT-1/D pay will equal top step Fire Engineer with Incentive Pay. In no event will the regular salary for an Arson Investigator exceed the regular salary of a Fire Engineer with Incentive Pay (2+ years)

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1	89. Fire Captain	When serving as the	\$ 1.150
2		Dispatch Supervisor	per hour
3			(0-2 yrs)
4			\$ 2.300
5			per hour
6			(2+ yrs)
7		When serving as the	\$ 1.294
8		Paramedic and Emergency	per hour
9		Medical Coordinator	(0-2 yrs)
10			\$ 2.300
11			per hour
12			(2+ yrs)
13	90. Fire Engineer	When regularly assigned	\$ 1.150
14		to Fire Prevention	per hour
15		duties or when serving	(0-2 yrs)
16		as the Training Officer	\$ 2.300
17		in the Training	per hour
18		Division	(2+ yrs)
19			\$ 0.575
20		When regularly assigned	per hour
21		to an 88-foot fire boat	
22		as Fire Engineer	
23			\$ 0.173
24		When regularly assigned	per hour
25		to apparatus other than	
26		a fire boat and in	
27		possession of the	
28		required California	
29		State Emergency	
30		Apparatus Operator's	
31		License	
32	91. Floor Warden as	Employees who maintain	\$ 0.50
33	specified in the	current certification	per hour
34	City's Safety &	and are assigned as a	
35	Health Manual	Floor Warden in	or
36		accordance with the	
37		Floor Warden Procedure	\$ 4.00
38		of the City's Safety &	per diem
39		Health Manual	
40	92. Battalion Chief	When serving as the	\$ 1.696
41		Battalion Chief in	per hour
42		charge of the Training	
43		Division, Support	
44		Services or Fire	
45		Inspection	

Sec. 18. A Firefighter-Paramedic Step 5 with a minimum of one or two years of service as Firefighter-Paramedic with Long

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1 Beach Fire Department and who completes the Los Angeles County
2 recertification exam while serving as a Paramedic in the Long
3 Beach Fire Department shall be compensated at an hourly rate of
4 \$4.140 if any one of the following criteria is met:

5 A. Eligible for and receiving Top Incentive Pay under
6 Incentive Pay Programs I or II in the current MOU between the
7 City and the Long Beach Firefighters Association, or

8 B. Completed a minimum of five years' service as a
9 Long Beach Firefighter-Paramedic and has a minimum of ten years'
10 experience as a paid full-time Firefighter or Paramedic with the
11 Long Beach and/or other professional paid Fire Department, or

12 C. Meets the requirements for education under
13 Incentive Pay Program II (d), (1), (2) with the required number
14 of paid full-time years of service with Long Beach and/or other
15 professional paid public safety agency as a paid full-time Public
16 Safety Officer as defined by the Public Employees Retirement
17 System.

18 Sec. 19. The method of computation of the amount of
19 additional compensation to be paid to an employee for overtime
20 worked shall be in accordance with and pursuant to the applicable
21 definitions, conditions, and requirements of the Personnel
22 Ordinance and in accordance with and pursuant to the Fair Labor
23 Standards Act (FLSA), except that the additional compensation for
24 overtime exempt from FLSA shall not include uncontrolled standby
25 amounts in the computation.

26 Sec. 20. Subject to the requirements and conditions of
27 Section 4.06 of the Personnel Ordinance relating to the
28 availability of funds, every employee who shall consent to forego

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1 and shall forego the taking of any annual vacation or portion
2 thereof at the request of his/her department head and also of the
3 City Manager or other appropriate appointing authority as
4 provided in the Personnel Ordinance shall be paid as additional
5 compensation a sum computed by multiplying the hourly rate of
6 compensation prescribed by this resolution for the position held
7 by said employee by the number of vacation hours which the
8 employee shall forego. For members of the Fire Department on
9 platoon duty, compensation is computed by multiplying the number
10 of vacation hours by two-thirds of the hourly rate. Work
11 performed by the employee during said vacation period shall not
12 be considered as overtime or "extra time worked" as provided in
13 the Personnel Ordinance.

14 Sec. 21. Section 4.01(e) and (f) of the Personnel
15 Ordinance permit certain City employees to be absent thirteen
16 working days yearly with full pay, to be prorated monthly, in
17 lieu of absence of the employee on the holidays enumerated in
18 Section 1.05 of the Personnel Ordinance. Subject to the prior
19 approval of the appropriate appointing authority, an employee may
20 accumulate and carry over such properly authorized unused "in
21 lieu of holiday" time off for no longer than the close of the
22 second calendar year immediately following the calendar year in
23 which such time off was earned. In the event that such
24 accumulated "in lieu of holiday" time off is not taken as time
25 off by the employee by the end of the second calendar year
26 immediately following the calendar year in which it was earned,
27 then such accumulated time off shall be forfeited by the employee
28 and no compensation shall thereafter be paid therefor.

1 Cash payment for any properly authorized, accumulated
2 and/or carried over unused "in lieu of holiday" time off shall be
3 made only upon an employee's termination of employment with the
4 City or when an employee is on a leave of absence pending the
5 approval of an application for ordinary or service-connected
6 disability retirement which has been filed by the employee or by
7 the City on behalf of the employee. The amount of such
8 additional compensation to be paid shall be computed by
9 multiplying the employee's hourly rate of compensation prescribed
10 by this resolution for the position held by said employee by the
11 number of unused "in lieu of holiday hours" to which the employee
12 is entitled.

13 The payment of such additional compensation to an
14 employee terminating or pending disability retirement for unused
15 "in lieu of holiday" time off shall be subject to all the
16 requirements and conditions relating to availability of funds to
17 make such payment as provided in Section 4.06 of the Personnel
18 Ordinance. In the event the application for ordinary or service-
19 connected disability retirement is disapproved, the employee
20 shall not be entitled to any holiday or unused portion thereof,
21 for which a lump sum payment has been received.

22 In addition to the absent time provided in Subsection
23 (e) of Section 4.01 of the Personnel Ordinance all unrepresented
24 employees who receive a jury summons will be provided paid
25 release time up to eighty (80) hours per calendar year when
26 required to serve jury duty. Employees must inform their
27 supervisor immediately to accommodate work schedule changes.
28 Employees who are on jury service will have their work schedule

1 changed to the day shift for each day they are on jury service
2 and are scheduled to work. Employees dismissed from jury service
3 in time to arrive at work at least 2 hours prior to the
4 completion of the shift must report back to work.

5 Additionally, all unrepresented employees shall be entitled
6 to the same domestic partner provisions for sick leave and
7 bereavement leave as is contained in the Memorandum of
8 Understanding with the International Association of Machinists.

9 In addition to the absent time provided in Subsection (e) of
10 Section 4.01 of the Personnel Ordinance, Police Sergeants
11 assigned to Arrest Review and Communications Center and Police
12 Officers, Police Corporals and Police Sergeants assigned to
13 Business Desk on October 1, 1997, will have the option of
14 receiving:

15 A. One extra holiday per month, or
16 B. One thousand dollars annually, to be prorated
17 monthly and paid on the first pay period ending after December 1
18 of each year. The option may be selected once per year. The
19 benefit will be prorated for persons entering or leaving the
20 assignment. (For purposes of proration, if at least fifty
21 percent of the month is served in the assignment, the full month
22 shall be counted. If less than fifty percent is served, the month
23 shall not be counted.)

24 C. Eligibility for the above-mentioned benefits shall
25 terminate at the time the employee leaves the position. Any
26 employee newly assigned to any of the above-referenced positions
27 on or after October 1, 1997, shall not be eligible to receive
28 either the holiday or cash payment benefits.

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1 Sec. 22. Employees of the City of Long Beach with the
2 position title of City Manager, City Clerk, Office Manager - City
3 Prosecutor, and Management Assistant, and positions with the
4 designated salary ranges of COO, DOO, and EOO, are hereby
5 designated as being eligible to be granted executive leave by the
6 appropriate appointing authority or department head, in
7 accordance with and pursuant to the provisions of Section 4.10 of
8 the City Personnel Ordinance. In addition to the five days
9 granted to eligible employees in Section 4.10 of the Personnel
10 Ordinance, the appointing authority may grant up to eighty
11 additional hours executive leave per calendar year for management
12 employees.

13 Sec. 23. In addition to the compensation provided by
14 Section 15 hereof, a night shift differential of eighty cents
15 (\$0.80) per hour shall be paid to any permanent full-time
16 employee in the IAM bargaining units whose regular schedule
17 requires said employee to work between the hours of 6:00 p.m. and
18 6:00 a.m., provided that:

19 A. The employee works one-half or more of his/her
20 regularly scheduled shift between the hours of 6:00 p.m. and 6:00
21 a.m. Such employee shall be eligible to be paid the additional
22 rate established by this Section for each hour worked during the
23 entire shift; or

24 B. The employee works between the hours of 6:00 p.m.
25 and 6:00 a.m. as part of a "split shift." Split shift is defined
26 as: a shift of eight or more non-continuous work hours in a
27 single day, separated by a break of at least three non-working
28 hours during said shift. Such employee shall be paid the night

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1 shift differential established by this Section only for each hour
2 actually worked between the hours of 6:00 p.m. and 6:00 a.m.

3 Sec. 24. Sworn personnel of the Police Department who
4 may be called upon to use firearms in the performance of their
5 duties and who on a qualifying schedule prescribed by the Chief
6 of Police attain a required degree of proficiency in marksmanship
7 shall receive additional compensation as herein provided.

8	Marksman	\$ 4.00 per month
9	Sharpshooter	8.00 per month
10	Expert	16.00 per month
11	Master	32.00 per month

12 An employee shall receive the additional compensation only for
13 the six-month period immediately following the prescribed
14 qualification period in which said employee has demonstrated
15 his/her proficiency as herein provided to the satisfaction of the
16 Chief of Police. Such compensation may be paid in an aggregate
17 lump sum for the qualifying period. The determination of the
18 Chief of Police on all scoring is final and conclusive. The City
19 shall not be entitled to a refund in the event employment is
20 terminated by death or otherwise during the period for which a
21 lump sum payment has been made. The weapon used to qualify shall
22 be an approved handgun as authorized by the Police Department.

23 Sec. 25. All Firefighters, Auto Firefighters ®), Fire
24 Boat Operators, Fire Engineers, Police Officers and
25 Identification Officers (T) employed by the City shall be
26 entitled to receive, in addition to the compensation set forth in
27 this solution for such positions, an incentive payment under
28 either one of the two Incentive Pay Programs hereinafter provided

1 for the Fire Department and the Police Department.

2 A. Police Department Incentive Pay Program I

3 1. The amount of \$0.604 per hour shall be paid as
4 additional compensation to each Police Officer and Identification
5 Officer (T) who has completed five years of service as a Police
6 Officer or Identification Officer (T) in the Police Department,
7 and who has in addition successfully passed a departmental
8 examination and has a satisfactory employment record as
9 determined by a Police Department Examining Board; or

10 2. The amount of \$1.495 per hour shall be paid as
11 additional compensation to each Police Officer and Identification
12 Officer (T) who has the same qualifications as set forth in 1
13 above and has completed ten years of service as a Police Officer
14 or Identification Officer (T) in the Police Department.

15 B. Police Department Incentive Pay Program II

16 1. The amount of \$0.604 per hour shall be paid as
17 additional compensation to each Police Officer who has obtained a
18 Peace Officer Standards and Training (P.O.S.T.) Intermediate
19 Certificate and has completed four years of service as a Police
20 Officer in the Police Department; or the amount of \$1.495 shall
21 be paid as additional compensation to each Police Officer who has
22 obtained a P.O.S.T. Intermediate Certificate and has completed
23 five years of service as a Police Officer in the Police
24 Department; or

25 2. The amount of \$1.495 per hour shall be paid as
26 additional compensation to each Police Officer who has obtained a
27 P.O.S.T. Advanced Certificate and has completed four years of
28 service as a Police Officer in the Police Department.

1 C. Police Department - Education Pay

2 1. Effective October 1, 1999, all POA-represented
3 employees are eligible to receive the following equivalent
4 monthly rate for the indicated degrees from a fully accredited
5 college or university:

6 AA Degree \$175 per month

7 BA/BS Degree \$350 per month

8 MA Degree \$450 per month

9 Officers eligible for education pay are not eligible to
10 receive incentive pay.

11 2. Police Commanders and Deputy Chiefs who have
12 applied for or possess a California Commission on Police Officer
13 Standards and Training (POST) Management Certificate shall
14 receive \$500 per month in additional compensation.

15 D. Fire Department Incentive Pay Program I

16 1. The amount of \$0.604 per hour shall be paid as
17 additional compensation to each Firefighter and Auto Firefighter
18 (R) who has completed five years of service as a Firefighter in
19 the Fire Department, and who has in addition successfully passed
20 a departmental examination and has a satisfactory employment
21 record as determined by a Fire Department Examining Board; or

22 2. The amount of \$1.495 per hour shall be paid as
23 additional compensation to each Firefighter and Auto Firefighter
24 (R) who has the same qualifications as set forth in 1 above and
25 has completed ten years of service as a Firefighter or Auto
26 Firefighter(R) in the Fire Department.

27 E. Fire Department Incentive Pay Program II

28 1. The amount of \$0.604 per hour shall be paid as

1 additional compensation to each Firefighter and Auto Firefighter
2 (R) who has obtained an Associate of Arts Degree (sixty or more
3 semester units) in courses in fire science, administration or
4 similar approved fields from an accredited institution, and has
5 completed four years of service as a Firefighter in the First
6 Department; or the amount of \$1.495 per hour shall be paid as
7 additional compensation to each Firefighter and Auto Firefighter
8 (R) who has obtained the required Associate of Arts Degree
9 described above and has completed five years of service as a
10 Firefighter in the Fire Department; or

11 2. The amount of \$1.495 per hour shall be paid as
12 additional compensation to each Firefighter and Auto Firefighter
13 (R) who has obtained a Bachelor of Arts or Bachelor of Science
14 Degree (120 or more semester units) in the fields and at the
15 institutions described in 1 above and has completed four years of
16 service as a Firefighter in the Fire Department; or

17 3. The amount of \$0.701 per hour shall be paid as
18 additional compensation to each Fire Boat Operator and Fire
19 Engineer who has obtained an Associate of Arts Degree (sixty or
20 more semester units) in fire science, administration or similar
21 approved fields from an accredited institution or who has
22 obtained a Bachelor of Arts or Bachelor of Science Degree (one
23 hundred and twenty or more semester units) in the fields and at
24 the institutions described in 1 above; or

25 4. The amount of \$0.701 per hour shall be paid as
26 additional compensation to each Fire Engineer and Fire Boat
27 Operator who is certified in diesel driving and has completed
28 five years of service as a Fire Engineer or Fire Boat Operator

1 and who has not less than fifteen semester units in the fields
2 and at the institutions described in 1 above and who does not
3 otherwise qualify for incentive pay.

4 5. The amount of \$0.748 per hour shall be paid as
5 additional compensation to each Firefighter and Marine Safety
6 Officer having compensation under C.2 and D.2 when certified
7 through the State of California as an Emergency Medical
8 Technician I (EMT-1).

9 F. Fire Department Education Pay

10 1. Deputy Fire Chiefs, Assistant Fire Chiefs, and the
11 Marine Safety Chief who possess a Bachelor Degree shall receive
12 \$500 per month in additional compensation.

13 Sec. 26.

14 A. Each employee represented by the International
15 Association of Machinists and Aerospace Workers, the Long Beach
16 Association of Confidential Employees, and the Long Beach
17 Association of Engineering Employees, who is required to perform
18 the full range of duties in a higher-level classification or
19 grade level position that is vacant, up to and including division
20 manager, shall be paid an additional seventy-five cents (\$0.75)
21 per hour providing the following conditions are met:

22 1. The employee who is assigned the higher-level
23 duties of the vacated position must work at least forty (40)
24 consecutive hours once per calendar year in said position in
25 order to qualify for the higher classification pay.

26 2. The higher-level duties performed must be
27 those of a permanent budgeted position that is vacant, either
28 temporarily because of absence or reassignment of the regular

1 employee or vacant due to resignation, termination or other such
2 action.

3 3. In no event shall the total compensation paid
4 to the employee for regular salary and higher classification pay
5 exceed the sixth step of the higher classification or grade
6 level.

7 4. The temporary appointment to the higher
8 classification must be approved by both the Department Head or
9 designee and the Director of Human Resources.

10 B. Each employee in the classification of
11 Communication Dispatcher II shall receive \$1.86 per hour for each
12 hour assigned to and performing training duties.

13 Sec. 27. In lieu of coverage under the health
14 insurance program provided by the City for employees holding
15 permanent full-time positions, each employee in a permanent part-
16 time position (as defined in the Personnel Ordinance), shall, for
17 every one hundred and seventy-four hours worked by such permanent
18 part-time employee be paid four hundred dollars effective October
19 1, 2003.

20 No permanent part-time employee shall receive in any
21 one fiscal year payments which are made pursuant to this Section
22 that amount to more than the total annual contribution made by
23 the City toward health insurance premiums for a permanent full-
24 time employee for that same fiscal year.

25 Sec. 28.

26 A. Employees of the City, including employees of the
27 Harbor Department and Water Department, shall, during the time
28 that they actually hold an office or position of employment with

1 the City, be entitled to receive as additional compensation such
2 group life insurance benefits as may be provided from time to
3 time in a policy or policies of insurance obtained by the City.

4 B. Employees assigned to Salary Range E00, the City
5 Manager, the City Attorney, Senior Deputy City Attorney, the City
6 Prosecutor, the City Auditor, Deputy City Auditor, the Mayor, and
7 the City Clerk shall receive, unless they elect an available
8 alternative, as additional compensation life insurance benefits
9 equal to three times their full annual salary to a maximum of
10 three hundred thousand dollars, long- and short-term disability
11 insurance, and in-hospital indemnity benefits. Proceeds of any
12 life insurance benefits shall be payable to a beneficiary named
13 by the person insured or, if none is named, to his/her estate.

14 C. Employees in the classification of Deputy City
15 Attorney shall receive as additional compensation a One Hundred
16 Fifty Thousand Dollar life insurance policy and long-term and
17 short-term disability insurance currently provided to management
18 employees in the City. Employees represented by the City
19 Attorneys Association, except as noted above, shall receive as
20 additional compensation a Fifty Thousand Dollar Life Insurance
21 Policy and shall be entitled, at their discretion, to participate
22 in the program for long-term and short-term disability insurance
23 currently provided to the Deputy City Attorneys. Employees who
24 elect to participate shall pay the full cost of premiums.
25 Employees in the classification of Audit Manager shall receive as
26 additional compensation a One Hundred Thousand Dollar life
27 insurance policy, long-term and short-term disability insurance,
28 and in-hospital indemnity benefits. Employees in the

1 classification of Senior Auditor, Staff Auditor, and Audit
2 Analyst shall receive long-term and short-term disability
3 insurance. Employees in the classification of Deputy City
4 Prosecutor shall receive as additional compensation a One Hundred
5 Fifty Thousand Dollar life insurance policy and long-term and
6 short-term disability insurance. Employees represented by the
7 City Prosecutors Association, except as noted above, shall
8 receive as additional compensation a Fifty Thousand Dollar life
9 insurance policy.

10 D. Employees represented by the Association of
11 Confidential Employees shall receive as additional compensation a
12 Seventy Five Thousand Dollar life insurance policy and long-term
13 and short-term disability insurance.

14 E. Members of the City Council shall receive a life
15 insurance benefit of fifty-five thousand dollars. Effective
16 December 1, 1996, the life insurance benefit is sixty-five
17 thousand dollars.

18 F. If an employee represented by the IAM is killed on
19 the job because of violence in the workplace, the City shall
20 continue to provide health insurance and dental insurance
21 benefits as follows:

22 1. For the surviving spouse until his/her remarriage,
23 death, or Medicare eligibility, whatever occurs first;

24 2. For the surviving children until their 19th
25 birthday or until age 26, if a full-time student in an accredited
26 college or university.

27 Violence in the workplace does not include accidents or
28 acts of God.

1 Sec. 29. Employees of the City, including employees of
2 the Harbor Department and Water Department, shall receive as
3 additional compensation such insurance benefits for bodily injury
4 or death incurred by such employees while traveling on the
5 official business of the City of Long Beach or its boards,
6 commissions or committees as may be provided from time to time in
7 a master policy or policies of travel insurance as may be
8 obtained by the City pursuant to Section 3121 of the California
9 Government Code.

10 Sec. 30. Pursuant to the provisions of Section 53240
11 of the California Government Code, an employee may receive the
12 cost of replacing or repairing property such as eyeglasses,
13 hearing aids, dentures, watches, or articles of clothing when
14 loss or damage occurs in the line of duty and is not attributable
15 to the employee's negligence. If the items are damaged beyond
16 repair, the actual value of such items may be paid. The value of
17 such items shall be determined as of the time of loss or damage.
18 In the event of such loss or damage, the employee seeking
19 recovery shall file a request for reimbursement in writing with
20 his/her department head and the request shall be processed in
21 accordance with the applicable administrative regulations of the
22 City.

23 Sec. 31. Employees requiring transportation in
24 connection with the performance of their duties for the City, may
25 be assigned a City-owned vehicle by the City manager or
26 appropriate appointing authority; or, in the alternative, with
27 the approval of the City Manager or appropriate appointing
28 authority, an employee may receive, by way of reimbursement, the

1 cost of transportation incurred in the performance of his/her
2 duties. On and after October 1, 1999, reimbursement, at the
3 discretion of the City Manager or appropriate appointing
4 authority, may be paid to such employees upon the basis of any of
5 the following computations:

6 A. Actual cost of transportation per month for public
7 transportation; or

8 B. For use of a privately-owned vehicle used for
9 official City business;

10 1. Effective October 1, 2003, \$0.365 cents per mile
11 for authorized mileage actually driven by an employee on official
12 City business;

13 2. A flat monthly allowance in such sum as may be
14 determined by the City Manager or appropriate appointing
15 authority, but not to exceed Four Hundred and fifty dollars per
16 month. Said monthly allowance is hereby determined to constitute
17 reimbursement for the expenditures and costs of operating and
18 maintaining such vehicle, including its availability, as required
19 for the performance of such official City business; or

20 3. A flat rate of One Hundred and twenty-five dollars
21 per month plus ten cents per mile for all authorized mileage
22 actually driven by the employee on official City business;
23 provided, that in each instance, said employee procures and
24 maintains in full force and effect, bodily injury and property
25 damage insurance from a company or companies authorized to do
26 business in the State of California, with minimum coverages as
27 prescribed by the City Manager or the appropriate appointing
28 authority at all times while said privately-owned vehicle is used

1 for official City business.

2 4. A flat monthly allowance of four hundred and fifty
3 dollars per month for elected officials of the City. Said
4 monthly allowance shall constitute reimbursement for the
5 expenditures and costs of operating and maintaining such vehicle,
6 including its availability, as required for the performance of
7 such official duties.

8 Sec. 32. An employee of the Long Beach Police
9 Department who, with the authorization and at the request of the
10 City Manager or the Chief of Police, furnishes a privately owned
11 police service dog and uses said dog in connection with the
12 performance of his/her patrol and law enforcement duties with the
13 Police Department, may be paid in the amount and in the manner
14 set forth herein as reimbursement of costs and expenses incurred
15 by said employee in connection with furnishing said dog for use
16 in the performance of his/her official duties with the City.
17 Reimbursement may, at the discretion and with the approval of the
18 City Manager or the Chief of Police, be paid to such employee as
19 specified herein, provided that during the period for which
20 reimbursement is paid hereunder:

21 A. Said employee keeps, maintains and furnishes a
22 fully trained and duly certified police service dog for use in
23 connection with the performance of his/her patrol and law
24 enforcement duties with the Police Department; and said police
25 service dog is actually used by the employee in the performance
26 of his/her official duties with the Long Beach Police Department.

27 B. Effective October 1, 2003, the biweekly cost and
28 expense reimbursement will be one hundred seventy-two dollars and

1 fifth cents. An employee will be paid the reimbursement for any
2 biweekly pay period during which the employee furnishes and uses
3 the dog for City services, including vacation and holidays. If
4 the employee does not use the dog for a majority of a period, the
5 reimbursement will not be paid.

6 In addition to the biweekly reimbursement provided in
7 the preceding paragraph, the City will reimburse an employee for
8 veterinarian costs for on-the-job injury to police dogs. The
9 City will continue to provide liability insurance for on-
10 duty/off-duty purposes at current levels.

11 C. The amount received by K-9 Officers for
12 reimbursement for expenses of furnishing a police service dog
13 will be deemed to be sufficient to cover all expenses of
14 providing and servicing the police dog. In addition, for
15 purposes of complying with the Fair Labor Standards Act, to
16 accommodate employees for the handling of police dogs off duty,
17 the parties have agreed to the following terms and conditions:

18 Of the biweekly payment, the handler will be deemed to
19 have spent six hours off duty every fourteen calendar days at six
20 dollars and seventy-five cents per hour to feed, exercise, clean
21 and maintain the police dog. At the overtime rate of time and
22 one-half, this equates to sixty dollars and seventy-five cents
23 biweekly. The remainder of the biweekly payment will be
24 considered as sufficient reimbursement for any handling expenses.

25 Sec. 33. Employees of the City may, pursuant to and in
26 accordance with the provisions of this resolution and the
27 administrative rules, regulations and policies promulgated and
28 issued by the City Manager, authorize deductions to be made from

1 their salaries or wages for purposes authorized by the provisions
2 of Article 6 of Chapter 1 of Division 4 of Title 1, and Articles
3 1, 1.5 and 2 of Chapter 2 of Part 1 of Division 2 of Title 5 of
4 the California Government Code, except that such deductions for
5 payment of dues or other services provided by any employee
6 organization or association shall be only as provided by a valid
7 existing contract between the City and said employee organization
8 or association.

9 Sec. 34. Employees of the City may, pursuant to and in
10 accordance with the provisions of this resolution and the
11 Administrative Regulations issued by the City Manager, be awarded
12 with additional compensation for suggestions made that result in
13 measurable monetary savings to the City. Such awards shall not
14 exceed ten percent of the anticipated first year savings after
15 adoption of the suggestion; provided, however, that the maximum
16 award shall not exceed five thousand dollars.

17 Sec. 35. Notwithstanding any other provision of this
18 Salary Resolution, each appointing authority may, within his or
19 her sole discretion, provide as a part of an employee's annual
20 compensation, additional compensation to the employee for
21 relocation and moving expenses actually and necessarily incurred
22 to accept a position with the City of Long Beach, if the
23 appointing authority determines that such additional compensation
24 is required as a necessary inducement for the acceptance of
25 employment with the City. Said additional compensation must be
26 provided within three years from the employee's appointment date.

27 Sec. 36. Except as otherwise provided in this
28 resolution and any other applicable Federal or State laws, rules

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1 and regulations, it is the intent of the City Council, by the
2 adoption of this Salary Resolution, to prescribe the salaries and
3 compensation of the employees of the City of Long Beach,
4 including the implementation of such adjustments in salaries and
5 compensation for the employees in each office or position of
6 employment with the City as provided in any applicable Memorandum
7 of Understanding which has heretofore been approved and adopted
8 by the City Council, and in the event of any inconsistency or
9 conflict between the provisions of this resolution and the
10 applicable Memorandum of Understanding regarding such adjustments
11 in compensation due to any inadvertence, oversight, or clerical
12 error, it is intended that the provisions in such Memorandum of
13 Understanding shall control and shall supersede the provisions of
14 this resolution, and such adjustments to the salaries and
15 compensation shall be deemed to have been correctly included
16 herein, effective as of the applicable effective date, and such
17 matters shall be subsequently corrected by appropriate action.

18 Sec. 37. Effective July 1, 1995, and every July 1
19 thereafter, the annual salary ranges of all elected officials
20 will be adjusted in accordance with the provisions of Section 203
21 of the City Charter.

22 Sec. 38. On and after December 1, 2003, the City shall
23 pay a maximum amount of six hundred dollars per month toward the
24 cost of health, dental, and life insurance benefits for each
25 eligible employee represented by the IAM, the Long Beach
26 Association of Confidential Employees, the Long Beach Association
27 of Engineering Employees, the City Attorneys Association, the
28 City Prosecutors Association, the Long Beach Firefighters

1 Association, the Long Beach Police Officers Association, the Long
2 Beach Lifeguard Association, and each eligible employee not
3 represented by an employee organization.

4 Sec. 39. Effective on October 1, 1997, each employee
5 designated as being represented by the IAM, the Long Beach
6 Association of Confidential Employees, and the Long Beach
7 Association of Engineering Employees, shall be compensated at a
8 rate of seventy-five cents per hour for each full hour of standby
9 duty as defined in the Memoranda of Understanding between the
10 City and the aforementioned employee organizations.

11 Sec. 40. Permanent full-time or permanent part-time
12 employees who are enrolled in an accredited job and/or career-
13 related college or university study program during off-duty hours
14 are eligible to receive tuition reimbursement in accordance with
15 the following schedule:

16 Effective October 1, 1999:

17 Semester/Quarter Payment Schedule

18 1.0 through 5.9 semester units	\$ 375.00
19 1.0 through 7.9 quarter units	\$ 375.00
20 6.0 or more semester units	\$ 400.00
21 8.0 or more quarter units	\$ 400.00
22 Community College	\$ 120.00
23 Total maximum per fiscal year	\$ 800.00

24 Requests for Education Assistance will be considered in
25 order of the date received and reimbursement will be made until
26 the funds budgeted for Education Assistance are no longer
27 available.

28 Sec. 41. Effective January 1, 1998, the City shall

1 contribute a six hundred dollar payment for mandatory enrollment
2 in deferred compensation for every employee in a position
3 represented by the City Attorneys Association, the City
4 Prosecutors Association and the Long Beach Association of
5 Confidential Employees. The amount of deferred compensation
6 shall not be considered compensation for purposes of overtime,
7 vacation, sick leave and other similar calculations. The City
8 does not warrant, guarantee, or represent in any way that said
9 contributions are not subject to State or Federal taxes in whole
10 or in part.

11 Sec. 42. Management employees in the position of
12 Superintendent - Marine Safety shall be eligible to participate
13 in the same deferred compensation matching program as afforded to
14 employees in professional classifications of the Long Beach
15 Lifeguard Association.

16 Sec. 43. The compensation prescribed herein shall
17 remain in effect until superseded by the City Council, to reflect
18 adjustments in compensation provided for in applicable memoranda
19 of understanding and as otherwise prescribed by the City Council
20 for employees not covered by memoranda of understanding.

21 Sec. 44. Effective July 1, 1992, employees of the
22 City, including employees of the Water Department, who are
23 eligible and volunteer to participate in the City's Trip
24 Reduction Incentive Program as prescribed by the City's Trip
25 Reduction Plan and current Participation Guidelines are eligible
26 for monthly award drawings if they participate at least twelve
27 days per month.

28

1 Participants with at least eight days per month
2 commuting by means other than a motorized vehicle shall also be
3 eligible for a monthly award drawing.

4 Sec. 45. Employees who are laid off and eligible for
5 benefits under the Consolidated Omnibus Budget Reconciliation Act
6 (COBRA) shall have the premiums for the benefits they are
7 entitled to under COBRA paid by the City for the first six months
8 after their layoff.

9 Sec. 46. Effective as of July 1, 1996, the governing
10 body of the City of Long Beach shall implement Government Code
11 Section 20636(c)(4) pursuant to Section 20691 by paying and
12 reporting the value of Employer Paid Member Contributions (EPMC)
13 for all unrepresented management and executive secretarial
14 employees paid pursuant to Executive Salary Rates (EEO) of the
15 City's Salary Schedule and the City Attorney, City Auditor, City
16 Prosecutor, City Manager and City Clerk. For such employees, the
17 City elects to pay seven percent (7%) or nine percent (9%) of
18 employees' compensation, depending on whether said employees are
19 classified as safety or miscellaneous, earnable as Employer Paid
20 Member Contributions (EPMC) and report the same percent of
21 compensation earnable, excluding special compensation pursuant to
22 Government Code Section 20636(c)(4) as additional compensation.

23 Sec. 47. Effective as of September 26, 1998, the
24 governing body of the City of Long Beach shall implement
25 Government Code Section 20636(c)(4) pursuant to Section 20691 by
26 paying and reporting the value of Employer Paid Member
27 Contributions (EPMC) for employees represented by the Long Beach
28 Firefighters Association, Local 372, International Association of

1 Fire Fighters, AFL-CIO, and the Long Beach Lifeguard Association.
2 For such employees, the City elects to pay nine percent (9%) of
3 employees' compensation, earnable as Employer Paid Member
4 Contributions (EPMC) and report the same percent of compensation
5 earnable, excluding special compensation pursuant to Government
6 Code Section 20636(c)(4) as additional compensation.

7 Sec. 48. Effective June 30, 2001, the governing body
8 of the City of Long Beach shall implement Government Code Section
9 20636(c)(4) pursuant to Section 20691 by paying and reporting the
10 value of Employer Paid Member Contribution (EPMC) for all
11 employees represented by the Long Beach Police Officer
12 Association. For such employees, the City elects to pay nine
13 percent (9%) of employees' compensation, earnable as EPMC and
14 report at the same percent of compensation earnable, excluding
15 special compensation pursuant to Government Code Section
16 20636(c)(4) as additional compensation.

17 Effective January 1, 1999, the governing body of the
18 City of Long Beach shall implement Government Code Section
19 20636(c)(4) pursuant to Section 20691 by paying and reporting the
20 value of EPMC for all employees represented by the International
21 Association of Machinists, the Long Beach Association of
22 Confidential Employees, the Long Beach City Attorney's
23 Association, the Long Beach City Prosecutor's Association, and
24 the unrepresented, non-management employees. For such employees,
25 the City elects to pay seven percent (7%) or nine percent (9%) of
26 employees' compensation, depending upon whether said employees
27 are safety or miscellaneous, earnable as EPMC and report the same
28 percent of compensation earnable, excluding special compensation

1 pursuant to Government Code Section 20636(c)(4) as additional
2 compensation.

3 Effective September 8, 2001, the governing body of the
4 City of Long Beach shall implement Government Code Section
5 20636(c)(4) pursuant to Section 20691 by paying and reporting the
6 value of Employer Paid Member Contributions (EPMC) for employees
7 represented by the Long Beach Association of Engineering
8 Employees. For such employees, the City elects to pay seven (7%)
9 percent or nine (9%) percent of employees' compensation,
10 depending on whether said employees are classified as safety or
11 miscellaneous, earnable as EPMC and report the same percent of
12 compensation earnable, excluding special compensation pursuant to
13 Government Code Section 20636(c)(4) as additional compensation.

14 Sec. 49. Employees in the Classification of Refuse
15 Operator are eligible to participate in the Refuse Incentive
16 Program. Employees may earn five dollars per hour (paid on a
17 daily basis) for each additional load collected over and beyond
18 the baseline load during the employees' regularly scheduled
19 workday. Employees must meet the qualifying criteria, baseline
20 loads, and exclusions defined under the Refuse Incentive Program.

21 Sec. 50. Employees in the Professional unit
22 represented by the International Association of Machinists and
23 Aerospace Workers, pursuant to and in accordance with this
24 resolution and policies and procedures issued by the Director of
25 Human Resources, shall be eligible for additional compensation of
26 \$200 per month when he/she attains a professional certification
27 or license which: has been issued by a state or national
28 recognized professional organization; is appropriate to the

