



CITY OF LONG BEACH R-17

DEPARTMENT OF HUMAN RESOURCES

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

DEBORAH R. MILLS
DIRECTOR

October 22, 2013

HONORABLE MAYOR AND CITY COUNCIL
City of Long Beach
California

RECOMMENDATION:

Adopt the amended Salary Resolution for Fiscal Year 2014. (Citywide)

DISCUSSION

The attached amendment to the Salary Resolution incorporates provisions approved in the City Council's adoption of the Fiscal Year 2014 (FY 14) Budget. This amendment also incorporates changes in terms and conditions included in existing Memoranda of Understanding agreements that have been previously approved by the City Council. Attachment A summarizes the proposed changes to the Salary Resolution that have not previously been approved by the City Council.

This matter was reviewed by Senior Deputy City Attorney Christina L. Checél on October 3, 2013 and by Budget Management Officer Victoria Bell on October 2, 2013.

TIMING CONSIDERATIONS

City Council approval of the amended Salary Resolution is requested on October 22, 2013 to formally effect the operational changes.

FISCAL IMPACT

There are no significant fiscal impacts anticipated from the requested amendment to the Salary Resolution. Potential net costs, if any, resulting from changes summarized in Attachment A cannot be estimated at this time, but will be absorbed within the FY 14 Adopted budget. All other amendments to the Salary Resolution with a fiscal impact have been included in the FY 14 Adopted Budget.

HONORABLE MAYOR AND CITY COUNCIL
October 22, 2013
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SUGGESTED ACTION:

Approve recommendation.

Respectfully submitted,



DEBORAH R. MILLS
DIRECTOR OF HUMAN RESOURCES

DRM:KW:mrm
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Attachments: A – Summary-FY 14 Salary Resolution Amendment
Salary Resolution

APPROVED:



PATRICK H. WEST
CITY MANAGER

**SUMMARY
FY14 SALARY RESOLUTION AMENDMENT**

City Clerk

A. Newly added classifications:

<u>New Title</u>	<u>Salary Range</u>
Sr. City Clerk Analyst	650

City Prosecutor

A. Newly added classifications:

<u>New Title</u>	<u>Salary Range</u>
Law Clerk-City Prosecutor-NC	B00
Community Service Worker Program Coordinator	C00

B. Range change:	From	To
Chief of Staff-City Prosecutor	B00	E00

Financial Management

A. Clarification of position title:

<u>Title Change</u>
Financial Mgmt Analyst-Conf I-II (previously Citywide Budget Analyst-Conf I-II)

Health & Human Services

A. Clarification of position title:

<u>Title Change</u>
Clinical Services Officer (previously Preventive Services Officer)

Human Resources

A. Newly added classifications to address pay as prescribed by the POA agreement as paid by POA membership annual accrual deduction:

<u>New Title</u>	<u>New Salary Range</u>
POA President – Police Officer	140
POA President – Police Sergeant	150
POA President – Police Lieutenant	160

1 RESOLUTION NO.

2
3 A RESOLUTION OF THE CITY COUNCIL OF THE
4 CITY OF LONG BEACH CONFIRMING, READOPTING
5 AND AMENDING PREVIOUSLY ADOPTED PROVISIONS,
6 CREATING AND ESTABLISHING POSITIONS OF
7 EMPLOYMENT, AND FIXING AND PRESCRIBING THE
8 COMPENSATION FOR THE OFFICERS AND EMPLOYEES
9 OF THE CITY OF LONG BEACH

10
11 WHEREAS, in accordance with the provisions of the City Charter, the City
12 Council, in Resolution No. RES-12-0086 adopted on September 4, 2012, amended,
13 created and established positions of employment and fixed and prescribed the salaries
14 and compensation of the officers and employees of the City, commencing on September
15 4, 2012; and

16 WHEREAS, it is now the desire of the City Council to confirm, readopt,
17 amend and restate the provisions of Resolution No. RES-12-0086, as amended, and to
18 incorporate the confirmed, readopted and amended provisions into this resolution;

19 NOW, THEREFORE, the City Council of the City of Long Beach resolves as
20 follows:

OFFICE OF THE CITY ATTORNEY
CHARLES PARKIN, City Attorney
333 West Ocean Boulevard, 11th Floor
Long Beach, CA 90802-4664

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SALARY RESOLUTION

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1 **Section 1. TITLE**

2 This resolution shall be known as the "Salary Resolution" and may be so cited and
3 referred to as such.

4 **Section 2. ESTABLISHMENT OF OFFICES, POSITIONS AND**
5 **COMPENSATION**

6 There are hereby created and established the offices and positions set forth and listed in
7 Attachment A, except as otherwise provided in this resolution, the compensation for each
8 office and position is hereby fixed and prescribed at one of the pay rates within the Salary
9 Ranges set forth in the Salary Schedules in Attachment B, which pay rates are indicated
10 opposite each listed office and position by a Salary Range Number, together with such
11 additional compensation, if any, as provided herein or by applicable ordinance.

12 **Section 3. POSITION COMPENSATION DESIGNATION**

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

21 **Section 4. POSITION DUTIES**

22 Every person holding any office or position of employment with said City shall perform
23 such duties as are indicated by the title of such office or position and as are usually
24 incident to such office or position and those that are assigned by his/her immediate
25 superior; and all such duties are to be performed in aid of the proper and efficient
26 administration of local government.

27 **Section 5. ESTABLISHMENT OF PAY PERIODS AND PAY DAYS**

28 All salaries and wages provided in this resolution shall be computed and payable in

1 biweekly installments, and such installments shall be paid every other Friday in
2 accordance with and in continuation of the schedule of biweekly pay periods and paydays
3 established and commenced by the provisions of Section 4 of Resolution No. C-22338.

4 **Section 6. EMPLOYMENT COMPENSATION**

5 Every person who has been or who hereafter may be duly appointed to an office or
6 position of employment indicated herein, and who is qualified to hold and does hold such
7 office or position from and after the date or dates that the pay rates and compensation
8 prescribed herein shall become effective as hereinafter provided, or from the date of
9 employment, whichever occurs later, shall receive as full compensation for his/her
10 services, a biweekly salary based on one of the pay rates set forth in the Salary
11 Schedules specified herein for his/her office or position, together with such additional
12 compensation, if any, as provided herein or by applicable ordinance. The method and
13 manner of determination of the pay rate at which the compensation of each officer or
14 employee (hereinafter collectively referred to as "employee" or "employees") shall be
15 fixed as hereinafter provided. Except as otherwise specifically designated, the applicable
16 pay rate indicated in the Salary Schedule in Attachment B hereof is intended to be and
17 shall be the basis for determining each employee's biweekly salary.

18 **Section 7. EFFECTIVE TERM OF COMPENSATION**

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

23 **Section 8. COMPENSATION COMPUTATION**

24 A. Hourly

25 The compensation for all City employees shall be as prescribed and
26 expressed herein on a per-hour rate basis. The amount of the biweekly installment
27 payable to any employee shall be computed by multiplying the employee's pay rate per
28 hour by the number of hours or fraction of hours for which pay is actually due. The hourly

1 pay rate shall include any additional compensation applicable.

2 B. 56-Hour Equivalent

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

7 C. Un-permitted Absences

8 When an employee is absent for any reason other than one of the permitted
9 absences authorized by Section 1.06 of the Personnel Ordinance, said employee is not
10 entitled to receive the full amount of his or her installment of pay for the biweekly pay
11 period during which said absence occurred. The amount of pay that said employee shall
12 receive for such pay period, except for Fire Department safety personnel, Marine Safety
13 Sergeants, and Marine Safety Officers assigned to platoon duty subject to the provisions
14 of Subsection D below, shall be computed by multiplying the employee's applicable
15 hourly pay rate by the number of hours or fraction of hours for which pay is actually due.

16 D. Platoon Pay Reduction

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

1 employee's biweekly installment shall be subtracted for each such day of inactive service.

2 E. Platoon Overtime

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

7 **Section 9. PAY DEDUCTION AUTHORIZATION**

8 Employees of the City may, pursuant to and in accordance with the provisions of this
9 resolution and the administrative rules, regulations and policies promulgated and issued
10 by the City Manager, authorize deductions to be made from their salaries or wages for
11 purposes authorized by the provisions of Article 6 of Chapter 1 of Division 4 of Title 1,
12 and Articles 1, 1.5 and 2 of Chapter 2 of Part 1 of Division 2 of Title 5 of the California
13 Government Code, except that such deductions for payment of dues or other services
14 provided by any employee organization or association shall be only as provided by a
15 valid existing contract between the City and said employee organization or association.

16 **Section 10. SALARY SCHEDULES**

17 Pay rates for all offices and positions hereinafter referred to in Attachment A are set forth
18 in Salary Schedules I and IA as set forth in Attachment B. The pay rates set forth in
19 Salary Schedules I and IA shall be operative on and after 12:01 a.m. of October 1, 2010.

20 **Section 11. PAY RATES**

21 The biweekly salary of any employee of the City who is originally appointed to any office
22 or position listed in or created and established in this resolution shall be at Pay Rate Step
23 1 of the Salary Range Number of the Salary Schedule designated herein for such office
24 or position. In those cases where positions are designated by grade numbers, the
25 biweekly salaries of such employees shall be computed based upon one of the pay rates
26 designated for the grade thereof as shall be determined from time to time by the
27 appropriate appointing authority. The City Council may, however, by resolution,
28 specifically designate that the pay rate of any employee is fixed at some other pay rate

1 included within said Salary Schedule, without limitation as to grade or numerical
2 designation. The appropriate appointing authority may designate the initial Pay Rate
3 Step or increment of any employee under his/her jurisdiction within the Salary Range
4 established herein for said employee's position.

5 **Section 12. "H" RATES**

6 As to those positions for which there is an "H" pay rate specified as well as the regular
7 pay rate, the appointing authority may specify, at the time of making an appointment or at
8 any time thereafter, that the appointee to such position is to be paid at the "H" rate or at a
9 regular pay rate.

10 **Section 13. PAY RATE PROGRESSION**

11 A. Seven-Step Pay Rate Progression

12 Except for the employees referenced in subsection B, C and D below, after
13 an employee has served an initial six-month period of employment in a position at a pay
14 rate designated as Pay Rate Step 1 in the Salary Schedule established by Section 11 of
15 this resolution, the salary of such employee shall be at the applicable pay rate designated
16 as Pay Rate Step 2; after a second six-month period of employment, the salary of such
17 employee shall be at the applicable pay rate designated as Pay Rate Step 3. Thereafter,
18 the pay rate of such employee shall successively be at the applicable pay rate
19 respectively designated as Pay Rate Step 4, 5, 6 or 7, upon his/her successive
20 completion of a one-year period of employment at the preceding pay rate. If the initial
21 salary of any employee has been specifically designated at a pay rate other than Pay
22 Rate Step 1 or Step 2, his/her pay rate thereafter, shall, upon his/her successful
23 completion of a one-year period of employment at that pay rate, be at the next
24 successively higher applicable Pay Rate Step.

25 B. Five-Step Pay Rate Progression

26 Employees covered by an existing Memorandum of Understanding with the
27 Long Beach Police Officers Association, Long Beach Firefighters Association, the City
28 Attorneys Association or the City Prosecutors Association, who have served an initial six-

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

11 C. Lifeguards-Seasonal and Lifeguards-Hrly

12 Commencing on October 1, 2001, all employees in the positions of
13 Lifeguard-Seasonal and Lifeguard-Hourly shall, be eligible for advancement to the next
14 successively higher Pay Rate Step, as follows: For the purpose of computing eligibility
15 for advancement from Pay Rate Step 1 to Pay Rate Step 2, an employee in the position
16 of Lifeguard-Seasonal or Lifeguard-Hourly, must successfully complete the Lifeguard
17 Recruit Academy (approximately 80 hours). For the purpose of computing eligibility for
18 advancement from Pay Rate Step 2 to Pay Rate Step 3, the amount of six hundred hours
19 actually paid to such an employee in the position of Lifeguard-Seasonal or Lifeguard-
20 Hourly shall be considered as the equivalent of a six-month period of employment, and
21 the amount of eight hundred hours actually paid to such an employee shall be considered
22 for the purposes of computing eligibility for advancement from Pay Rate Steps 3, 4 and 5
23 to the next successively higher Pay Rate Step.

24 An employee in the position of Lifeguard-Seasonal or Lifeguard-Hourly who
25 has attained certification as an Emergency Medical Technician (EMT) shall be advanced
26 to the next successively higher Pay Rate Step with no loss of hours previously earned
27 toward a step increase. Any Lifeguard-Seasonal or Lifeguard-Hourly employee who fails
28 to recertify shall be reduced to the next successively lower Pay Rate Step with no loss of

1 hours previously earned toward a step increase.

2 D. Ambulance Operator

3 Any Ambulance Operator that has successfully served 1,044 Scheduled
4 Work Hours at Salary Range P-24 shall be placed at Salary Range P-25. Any
5 Ambulance Operator that has successfully served 2,088 Scheduled Work Hours at Salary
6 Range P-25 shall be placed at Salary Range P-27. Overtime is excluded from the
7 Scheduled Work Hour calculation.

8 **Section 14. PAY FOR PERFORMANCE**

9 Employees who are covered by an existing Memorandum of Understanding with the
10 International Association of Machinists and Aerospace Workers, the Long Beach
11 Association of Confidential Employees, and the Long Beach Association of Engineering
12 Employees, who, receive an overall Meets Job Requirements rating on the majority of the
13 rating factors on the most recently completed Employee Performance Appraisal form,
14 and who have served an initial six-month period of employment in a position at a pay rate
15 designated as Pay Rate Step 1 in the Salary Schedule established by Section 11 of this
16 resolution, the salary of such employee shall be at the applicable pay rate designated as
17 Pay Rate Step 2; after a second six-month period of satisfactory performance of
18 employment, the salary of such employee shall be at the applicable pay rate designated
19 as Pay Rate Step 3; and after another six-month period of satisfactory performance Pay
20 Rate Step 4. Thereafter, the pay rate of such employee shall successively be at the
21 applicable pay rate respectively designated as Pay Rate 5, 6, or 7 upon his/her
22 successive completion of a one-year period of employment at the preceding pay rate. If
23 the initial salary of any employee has been specifically designated at a pay rate other
24 than Pay Rate Step 1, 2, or 3, his or her pay rate thereafter, shall, upon his or her
25 successful completion of a one-year period of employment at that pay rate, be at the next
26 successively higher applicable Pay Rate Step.

27 **Section 15. PAY FOR EXECUTIVES/PROFESSIONALS**

28 A. Salary Ranges

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

21 B. Merit Increases and Performance Incentive Compensation

22 In addition to and apart from any merit increase provided in Paragraph A.,
23 and except as provided for in Subsection 15.C., each officer or employee assigned to the
24 Executive Salary Range (E00) shall be eligible to participate in and receive Individual
25 Performance Incentive Compensation, the purpose of which is to compensate
26 management employees for distinguished and outstanding performance for the periods
27 for which said Performance Incentive Compensation is paid and in further anticipation of
28 continued distinguished and outstanding performance in subsequent periods.

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

11 C. City Attorney's Office, the City Auditor's Office and the City
12 Prosecutor's Office

13 For the City Attorney's Office, the City Auditor's Office and the City
14 Prosecutor's Office only, each employee assigned to the Executive Salary Range (E00)
15 or to the Professional Salary Range (A00 through D00) shall be eligible to participate and
16 receive Individual Performance Incentive Compensation. It shall be in the exclusive
17 discretion of the elected appointing authority to determine which among their eligible
18 employees will participate in Individual Performance Incentive Compensation.

19 At or near the commencement of the applicable fiscal year, the elected
20 appointing authority or a designee shall establish a written performance plan for each
21 employee selected to participate. The performance plan shall establish performance
22 objectives or targeted results for the ensuing fiscal year or remaining portion thereof.
23 Outstanding achievement in attaining the established objectives or targeted results, or
24 distinguished performance in a specific project or program shall qualify the employee for
25 Individual Performance Incentive Compensation. That amount of such compensation
26 paid to any single employee shall not exceed Three Thousand Five Hundred Dollars per
27 fiscal year. The actual amount to be paid an eligible employee shall be determined by
28 the elected appointing authority and will be based on the employee's performance under

1 the previously approved employee performance plan.

2 **Section 16. ELECTED OFFICIALS ANNUAL ADJUSTMENT**

3 Effective July 1, 1995, and every July 1 thereafter, the annual salary ranges of all elected
4 officials will be adjusted in accordance with the provisions of Section 203 of the City
5 Charter.

6 **Section 17. PROMOTIONS**

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

26 **Section 18. OVERTIME**

27 The method of computation of the amount of additional compensation to be paid to an
28 employee for overtime worked shall be in accordance with and pursuant to the applicable

1 definitions, conditions, and requirements of the Personnel Ordinance and in accordance
2 with and pursuant to the Fair Labor Standards Act (FLSA), except that the additional
3 compensation for overtime exempt from FLSA shall not include uncontrolled standby
4 amounts in the computation.

5 **Section 19. VACATION PAY-OFF**

6 Subject to the requirements and conditions of Section 4.06 of the Personnel Ordinance
7 relating to the availability of funds, every employee who shall consent to forego and shall
8 forego the taking of any annual vacation or portion thereof at the request of his/her
9 department head and also of the City Manager or other appropriate appointing authority
10 as provided in the Personnel Ordinance shall be paid as additional compensation a sum
11 computed by multiplying the hourly rate of compensation prescribed by this resolution for
12 the position held by said employee by the number of vacation hours which the employee
13 shall forego. For members of the Fire Department on platoon duty, compensation is
14 computed by multiplying the number of vacation hours by two-thirds of the hourly rate.
15 Work performed by the employee during said vacation period shall not be considered as
16 overtime or "extra time worked" as provided in the Personnel Ordinance.

17 **Section 20. IN-LIEU HOLIDAY PAY**

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

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

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

17 **Section 21. Jury Duty**

18 All employees who receive a jury summons and are required to service jury
19 duty will be provided paid release time in accordance with the applicable Memorandum of
20 Understanding. Unrepresented Miscellaneous employees will be provided paid release
21 time up to 80 hours when required to serve jury duty. Employees must inform their
22 supervisor immediately to accommodate work schedule changes. Employees who are
23 on jury service will have their work schedule changed to the day shift for each day they
24 are on jury service and are scheduled to work. Employees dismissed from jury service in
25 time to arrive at work at least 2 hours prior to the completion of the shift must report back
26 to work.

27 **Section 22. Bereavement Leave**

28 In addition to the immediate family members provided in Section 2.09 of the

1 Personnel Ordinance, great-grandfather and great-grandmother are defined as
2 immediate family members. Additionally, all unrepresented employees shall be entitled
3 to the same domestic partner provisions for sick leave and bereavement leave as is
4 contained in the Memorandum of Understanding with the International Association of
5 Machinists.

6 **Section 23. Option for Certain Peace Officer Employees**

7 As provided in Subsection (g) of Section 4.01 of the Personnel Ordinance,
8 Police Sergeants assigned to Arrest Review and Communications Center and Police
9 Officers, Police Corporals and Police Sergeants assigned to Business Desk on October
10 1, 1997, will have the option of receiving:

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

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

22 **Section 24. EXECUTIVE LEAVE**

23 Employees of the City of Long Beach with the position title of City Manager, City Clerk,
24 Office Manager - City Prosecutor, and Management Assistant, and positions with the
25 designated salary ranges of C00, D00, and E00, are hereby designated as being eligible
26 to be granted executive leave by the appropriate appointing authority or department
27 head, in accordance with and pursuant to the provisions of Section 4.10 of the City
28 Personnel Ordinance. In addition to the five days granted to eligible employees in

1 Section 4.10 of the Personnel Ordinance, the appointing authority may grant up to eighty
2 additional hours executive leave per calendar year for management employees.

3 **Section 25. TEMPORARY ASSIGNMENTS**

4 A. Training and Development

5 An employee temporarily assigned to perform duties not ordinarily attached
6 to his/her position for the purpose of training and development pursuant to Section 63(3)
7 of the Civil Service Rules and Regulations will be compensated at the salary rate fixed
8 and prescribed by this resolution for the position involving the duties to which temporary
9 assignment has been made and at the step most closely approximating the pay rate of
10 the employee immediately prior to the temporary assignment provided that in no event
11 shall the pay rate for the temporary assignment exceed the employee's pay rate
12 immediately prior to the temporary assignment.

13 B. Rehabilitation or Recovery from a Medical Condition

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

23 C. Y-Rate

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

1 D. Refuse Career Development Program

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

8 **Section 26. ACTING PAY**

9 The City Manager may assign an employee of the City to perform as the acting
10 department head, assistant department head, bureau head or division head of any
11 department under the City Manager's supervision and control, whenever a vacancy
12 occurs in any of such positions or when the City Manager determines that the incumbent
13 department head, assistant department head, bureau head or division head is unable to
14 perform the duties of his/her position, and such an assignment is necessary for the
15 efficient and effective operation of the department, bureau or division. The appropriate
16 appointing authority of any department not under the jurisdiction of the City Manager may
17 assign an employee of that department to perform as the acting department head,
18 assistant department head, bureau head or division head whenever a vacancy occurs in
19 any of such positions or when said appointing authority determines that the incumbent
20 department head, assistant department head, bureau head or division head is unable to
21 perform the duties of his/her position and such an assignment is necessary for the
22 efficient and effective operation of the department, bureau or division. During the time
23 the employee is so assigned and is performing in said acting capacity, the employee shall
24 be entitled to receive the compensation designated by the City Manager or the
25 appropriate appointing authority at one of the salary rates fixed and prescribed by this
26 resolution for the position to which said employee is assigned.

27 **Section 27. HIGHER CLASSIFICATION PAY**

28 A. International Association of Machinists and Aerospace Workers

1 Each employee represented by the International Association of Machinists
2 and Aerospace Workers who is required to perform the full range of duties in a higher-
3 level classification or grade level position that is vacant, up to and including division
4 manager, shall be paid an additional eighty cents (\$0.80) per hour providing the following
5 conditions are met:

6 1. The higher-level duties performed must be those of a permanent
7 budgeted position that is vacant, either temporarily because of absence or reassignment
8 of the regular employee or vacant due to resignation, termination or other such action.

9 2. In no event shall the total compensation paid to the employee for
10 regular salary and higher classification pay exceed the sixth step of the higher
11 classification or grade level.

12 3. The temporary appointment to the higher classification must be
13 approved by the Department Head or designee.

14 B. Long Beach Association of Engineering Employees

15 Each employee represented by the Long Beach Association of Confidential
16 Employees, and the Long Beach Association of Engineering Employees, who is required
17 to perform the full range of duties in a higher-level classification or grade level position
18 that is vacant, up to and including division manager, shall be paid an additional eighty
19 cents (\$0. 80) per hour providing the following conditions are met:

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

23 2. The higher-level duties performed must be those of a permanent
24 budgeted position that is vacant, either temporarily because of absence or reassignment
25 of the regular employee or vacant due to resignation, termination or other such action.

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

1 4. The temporary appointment to the higher classification must be
2 approved by both the Department Head or designee and the Director of Human
3 Resources.

4 C. Public Safety Dispatchers

5 Each employee in the classification of Public Safety Dispatcher II shall
6 receive special pay equivalent to the difference between top step Public Safety
7 Dispatcher II and Public Safety Dispatcher III for each hour assigned to and performing
8 training duties.

9 **Section 28. SKILL PAY**

10 When an employee classified in one of the positions listed in Attachment C is regularly
11 assigned to perform and does perform the occupational skill described in the column
12 hereof designated "Skill", said employee shall be paid on a per diem, hourly rate or one-
13 time payment (bonus) basis, as indicated herein, the amount of additional compensation
14 set forth in the column designated "Additional Compensation" opposite the described
15 skill. The additional compensation prescribed herein shall be paid to the employee at an
16 hourly rate only if said employee is assigned to regularly perform said occupational skill
17 on a daily basis. If an employee is not regularly assigned to perform said occupational
18 skill on a daily basis, then the additional compensation prescribed herein shall be paid at
19 a per diem rate, and said per diem skill pay shall be paid only for each work day that said
20 employee actually performs said occupational skill, and such employee is not entitled to
21 receive and shall not be paid per diem skill pay for any day that said employee does not
22 work or is absent from work on a permitted absence. For purposes of this Section, any
23 employee in a non-career position shall receive skill pay in the same manner as
24 prescribed for a comparable employee in the classified career service and need not be
25 specifically designated in the following table(s) unless there is no comparable classified
26 position.

27 The skill notes listed in Attachment C shall be effective on and after April 1,
28 2000.

1 **Section 29. NIGHT SHIFT DIFFERENTIAL**

2 In addition to the compensation provided by Section 3 hereof, a night shift differential of
3 one dollar and twenty-five cents (\$1. 25) per hour shall be paid to any permanent full-time
4 employee in the IAM bargaining units whose regular schedule requires said employee to
5 work between the hours of 6:00 p.m. and 6:00 a.m., provided that:

6 A. Night Shift

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

11 B. Split-Shift

12 The employee works between the hours of 6:00 p.m. and 6:00 a.m. as part
13 of a "split shift." Split shift is defined as: a shift of eight or more non-continuous work
14 hours in a single day, separated by a break of at least three non-working hours during
15 said shift. Such employee shall be paid the night shift differential established by this
16 Section only for each hour actually worked between the hours of 6:00 p.m. and 6:00 a.m.

17 **Section 30. STANDBY PAY**

18 Effective on July 1, 2006, each employee designated as being represented by the IAM,
19 the Long Beach Association of Confidential Employees, and the Long Beach Association
20 of Engineering Employees, shall be compensated at a rate of ninety-five cents per hour
21 for each full hour of standby duty as defined in the Memoranda of Understanding
22 between the City and the aforementioned employee organizations.

23 Effective on January 1, 2010, each employee designated as being represented by the
24 IAM, shall be compensated at a rate of one dollar and twenty-five cents (\$1.25) per hour
25 for each full hour of standby duty as defined in the Memorandum of Understanding
26 between the City and the aforementioned employee organization.

27 **Section 31. MARKSMANSHIP PAY**

28 Sworn personnel of the Police Department, Special Services Officers and Park Rangers

1 who may be called upon to use firearms in the performance of their duties and who on a
2 qualifying schedule prescribed by the Chief of Police attain a required degree of
3 proficiency in marksmanship shall receive additional compensation as herein provided.

4	Marksman	\$ 4.00 per month
5	Sharpshooter	8.00 per month
6	Expert	16.00 per month
7	Master	32.00 per month

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

17 **Section 32. K-9 PAY**

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

27 A. Requirements

28 Said employee keeps, maintains and furnishes a fully trained and duly

1 certified police service dog for use in connection with the performance of his/her patrol
2 and law enforcement duties with the Police Department; and said police service dog is
3 actually used by the employee in the performance of his/her official duties with the Long
4 Beach Police Department.

5 B. Reimbursement

6 Effective October 1, 2003, the biweekly cost and expense reimbursement
7 will be One Hundred seventy-two dollars and fifty cents. An employee will be paid the
8 reimbursement for any biweekly pay period during which the employee furnishes and
9 uses the dog for City services, including vacation and holidays. If the employee does not
10 use the dog for a majority of a period, the reimbursement will not be paid.

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

15 C. Fair Labor Standards Act Compliance

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

21 Of the biweekly payment, the handler will be deemed to have spent six
22 hours off duty every fourteen calendar days at eight dollars per hour, or current State
23 minimum wage, to feed, exercise, clean and maintain the police dog. At the overtime
24 rate of time and one-half, this equates to seventy-two dollars biweekly. The remainder of
25 the biweekly payment will be considered as sufficient reimbursement for any handling
26 expenses.

27 **Section 33. INCENTIVE PAY**

28 All Firefighters, Auto Firefighters (R), Fire Boat Operators, Fire Engineers, Fire Captains,

1 Battalion Chiefs, Police Officers and Identification Officers (T) employed by the City shall
2 be entitled to receive, in addition to the compensation set forth in this solution for such
3 positions, an incentive payment under either one of the Incentive Pay Programs
4 hereinafter provided for the Fire Department and the Police Department.

5 A. Police Department Incentive Pay Program I

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

11 or

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

16 B. Police Department Incentive Pay Program II

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

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

27 C. Police Department - Education Pay

28 1. Effective October 1, 1999, all POA-represented employees are

1 eligible to receive the following equivalent monthly rate for the indicated degrees from a
2 fully accredited college or university:

3	AA Degree	\$175 per month
4	BA/BS Degree	\$350 per month
5	MA Degree	\$450 per month

6 Effective October 1, 2009, all POA-represented employees are eligible to
7 receive \$175 per month for either an AA Degree or for 60 units completed towards a
8 BA/BS Degree at a fully accredited college or university.

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

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

13 3. Chief of Police who has applied for or possesses a California
14 Commission on Police Officer Standards and Training (POST) Management Certificate
15 shall receive \$900 per month in additional compensation.

16 D. Fire Department Education Pay

17 1. The amount of \$1.725 per hour shall be paid as additional
18 compensation to each Firefighter and Auto Firefighter (R), Fire Engineer, Fire Boat
19 Operator, Fire Captain, and Battalion Chief who has obtained the required Associate of
20 Arts Degree (sixty or more semester units) in courses in fire science, administration or
21 similar approved fields from an accredited institution; or

22 2. The amount of \$2.012 per hour shall be paid as additional
23 compensation to each Firefighter and Auto Firefighter (R), Fire Engineer, Fire Boat
24 Operator, Fire Captain, and Battalion Chief who has obtained a Bachelor of Arts or
25 Bachelor of Science Degree (120 or more semester units) in the fields and at the
26 institutions described in 1 above; or

27 3. The amount of \$2.300 per hour shall be paid as additional
28 compensation to each Firefighter and Auto Firefighter (R), Fire Engineer, Fire Boat

1 Operator, Fire Captain, and Battalion Chief who has obtained a Masters of Arts or
2 Masters of Science Degree in the fields and at the institutions described in 1 above.

3 4. Deputy Fire Chiefs, Assistant Fire Chiefs, and the Marine Safety
4 Chief who possess a Bachelor Degree shall receive \$500 per month in additional
5 compensation.

6 E. Police Department Longevity Pay

7 1. Effective October 1, 2006, five percent (5%) of top step Police Officer
8 base hourly rate for ten (10) years of service as a Police Officer with the City of Long
9 Beach will be added to the LBPOA member's hourly rate;

10 2. Effective October 1, 2007, an additional five percent (5%) of top step
11 Police Officer base hourly rate for fifteen (15) years of service as a Police Officer with the
12 City of Long Beach will be added to the LBPOA member's hourly rate;

13 3. LBPOA bargaining unit members hired as lateral Police
14 Officers who have prior California law enforcement experience are eligible for longevity
15 pay, as described in paragraphs (1) and (2) above, for each full month worked. Credit
16 will be given for prior experience as a Highway Patrol Officer, Deputy Sheriff, Municipal
17 Police Officer, State Police Officer, or other law enforcement experience as determined
18 by the Chief of Police to be equivalent as long as the member possessed a Basic POST
19 Certificate issued by the State of California in the performance of those duties;

20 4. LBPOA bargaining unit members hired as lateral Police Officers with
21 prior law enforcement experience outside of California equivalent to the experience
22 described in paragraph (3), are eligible for credit for longevity pay, as described in
23 paragraphs (1) and (2) above, for each full month worked if they possess a Basic Course
24 Waiver (BCW) issued by the California Commission on Peace Officer Standards and
25 Training and the experience is determined to be equivalent by the Chief of Police.

26 5. LBPOA bargaining unit members who have prior law enforcement
27 experience outside of the state of California, but who do not possess a Basic Course
28 Waiver (BCW) may be eligible for credit for longevity pay as described in paragraphs (1)

1 and (2) above for each full month worked if the Chief of Police determines that their
2 experience is equivalent to that referred to in paragraph (3) above.

3 6. Police Commanders and Deputy Chiefs shall be eligible for five
4 percent (5%) of top step Police Officer base hourly rate for ten (10) years but less than
5 fifteen (15) years of service as a Police Officer with the City of Long Beach. This
6 percentage will be added to the employee's hourly rate.

7 7. Police Commanders and Deputy Chiefs shall be eligible for an
8 additional five percent (5%) of top step Police Officer of base hourly rate for fifteen (15)
9 years of service as a Police Officer with the City of Long Beach. This percentage will be
10 added to the employee's hourly rate.

11 F. Fire Department Longevity Pay

12 1. Effective January 1, 2008, ten percent (10%) of top step Firefighter
13 base hourly rate for fifteen (15) years or more of service as a Firefighter with the City of
14 Long Beach will be added to the LBFFA member's hourly rate.

15 2. Effective January 1, 2009, five percent (5%) of top step Firefighter
16 base hourly rate for ten (10) years but less than fifteen 15 years of service as a
17 Firefighter with the City of Long Beach will be added to the LBFFA member's hourly rate.

18 3. LBFFA bargaining unit members who have prior California
19 firefighting experience as full-time career sworn firefighters with the State of California
20 Firefighter One certification are eligible for credit for longevity pay, as described in
21 paragraphs (1) and (2) above, for each full month worked. Credit will be given for prior
22 experience as a firefighter with the State of California, a California city or county fire
23 department or fire protection district, or other firefighting experience as determined by the
24 Fire Chief to be equivalent as long as the member possessed a Firefighter One
25 certification issued by the State of California in the performance of those duties.

26 4. LBFFA bargaining unit members hired with prior firefighting
27 experience outside of California, including military firefighting service, equivalent to the
28 experience described in paragraph (3), are eligible for credit for longevity pay, as

1 described in paragraphs (1) and (2) above, for each full month worked if the experience
2 and certification is determined to be equivalent by the Fire Chief.

3 5. Assistant Chiefs and Deputy Chiefs shall be eligible for five (5%) of
4 top step Firefighter base hourly rate for ten (10) years of service but less than fifteen (15)
5 years of service as a Firefighter within the City of Long Beach. This percentage will be
6 added to the employee's hourly rate.

7 6. Assistant Chiefs and Deputy Chiefs shall be eligible for an additional
8 five percent (5%) of top step Firefighter base hourly rate for fifteen (15) years of service
9 as a Firefighter with the City of Long Beach. This percentage will be added to the
10 employee's hourly rate.

11 **Section 34. REFUSE INCENTIVE PROGRAM**

12 Employees in the Classification of Refuse Operator are eligible to participate in the
13 Refuse Incentive Program. Employees may earn the equivalent of two (2) hours at the
14 overtime rate or seven dollars and fifty cents (\$7.50) per hour, whichever is greater, (paid
15 on a daily basis) for each additional load collected over and beyond the baseline load
16 during the employees' regularly scheduled workday. Employees must meet the
17 qualifying criteria, baseline loads, and exclusions defined under the Refuse Incentive
18 Program.

19 **Section 35. PROFESSIONAL CERTIFICATION PAY**

20 Employees in the Professional unit represented by the International Association of
21 Machinists and Aerospace Workers, pursuant to and in accordance with this resolution
22 and policies and procedures issued by the Director of Human Resources, shall be eligible
23 for additional compensation of \$200 per month when he/she attains a professional
24 certification or license which: has been issued by a state or national recognized
25 professional organization; is appropriate to the employees classification; exceeds the
26 requirements for the position; is subject to periodic renewal through recertification, testing
27 and continuing education; and has been authorized by the Director of Human Resources.

28 **Section 36. EMPLOYEE SUGGESTION AWARDS**

1 Employees of the City may, pursuant to and in accordance with the provisions of this
2 resolution and the Administrative Regulations issued by the City Manager, be awarded
3 with additional compensation for suggestions made that result in measurable monetary
4 savings to the City. Such awards shall not exceed ten percent of the anticipated first year
5 savings after adoption of the suggestion; provided, however, that the maximum award
6 shall not exceed five thousand dollars.

7 **Section 37. RELOCATION COMPENSATION**

8 Notwithstanding any other provision of this Salary Resolution, each appointing authority
9 may, within his or her sole discretion, provide as a part of an employee's annual
10 compensation, additional compensation to the employee for relocation and moving
11 expenses actually and necessarily incurred to accept a position with the City of Long
12 Beach, if the appointing authority determines that such additional compensation is
13 required as a necessary inducement for the acceptance of employment with the City.
14 Said additional compensation must be provided within three years from the employee's
15 appointment date.

16 **Section 38. TUITION REIMBURSEMENT**

17 Permanent full-time or permanent part-time employees who are enrolled in an accredited
18 job and/or career-related college or university study program during off-duty hours are
19 eligible to receive tuition reimbursement in accordance with the following schedule:

20 Effective October 1, 1999:

21 Semester/Quarter Payment Schedule

22	1.0 through 5.9 semester units	\$ 375.00
23	1.0 through 7.9 quarter units	\$ 375.00
24	6.0 or more semester units	\$ 400.00
25	8.0 or more quarter units	\$ 400.00
26	Community College	\$ 120.00
27	Total maximum per fiscal year	\$ 800.00

28 Requests for Education Assistance will be considered in order of the date

1 received and reimbursement will be made until the funds budgeted for Education
2 Assistance are no longer available.

3 **Section 39. DAMAGED PERSONAL PROPERTY REIMBURSEMENT**

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

13 **Section 40. TRANSPORTATION**

14 Employees requiring transportation in connection with the performance of their duties for
15 the City, may be assigned a City-owned vehicle by the City Manager or appropriate
16 appointing authority; or, in the alternative, with the approval of the City Manager or
17 appropriate appointing authority, an employee may receive, by way of reimbursement,
18 the cost of transportation incurred in the performance of his/her duties. On and after
19 October 1, 1999, reimbursement, at the discretion of the City Manager or appropriate
20 appointing authority, may be paid to such employees upon the basis of any of the
21 following computations:

22 A. Public Transportation

23 Actual cost of transportation per month for public transportation; or

24 B. Privately Owned Vehicle

25 For use of a privately-owned vehicle used for official City business;

26 1. Effective October 1, 2008, the Internal Revenue Service rate per
27 mile for authorized mileage actually driven by an employee on official City business;

28 2. Effective October 1, 2008, the Internal Revenue Service rate per mile

1 plus an additional ten cents (\$.10) per mile for all authorized mileage actually driven by
2 an employee on official City business in a calendar month where mileage is 300 or more
3 miles. If an employee's annual monthly mileage average in a calendar year is equal to
4 or over 300 miles per month, the additional ten cents (\$.10) per mile shall be paid at the
5 end of the calendar year for only those months that were paid at the lower Internal
6 Revenue Service rate;

7 3. A flat monthly allowance in such sum as may be determined by the
8 City Manager or appropriate appointing authority, but not to exceed Four Hundred and
9 fifty dollars per month. Said monthly allowance is hereby determined to constitute
10 reimbursement for the expenditures and costs of operating and maintaining such vehicle,
11 including its availability, as required for the performance of such official City business; or

12 4. A flat monthly allowance of Four Hundred and fifty dollars per month
13 for elected officials of the City. Said monthly allowance shall constitute reimbursement
14 for the expenditures and costs of operating and maintaining such vehicle, including its
15 availability, as required for the performance of such official duties.

16 **Section 41. CITY TRIP REDUCTION PLAN**

17 Effective July 1, 1992, employees of the City, including employees of the
18 Water Department, who are eligible and volunteer to participate in the City's Trip
19 Reduction Incentive Program as prescribed by the City's Trip Reduction Plan and current
20 Participation Guidelines are eligible for monthly award drawings if they participate at least
21 twelve days per month. Participants with at least eight days per month commuting by
22 means other than a motorized vehicle shall also be eligible for a monthly award drawing.

23 **Section 42. HEALTH INSURANCE**

24 On and after December 1, 2004, the City shall pay a maximum amount of seven hundred
25 ninety six dollars per month toward the cost of health, dental, and life insurance benefits
26 for each eligible employee represented by the IAM, the Long Beach Association of
27 Confidential Employees, the Long Beach Association of Engineering Employees, the City
28 Attorneys Association, the City Prosecutors Association, the Long Beach Firefighters

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

3 **Section 43. IN-LIEU HEALTH INSURANCE PAY**

4 In lieu of coverage under the health insurance program provided by the City for
5 employees holding permanent full-time positions, each employee in a permanent part-
6 time position (as defined in the Personnel Ordinance), shall, for every one hundred and
7 seventy-four hours worked by such permanent part-time employee be paid four hundred
8 thirty dollars effective October 1, 2010.

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

13 **Section 44. CONSOLIDATED OMINBUS BUDGET RECONCILIATION**

14 **ACT (COBRA)**

15 Employees who are laid off and eligible for benefits under the Consolidated Omnibus
16 Budget Reconciliation Act (COBRA) shall have the premiums for the benefits they are
17 entitled to under COBRA paid by the City for the first six months after their layoff.

18 **Section 45. LIFE INSURANCE**

19 A. City Employees

20 Employees of the City, including employees of the Harbor Department and
21 Water Department, shall, during the time that they actually hold an office or position of
22 employment with the City, be entitled to receive as additional compensation such group
23 life insurance benefits as may be provided from time to time in a policy or policies of
24 insurance obtained by the City.

25 B. Elected/Appointed/Executive/Professional

26 Employees assigned to Salary Range E00, the City Manager, the City
27 Attorney, Senior Deputy City Attorney, Principal Deputy City Attorney, the City
28 Prosecutor, the City Auditor, Deputy City Auditor, the Mayor, and the City Clerk shall

1 receive, unless they elect an available alternative, as additional compensation life
2 insurance benefits equal to three times their full annual salary to a maximum of five
3 hundred thousand dollars, long- and short-term disability insurance, and in-hospital
4 indemnity benefits. Proceeds of any life insurance benefits shall be payable to a
5 beneficiary named by the person insured or, if none is named, to his/her estate.

6 C. Deputy City Attorney/City Prosecutor/City Auditor Employees

7 Employees in the classification of Deputy City Attorney shall receive as
8 additional compensation a Two Hundred Thousand Dollar life insurance policy and long-
9 term and short-term disability insurance currently provided to management employees in
10 the City. Employees represented by the City Attorneys Association, except as noted
11 above, shall receive as additional compensation a One Hundred Thousand Dollar Life
12 Insurance Policy and shall be entitled, at their discretion, to participate in the program for
13 long-term and short-term disability insurance currently provided to the Deputy City
14 Attorneys. Employees who elect to participate shall pay the full cost of premiums.

15 Employees in the classification of Audit Manager shall receive as additional
16 compensation a One Hundred Thousand Dollar life insurance policy, long-term and short-
17 term disability insurance, and in-hospital indemnity benefits. Employees in the
18 classification of Senior Auditor, Staff Auditor, and Audit Analyst shall receive long-term
19 and short-term disability insurance. Employees in the classification of Deputy City
20 Prosecutor shall receive as additional compensation a One Hundred Fifty Thousand
21 Dollar life insurance policy and long-term and short-term disability insurance. Employees
22 represented by the City Prosecutors Association, except as noted above, shall receive as
23 additional compensation a Fifty Thousand Dollar life insurance policy.

24 D. Confidential Employees

25 Employees represented by the Association of Confidential Employees shall
26 receive as additional compensation a Seventy Five Thousand Dollar life insurance policy
27 and long-term and short-term disability insurance.

28 E. City Council

1 Members of the City Council shall receive a life insurance benefit of fifty-five
2 thousand dollars. Effective December 1, 1996, the life insurance benefit is sixty-five
3 thousand dollars.

4 F. International Association of Machinists and Aerospace Workers

5 If an employee represented by the IAM is killed on the job because of
6 violence in the workplace, the City shall continue to provide health insurance and dental
7 insurance benefits as follows:

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

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

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

13 **Section 46. ACCIDENTAL DEATH OR INJURY INSURANCE**

14 Employees of the City, including employees of the Harbor Department and Water
15 Department, shall receive as additional compensation such insurance benefits for bodily
16 injury or death incurred by such employees while traveling on the official business of the
17 City of Long Beach or its boards, commissions or committees as may be provided from
18 time to time in a master policy or policies of travel insurance as may be obtained by the
19 City pursuant to Section 3121 of the California Government Code.

20 **Section 47. RETIREMENT**

21 A. City Payment of Employee Portion

22 Effective March 4, 2006, the City shall pay to the California Public
23 Employees' Retirement System, on behalf of each employee represented by the IAM,
24 and unrepresented non-management miscellaneous employees an amount equal to
25 6/8ths of each such individual employee's normal retirement contributions.

26 Effective July 22, 2006, the City shall pay to the California Public
27 Employees' Retirement System, on behalf of each employee represented by the Long
28 Beach Association of Engineering Employees an amount equal to 6/8ths of each such

1 individual employee's normal retirement contributions.

2 In accordance with the Resolution approved by the City Council on
3 February 15, 2011, employees represented by the Long Beach Association of
4 Engineering Employees hired by the City on or after February 26, 2011, shall pay the full
5 amount of each such individual employee's normal retirement contributions.

6 Effective January 6, 2007, the City shall pay to the California Public
7 Employees' Retirement System, on behalf of each employee represented by the Long
8 Beach Management Association (non-safety managers only), the Long Beach
9 Association of Confidential Employees, and unrepresented management employees an
10 amount equal to 6/8ths of each such individual employee's normal retirement
11 contributions.

12 In accordance with the Resolution approved by the City Council on
13 February 15, 2011, employees represented by the Long Beach Management Association
14 (non-safety managers only), the Long Beach Association of Confidential Employees, and
15 unrepresented management employees hired by the City on or after February 26, 2011
16 shall pay the full amount of each such individual employee's normal retirement
17 contributions.

18 Effective April 1, 2007, the City shall pay to the California Public
19 Employees' Retirement System, on behalf of each employee represented by the Long
20 Beach Management Association (lifeguard managers only), and the Long Beach
21 Lifeguard Association an amount equal to 7/9ths of each such individual employee's
22 normal retirement contributions.

23 Effective October 1, 2011, employees represented by the Long Beach
24 Management Association (Police safety managers only) and the Long Beach Police
25 Officers' Association shall pay the full amount of each such individual employee's normal
26 retirement contribution.

27 Effective November 5, 2011, employees represented by the Long Beach
28 Management Association (Fire safety managers only) and the Long Beach Firefighters'

1 Association Local 372 shall pay the full amount of each such individual employee's
2 normal retirement contribution.

3 In accordance with the Resolution approved by the City Council on
4 February 15, 2011, employees represented by the Long Beach Management Association
5 (safety managers only), hired by the City on or after February 26, 2011, shall pay the full
6 amount of each such individual employee's normal retirement contributions.

7 Effective February 26, 2011, the City shall pay to the California Public
8 Employees' Retirement System, on behalf of unrepresented management employees in
9 the City Auditor's Office, an amount equal to 4/8ths of each such individual employee's
10 normal retirement contributions.

11 In accordance with the Resolution approved by the City Council on
12 February 15, 2011, employees represented by the City Attorney's Association, the City
13 Prosecutors' Association and unrepresented management employees in the City
14 Auditor's Office hired by the City on or after February 26, 2011, shall pay the full amount
15 of each such individual employee's normal retirement contributions.

16 Effective December 17, 2011, employees represented by the City
17 Attorneys' Association and the City Prosecutors' Association shall pay the full amount of
18 each such individual employee's normal retirement contribution.

19 Effective August 11, 2012, the City shall pay to the California Public
20 Employees' Retirement System, on behalf of the City Attorney, City Prosecutor, City
21 Auditor, and City Clerk an amount equal to 2/8ths of each such individual employee's
22 normal retirement contributions.

23 Effective February 26, 2011, the Mayor and City Council members shall pay
24 the full amount of each such individual employee's normal retirement contributions.

25 The City shall continue to pay and report the value of the Employer Paid
26 Member Contributions (EPMC) as special compensation implementing Government Code
27 Section 20636(c)(4) pursuant to Section 20961.

28 B. Tiers

1 In 1989-90, the City, after meeting and conferring with its safety employees,
2 entered into a so-called two-tiered contract with the California Public Employees'
3 Retirement System. Under that contract:

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

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

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

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

24 Should an employee represented by the Long Beach Police Officers'
25 Association hired under Tier II, terminate prior to retirement and elect to receive his/her
26 retirement contribution from CalPERS, it is intended that the City shall pay to the
27 employee two percent (2%) of the employee's regular compensation for that service
28 worked between April 21, 1990 through June 29, 2001. Regular compensation includes

1 applicable wages, skill pay, incentive pay, etc., but does not include overtime, employer
2 contributions to deferred compensation, or other forms of compensation not subject to
3 CalPERS.

4 3. All eligible new employees in positions represented by the Long
5 Beach Management Association (safety managers only), Long Beach Firefighters
6 Association Local 372, and the Long Beach Police Officers Association employed after
7 August 3, 2012, shall be provided the opportunity for the following CalPERS retirement
8 benefits:

- 9 a. 2% at 50 retirement formula;
- 10 b. 2% cost of living provision;
- 11 c. Final compensation will be based upon a three year average; and
- 12 d. Post-retirement Survivor Allowance.

13 4. All eligible employees in positions represented by the IAM, the Long
14 Beach Association of Confidential Employees, Long Beach Association of Engineering
15 Employees, the City Attorneys Association, and the City Prosecutors Association, and all
16 other eligible City employees employed on or prior to October 21, 1989, shall be provided
17 the opportunity for the following CalPERS retirement benefits:

- 18 a. 2.7% at 55 retirement formula;
- 19 b. 5% cost of living provision;
- 20 c. Final compensation based upon the average monthly pay rate for the
21 highest period of twelve consecutive months;
- 22 d. Post-retirement Survivor Allowance; and

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

- 28 a. 2.7% at 55 retirement formula;

- 1 b. 2.0% cost of living provision;
- 2 c. Final compensation based upon the average monthly pay rate for the
- 3 highest period of twelve consecutive months; and
- 4 d. Post-retirement Survivor Allowance.
- 5 6. All eligible miscellaneous employees in positions represented by the
- 6 IAM, the Long Beach Association of Confidential Employees, Long Beach Association of
- 7 Engineering Employees, the City Attorneys Association, the City Prosecutors
- 8 Association, the Long Beach Management Association and all other eligible
- 9 miscellaneous City employees employed after September 30, 2006, shall be provided the
- 10 opportunity for the following PERS retirement benefits:

- 11 a. 2.5% at 55 retirement formula;
- 12 b. 2.0% cost of living provision;
- 13 c. Final compensation based upon the average monthly pay rate for the
- 14 highest period of twelve consecutive months; and
- 15 d. Post-retirement Survivor Allowance.

Section 48. DEFERRED COMPENSATION

17 Effective January 1, 2007, the City shall contribute a nine hundred dollar payment for
18 mandatory enrollment in deferred compensation for every employee in a position
19 represented by the City Attorneys Association, the City Prosecutors Association and the
20 Long Beach Association of Confidential Employees. The amount of deferred
21 compensation shall not be considered compensation for purposes of overtime, vacation,
22 sick leave and other similar calculations. The City does not warrant, guarantee, or
23 represent in any way that said contributions are not subject to State or Federal taxes in
24 whole or in part.

Section 49. DEFERRED COMPENSATION-MARINE SAFETY

26 Management employees in the position of Marine Safety Chief shall be eligible to
27 participate in the same deferred compensation matching program as afforded to
28 employees in professional classifications of the Long Beach Lifeguard Association.

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Section 50. MEMORANDA OF UNDERSTANDING CONFLICTS

Except as otherwise provided in this resolution and any other applicable Federal or State laws, rules and regulations, it is the intent of the City Council, by the adoption of this Salary Resolution, to prescribe the salaries and compensation of the employees of the City of Long Beach, including the implementation of such adjustments in salaries and compensation for the employees in each office or position of employment with the City as provided in any applicable Memorandum of Understanding which has heretofore been approved and adopted by the City Council, and in the event of any inconsistency or conflict between the provisions of this resolution and the applicable Memorandum of Understanding regarding such adjustments in compensation due to any inadvertence, oversight, or clerical error, it is intended that the provisions in such Memorandum of Understanding shall control and shall supersede the provisions of this resolution, and such adjustments to the salaries and compensation shall be deemed to have been correctly included herein, effective as of the applicable effective date, and such matters shall be subsequently corrected by appropriate action.

Section 51. CERTIFICATION OF RESOLUTION ADOPTION

This resolution shall be deemed operative as of 12:01 a.m. on October 26, 2013, except as may otherwise be provided by specific provisions of this resolution, and the City Clerk shall certify the vote adopting this resolution.

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OFFICE OF THE CITY ATTORNEY
CHARLES PARKIN, City Attorney
333 West Ocean Boulevard, 11th Floor
Long Beach, CA 90802-4664

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I hereby certify that the foregoing resolution was adopted by the City Council of the City of Long Beach at its meeting of _____, 20____, by the following vote:

Ayes: Councilmembers: _____

Noes: Councilmembers: _____

Absent: Councilmembers: _____

City Clerk

1	<u>POSITION TITLES AND</u>	
2	<u>ASSIGNED SALARY RANGE NUMBERS</u>	
3	<u>Position Title</u>	<u>Salary Range No.</u>
4	Accountant I	490
5	Accountant II	540
6	Accountant III	590
7	Accounting Clerk I	340
8	Accounting Clerk II	370
9	Accounting Clerk III	400
10	Accounting Operations Officer	E00
11	Accounting Technician	440
12	Administrative Aide I	430
13	Administrative Aide II	460
14	Administrative Analyst I	570
15	Administrative Analyst II	600
16	Administrative Analyst III	630
17	Administrative Analyst IV	660
18	Administrative Assistant - City Manager	E00
19	Administrative Officer	E00
20	Administrative Officer - Airport	E00
21	Administrative Officer - Civil Service	E00
22	Administrative Officer - Commercial Services (T)	E00
23	Administrative Officer - Community Development (T)	E00
24	Administrative Officer - Development Services	E00
25	Administrative Officer - Engineering	E00
26	Administrative Officer - Fleet	E00
27	Administrative Officer - Gas (T)	E00
28	Administrative Officer - General Services	E00

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 Long Beach, CA 90802-4664

1	Administrative Officer - Library Services	E00
2	Administrative Officer - Police	E00
3	Administrative Officer - Public Health (T)	E00
4	Administrative Officer - Public Works	E00
5	Administrative Officer - Towing (T)	E00
6	Administrative Services Officer	E00
7	Advance Planning Officer	E00
8	Airport Engineering Officer	E00
9	Airport Operations Assistant I	360
10	Airport Operations Assistant II	410
11	Airport Operations Officer	E00
12	Airport Operations Specialist I	510
13	Airport Operations Specialist II	540
14	Airport Public Affairs Assistant	540
15	Airport Public Affairs Officer	E00
16	Alternative Fuels Coordinator	570
17	Ambulance Operator	P-24, P-25 P-27
18	Animal Control Officer I	410
19	Animal Control Officer II	430
20	Animal Control Officer III	490
21	Animal Health Technician	420
22	Aquatics Supervisor I	500
23	Aquatics Supervisor II	570
24	Assistant Administrative Analyst I	470
25	Assistant Administrative Analyst II	530
26	Assistant Buyer I	420
27	Assistant Buyer II	460
28	Assistant Chief of Police	E00

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1	Assistant Chief of Staff-Prosecutor	B00
2	Assistant City Attorney	E00
3	Assistant City Auditor	E00
4	Assistant City Clerk	E00
5	Assistant City Controller	E00
6	Assistant City Engineer	E00
7	Assistant City Manager	E00
8	Assistant City Prosecutor	E00
9	Assistant City Traffic Engineer	E00
10	Assistant Community Development Analyst I	470
11	Assistant Community Development Analyst II	530
12	Assistant Director-Financial Management	E00
13	Assistant Fire Chief	E00
14	Assistant General Manager/Chief Gas Engineer	E00
15	Assistant Planner I	510
16	Assistant Planner II	570
17	Assistant to the City Manager	E00
18	Assistant to the Director-Development Services	E00
19	Assistant Traffic Signal Technician I	430
20	Assistant Traffic Signal Technician II	470
21	Audit Analyst	B00
22	Audit Manager	C00
23	Auto Firefighter (R)	055
24	Automated Systems Officer	E00
25	Automatic Sprinkler Control Technician	440
26	Battalion Chief	185
27	Body and Fender Mechanic - Painter I	480
28	Body and Fender Mechanic - Painter II	500

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1	Budget Analysis Officer	E00
2	Budget Management Officer	E00
3	Building Maintenance Engineer	540
4	Building Services Supervisor	430
5	Business Development Officer	E00
6	Business Information Technology Officer	E00
7	Business Information Systems Officer	E00
8	Business Services Officer	E00
9	Business Systems Specialist I	530
10	Business Systems Specialist II	570
11	Business Systems Specialist III	610
12	Business Systems Specialist IV	650
13	Business Systems Specialist V	690
14	Business Systems Specialist VI	730
15	Business Systems Specialist VII	770
16	Buyer I	540
17	Buyer II	610
18	Capital Project Coordinator (T)	640
19	Capital Project Coordinator I	640
20	Capital Project Coordinator II	660
21	Capital Project Coordinator III	690
22	Capital Project Coordinator IV	750
23	Carpenter	480
24	Carpenter Supervisor	510
25	Case Manager I	250
26	Case Manager II	340
27	Case Manager III	380
28	Cement Finisher I	430

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1	Cement Finisher II	450
2	Chief Assistant City Prosecutor	E00
3	Chief Building Inspector	684
4	Chief Clerk of Records (R)	090
5	Chief Construction Inspector	684
6	Chief Investigator	B00
7	Chief of Police	E00
8	Chief of Staff-Council	E00
9	Chief of Staff-Mayor	E00
10	Chief of Staff-Prosecutor	E00
11	Chief Surveyor	674
12	City Attorney	980
13	City Auditor	960
14	City Clerk	950
15	City Clerk Analyst	630
16	City Clerk Assistant	390
17	City Clerk Bureau Manager	E00
18	City Clerk Specialist	560
19	City Controller	E00
20	City Engineer	E00
21	City Health Officer	E00
22	City Manager	990
23	City Prosecutor	970
24	City Safety Officer	E00
25	City Traffic Engineer	E00
26	City Treasurer	E00
27	Civil Engineer	644
28	Civil Engineering Assistant	514

1	Civil Engineering Associate	594
2	Claims Investigator/Representative I (T)	593
3	Clerk I	260
4	Clerk II	290
5	Clerk III	320
6	Clerk Supervisor	440
7	Clerk Typist I	320
8	Clerk Typist II	350
9	Clerk Typist III	380
10	Clerk Typist IV	410
11	Clerk Typist V (T)	440
12	Clinical Services Officer	E00
13	Code Enforcement Officer	E00
14	Combination Building Inspector	534
15	Combination Building Inspector Aide I	374
16	Combination Building Inspector Aide II	404
17	Commercial and Retail Development Officer	E00
18	Communication Specialist I	520
19	Communication Specialist II	560
20	Communication Specialist III	600
21	Communication Specialist IV	650
22	Communication Specialist V	690
23	Communication Specialist VI	730
24	Communication Specialist VII	770
25	Communications Center Coordinator	660
26	Communications Center Supervisor	590
27	Communications Officer	E00
28	Community Development Analyst I	570

1	Community Development Analyst II	600
2	Community Development Analyst III	630
3	Community Development Clerical Assistant I	320
4	Community Development Clerical Assistant II	350
5	Community Development Clerical Assistant III	380
6	Community Development Technician I	370
7	Community Development Technician II	400
8	Community Development Technician III	430
9	Community Development Technician IV	460
10	Community Development Specialist I	470
11	Community Development Specialist II	530
12	Community Development Specialist III	570
13	Community Development Specialist IV	600
14	Community Development Specialist V	630
15	Community Information Officer	E00
16	Community Information Specialist I	350
17	Community Information Specialist II	390
18	Community Relations Assistant I (T)	370
19	Community Relations Assistant II (T)	460
20	Community Services Officer	E00
21	Community Services Supervisor	570
22	Community Services Supervisor II (T)	570
23	Community Worker	320
24	Construction Inspector I	534
25	Construction Inspector II	574
26	Construction Services Officer	E00
27	Contract Management Officer	E00
28	Contracts Officer (T)	E00

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1	Contracts Officer - Fleet	E00
2	Controls Operations Officer	E00
3	Corrosion Control Supervisor	584
4	Councilmanic Secretary	470
5	Counselor I	250
6	Counselor II	450
7	Criminalist I	590
8	Criminalist II	660
9	Criminalist III (T)	680
10	Criminalist Supervisor	700
11	Community Service Worker Program Coordinator-City Prosecutor	C00
12	Cultural Program Supervisor	570
13	Curator	530
14	Customer Relations Officer	E00
15	Customer Service Representative I	330
16	Customer Service Representative II	360
17	Customer Service Representative III	400
18	Customer Services Officer	E00
19	Customer Services Supervisor I	480
20	Customer Services Supervisor II (T)	510
21	Customer Support Officer	E00
22	Data Administrative Officer	E00
23	Data Center Officer	E00
24	Data Processing Assistant	410
25	Data Security Administrator	E00
26	Department Librarian I	600
27	Department Librarian II	630
28	Department Safety Officer	E00

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1	Deputy Chief of Police	E00
2	Deputy City Attorney	C00
3	Deputy City Auditor	E00
4	Deputy City Clerk I	530
5	Deputy City Clerk II	550
6	Deputy City Manager	E00
7	Deputy City Prosecutor	C00
8	Deputy City Prosecutor I	C00
9	Deputy City Prosecutor II	C00
10	Deputy City Prosecutor III	C00
11	Deputy City Prosecutor IV	C00
12	Deputy Director – City Engineer	E00
13	Deputy Director - Civil Service	E00
14	Deputy Director- Development Services	E00
15	Deputy Director of Financial Management	E00
16	Deputy Fire Chief	E00
17	Deputy Fire Marshal	694
18	Desktop Computing Officer	E00
19	Detention Officer I	430
20	Detention Officer II	490
21	Development Project Manager I	630
22	Development Project Manager II	660
23	Development Project Manager III	680
24	Director of Community Development (T)	E00
25	Director of Development Services	E00
26	Director of Emergency Services & Business Continuity	E00
27	Director of Financial Management	E00
28	Director of Government Affairs and Strategic Initiatives	E00

1	Director of Long Beach Airport	E00
2	Director of Long Beach Gas & Oil	E00
3	Director of Technology Services	E00
4	Director of Health and Human Services	E00
5	Director of Human Resources	E00
6	Director of Library Services	E00
7	Director of Parks, Recreation, and Marine	E00
8	Director of Public Works	E00
9	Director of Special Events (T)	E00
10	Disaster Management Officer	E00
11	Diversity & Economic Opportunity Officer (T)	E00
12	Division Engineer - Oil	E00
13	Division Engineer - Public Works	E00
14	Election Employee	P-28, P-32, P-34, P-36
15	Election Supervisor	410
16	Electrical Engineer	644
17	Electrical Engineering Associate	594
18	Electrical Inspector	534
19	Electrical Supervisor	550
20	Electrician	500
21	Electronic Communications Technician I	520
22	Electronic Communications Technician II	540
23	Electronic Communications Technician III	580
24	Emergency Medical Educator	680
25	Emergency Medical Education Coordinator	750
26	Emergency Medical Services Officer	E00
27	Emergency Preparedness Officer	E00
28	Employee Assistance Officer - Police	E00

1	Employee Services Assistant	600
2	Employment Services Officer - Civil Service	E00
3	Energy Conservation Officer	E00
4	Engineering Aide I	307
5	Engineering Aide II	344
6	Engineering Aide III	419
7	Engineering & Development Services Officer	E00
8	Engineering Technician I	464
9	Engineering Technician II	504
10	Environmental Health Specialist I	480
11	Environmental Health Specialist II	540
12	Environmental Health Specialist III	560
13	Environmental Health Specialist IV	590
14	Environmental Planning Officer (T)	E00
15	Environmental Service Supervisor I	440
16	Environmental Service Supervisor II	500
17	Environmental Service Supervisor III	550
18	Environmental Specialist Associate	594
19	Epidemiologist	520
20	Epidemiologist - Supervisor	590
21	Equipment Mechanic I	480
22	Equipment Mechanic II	500
23	Equipment Operator I	370
24	Equipment Operator II	410
25	Equipment Operator III	440
26	Events Coordinator I	470
27	Events Coordinator II	530
28	Executive Assistant	E00

1	Executive Assistant – City Attorney	E00
2	Executive Assistant/Mayor and Council (T)	E00
3	Executive Director - Civil Service	E00
4	Executive Director of the Regional Workforce Investment Board	E00
5	Executive Assistant - Confidential	B00
6	Executive Assistant to Assistant City Manager	E00
7	Executive Assistant to City Manager	E00
8	Facilities Management Officer	E00
9	Financial Controls Analyst	630
10	Financial Management Analyst I	630
11	Financial Management Analyst II	660
12	Financial Services Officer	E00
13	Financial Services Officer - Community Development (T)	E00
14	Financial Systems Integration Officer	E00
15	Fingerprint Classifier	430
16	Fire Boat Operator	105
17	Fire Captain	155
18	Fire Chief	E00
19	Fire Engineer	105
20	Firefighter	055
21	Firefighter Trainee	B00
22	Fire Recruit	045
23	Fleet Finance Officer (T)	E00
24	Fleet Services Supervisor I	550
25	Fleet Services Supervisor II	620
26	Forensic Specialist I	530
27	Forensic Specialist II	580
28	Forensic Specialist Supervisor	630

1	Forensic Science Services Administrator	E00
2	Garage Service Attendant I	370
3	Garage Service Attendant II	390
4	Garage Service Attendant II – Towing	410
5	Garage Service Attendant III	450
6	Gardener I	360
7	Gardener II	390
8	Gas Construction Worker I	410
9	Gas Construction Worker II	430
10	Gas Construction Worker III	482
11	Gas Distribution Supervisor I	580
12	Gas Distribution Supervisor II	620
13	Gas Field Service Representative I	390
14	Gas Field Service Representative II	430
15	Gas Field Service Representative III	482
16	Gas Instrument Technician I	500
17	Gas Instrument Technician II	550
18	Gas Maintenance Supervisor I	580
19	Gas Maintenance Supervisor II	620
20	Gas Marketing Engineer	E00
21	Gas Measurement Assistant	470
22	Gas Orifice Meter Technician I (T)	440
23	Gas Orifice Meter Technician II (T)	460
24	Gas Pipeline Welder/Layout Fitter	560
25	Gas Supply Officer	E00
26	General Librarian	560
27	General Librarian I (T)	500
28	General Librarian II (T)	550

1	General Maintenance Assistant	410
2	General Maintenance Supervisor I	470
3	General Maintenance Supervisor II	510
4	General Superintendent – Development Services	E00
5	General Superintendent - Fleet Services	E00
6	General Superintendent - Park/Marine Maintenance	E00
7	General Superintendent - Recreation	E00
8	General Superintendent of Operations	E00
9	Geographic Information Systems Analyst I	527
10	Geographic Information Systems Analyst II	564
11	Geographic Information Systems Analyst III	597
12	Geographic Information Systems Technician I	460
13	Geographic Information Systems Technician II	500
14	Geologist (T)	747
15	Geologist I	747
16	Geologist II	787
17	Grants Accounting Officer	E00
18	Handwriting Examiner - Miscellaneous	640
19	Handwriting Examiner - Safety	070
20	Hazardous Materials Specialist I	560
21	Hazardous Materials Specialist II	590
22	Hazardous Waste Coordinator	590
23	Hazardous Waste Operations Officer	E00
24	Health Educator I	310
25	Health Educator II	450
26	Health Promotion Officer	E00
27	Helicopter Mechanic	580
28	Historic Sites Officer	E00

1	Homeless Services Officer	E00
2	Housing Aide I	350
3	Housing Aide II	380
4	Housing Assistance Coordinator	550
5	Housing Assistance Officer	E00
6	Housing Development Officer	E00
7	Housing Operations Officer	E00
8	Housing Rehabilitation Counselor	550
9	Housing Rehabilitation Officer	E00
10	Housing Rehabilitation Supervisor I	580
11	Housing Rehabilitation Supervisor II	610
12	Housing Specialist I	400
13	Housing Specialist II	430
14	Housing Specialist III	460
15	Human Dignity Officer	E00
16	Human Resources Officer	E00
17	Institutional Cook	390
18	Inspection Services Officer	E00
19	Intelligence Analyst	610
20	Investigator I	593
21	Investigator - City Prosecutor	B00
22	Investigator II	613
23	Investigator III	633
24	Investment Officer (T)	E00
25	Jail Administrator	E00
26	Lab Assistant I	360
27	Lab Assistant II	380
28	Lab Assistant III	420

OFFICE OF THE CITY ATTORNEY
CHARLES PARKIN, City Attorney
333 West Ocean Boulevard, 11th Floor
Long Beach, CA 90802-4664

1	Laboratory Assistant	360
2	Laboratory Services Officer	E00
3	Landscape Architect	604
4	Law Clerk	B00
5	Law Clerk - City Attorney	B00
6	Law Clerk - City Prosecutor	C00
7	Legal Administrative Assistant	B00
8	Legal Administrator - Attorney	E00
9	Legal Assistant (T)	B00
10	Legal Assistant I	460
11	Legal Assistant II	480
12	Legal Assistant III	530
13	Legal Assistant IV	550
14	Legal Assistant - Subrogation	B00
15	Legal Assistant - Supervisor	B00
16	Legal Office Assistant	386
17	Legal Records Assistant	356
18	Legal Office Specialist	406
19	Legal Records Supervisor	443
20	Legal Records Specialist	386
21	Legal Records Management Coordinator	583
22	Legal Secretary I	386
23	Legal Secretary II	406
24	Legal Stenographer I	316
25	Legal Stenographer II	336
26	Legal Stenographer III	356
27	Legal Systems Support Specialist	B00
28	Legal Technologist-City Prosecutor	B00

1	Legislative Assistant	510
2	Liability Claims Assistant I	410
3	Liability Claims Assistant II	460
4	Library Aide	270
5	Library Circulation Supervisor	560
6	Library Clerk I	330
7	Library Clerk II	370
8	Library Clerk III	400
9	Library Clerk IV	430
10	Library Youth Services Officer	E00
11	License Inspector I	450
12	License Inspector II	470
13	Licensed Vocational Nurse	440
14	Lifeguard - Seasonal (T)	010
15	Locksmith	480
16	Machinist	490
17	Maintenance Aide I	230
18	Maintenance Aide II	260
19	Maintenance Assistant I	290
20	Maintenance Assistant II	330
21	Maintenance Assistant III	360
22	Maintenance Supervisor	500
23	Maintenance Supervisor I	470
24	Maintenance Supervisor II	510
25	Management Assistant	470
26	Manager - Accounting	E00
27	Manager - Administration	E00
28	Manager - Administration, Planning & Facilities	E00

1	Manager - Administrative and Financial Services	E00
2	Manager - Animal Care Services	E00
3	Manager - Automated Services	E00
4	Manager – Budget/Performance Management	E00
5	Manager - Business Information Services	E00
6	Manager - Business Operations	E00
7	Manager - Business Operations & Gas Supply (T)	E00
8	Manager - Business Relations	E00
9	Manager – Community and Governmental Affairs	E00
10	Manager – Community Health	E00
11	Manager - Commercial Services	E00
12	Manager - Community Enrichment	E00
13	Manager - Community Recreation	E00
14	Manager - Disaster Management	E00
15	Manager - Economic Development	E00
16	Manager - Electric Generation	E00
17	Manager - Energy Recovery	E00
18	Manager - Engineering Services (T)	E00
19	Manager - Engineering & Construction	E00
20	Manager - Environmental Health	E00
21	Manager - Environmental Services	E00
22	Manager - Facilities	E00
23	Manager – Facilities Maintenance and Engineering	E00
24	Manager – Financial Controls	E00
25	Manager - Fleet Services	E00
26	Manager – Gas and Oil Operations	E00
27	Manager - Gas Services	E00
28	Manager - Housing Authority	E00

1	Manager - Housing Services	E00
2	Manager - Human/Social Services	E00
3	Manager - Information Services	E00
4	Manager - Integrated Resources (T)	E00
5	Manager - Library Support Services	E00
6	Manager - Long Beach Unit	E00
7	Manager - Main Library Services	E00
8	Manager - Maintenance Operations	E00
9	Manager - Marine Operations	E00
10	Manager - Neighborhood Services	E00
11	Manager - Neighborhood Library Services	E00
12	Manager - Oil Production	E00
13	Manager - Operations and Administration	E00
14	Manager - Operations Support	E00
15	Manager - Personnel Operations	E00
16	Manager - Pipeline Construction (T)	E00
17	Manager - Planning Bureau	E00
18	Manager - Planning & Development	E00
19	Manager - Preventive Health	E00
20	Manager - Project Development	E00
21	Manager - Property Services	E00
22	Manager - Public Service	E00
23	Manager - Public Works Operations	E00
24	Manager - Recreation Services	E00
25	Manager - Redevelopment	E00
26	Manager - Risk Management (T)	E00
27	Manager – Risk and Occupational Health Services	E00
28	Manager - Special Events & Filming	E00

1	Manager - Support Services	E00
2	Manager - Technology Infrastructure Services	E00
3	Manager - Telecommunications (T)	E00
4	Manager - Towing (T)	E00
5	Manager - Traffic and Transportation	E00
6	Manager - Workers' Compensation	E00
7	Manager - Workforce Development	E00
8	Marina Agent I	320
9	Marina Agent II	360
10	Marina Agent III	410
11	Marina Supervisor I	510
12	Marina Supervisor II	570
13	Marina Supervisor (T)	510
14	Marine Safety Captain	120
15	Marine Safety Chief	E00
16	Marine Safety Lieutenant	080
17	Marine Safety Officer	030
18	Marine Safety Sergeant	060
19	Marine Safety Sergeant - Boat Operator	060
20	Marketing Officer	E00
21	Master Mechanic (R)	185
22	Materials Inspector	514
23	Materials Testing Chemist	524
24	Mechanical Engineer	644
25	Mechanical Engineering Associate	594
26	Mechanical Equipment Stock Clerk I	380
27	Mechanical Equipment Stock Clerk II	430
28	Mechanical Equipment Stock Clerk III	490

1	Mechanical Supervisor I (T)	530
2	Mechanical Supervisor	600
3	Medical Assistant I	250
4	Medical Assistant II	370
5	Medical Social Worker I	490
6	Medical Social Worker II	530
7	Members of Boards and Commissions	D-11
8	Messenger/Mail Clerk I (T)	300
9	Messenger/Mail Clerk II (T)	370
10	Microbiologist I	540
11	Microbiologist II	570
12	Microbiologist III	610
13	Microbiologist Supervisor	580
14	Microfilm Technician	420
15	Minute Clerk	410
16	Motor Sweeper Operator	450
17	Historic Preservation Officer	E00
18	Neighborhood Improvement Officer	E00
19	Neighborhood Resource Officer	E00
20	Neighborhood Services Specialist I	400
21	Neighborhood Services Specialist II	430
22	Neighborhood Services Specialist III	460
23	Noise Abatement Officer	E00
24	Noise Abatement Specialist I	500
25	Noise Abatement Specialist II	530
26	Nurse I (T)	550
27	Nurse II (T)	570
28	Nurse Practitioner	670

1	Nursing Services Officer	E00
2	Nutrition Aide (T)	300
3	Nutrition Aide I	310
4	Nutrition Aide II	360
5	Nutrition Services Officer	E00
6	Occupancy Specialist I	390
7	Occupancy Specialist II	420
8	Occupancy Specialist III	450
9	Occupational Health Services Officer	E00
10	Office Manager - Prosecutor	B00
11	Office Services Assistant I	310
12	Office Services Assistant II	340
13	Office Services Assistant III	370
14	Office Services Officer	E00
15	Office Services Supervisor	500
16	Office Specialist - Prosecutor	B00
17	Office Systems Officer	E00
18	Offset Press Operator I	390
19	Offset Press Operator II	420
20	Oil Field Gauger I	504
21	Oil Field Gauger II	507
22	Oil Properties Accounting Officer (T)	E00
23	Operations Officer - Building and Safety	E00
24	Outreach Worker I	260
25	Outreach Worker II	380
26	Page (T)	H-16
27	Painter I	440
28	Painter II	460

1	Painter Supervisor	500
2	Paralegal	B00
3	Park Development Officer	E00
4	Park Maintenance Supervisor	520
5	Park Naturalist	470
6	Park Ranger I	440
7	Park Ranger II	500
8	Parking Control Checker I	370
9	Parking Control Checker II	400
10	Parking Control Supervisor	500
11	Parking Meter Technician I	420
12	Parking Meter Technician II	470
13	Parking Operations Officer (T)	E00
14	Payroll/Personnel Assistant I	350
15	Payroll/Personnel Assistant II	380
16	Payroll/Personnel Assistant III	420
17	Payroll Specialist I	460
18	Payroll Specialist II	500
19	Performance Management Officer	E00
20	Personnel Analyst I	570
21	Personnel Analyst II	600
22	Personnel Analyst III	630
23	Personnel Analyst I - Civil Service	570
24	Personnel Analyst II - Civil Service	600
25	Personnel Analyst III - Civil Service	630
26	Personnel Analyst I - Human Resources	570
27	Personnel Analyst II - Human Resources	600
28	Personnel Analyst III - Human Resources	630

1	Personnel Assistant (Conf.) I	430
2	Personnel Assistant (Conf.) II	460
3	Personnel Assistant (Conf.) III	500
4	Petroleum Engineer (T)	747
5	Petroleum Engineer I	747
6	Petroleum Engineer II	787
7	Petroleum Engineering Assistant	607
8	Petroleum Engineering Associate	697
9	Petroleum Engineering Associate I	607
10	Petroleum Engineering Associate II	697
11	Petroleum Engineering Technician	504
12	Petroleum Operations Coordinator I	750
13	Petroleum Operations Coordinator II	777
14	Photographer	470
15	Physicians Assistant	B00
16	Plan Checker - Electrical I	634
17	Plan Checker - Electrical II	674
18	Plan Checker - Fire Prevention I	634
19	Plan Checker - Fire Prevention II	674
20	Plan Checker - Mechanical I	634
21	Plan Checker - Mechanical II	674
22	Plan Checker - Plumbing I	634
23	Plan Checker - Plumbing II	674
24	Planner I	530
25	Planner II	590
26	Planner III	640
27	Planner IV	670
28	Planner V	700

1	Planning Aide	440
2	Planning Officer	E00
3	Plasterer	480
4	Plumber	500
5	Plumber Supervisor	550
6	Plumbing Inspector	534
7	POA President – Police Officer	140
8	POA President – Police Sergeant	150
9	POA President – Police Lieutenant	160
10	Police Administration Bureau Chief	E00
11	Police Captain (R)	180
12	Police Commander	E00
13	Police Community Relations Officer (T)	E00
14	Police Corporal	100
15	Police Information & Technology Officer	E00
16	Police Inspector (R)	110
17	Police Lieutenant	170
18	Police Officer	050
19	Police Planning and Research Officer	E00
20	Police Property and Supply Clerk	430
21	Police Property and Supply Clerk I	430
22	Police Property and Supply Clerk II	500
23	Police Records Administrator	E00
24	Police Recruit	046
25	Police Sergeant	110
26	Police Services Specialist I	390
27	Police Services Specialist II	440
28	Police Services Specialist III	480

1	Police Systems Supervisor	440
2	Police Woman (R)	050
3	Polygraph Examiner - Miscellaneous	640
4	Polygraph Examiner - Safety	070
5	Power Equipment Repair Mechanic I	430
6	Power Equipment Repair Mechanic II	460
7	Power Equipment Repair Mechanic III	500
8	Principal Building Inspector	624
9	Principal Construction Inspector	624
10	Principal Deputy City Attorney	E00
11	Principal Geological Drafting Technician	624
12	Programmer	480
13	Programmer - Analyst I	520
14	Programmer - Analyst II	570
15	Programmer - Analyst III	610
16	Programmer - Analyst IV	650
17	Programmer - Analyst V	690
18	Programmer - Analyst VI	730
19	Program Specialist - City Manager	B00
20	Project Development Officer	E00
21	Project Management Officer	E00
22	Property Management Specialist I	460
23	Property Management Specialist II	520
24	Prosecutor Assistant	406
25	Prosecutor Assistant I	460
26	Prosecutor Assistant II	480
27	Prosecutor Assistant III	530
28	Prosecutor Assistant IV	550

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	C00
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 Safety Dispatcher I	470
20	Public Safety Dispatcher II	500
21	Public Safety Dispatcher III	530
22	Public Safety Dispatcher IV	560
23	Public Works Supervisor	500
24	Purchasing Agent	E00
25	Real Estate Officer	E00
26	Real Estate Project Coordinator I	630
27	Real Estate Project Coordinator II	660
28	Real Estate Project Coordinator III	680

1	Real Estate Technician I	430
2	Real Estate Technician II	460
3	Records Manager - City Clerk	580
4	Recreation Assistant	390
5	Recreation Leader/Specialist IX (T)	H-39
6	Recreation Leader/Specialist X (T)	H-40
7	Recreation Superintendent	E00
8	Recruitment Officer - Civil Service	E00
9	Recycling Specialist I	470
10	Recycling Specialist II	530
11	Recycling & Sustainability Officer	E00
12	Redevelopment Administrator	E00
13	Redevelopment Finance Officer (T)	E00
14	Redevelopment Project Officer	E00
15	Refuse Field Investigator	460
16	Refuse Operator I	380
17	Refuse Operator II	410
18	Refuse Operator III	440
19	Refuse Supervisor	520
20	Registered Nurse I	570
21	Registered Nurse II	590
22	Reprographics Assistant (T)	350
23	Revenue Management Officer	E00
24	Risk Manager	E00
25	Safety Specialist I	530
26	Safety Specialist I - Conf	530
27	Safety Specialist II	590
28	Safety Specialist II - Conf	590

1	School Guard	H-26, H-28
2	Secretary	410
3	Secretary to the City Auditor	486
4	Secretary to the City Attorney	520
5	Secretary to the Executive Director - Civil Service	450
6	Secretary to the Mayor	590
7	Senior Accountant	630
8	Senior Animal Control Officer	490
9	Senior Architectural Engineer	694
10	Senior Auditor	B00
11	Senior City Clerk Analyst	650
12	Senior Civil Engineer	694
13	Senior Combination Building Inspector	574
14	Senior Deputy City Attorney	D00
15	Senior Electrical Inspector	574
16	Senior Engineering Technician I	547
17	Senior Engineering Technician II	577
18	Senior Equipment Operator	510
19	Senior Geological Drafting Technician	567
20	Senior Geologist	787
21	Senior Legal Secretary I	443
22	Senior Legal Secretary II	466
23	Senior Mechanical Engineer	694
24	Senior Mechanical Inspector	574
25	Senior Minute Clerk	450
26	Senior Payroll/Personnel Assistant (T)	460
27	Senior Petroleum Engineer (T)	787
28	Senior Petroleum Engineering Associate (T)	747

1	Senior Plumbing Inspector	574
2	Senior Prosecutor Assistant	B00
3	Senior Records Clerk	570
4	Senior Structural Engineer	687
5	Senior Survey Technician	508
6	Senior Surveyor	627
7	Senior Traffic Engineer	694
8	SERRF Operations Officer	E00
9	Special Investigator - City Manager	B00
10	Special Projects Officer	E00
11	Special Projects Officer - Engineering	E00
12	Special Projects Officer - Financial Management (T)	E00
13	Special Projects Officer - Housing	E00
14	Special Projects Officer - Public Service	E00
15	Special Projects Officer - Public Works	E00
16	Special Services Officer I	361
17	Special Services Officer II	426
18	Special Services Officer III	440
19	Special Services Officer IV	500
20	Special Services Officer V	560
21	Staff Auditor	B00
22	Stock and Receiving Clerk	330
23	Storekeeper I	380
24	Storekeeper II	430
25	Storm Drain Maintenance Crew Leader	440
26	Storm Drain Maintenance Crew Member I	380
27	Storm Drain Maintenance Crew Member II	400
28	Storm Drain Plant Mechanic	440

1	Storm Water/Environmental Compliance Officer	E00
2	Street Landscaping Supervisor I	520
3	Street Landscaping Supervisor II	530
4	Street Maintenance Supervisor (T)	500
5	Street Maintenance Supervisor I	520
6	Street Maintenance Supervisor II	540
7	Structural Engineer	647
8	Structural Engineer Associate	594
9	Student Worker	H-20
10	Superintendent - Administrative Services (T)	E00
11	Superintendent - Airport Operations	E00
12	Superintendent - Airport Security	E00
13	Superintendent - Building and Safety	E00
14	Superintendent - Electronics/Traffic Signals	E00
15	Superintendent - Engineering	E00
16	Superintendent - Engineering and Gas Systems Control	E00
17	Superintendent - Environmental Programs	E00
18	Superintendent - Facility Management	E00
19	Superintendent - Finance and Controls	E00
20	Superintendent - Fleet Acquisition	E00
21	Superintendent - Fleet Maintenance	E00
22	Superintendent - Fleet Operations	E00
23	Superintendent - Fleet Services (T)	E00
24	Superintendent - Gang Intervention	E00
25	Superintendent - Gas Distribution/Customer Service (T)	E00
26	Superintendent - Gas Distribution/Systems Maintenance (T)	E00
27	Superintendent - Golf Operations	E00
28	Superintendent - Marina Operations	E00

1	Superintendent - Meters & Regulators	E00
2	Superintendent - Park Maintenance	E00
3	Superintendent - Personnel and Training	E00
4	Superintendent - Pipeline Maintenance	E00
5	Superintendent - Planning & Development	E00
6	Superintendent - Operations (T)	E00
7	Superintendent - Refuse	E00
8	Superintendent - Street Landscaping (T)	E00
9	Superintendent - Street Maintenance	E00
10	Superintendent - Street Sweeping	E00
11	Superintendent - Structural Services	E00
12	Superintendent - Towing & Lien Sales	E00
13	Superintendent - Warehouse/Inventory Operations	E00
14	Supervising Custodian (T)	370
15	Supervising Deputy City Prosecutor	C00
16	Supervising Park Ranger	550
17	Supervising Prosecutor Assistant	B00
18	Supervising Senior Legal Secretary	482
19	Supervising Workers' Compensation Secretary	470
20	Supervisor - Facilities Maintenance	620
21	Supervisor - Stores and Property	490
22	Supervisor - Waste Operations	570
23	Support Projects Officer	E00
24	Survey Technician	467
25	Surveyor	554
26	Systems Analyst I	500
27	Systems Analyst II	560
28	Systems Support Specialist I	530

1	Systems Support Specialist II	570
2	Systems Support Specialist III	610
3	Systems Support Specialist IV	650
4	Systems Support Specialist V	690
5	Systems Support Specialist VI	730
6	Systems Support Specialist VII	770
7	Systems Technician I	440
8	Systems Technician II	480
9	Systems Technician III	520
10	Systems Technician IV	570
11	Technical Aide	280
12	Technical Assistant	400
13	Technical Services Officer - Library Services (T)	E00
14	Technical Services Administrator	E00
15	Technical Support Officer	E00
16	Telecommunications Officer	E00
17	Tidelands Development Officer	E00
18	Traffic and Transportation Program Administrator	E00
19	Traffic Engineer	644
20	Traffic Engineering Aide I	454
21	Traffic Engineering Aide II	494
22	Traffic Engineering Associate I	514
23	Traffic Engineering Associate II	594
24	Traffic Painter I	400
25	Traffic Painter II	420
26	Traffic Signal Coordinator	640
27	Traffic Signal Technician I	570
28	Traffic Signal Technician II	610

1	Transportation Planner I	620
2	Transportation Planner II	650
3	Transportation Planner III	680
4	Transportation Planner IV	710
5	Transportation Planning Officer	E00
6	Transportation Programming Officer	E00
7	Transportation Programs Planner	620
8	Treasury Operations Officer	E00
9	Tree Trimmer I	400
10	Tree Trimmer II	430
11	Utilities Systems Operator	450
12	Utility Services Officer	E00
13	Vector Control Specialist I	420
14	Vector Control Specialist II	460
15	Veterinarian	B00
16	Video Communications Officer	E00
17	Victim's Advocate - City Prosecutor	B00
18	Visual Arts Specialist I	430
19	Visual Arts Specialist II	470
20	Voice and Data Communications Officer	E00
21	Waste Management Officer (T)	E00
22	Welder	490
23	Wireless Communications Officer	E00
24	Workers' Compensation Administrative Assistant	B00
25	Workers' Compensation Claims Assistant	410
26	Workers' Compensation Claims Examiner I	523
27	Workers' Compensation Claims Examiner II	582
28	Workers' Compensation Claims Examiner III	645

1	Workers' Compensation Medical Only Examiner	480
2	Workers' Compensation Office Assistant	350
3	Workforce Development Officer	E00
4	Workforce Development Supervisor I	670
5	Workforce Development Supervisor II (T)	690
6	X-ray Technician	450
7	Youth Services Coordinator	E00

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In accordance with Section 3(8) of the Civil Service Rules and Regulations of the City of Long Beach, adopted in conformity with Section 1102(a)(8) of the Charter of the City of Long Beach, there are hereby created and established the non-career (NC) positions set forth and listed hereinafter and the compensation of each non-career position is hereby fixed and prescribed at one of the pay rates set forth in the Salary Schedules in Attachment B hereof, which pay rates are indicated opposite each listed non-career position by a Salary Range Number, together with such additional compensation, if any, as provided herein or by applicable ordinance.

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

<u>Position Title</u>	<u>Salary Range No.</u>
Accountant I - NC	M47
Accountant II - NC	M62
Accounting Clerk I - NC	M15
Accounting Clerk II - NC	M21
Accounting Clerk III - NC	M28

1	Administrative Analyst I - NC	M68
2	Administrative Analyst II - NC	M78
3	Administrative Analyst III-NC	M88
4	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
5		
6		
7		
8		
9	Admissions Attendant I - NC (T)	H-11, H-13, H-15, H-18
10		
11	Admissions Attendant II - NC (T)	H-24, H-27, H-37
12	Admissions Attendant III - NC (T)	H-31, H-33, H-34, H-35, H-36, M15
13		
14	Airport Operations Assistant I - NC	M17
15	Ambulance Operator - NC	H-25
16	Animal Control Officer I - NC	M27
17	Animal License Inspector - NC	H-29, H-31, H-33
18		
19	Assistant Band Conductor - NC	H-61
20	Band Conductor - NC	H-62
21	Carpenter - NC	M47
22	Civil Engineer - NC	N94
23	Civil Engineering Assistant - NC	N57
24	Civil Engineering Associate - NC	N80
25	Clerical Aide I - NC	H-28, H-30, H-32
26		
27	Clerical Aide II - NC	H-32, H-34, H-36
28	Clerk I - NC	M03

1	Clerk II - NC	M07
2	Clerk III - NC	M12
3	Clerk Typist I - NC	M12
4	Clerk Typist II - NC	M17
5	Clerk Typist III - NC	M24
6	Combination Building Inspector - NC	N63
7	Combination Building Inspector Aide I - NC	N23
8	Combination Building Inspector Aide II - NC	N29
9	Community Worker - NC	M12
10	Computer Operator I - NC	M37
11	Customer Service Representative I - NC	M13
12	Customer Service Representative II - NC	M20
13	Data Entry Operator I - NC	M13
14	Data Entry Operator II - NC	M17
15	Deputy City Prosecutor – NC	B00
16	Electrician - NC	M52
17	Engineering Aide I - NC	N09
18	Engineering Aide II - NC	N16
19	Engineering Aide III - NC	N33
20	Engineering Technician I - NC	464
21	Engineering Technician II - NC	504
22	Environmental Health Specialist I-NC	480
23	Equipment Mechanic I - NC	M46
24	Equipment Mechanic II - NC	M50
25	Equipment Operator I - NC	M21
26	Equipment Operator II - NC	M31
27	Equipment Operator III - NC	M37
28	Fire Safety Specialist - NC (non-safety)	055

1	Forensic Specialist II-NC	M68
2	Garage Service Attendant I - NC	M21
3	Gardener I - NC	M20
4	Gas Field Service Representative I - NC	M24
5	General Librarian I - NC	M66
6	Groundskeeper I - NC	M07
7	Groundskeeper II - NC	M13
8	Identification Officer - NC	050
9	Institutional Cook - NC	M26
10	Investigator-City Prosecutor – NC	B00
11	Laboratory Assistant - NC	M20
12	Law Clerk-City Prosecutor – NC	B00
13	Legal Technologist – NC	B00
14	Library Aide - NC	H-18, H-20, H-22, H-24
15		
16	Library Clerk I - NC	M13
17	Library Clerk II - NC	M21
18	Library Clerk III - NC	M28
19	Library Clerk IV - NC	M36
20	Licensed Vocational Nurse - NC	M36
21	Lifeguard - Hourly - NC	010, H-99
22	Maintenance Aide I - NC	M01
23	Maintenance Aide II - NC	M03
24	Maintenance Assistant I - NC	M07
25	Maintenance Assistant II - NC	M13
26	Maintenance Assistant III - NC	M20
27	Marine Aide - NC	M12
28	Mechanical Equipment Stock Clerk I-NC	M27

1	Mechanical Equipment Stock Clerk II-NC	M37
2	Mechanical Equipment Stock Clerk III-NC	M52
3	Medical Social Worker - NC	M47
4	Messenger/Mail Clerk I - NC	M08
5	Microbiologist - NC	M62
6	Microbiologist Trainee - NC	H-42
7	Motor Sweeper Operator - NC	M37
8	Musician - NC	H-60
9	Nurse I - NC	M62
10	Nurse II - NC	M66
11	Nurse Practitioner - NC	M88
12	Nutrition Aide - NC	M10
13	Page - NC	H-16, H-18, H-20, H-22, H-24, H-25, H-26, H28
14		
15		
16	Painter I - NC	M37
17	Paralegal-Prosecutor – NC	B00
18	Park Ranger I - NC	M37
19	Parking Control Checker I - NC	M18
20	Parking Meter Technician I - NC	M31
21	Parking Operations Attendant I - NC	M07
22	Parking Operations Attendant II - NC	M12
23	Personnel Analyst I - NC	M68
24	Personnel Analyst II - NC	M78
25	Personnel Assistant I - NC	M42
26	Personnel Assistant II - NC	M52
27	Planner I - NC	M52
28	Planner II - NC	M68

1	Planning Aide - NC	M36
2	Plumber - NC	M52
3	Police Cadet - NC	H-36
4	Police Investigator - NC	050
5	Police Officer - NC	050
6	Police Services Specialist I - NC	M24
7	Pool Lifeguard I - NC	H-32
8	Pool Lifeguard II - NC	H-34
9	Principal Building Inspector - NC	N87
10	Prosecutor Assistant – NC	406
11	Prosecutor Assistant I – NC	460
12	Prosecutor Assistant II – NC	480
13	Prosecutor Assistant III – NC	530
14	Prosecutor Assistant IV – NC	550
15	Public Health Associate I-NC	250
16	Public Health Nurse - NC	M66
17	Public Health Physician - NC	B00
18	Public Health Professional - NC	B00
19	Public Safety Dispatcher I - NC	M42
20	Public Safety Dispatcher II - NC	M47
21	Recreation Leader/Specialist I - NC	H-20, 260
22	Recreation Leader/Specialist II - NC	H-22, 300
23	Recreation Leader/Specialist III - NC	H-25, 330
24	Recreation Leader/Specialist IV - NC	H-28, 360
25	Recreation Leader/Specialist V - NC	H-32
26	Recreation Leader/Specialist VI - NC	H-34
27	Recreation Leader/Specialist VII - NC	H-36
28	Recreation Leader/Specialist VIII - NC	H-38

OFFICE OF THE CITY ATTORNEY
CHARLES PARKIN, City Attorney
333 West Ocean Boulevard, 11th Floor
Long Beach, CA 90802-4664

1	Recreation Leader/Specialist IX - NC	H-39
2	Recreation Leader/Specialist X - NC	H-40
3	Refuse Operator I - NC	370
4	Refuse Operator II - NC	400
5	Special Services Officer I - NC	M22
6	Special Services Officer II - NC	M35
7	Senior Civil Engineer - NC	N94
8	Senior Combination Building Inspector - NC	N72
9	Senior Engineering Technician I - NC	547
10	Senior Engineering Technician II - NC	577
11	Structural Engineering Associate - NC	N80
12	Student Worker - NC	H20
13	Traffic Engineering Aide I - NC	N41
14	X-ray Technician I - NC	M37
15	Youth Trainee I - NC	H-99
16	Youth Trainee II - NC	H-20
17	Youth Trainee III - NC	H-24
18	Youth Trainee IV - NC	H-27
19		
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SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2013

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
M01	11.360	11.929	12.625	13.262	13.883	14.596	15.330
	908.80	954.32	1,010.00	1,060.96	1,110.64	1,167.68	1,226.40
	1,976.00	2,075.00	2,196.00	2,307.00	2,415.00	2,539.00	2,666.00
M03	12.225	12.838	13.584	14.240	14.940	15.664	16.478
	978.00	1,027.04	1,086.72	1,139.20	1,195.20	1,253.12	1,318.24
	2,126.00	2,233.00	2,363.00	2,477.00	2,598.00	2,724.00	2,866.00
M07	13.132	13.791	14.596	15.330	16.066	16.874	17.738
	1,050.56	1,103.28	1,167.68	1,226.40	1,285.28	1,349.92	1,419.04
	2,284.00	2,399.00	2,539.00	2,666.00	2,794.00	2,935.00	3,085.00
M08	13.443	14.115	14.940	15.664	16.478	17.302	18.171
	1,075.44	1,129.20	1,195.20	1,253.12	1,318.24	1,384.16	1,453.68
	2,338.00	2,455.00	2,598.00	2,724.00	2,866.00	3,009.00	3,160.00
M10	13.798	14.487	15.330	16.066	16.874	17.738	18.622
	1,103.84	1,158.96	1,226.40	1,285.28	1,349.92	1,419.04	1,489.76
	2,400.00	2,520.00	2,666.00	2,794.00	2,935.00	3,085.00	3,239.00
M12	14.096	14.801	15.664	16.478	17.302	18.171	19.091
	1,127.68	1,184.08	1,253.12	1,318.24	1,384.16	1,453.68	1,527.28
	2,452.00	2,574.00	2,724.00	2,866.00	3,009.00	3,160.00	3,320.00
M13	14.457	15.178	16.066	16.874	17.738	18.622	19.559
	1,156.56	1,214.24	1,285.28	1,349.92	1,419.04	1,489.76	1,564.72
	2,514.00	2,640.00	2,794.00	2,935.00	3,085.00	3,239.00	3,402.00
M15	14.829	15.568	16.478	17.302	18.171	19.091	20.051
	1,186.32	1,245.44	1,318.24	1,384.16	1,453.68	1,527.28	1,604.08
	2,579.00	2,708.00	2,866.00	3,009.00	3,160.00	3,320.00	3,487.00
M17	15.184	15.943	16.874	17.738	18.622	19.559	20.595
	1,214.72	1,275.44	1,349.92	1,419.04	1,489.76	1,564.72	1,647.60
	2,641.00	2,773.00	2,935.00	3,085.00	3,239.00	3,402.00	3,582.00
M18	15.484	16.258	17.202	18.078	18.999	19.950	20.997
	1,238.72	1,300.64	1,376.16	1,446.24	1,519.92	1,596.00	1,679.76
	2,693.00	2,828.00	2,992.00	3,144.00	3,304.00	3,470.00	3,652.00
M19	15.806	16.597	17.564	18.426	19.387	20.363	21.400
	1,264.48	1,327.76	1,405.12	1,474.08	1,550.96	1,629.04	1,712.00
	2,749.00	2,887.00	3,055.00	3,205.00	3,372.00	3,542.00	3,722.00
M20	15.569	16.350	17.302	18.171	19.091	20.051	21.249
	1,245.52	1,308.00	1,384.16	1,453.68	1,527.28	1,604.08	1,699.92
	2,708.00	2,844.00	3,009.00	3,160.00	3,320.00	3,487.00	3,696.00
M21	15.963	16.761	17.738	18.622	19.559	20.595	21.816
	1,277.04	1,340.88	1,419.04	1,489.76	1,564.72	1,647.60	1,745.28
	2,776.00	2,915.00	3,085.00	3,239.00	3,402.00	3,582.00	3,794.00
M22	15.871	16.665	17.632	18.528	19.473	20.449	21.522
	1,269.68	1,333.20	1,410.56	1,482.24	1,557.84	1,635.92	1,721.76
	2,760.00	2,899.00	3,067.00	3,223.00	3,387.00	3,557.00	3,743.00
M24	16.354	17.172	18.171	19.091	20.051	21.249	22.361
	1,308.32	1,373.76	1,453.68	1,527.28	1,604.08	1,699.92	1,788.88
	2,844.00	2,987.00	3,160.00	3,320.00	3,487.00	3,696.00	3,889.00
M26	16.757	17.595	18.622	19.559	20.595	21.816	22.869
	1,340.56	1,407.60	1,489.76	1,564.72	1,647.60	1,745.28	1,829.52
	2,915.00	3,060.00	3,239.00	3,402.00	3,582.00	3,794.00	3,978.00
M27	16.881	17.726	18.759	19.698	20.729	21.963	23.038
	1,350.48	1,418.08	1,500.72	1,575.84	1,658.32	1,757.04	1,843.04
	2,936.00	3,083.00	3,263.00	3,426.00	3,605.00	3,820.00	4,007.00
M28	17.181	18.041	19.091	20.051	21.249	22.361	23.468
	1,374.48	1,443.28	1,527.28	1,604.08	1,699.92	1,788.88	1,877.44
	2,988.00	3,138.00	3,320.00	3,487.00	3,696.00	3,889.00	4,082.00

SALARY SCHEDULE IA - EFFECTIVE OCTOBER 1, 2013

HOURLY PAY RATES
RANGE RATE

M30	17.875	18.770	19.861	20.871	21.923	23.245	24.440
	1,430.00	1,501.60	1,588.88	1,669.68	1,753.84	1,859.60	1,955.20
	3,109.00	3,265.00	3,454.00	3,630.00	3,813.00	4,043.00	4,251.00
M31	17.602	18.480	19.559	20.595	21.816	22.869	24.049
	1,408.16	1,478.40	1,564.72	1,647.60	1,745.28	1,829.52	1,923.92
	3,061.00	3,214.00	3,402.00	3,582.00	3,794.00	3,978.00	4,183.00
M34	18.048	18.954	20.051	21.249	22.361	23.468	24.639
	1,443.84	1,516.32	1,604.08	1,699.92	1,788.88	1,877.44	1,971.12
	3,139.00	3,297.00	3,487.00	3,696.00	3,889.00	4,082.00	4,285.00
M35	18.320	19.238	20.357	21.394	22.471	23.826	25.052
	1,465.60	1,539.04	1,628.56	1,711.52	1,797.68	1,906.08	2,004.16
	3,186.00	3,346.00	3,541.00	3,721.00	3,908.00	4,144.00	4,357.00
M36	18.537	19.464	20.595	21.816	22.869	24.049	25.280
	1,482.96	1,557.12	1,647.60	1,745.28	1,829.52	1,923.92	2,022.40
	3,224.00	3,385.00	3,582.00	3,794.00	3,978.00	4,183.00	4,397.00
M37	19.126	20.082	21.249	22.361	23.468	24.639	25.894
	1,530.08	1,606.56	1,699.92	1,788.88	1,877.44	1,971.12	2,071.52
	3,327.00	3,493.00	3,696.00	3,889.00	4,082.00	4,285.00	4,504.00
M38	19.602	20.583	21.780	22.920	24.053	25.255	26.541
	1,568.16	1,646.64	1,742.40	1,833.60	1,924.24	2,020.40	2,123.28
	3,409.00	3,580.00	3,788.00	3,986.00	4,184.00	4,393.00	4,616.00
M42	20.126	21.132	22.361	23.468	24.639	25.894	27.257
	1,610.08	1,690.56	1,788.88	1,877.44	1,971.12	2,071.52	2,180.56
	3,500.00	3,675.00	3,889.00	4,082.00	4,285.00	4,504.00	4,741.00
M46	20.579	21.609	22.869	24.049	25.280	26.571	27.945
	1,646.32	1,728.72	1,829.52	1,923.92	2,022.40	2,125.68	2,235.60
	3,579.00	3,758.00	3,978.00	4,183.00	4,397.00	4,621.00	4,860.00
M47	21.122	22.179	23.468	24.639	25.894	27.257	28.661
	1,689.76	1,774.32	1,877.44	1,971.12	2,071.52	2,180.56	2,292.88
	3,674.00	3,858.00	4,082.00	4,285.00	4,504.00	4,741.00	4,985.00
M50	21.642	22.724	24.049	25.280	26.571	27.945	29.375
	1,731.36	1,817.92	1,923.92	2,022.40	2,125.68	2,235.60	2,350.00
	3,764.00	3,952.00	4,183.00	4,397.00	4,621.00	4,860.00	5,109.00
M52	22.174	23.285	24.639	25.894	27.257	28.661	30.150
	1,773.92	1,862.80	1,971.12	2,071.52	2,180.56	2,292.88	2,412.00
	3,857.00	4,050.00	4,285.00	4,504.00	4,741.00	4,985.00	5,244.00
M62	23.912	25.109	26.571	27.945	29.375	30.917	32.481
	1,912.96	2,008.72	2,125.68	2,235.60	2,350.00	2,473.36	2,598.48
	4,159.00	4,367.00	4,621.00	4,860.00	5,109.00	5,377.00	5,649.00
M63	24.512	25.739	27.215	28.644	30.108	31.690	33.294
	1,960.96	2,059.12	2,177.20	2,291.52	2,408.64	2,535.20	2,663.52
	4,263.00	4,477.00	4,733.00	4,982.00	5,237.00	5,512.00	5,791.00
M66	25.151	26.406	27.945	29.375	30.917	32.481	34.189
	2,012.08	2,112.48	2,235.60	2,350.00	2,473.36	2,598.48	2,735.12
	4,374.00	4,593.00	4,860.00	5,109.00	5,377.00	5,649.00	5,946.00
M68	25.794	27.086	28.661	30.150	31.689	33.309	35.056
	2,063.52	2,166.88	2,292.88	2,412.00	2,535.12	2,664.72	2,804.48
	4,486.00	4,711.00	4,985.00	5,244.00	5,512.00	5,793.00	6,097.00
M78	28.380	29.802	31.537	33.129	34.875	36.652	38.537
	2,270.40	2,384.16	2,522.96	2,650.32	2,790.00	2,932.16	3,082.96
	4,936.00	5,183.00	5,485.00	5,762.00	6,066.00	6,375.00	6,703.00
M88	29.976	31.478	33.309	35.056	36.847	38.767	40.798
	2,398.08	2,518.24	2,664.72	2,804.48	2,947.76	3,101.36	3,263.84
	5,214.00	5,475.00	5,793.00	6,097.00	6,409.00	6,743.00	7,096.00

SALARY SCHEDULE IA - EFFECTIVE OCTOBER 1, 2013

HOURLY PAY RATES
RANGE RATE

M90	30.773	32.311	34.189	35.934	37.777	39.775	41.865
	2,461.84	2,584.88	2,735.12	2,874.72	3,022.16	3,182.00	3,349.20
	5,352.00	5,620.00	5,946.00	6,250.00	6,570.00	6,918.00	7,282.00
N09	11.940	12.537	13.266	13.910	14.632	15.361	16.138
	955.20	1,002.96	1,061.28	1,112.80	1,170.56	1,228.88	1,291.04
	2,077.00	2,181.00	2,307.00	2,419.00	2,545.00	2,672.00	2,807.00
N16	13.193	13.855	14.662	15.407	16.164	16.996	17.856
	1,055.44	1,108.40	1,172.96	1,232.56	1,293.12	1,359.68	1,428.48
	2,295.00	2,410.00	2,550.00	2,680.00	2,811.00	2,956.00	3,106.00
N23	14.045	14.748	15.606	16.379	17.199	18.114	19.189
	1,123.60	1,179.84	1,248.48	1,310.32	1,375.92	1,449.12	1,535.12
	2,443.00	2,565.00	2,714.00	2,849.00	2,991.00	3,151.00	3,338.00
N29	15.319	16.086	17.021	17.874	18.939	19.923	20.906
	1,225.52	1,286.88	1,361.68	1,429.92	1,515.12	1,593.84	1,672.48
	2,664.00	2,798.00	2,960.00	3,109.00	3,294.00	3,465.00	3,636.00
N33	15.112	15.869	16.791	17.703	18.680	19.655	20.709
	1,208.96	1,269.52	1,343.28	1,416.24	1,494.40	1,572.40	1,656.72
	2,628.00	2,760.00	2,920.00	3,079.00	3,249.00	3,419.00	3,602.00
N41	17.464	18.338	19.405	20.368	21.411	22.584	23.663
	1,397.12	1,467.04	1,552.40	1,629.44	1,712.88	1,806.72	1,893.04
	3,037.00	3,190.00	3,375.00	3,543.00	3,724.00	3,928.00	4,116.00
N43	17.914	18.810	19.904	20.876	21.937	23.060	24.252
	1,433.12	1,504.80	1,592.32	1,670.08	1,754.96	1,844.80	1,940.16
	3,116.00	3,272.00	3,462.00	3,631.00	3,815.00	4,011.00	4,218.00
N45	20.126	21.133	22.358	23.456	24.648	25.916	27.253
	1,610.08	1,690.64	1,788.64	1,876.48	1,971.84	2,073.28	2,180.24
	3,500.00	3,676.00	3,889.00	4,080.00	4,287.00	4,508.00	4,740.00
N51	19.267	20.232	21.411	22.501	23.663	24.881	26.133
	1,541.36	1,618.56	1,712.88	1,800.08	1,893.04	1,990.48	2,090.64
	3,351.00	3,519.00	3,724.00	3,914.00	4,116.00	4,328.00	4,545.00
N53	19.743	20.732	21.937	23.060	24.252	25.511	26.830
	1,579.44	1,658.56	1,754.96	1,844.80	1,940.16	2,040.88	2,146.40
	3,434.00	3,606.00	3,815.00	4,011.00	4,218.00	4,437.00	4,667.00
N54	21.130	22.185	23.476	24.677	25.950	27.299	28.711
	1,690.40	1,774.80	1,878.08	1,974.16	2,076.00	2,183.92	2,296.88
	3,675.00	3,859.00	4,083.00	4,292.00	4,513.00	4,748.00	4,994.00
N55	22.183	23.293	24.648	25.916	27.253	28.668	30.151
	1,774.64	1,863.44	1,971.84	2,073.28	2,180.24	2,293.44	2,412.08
	3,858.00	4,051.00	4,287.00	4,508.00	4,740.00	4,986.00	5,244.00
N57	21.258	22.320	23.618	24.838	26.114	27.432	28.879
	1,700.64	1,785.60	1,889.44	1,987.04	2,089.12	2,194.56	2,310.32
	3,697.00	3,882.00	4,108.00	4,320.00	4,542.00	4,771.00	5,023.00
N60	20.753	21.791	23.060	24.252	25.511	26.830	28.225
	1,660.24	1,743.28	1,844.80	1,940.16	2,040.88	2,146.40	2,258.00
	3,610.00	3,790.00	4,011.00	4,218.00	4,437.00	4,667.00	4,909.00
N61	21.238	22.298	23.595	24.815	26.088	27.457	28.844
	1,699.04	1,783.84	1,887.60	1,985.20	2,087.04	2,196.56	2,307.52
	3,694.00	3,878.00	4,104.00	4,316.00	4,537.00	4,776.00	5,017.00
N63	21.298	22.361	23.663	24.881	26.133	27.514	28.917
	1,703.84	1,788.88	1,893.04	1,990.48	2,090.64	2,201.12	2,313.36
	3,704.00	3,889.00	4,116.00	4,328.00	4,545.00	4,785.00	5,029.00
N65	23.355	24.522	25.950	27.299	28.711	30.200	31.719
	1,868.40	1,961.76	2,076.00	2,183.92	2,296.88	2,416.00	2,537.52
	4,062.00	4,265.00	4,513.00	4,748.00	4,994.00	5,253.00	5,517.00

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HOURLY PAY RATES
RANGE RATE

N67	25.163	26.418	27.959	29.365	30.916	32.485	34.196
	2,013.04	2,113.44	2,236.72	2,349.20	2,473.28	2,598.80	2,735.68
	4,377.00	4,595.00	4,863.00	5,107.00	5,377.00	5,650.00	5,948.00
N69	22.907	24.053	25.452	26.776	28.141	29.581	31.132
	1,832.56	1,924.24	2,036.16	2,142.08	2,251.28	2,366.48	2,490.56
	3,984.00	4,184.00	4,427.00	4,657.00	4,895.00	5,145.00	5,415.00
N70	24.326	25.539	27.029	28.414	29.878	31.429	33.061
	1,946.08	2,043.12	2,162.32	2,273.12	2,390.24	2,514.32	2,644.88
	4,231.00	4,442.00	4,701.00	4,942.00	5,197.00	5,466.00	5,750.00
N72	23.522	24.696	26.133	27.514	28.917	30.438	31.978
	1,881.76	1,975.68	2,090.64	2,201.12	2,313.36	2,435.04	2,558.24
	4,091.00	4,295.00	4,545.00	4,785.00	5,029.00	5,294.00	5,562.00
N73	24.571	25.800	27.299	28.711	30.200	31.719	33.379
	1,965.68	2,064.00	2,183.92	2,296.88	2,416.00	2,537.52	2,670.32
	4,274.00	4,487.00	4,748.00	4,994.00	5,253.00	5,517.00	5,806.00
N77	24.147	25.356	26.830	28.225	29.645	31.203	32.792
	1,931.76	2,028.48	2,146.40	2,258.00	2,371.60	2,496.24	2,623.36
	4,200.00	4,410.00	4,667.00	4,909.00	5,156.00	5,427.00	5,703.00
N80	25.992	27.292	28.879	30.353	31.948	33.565	35.301
	2,079.36	2,183.36	2,310.32	2,428.24	2,555.84	2,685.20	2,824.08
	4,521.00	4,747.00	5,023.00	5,279.00	5,557.00	5,838.00	6,140.00
N81	25.329	26.596	28.141	29.581	31.132	32.721	34.427
	2,026.32	2,127.68	2,251.28	2,366.48	2,490.56	2,617.68	2,754.16
	4,405.00	4,626.00	4,895.00	5,145.00	5,415.00	5,691.00	5,988.00
N83	25.381	26.650	28.204	29.642	31.200	32.778	34.472
	2,030.48	2,132.00	2,256.32	2,371.36	2,496.00	2,622.24	2,757.76
	4,414.00	4,635.00	4,905.00	5,156.00	5,427.00	5,701.00	5,996.00
N84	25.423	26.697	28.251	29.696	31.240	32.811	34.545
	2,033.84	2,135.76	2,260.08	2,375.68	2,499.20	2,624.88	2,763.60
	4,422.00	4,643.00	4,914.00	5,165.00	5,434.00	5,707.00	6,008.00
N87	26.028	27.330	28.917	30.438	31.978	33.634	35.402
	2,082.24	2,186.40	2,313.36	2,435.04	2,558.24	2,690.72	2,832.16
	4,527.00	4,753.00	5,029.00	5,294.00	5,562.00	5,850.00	6,157.00
N89	26.705	28.040	29.670	31.219	32.806	34.511	36.315
	2,136.40	2,243.20	2,373.60	2,497.52	2,624.48	2,760.88	2,905.20
	4,645.00	4,877.00	5,160.00	5,430.00	5,706.00	6,002.00	6,316.00
N92	27.395	28.766	30.438	31.978	33.634	35.402	37.252
	2,191.60	2,301.28	2,435.04	2,558.24	2,690.72	2,832.16	2,980.16
	4,765.00	5,003.00	5,294.00	5,562.00	5,850.00	6,157.00	6,479.00
N94	29.474	30.950	32.752	34.418	36.225	38.119	40.114
	2,357.92	2,476.00	2,620.16	2,753.44	2,898.00	3,049.52	3,209.12
	5,126.00	5,383.00	5,697.00	5,986.00	6,301.00	6,630.00	6,977.00
N96	30.176	31.685	33.529	35.248	37.113	39.061	41.092
	2,414.08	2,534.80	2,682.32	2,819.84	2,969.04	3,124.88	3,287.36
	5,248.00	5,511.00	5,832.00	6,131.00	6,455.00	6,794.00	7,147.00
S01	14.585	16.206	17.011	18.037	18.932	19.886	
	1,166.80	1,296.48	1,360.88	1,442.96	1,514.56	1,590.88	
	2,537.00	2,819.00	2,959.00	3,137.00	3,293.00	3,459.00	
S02	23.496	24.715	25.992	27.330	28.794		
	1,879.68	1,977.20	2,079.36	2,186.40	2,303.52		
	4,087.00	4,299.00	4,521.00	4,753.00	5,008.00		
S03	25.153						
	2,012.24						
	4,375.00						

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S04	30.243					
	2,419.44					
	5,260.00					
S05	33.603	35.474	37.393	39.448	41.610	
	2,688.24	2,837.92	2,991.44	3,155.84	3,328.80	
	5,845.00	6,170.00	6,504.00	6,861.00	7,237.00	
S06	27.946	29.505	31.105	32.807	34.607	
	2,235.68	2,360.40	2,488.40	2,624.56	2,768.56	
	4,861.00	5,132.00	5,410.00	5,706.00	6,019.00	
S07	28.395	29.890	31.391	33.005	34.713	
	2,271.60	2,391.20	2,511.28	2,640.40	2,777.04	
	4,939.00	5,199.00	5,460.00	5,741.00	6,038.00	
S08	37.673	39.731	41.891	44.099	46.457	
	3,013.84	3,178.48	3,351.28	3,527.92	3,716.56	
	6,552.00	6,910.00	7,286.00	7,670.00	8,080.00	
S09	32.715	34.333	36.060	37.840	39.748	
	2,617.20	2,746.64	2,884.80	3,027.20	3,179.84	
	5,690.00	5,971.00	6,272.00	6,581.00	6,913.00	
S10	46.802					
	3,744.16					
	8,140.00					
S11	33.907	35.790	37.831	39.920	42.173	
	2,712.56	2,863.20	3,026.48	3,193.60	3,373.84	
	5,897.00	6,225.00	6,580.00	6,943.00	7,335.00	
S12	42.709	44.954	47.412	49.952	54.350	
	3,416.72	3,596.32	3,792.96	3,996.16	4,348.00	
	7,428.00	7,819.00	8,246.00	8,688.00	9,453.00	
S13	36.279	38.134	40.126	42.168	44.362	
	2,902.32	3,050.72	3,210.08	3,373.44	3,548.96	
	6,310.00	6,633.00	6,979.00	7,334.00	7,716.00	
S14	41.281	43.641	46.038	48.611	51.310	
	3,302.48	3,491.28	3,683.04	3,888.88	4,104.80	
	7,180.00	7,590.00	8,007.00	8,455.00	8,924.00	
S15	50.653	53.439	56.291	59.314	62.513	
	4,052.24	4,275.12	4,503.28	4,745.12	5,001.04	
	8,810.00	9,295.00	9,791.00	10,316.00	10,873.00	
S16	48.250	50.907	53.619	56.555	59.571	
	3,860.00	4,072.56	4,289.52	4,524.40	4,765.68	
	8,392.00	8,854.00	9,326.00	9,837.00	10,361.00	
010	15.431	17.145	17.997	19.082	20.029	21.039
	1,234.48	1,371.60	1,439.76	1,526.56	1,602.32	1,683.12
	2,684.00	2,982.00	3,130.00	3,319.00	3,484.00	3,659.00
030	24.201	25.456	26.772	28.150	29.658	
	1,936.08	2,036.48	2,141.76	2,252.00	2,372.64	
	4,209.00	4,428.00	4,656.00	4,896.00	5,158.00	
045	27.860					
	2,228.80					
	4,846.00					
046	30.243					
	2,419.44					
	5,260.00					
050	33.603	35.474	37.393	39.448	41.610	
	2,688.24	2,837.92	2,991.44	3,155.84	3,328.80	
	5,845.00	6,170.00	6,504.00	6,861.00	7,237.00	

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055	30.955	32.609	34.303	36.108	38.015		
	2,476.40	2,608.72	2,744.24	2,888.64	3,041.20		
	5,384.00	5,672.00	5,966.00	6,280.00	6,612.00		
060	29.247	30.787	32.333	33.995	35.754		
	2,339.76	2,462.96	2,586.64	2,719.60	2,860.32		
	5,087.00	5,355.00	5,624.00	5,913.00	6,219.00		
070	37.673	39.731	41.891	44.099	46.457		
	3,013.84	3,178.48	3,351.28	3,527.92	3,716.56		
	6,552.00	6,910.00	7,286.00	7,670.00	8,080.00		
080	33.696	35.363	37.142	38.975	40.940		
	2,695.68	2,829.04	2,971.36	3,118.00	3,275.20		
	5,861.00	6,151.00	6,460.00	6,779.00	7,121.00		
100	46.291						
	3,703.28						
	8,051.00						
105	34.870	36.806	38.906	41.054	43.371		
	2,789.60	2,944.48	3,112.48	3,284.32	3,469.68		
	6,065.00	6,402.00	6,767.00	7,140.00	7,543.00		
110	42.395	44.623	47.063	49.585	53.950		
	3,391.60	3,569.84	3,765.04	3,966.80	4,316.00		
	7,374.00	7,761.00	8,186.00	8,624.00	9,383.00		
120	37.367	39.278	41.330	43.433	45.693		
	2,989.36	3,142.24	3,306.40	3,474.64	3,655.44		
	6,499.00	6,832.00	7,188.00	7,554.00	7,947.00		
140	38.626	40.777	42.983	45.345	47.830		
	3,090.08	3,262.16	3,438.64	3,627.60	3,826.40		
	6,718.00	7,092.00	7,476.00	7,887.00	8,319.00		
150	48.732	51.294	54.098	56.997	62.015		
	3,898.56	4,103.52	4,327.84	4,559.76	4,961.20		
	8,476.00	8,921.00	9,409.00	9,913.00	10,786.00		
155	41.900	44.296	46.728	49.340	52.080		
	3,352.00	3,543.68	3,738.24	3,947.20	4,166.40		
	7,288.00	7,704.00	8,127.00	8,582.00	9,058.00		
160	58.225	61.427	64.706	68.181	71.858		
	4,658.00	4,914.16	5,176.48	5,454.48	5,748.64		
	10,127.00	10,684.00	11,254.00	11,859.00	12,498.00		
170	50.653	53.439	56.291	59.314	62.513		
	4,052.24	4,275.12	4,503.28	4,745.12	5,001.04		
	8,810.00	9,295.00	9,791.00	10,316.00	10,873.00		
180	56.987	60.131	63.326	66.795	70.347		
	4,558.96	4,810.48	5,066.08	5,343.60	5,627.76		
	9,912.00	10,458.00	11,014.00	11,618.00	12,235.00		
185	54.072	57.048	60.088	63.378	66.758		
	4,325.76	4,563.84	4,807.04	5,070.24	5,340.64		
	9,405.00	9,922.00	10,451.00	11,023.00	11,611.00		
230	11.817	12.412	13.130	13.798	14.444	15.182	15.947
	945.36	992.96	1,050.40	1,103.84	1,155.52	1,214.56	1,275.76
	2,055.00	2,159.00	2,284.00	2,400.00	2,512.00	2,641.00	2,774.00
250	12.416	13.036	13.798	14.444	15.182	15.947	16.714
	993.28	1,042.88	1,103.84	1,155.52	1,214.56	1,275.76	1,337.12
	2,159.00	2,267.00	2,400.00	2,512.00	2,641.00	2,774.00	2,907.00
260	12.720	13.353	14.130	14.813	15.541	16.295	17.141
	1,017.60	1,068.24	1,130.40	1,185.04	1,243.28	1,303.60	1,371.28
	2,212.00	2,322.00	2,458.00	2,576.00	2,703.00	2,834.00	2,981.00

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270	12.997	13.648	14.444	15.182	15.947	16.714	17.554
	1,039.76	1,091.84	1,155.52	1,214.56	1,275.76	1,337.12	1,404.32
	2,261.00	2,374.00	2,512.00	2,641.00	2,774.00	2,907.00	3,053.00
272	13.022	13.671	14.471	15.220	15.989	16.746	17.585
	1,041.76	1,093.68	1,157.68	1,217.60	1,279.12	1,339.68	1,406.80
	2,265.00	2,378.00	2,517.00	2,647.00	2,781.00	2,913.00	3,059.00
280	13.335	13.998	14.814	15.567	16.329	17.132	18.001
	1,066.80	1,119.84	1,185.12	1,245.36	1,306.32	1,370.56	1,440.08
	2,319.00	2,435.00	2,577.00	2,708.00	2,840.00	2,980.00	3,131.00
290	13.665	14.348	15.182	15.947	16.714	17.554	18.452
	1,093.20	1,147.84	1,214.56	1,275.76	1,337.12	1,404.32	1,476.16
	2,377.00	2,496.00	2,641.00	2,774.00	2,907.00	3,053.00	3,209.00
307	13.437	14.111	14.932	15.655	16.470	17.292	18.164
	1,074.96	1,128.88	1,194.56	1,252.40	1,317.60	1,383.36	1,453.12
	2,337.00	2,454.00	2,597.00	2,723.00	2,865.00	3,008.00	3,159.00
310	14.354	15.071	15.947	16.714	17.554	18.452	19.373
	1,148.32	1,205.68	1,275.76	1,337.12	1,404.32	1,476.16	1,549.84
	2,497.00	2,621.00	2,774.00	2,907.00	3,053.00	3,209.00	3,370.00
316	14.910	15.656	16.563	17.363	18.227	19.165	20.139
	1,192.80	1,252.48	1,325.04	1,389.04	1,458.16	1,533.20	1,611.12
	2,593.00	2,723.00	2,881.00	3,020.00	3,170.00	3,333.00	3,503.00
320	14.667	15.397	16.295	17.141	17.998	18.905	19.861
	1,173.36	1,231.76	1,303.60	1,371.28	1,439.84	1,512.40	1,588.88
	2,551.00	2,678.00	2,834.00	2,981.00	3,130.00	3,288.00	3,454.00
330	15.040	15.793	16.714	17.554	18.452	19.373	20.346
	1,203.20	1,263.44	1,337.12	1,404.32	1,476.16	1,549.84	1,627.68
	2,616.00	2,747.00	2,907.00	3,053.00	3,209.00	3,370.00	3,539.00
336	15.628	16.414	17.363	18.227	19.165	20.139	21.160
	1,250.24	1,313.12	1,389.04	1,458.16	1,533.20	1,611.12	1,692.80
	2,718.00	2,855.00	3,020.00	3,170.00	3,333.00	3,503.00	3,680.00
340	15.426	16.196	17.141	17.998	18.905	19.861	20.861
	1,234.08	1,295.68	1,371.28	1,439.84	1,512.40	1,588.88	1,668.88
	2,683.00	2,817.00	2,981.00	3,130.00	3,288.00	3,454.00	3,628.00
344	14.848	15.592	16.503	17.340	18.193	19.130	20.095
	1,187.84	1,247.36	1,320.24	1,387.20	1,455.44	1,530.40	1,607.60
	2,582.00	2,712.00	2,870.00	3,016.00	3,164.00	3,327.00	3,495.00
350	15.796	16.587	17.554	18.452	19.373	20.346	21.426
	1,263.68	1,326.96	1,404.32	1,476.16	1,549.84	1,627.68	1,714.08
	2,747.00	2,885.00	3,053.00	3,209.00	3,370.00	3,539.00	3,727.00
352	16.107	16.916	17.893	18.809	19.766	20.754	21.842
	1,288.56	1,353.28	1,431.44	1,504.72	1,581.28	1,660.32	1,747.36
	2,801.00	2,942.00	3,112.00	3,271.00	3,438.00	3,610.00	3,799.00
356	16.444	17.266	18.273	19.169	20.171	21.183	22.263
	1,315.52	1,381.28	1,461.84	1,533.52	1,613.68	1,694.64	1,781.04
	2,860.00	3,003.00	3,178.00	3,334.00	3,508.00	3,684.00	3,872.00
360	16.197	17.007	17.998	18.905	19.861	20.861	22.106
	1,295.76	1,360.56	1,439.84	1,512.40	1,588.88	1,668.88	1,768.48
	2,817.00	2,958.00	3,130.00	3,288.00	3,454.00	3,628.00	3,845.00
361	16.508	17.334	18.342	19.277	20.259	21.274	22.389
	1,320.64	1,386.72	1,467.36	1,542.16	1,620.72	1,701.92	1,791.12
	2,871.00	3,015.00	3,190.00	3,353.00	3,524.00	3,700.00	3,894.00
370	16.607	17.437	18.452	19.373	20.346	21.426	22.696
	1,328.56	1,394.96	1,476.16	1,549.84	1,627.68	1,714.08	1,815.68
	2,888.00	3,033.00	3,209.00	3,370.00	3,539.00	3,727.00	3,947.00

SALARY SCHEDULE IA - EFFECTIVE OCTOBER 1, 2013

HOURLY PAY RATES
RANGE RATE

374	15.811	16.601	17.567	18.437	19.363	20.390	21.600
	1,264.88	1,328.08	1,405.36	1,474.96	1,549.04	1,631.20	1,728.00
	2,750.00	2,887.00	3,055.00	3,207.00	3,368.00	3,546.00	3,757.00
380	17.011	17.865	18.905	19.861	20.861	22.106	23.263
	1,360.88	1,429.20	1,512.40	1,588.88	1,668.88	1,768.48	1,861.04
	2,959.00	3,107.00	3,288.00	3,454.00	3,628.00	3,845.00	4,046.00
386	17.669	18.554	19.636	20.635	21.678	22.988	24.172
	1,413.52	1,484.32	1,570.88	1,650.80	1,734.24	1,839.04	1,933.76
	3,073.00	3,227.00	3,415.00	3,589.00	3,770.00	3,998.00	4,204.00
390	17.433	18.306	19.373	20.346	21.426	22.696	23.789
	1,394.64	1,464.48	1,549.84	1,627.68	1,714.08	1,815.68	1,903.12
	3,032.00	3,184.00	3,370.00	3,539.00	3,727.00	3,947.00	4,138.00
391	17.561	18.439	19.513	20.493	21.565	22.847	23.964
	1,404.88	1,475.12	1,561.04	1,639.44	1,725.20	1,827.76	1,917.12
	3,054.00	3,207.00	3,394.00	3,564.00	3,751.00	3,974.00	4,168.00
400	17.873	18.766	19.861	20.861	22.106	23.263	24.414
	1,429.84	1,501.28	1,588.88	1,668.88	1,768.48	1,861.04	1,953.12
	3,109.00	3,264.00	3,454.00	3,628.00	3,845.00	4,046.00	4,246.00
404	17.244	18.107	19.162	20.121	21.319	22.431	23.533
	1,379.52	1,448.56	1,532.96	1,609.68	1,705.52	1,794.48	1,882.64
	2,999.00	3,149.00	3,333.00	3,500.00	3,708.00	3,901.00	4,093.00
406	18.594	19.522	20.663	21.711	22.806	24.179	25.425
	1,487.52	1,561.76	1,653.04	1,736.88	1,824.48	1,934.32	2,034.00
	3,234.00	3,395.00	3,594.00	3,776.00	3,967.00	4,205.00	4,422.00
410	18.310	19.224	20.346	21.426	22.696	23.789	25.023
	1,464.80	1,537.92	1,627.68	1,714.08	1,815.68	1,903.12	2,001.84
	3,185.00	3,344.00	3,539.00	3,727.00	3,947.00	4,138.00	4,352.00
419	17.010	17.860	18.897	19.924	21.026	22.122	23.308
	1,360.80	1,428.80	1,511.76	1,593.92	1,682.08	1,769.76	1,864.64
	2,959.00	3,106.00	3,287.00	3,465.00	3,657.00	3,848.00	4,054.00
420	18.777	19.712	20.861	22.106	23.263	24.414	25.634
	1,502.16	1,576.96	1,668.88	1,768.48	1,861.04	1,953.12	2,050.72
	3,266.00	3,428.00	3,628.00	3,845.00	4,046.00	4,246.00	4,458.00
422	18.911	19.859	21.011	22.279	23.436	24.594	25.829
	1,512.88	1,588.72	1,680.88	1,782.32	1,874.88	1,967.52	2,066.32
	3,289.00	3,454.00	3,654.00	3,875.00	4,076.00	4,278.00	4,492.00
426	19.059	20.014	21.180	22.253	23.377	24.782	26.060
	1,524.72	1,601.12	1,694.40	1,780.24	1,870.16	1,982.56	2,084.80
	3,315.00	3,481.00	3,684.00	3,870.00	4,066.00	4,310.00	4,533.00
430	19.283	20.248	21.426	22.696	23.789	25.023	26.295
	1,542.64	1,619.84	1,714.08	1,815.68	1,903.12	2,001.84	2,103.60
	3,354.00	3,522.00	3,727.00	3,947.00	4,138.00	4,352.00	4,573.00
440	19.898	20.891	22.106	23.263	24.414	25.634	26.937
	1,591.84	1,671.28	1,768.48	1,861.04	1,953.12	2,050.72	2,154.96
	3,461.00	3,634.00	3,845.00	4,046.00	4,246.00	4,458.00	4,685.00
442	20.037	21.037	22.263	23.414	24.570	25.778	27.089
	1,602.96	1,682.96	1,781.04	1,873.12	1,965.60	2,062.24	2,167.12
	3,485.00	3,659.00	3,872.00	4,072.00	4,273.00	4,484.00	4,712.00
443	20.407	21.426	22.673	24.030	25.279	26.597	27.866
	1,632.56	1,714.08	1,813.84	1,922.40	2,022.32	2,127.76	2,229.28
	3,549.00	3,727.00	3,943.00	4,180.00	4,397.00	4,626.00	4,847.00
450	20.427	21.448	22.696	23.789	25.023	26.295	27.641
	1,634.16	1,715.84	1,815.68	1,903.12	2,001.84	2,103.60	2,211.28
	3,553.00	3,730.00	3,947.00	4,138.00	4,352.00	4,573.00	4,808.00

SALARY SCHEDULE IA - EFFECTIVE OCTOBER 1, 2013

HOURLY PAY RATES

	RANGE		RATE				
454	19.657	20.639	21.840	22.926	24.097	25.418	26.633
	1,572.56	1,651.12	1,747.20	1,834.08	1,927.76	2,033.44	2,130.64
	3,419.00	3,590.00	3,799.00	3,987.00	4,191.00	4,421.00	4,632.00
460	20.937	21.981	23.263	24.414	25.634	26.937	28.357
	1,674.96	1,758.48	1,861.04	1,953.12	2,050.72	2,154.96	2,268.56
	3,642.00	3,823.00	4,046.00	4,246.00	4,458.00	4,685.00	4,932.00
464	20.163	21.171	22.400	23.494	24.692	25.954	27.296
	1,613.04	1,693.68	1,792.00	1,879.52	1,975.36	2,076.32	2,183.68
	3,507.00	3,682.00	3,896.00	4,086.00	4,295.00	4,514.00	4,748.00
466	21.632	22.714	24.038	25.228	26.497	27.844	29.294
	1,730.56	1,817.12	1,923.04	2,018.24	2,119.76	2,227.52	2,343.52
	3,762.00	3,951.00	4,181.00	4,388.00	4,609.00	4,843.00	5,095.00
467	22.651	23.783	25.166	26.401	27.741	29.167	30.673
	1,812.08	1,902.64	2,013.28	2,112.08	2,219.28	2,333.36	2,453.84
	3,940.00	4,137.00	4,377.00	4,592.00	4,825.00	5,073.00	5,335.00
470	21.407	22.477	23.789	25.023	26.295	27.641	29.070
	1,712.56	1,798.16	1,903.12	2,001.84	2,103.60	2,211.28	2,325.60
	3,723.00	3,909.00	4,138.00	4,352.00	4,573.00	4,808.00	5,056.00
480	20.911	21.956	23.233	24.393	25.634	26.986	28.373
	1,672.88	1,756.48	1,858.64	1,951.44	2,050.72	2,158.88	2,269.84
	3,637.00	3,819.00	4,041.00	4,243.00	4,458.00	4,694.00	4,935.00
482	22.709	23.843	25.228	26.497	27.844	29.294	30.808
	1,816.72	1,907.44	2,018.24	2,119.76	2,227.52	2,343.52	2,464.64
	3,950.00	4,147.00	4,388.00	4,609.00	4,843.00	5,095.00	5,358.00
486	22.884	24.028	25.425	26.696	28.019	29.461	30.981
	1,830.72	1,922.24	2,034.00	2,135.68	2,241.52	2,356.88	2,478.48
	3,980.00	4,179.00	4,422.00	4,643.00	4,873.00	5,124.00	5,388.00
490	22.518	23.644	25.023	26.295	27.641	29.070	30.560
	1,801.44	1,891.52	2,001.84	2,103.60	2,211.28	2,325.60	2,444.80
	3,917.00	4,112.00	4,352.00	4,573.00	4,808.00	5,056.00	5,315.00
491	23.276	24.438	25.860	27.159	28.541	30.027	31.578
	1,862.08	1,955.04	2,068.80	2,172.72	2,283.28	2,402.16	2,526.24
	4,048.00	4,250.00	4,498.00	4,724.00	4,964.00	5,223.00	5,492.00
494	21.686	22.769	24.097	25.326	26.633	28.003	29.416
	1,734.88	1,821.52	1,927.76	2,026.08	2,130.64	2,240.24	2,353.28
	3,772.00	3,960.00	4,191.00	4,405.00	4,632.00	4,871.00	5,116.00
500	23.070	24.221	25.634	26.937	28.357	29.815	31.367
	1,845.60	1,937.68	2,050.72	2,154.96	2,268.56	2,385.20	2,509.36
	4,013.00	4,213.00	4,458.00	4,685.00	4,932.00	5,186.00	5,456.00
504	22.222	23.333	24.692	25.954	27.296	28.712	30.198
	1,777.76	1,866.64	1,975.36	2,076.32	2,183.68	2,296.96	2,415.84
	3,865.00	4,058.00	4,295.00	4,514.00	4,748.00	4,994.00	5,252.00
507	23.782	24.968	26.421	27.775	29.207	30.725	32.316
	1,902.56	1,997.44	2,113.68	2,222.00	2,336.56	2,458.00	2,585.28
	4,136.00	4,343.00	4,595.00	4,831.00	5,080.00	5,344.00	5,621.00
508	24.966	26.217	27.741	29.167	30.673	32.264	33.933
	1,997.28	2,097.36	2,219.28	2,333.36	2,453.84	2,581.12	2,714.64
	4,342.00	4,560.00	4,825.00	5,073.00	5,335.00	5,612.00	5,902.00
510	23.665	24.849	26.295	27.641	29.070	30.560	32.165
	1,893.20	1,987.92	2,103.60	2,211.28	2,325.60	2,444.80	2,573.20
	4,116.00	4,322.00	4,573.00	4,808.00	5,056.00	5,315.00	5,594.00

SALARY SCHEDULE IA - EFFECTIVE OCTOBER 1, 2013

HOURLY PAY RATES
RANGE RATE

514	23.926	25.124	26.581	27.955	29.393	30.875	32.504
	1,914.08	2,009.92	2,126.48	2,236.40	2,351.44	2,470.00	2,600.32
	4,161.00	4,370.00	4,623.00	4,862.00	5,112.00	5,370.00	5,653.00
520	24.245	25.457	26.937	28.357	29.815	31.367	32.968
	1,939.60	2,036.56	2,154.96	2,268.56	2,385.20	2,509.36	2,637.44
	4,217.00	4,428.00	4,685.00	4,932.00	5,186.00	5,456.00	5,734.00
523	28.470	29.972	31.515	33.153	34.844		
	2,277.60	2,397.76	2,521.20	2,652.24	2,787.52		
	4,952.00	5,213.00	5,481.00	5,766.00	6,060.00		
524	23.358	24.524	25.954	27.295	28.711	30.198	31.766
	1,868.64	1,961.92	2,076.32	2,183.60	2,296.88	2,415.84	2,541.28
	4,063.00	4,265.00	4,514.00	4,747.00	4,994.00	5,252.00	5,525.00
527	23.900	25.096	26.558	27.929	29.360	30.903	32.464
	1,912.00	2,007.68	2,124.64	2,234.32	2,348.80	2,472.24	2,597.12
	4,157.00	4,365.00	4,619.00	4,858.00	5,107.00	5,375.00	5,646.00
530	24.879	26.120	27.641	29.070	30.560	32.165	33.787
	1,990.32	2,089.60	2,211.28	2,325.60	2,444.80	2,573.20	2,702.96
	4,327.00	4,543.00	4,808.00	5,056.00	5,315.00	5,594.00	5,877.00
534	23.975	25.175	26.639	28.008	29.420	30.974	32.553
	1,918.00	2,014.00	2,131.12	2,240.64	2,353.60	2,477.92	2,604.24
	4,170.00	4,379.00	4,633.00	4,871.00	5,117.00	5,387.00	5,662.00
540	25.517	26.792	28.357	29.815	31.367	32.968	34.651
	2,041.36	2,143.36	2,268.56	2,385.20	2,509.36	2,637.44	2,772.08
	4,438.00	4,660.00	4,932.00	5,186.00	5,456.00	5,734.00	6,027.00
547	26.286	27.600	29.207	30.725	32.316	33.990	35.701
	2,102.88	2,208.00	2,336.56	2,458.00	2,585.28	2,719.20	2,856.08
	4,572.00	4,800.00	5,080.00	5,344.00	5,621.00	5,912.00	6,209.00
550	26.162	27.470	29.070	30.560	32.165	33.787	35.570
	2,092.96	2,197.60	2,325.60	2,444.80	2,573.20	2,702.96	2,845.60
	4,550.00	4,778.00	5,056.00	5,315.00	5,594.00	5,877.00	6,187.00
554	28.320	29.735	31.467	33.051	34.799	36.562	38.487
	2,265.60	2,378.80	2,517.36	2,644.08	2,783.92	2,924.96	3,078.96
	4,926.00	5,172.00	5,473.00	5,749.00	6,053.00	6,359.00	6,694.00
560	26.836	28.176	29.815	31.367	32.968	34.651	36.467
	2,146.88	2,254.08	2,385.20	2,509.36	2,637.44	2,772.08	2,917.36
	4,668.00	4,901.00	5,186.00	5,456.00	5,734.00	6,027.00	6,343.00
564	25.782	27.071	28.647	30.138	31.674	33.295	35.041
	2,062.56	2,165.68	2,291.76	2,411.04	2,533.92	2,663.60	2,803.28
	4,484.00	4,708.00	4,983.00	5,242.00	5,509.00	5,791.00	6,095.00
567	26.580	27.909	29.535	31.048	32.648	34.342	36.126
	2,126.40	2,232.72	2,362.80	2,483.84	2,611.84	2,747.36	2,890.08
	4,623.00	4,854.00	5,137.00	5,400.00	5,678.00	5,973.00	6,283.00
570	27.503	28.875	30.560	32.165	33.787	35.570	37.384
	2,200.24	2,310.00	2,444.80	2,573.20	2,702.96	2,845.60	2,990.72
	4,784.00	5,022.00	5,315.00	5,594.00	5,877.00	6,187.00	6,502.00
574	26.479	27.802	29.420	30.974	32.553	34.263	35.997
	2,118.32	2,224.16	2,353.60	2,477.92	2,604.24	2,741.04	2,879.76
	4,605.00	4,836.00	5,117.00	5,387.00	5,662.00	5,959.00	6,261.00
577	27.653	29.037	30.725	32.316	33.990	35.701	37.568
	2,212.24	2,322.96	2,458.00	2,585.28	2,719.20	2,856.08	3,005.44
	4,810.00	5,050.00	5,344.00	5,621.00	5,912.00	6,209.00	6,534.00
580	28.230	29.640	31.367	32.968	34.651	36.467	38.331
	2,258.40	2,371.20	2,509.36	2,637.44	2,772.08	2,917.36	3,066.48
	4,910.00	5,155.00	5,456.00	5,734.00	6,027.00	6,343.00	6,667.00

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HOURLY PAY RATES
RANGE RATE

582	32.041	33.684	35.401	37.259	39.158		
	2,563.28	2,694.72	2,832.08	2,980.72	3,132.64		
	5,573.00	5,859.00	6,157.00	6,480.00	6,811.00		
583	30.962	32.542	34.203	36.001	37.834		
	2,476.96	2,603.36	2,736.24	2,880.08	3,026.72		
	5,385.00	5,660.00	5,949.00	6,262.00	6,580.00		
584	27.177	28.537	30.198	31.767	33.368	35.120	36.908
	2,174.16	2,282.96	2,415.84	2,541.36	2,669.44	2,809.60	2,952.64
	4,727.00	4,963.00	5,252.00	5,525.00	5,804.00	6,108.00	6,419.00
590	28.945	30.395	32.165	33.787	35.570	37.384	39.302
	2,315.60	2,431.60	2,573.20	2,702.96	2,845.60	2,990.72	3,144.16
	5,034.00	5,287.00	5,594.00	5,877.00	6,187.00	6,502.00	6,836.00
593	34.865	36.610	38.438	40.362	42.378		
	2,789.20	2,928.80	3,075.04	3,228.96	3,390.24		
	6,064.00	6,368.00	6,685.00	7,020.00	7,371.00		
594	29.254	30.719	32.504	34.164	35.957	37.779	39.730
	2,340.32	2,457.52	2,600.32	2,733.12	2,876.56	3,022.32	3,178.40
	5,088.00	5,343.00	5,653.00	5,942.00	6,254.00	6,571.00	6,910.00
597	28.506	29.934	31.674	33.295	35.041	36.826	38.747
	2,280.48	2,394.72	2,533.92	2,663.60	2,803.28	2,946.08	3,099.76
	4,958.00	5,206.00	5,509.00	5,791.00	6,095.00	6,405.00	6,739.00
600	29.670	31.155	32.968	34.651	36.467	38.331	40.328
	2,373.60	2,492.40	2,637.44	2,772.08	2,917.36	3,066.48	3,226.24
	5,160.00	5,419.00	5,734.00	6,027.00	6,343.00	6,667.00	7,014.00
604	29.995	31.745	33.363	35.115	36.892	38.798	40.738
	2,399.60	2,539.60	2,669.04	2,809.20	2,951.36	3,103.84	3,259.04
	5,217.00	5,521.00	5,803.00	6,108.00	6,417.00	6,748.00	7,086.00
607	30.046	31.798	33.422	35.161	36.932	38.881	40.824
	2,403.68	2,543.84	2,673.76	2,812.88	2,954.56	3,110.48	3,265.92
	5,226.00	5,531.00	5,813.00	6,116.00	6,424.00	6,763.00	7,100.00
610	30.410	31.931	33.787	35.570	37.384	39.302	41.379
	2,432.80	2,554.48	2,702.96	2,845.60	2,990.72	3,144.16	3,310.32
	5,289.00	5,554.00	5,877.00	6,187.00	6,502.00	6,836.00	7,197.00
613	36.610	38.438	40.362	42.378	44.500		
	2,928.80	3,075.04	3,228.96	3,390.24	3,560.00		
	6,368.00	6,685.00	7,020.00	7,371.00	7,740.00		
614	29.278	30.980	32.608	34.258	36.034	37.926	39.823
	2,342.24	2,478.40	2,608.64	2,740.64	2,882.72	3,034.08	3,185.84
	5,092.00	5,388.00	5,671.00	5,958.00	6,267.00	6,596.00	6,926.00
620	31.184	32.744	34.651	36.467	38.331	40.328	42.441
	2,494.72	2,619.52	2,772.08	2,917.36	3,066.48	3,226.24	3,395.28
	5,424.00	5,695.00	6,027.00	6,343.00	6,667.00	7,014.00	7,382.00
623	32.871	34.601	36.360	38.256	40.259		
	2,629.68	2,768.08	2,908.80	3,060.48	3,220.72		
	5,717.00	6,018.00	6,324.00	6,654.00	7,002.00		
624	30.062	31.565	33.402	35.144	36.931	38.850	40.880
	2,404.96	2,525.20	2,672.16	2,811.52	2,954.48	3,108.00	3,270.40
	5,229.00	5,490.00	5,810.00	6,113.00	6,423.00	6,757.00	7,110.00
627	30.835	32.375	34.258	35.991	37.856	39.845	41.925
	2,466.80	2,590.00	2,740.64	2,879.28	3,028.48	3,187.60	3,354.00
	5,363.00	5,631.00	5,958.00	6,260.00	6,584.00	6,930.00	7,292.00
630	32.013	33.614	35.570	37.384	39.302	41.379	43.553
	2,561.04	2,689.12	2,845.60	2,990.72	3,144.16	3,310.32	3,484.24
	5,568.00	5,846.00	6,187.00	6,502.00	6,836.00	7,197.00	7,575.00

SALARY SCHEDULE IA - EFFECTIVE OCTOBER 1, 2013

HOURLY PAY RATES
RANGE RATE

633	38.367	40.286	42.300	44.413	46.642		
	3,069.36	3,222.88	3,384.00	3,553.04	3,731.36		
	6,673.00	7,007.00	7,357.00	7,725.00	8,112.00		
634	30.840	32.382	34.263	35.997	37.863	39.854	41.935
	2,467.20	2,590.56	2,741.04	2,879.76	3,029.04	3,188.32	3,354.80
	5,364.00	5,632.00	5,959.00	6,261.00	6,585.00	6,932.00	7,294.00
640	32.822	34.465	36.467	38.331	40.328	42.441	44.668
	2,625.76	2,757.20	2,917.36	3,066.48	3,226.24	3,395.28	3,573.44
	5,709.00	5,994.00	6,343.00	6,667.00	7,014.00	7,382.00	7,769.00
644	34.834	36.863	38.741	40.772	42.903	45.151	47.409
	2,786.72	2,949.04	3,099.28	3,261.76	3,432.24	3,612.08	3,792.72
	6,059.00	6,412.00	6,738.00	7,091.00	7,462.00	7,853.00	8,246.00
645	37.544	39.462	41.521	43.693	45.986		
	3,003.52	3,156.96	3,321.68	3,495.44	3,678.88		
	6,530.00	6,864.00	7,222.00	7,599.00	7,998.00		
647	36.553	38.680	40.662	42.816	45.063	47.404	49.774
	2,924.24	3,094.40	3,252.96	3,425.28	3,605.04	3,792.32	3,981.92
	6,358.00	6,728.00	7,072.00	7,447.00	7,838.00	8,245.00	8,657.00
650	33.644	35.327	37.384	39.302	41.379	43.553	45.821
	2,691.52	2,826.16	2,990.72	3,144.16	3,310.32	3,484.24	3,665.68
	5,852.00	6,144.00	6,502.00	6,836.00	7,197.00	7,575.00	7,970.00
660	34.499	36.225	38.331	40.328	42.441	44.668	46.988
	2,759.92	2,898.00	3,066.48	3,226.24	3,395.28	3,573.44	3,759.04
	6,000.00	6,301.00	6,667.00	7,014.00	7,382.00	7,769.00	8,173.00
670	35.370	37.139	39.302	41.379	43.553	45.821	48.189
	2,829.60	2,971.12	3,144.16	3,310.32	3,484.24	3,665.68	3,855.12
	6,152.00	6,460.00	6,836.00	7,197.00	7,575.00	7,970.00	8,381.00
674	33.275	34.938	36.975	38.904	40.941	43.085	45.322
	2,662.00	2,795.04	2,958.00	3,112.32	3,275.28	3,446.80	3,625.76
	5,787.00	6,077.00	6,431.00	6,767.00	7,121.00	7,494.00	7,883.00
680	36.297	38.113	40.328	42.441	44.668	46.988	49.445
	2,903.76	3,049.04	3,226.24	3,395.28	3,573.44	3,759.04	3,955.60
	6,313.00	6,629.00	7,014.00	7,382.00	7,769.00	8,173.00	8,600.00
684	34.965	36.714	38.850	40.880	43.023	45.275	47.625
	2,797.20	2,937.12	3,108.00	3,270.40	3,441.84	3,622.00	3,810.00
	6,081.00	6,386.00	6,757.00	7,110.00	7,483.00	7,875.00	8,283.00
687	40.402	42.749	44.986	47.338	49.819	52.409	55.029
	3,232.16	3,419.92	3,598.88	3,787.04	3,985.52	4,192.72	4,402.32
	7,027.00	7,435.00	7,824.00	8,233.00	8,665.00	9,115.00	9,571.00
690	37.205	39.066	41.336	43.504	45.785	48.165	50.682
	2,976.40	3,125.28	3,306.88	3,480.32	3,662.80	3,853.20	4,054.56
	6,471.00	6,795.00	7,190.00	7,567.00	7,963.00	8,377.00	8,815.00
694	38.527	40.772	42.903	45.151	47.512	49.981	52.479
	3,082.16	3,261.76	3,432.24	3,612.08	3,800.96	3,998.48	4,198.32
	6,701.00	7,091.00	7,462.00	7,853.00	8,264.00	8,693.00	9,128.00
697	34.990	36.741	38.881	40.857	43.013	45.191	47.516
	2,799.20	2,939.28	3,110.48	3,268.56	3,441.04	3,615.28	3,801.28
	6,086.00	6,390.00	6,763.00	7,106.00	7,481.00	7,860.00	8,264.00
700	38.826	40.765	42.805	44.943	47.191	49.552	52.031
	3,106.08	3,261.20	3,424.40	3,595.44	3,775.28	3,964.16	4,162.48
	6,753.00	7,090.00	7,445.00	7,817.00	8,208.00	8,619.00	9,050.00
710	39.856	41.852	43.945	46.140	48.449	50.871	53.412
	3,188.48	3,348.16	3,515.60	3,691.20	3,875.92	4,069.68	4,272.96
	6,932.00	7,279.00	7,643.00	8,025.00	8,427.00	8,848.00	9,290.00

SALARY SCHEDULE IA - EFFECTIVE OCTOBER 1, 2013

HOURLY PAY RATES
RANGE RATE

720	40.200	42.210	44.668	46.988	49.445	52.043	54.746
	3,216.00	3,376.80	3,573.44	3,759.04	3,955.60	4,163.44	4,379.68
	6,992.00	7,342.00	7,769.00	8,173.00	8,600.00	9,052.00	9,522.00
724	42.665	45.151	47.512	49.981	52.592	55.330	58.096
	3,413.20	3,612.08	3,800.96	3,998.48	4,207.36	4,426.40	4,647.68
	7,421.00	7,853.00	8,264.00	8,693.00	9,147.00	9,623.00	10,105.00
730	41.205	43.266	45.785	48.165	50.680	53.343	56.116
	3,296.40	3,461.28	3,662.80	3,853.20	4,054.40	4,267.44	4,489.28
	7,167.00	7,525.00	7,963.00	8,377.00	8,815.00	9,278.00	9,760.00
740	42.441	44.563	47.161	49.583	52.165	54.911	57.764
	3,395.28	3,565.04	3,772.88	3,966.64	4,173.20	4,392.88	4,621.12
	7,382.00	7,751.00	8,203.00	8,624.00	9,073.00	9,551.00	10,047.00
747	40.776	42.816	45.309	47.641	50.119	52.758	55.495
	3,262.08	3,425.28	3,624.72	3,811.28	4,009.52	4,220.64	4,439.60
	7,092.00	7,447.00	7,881.00	8,286.00	8,717.00	9,176.00	9,652.00
750	43.504	45.679	48.340	50.824	53.466	56.283	59.204
	3,480.32	3,654.32	3,867.20	4,065.92	4,277.28	4,502.64	4,736.32
	7,567.00	7,945.00	8,408.00	8,840.00	9,299.00	9,789.00	10,297.00
757	43.886	46.439	48.833	51.372	54.076	56.886	59.729
	3,510.88	3,715.12	3,906.64	4,109.76	4,326.08	4,550.88	4,778.32
	7,633.00	8,077.00	8,493.00	8,935.00	9,405.00	9,894.00	10,389.00
760	44.851	47.093	49.445	52.043	54.746	57.484	60.358
	3,588.08	3,767.44	3,955.60	4,163.44	4,379.68	4,598.72	4,828.64
	7,801.00	8,191.00	8,600.00	9,052.00	9,522.00	9,998.00	10,498.00
764	48.636	51.468	54.039	56.740	59.579	62.558	65.683
	3,890.88	4,117.44	4,323.12	4,539.20	4,766.32	5,004.64	5,254.64
	8,459.00	8,952.00	9,399.00	9,869.00	10,362.00	10,881.00	11,424.00
770	47.347	49.719	52.203	54.943	57.799	60.690	63.723
	3,787.76	3,977.52	4,176.24	4,395.44	4,623.92	4,855.20	5,097.84
	8,235.00	8,648.00	9,080.00	9,556.00	10,053.00	10,556.00	11,083.00
777	45.621	47.902	50.695	53.305	56.077	59.026	62.088
	3,649.68	3,832.16	4,055.60	4,264.40	4,486.16	4,722.08	4,967.04
	7,935.00	8,332.00	8,817.00	9,271.00	9,753.00	10,266.00	10,799.00
787	45.108	47.361	50.119	52.758	55.495	58.393	61.435
	3,608.64	3,788.88	4,009.52	4,220.64	4,439.60	4,671.44	4,914.80
	7,846.00	8,237.00	8,717.00	9,176.00	9,652.00	10,156.00	10,685.00
940	64.498						
	5,159.84						
	11,218.00						
950	69.618						
	5,569.44						
	12,109.00						
960	93.567						
	7,485.36						
	16,274.00						
970	98.365						
	7,869.20						
	17,108.00						
980	121.010						
	9,680.80						
	21,047.00						
990	112.594						
	9,007.52						
	19,583.00						

SALARY SCHEDULE IA - EFFECTIVE OCTOBER 1, 2013

HOURLY PAY RATES

RANGE	RATE
H09	6.218
H11	8.486
H12	8.486
H13	8.286
H15	8.775
H16	8.927
H17	9.224
H18	9.265
H19	9.414
H20	9.569
H22	9.905
H23	10.037
H24	10.365
H25	10.695
H26	11.627
H27	11.640
H28	11.977
H29	12.456
H30	12.921
H31	13.405
H32	13.901
H33	14.529
H34	15.173
H35	15.963
H36	16.756
H37	17.702
H38	18.675
H39	19.468
H40	20.271
H41	19.290
H42	19.849
H43	21.255
H44	22.339
H45	23.514
H60	45.522
H61	54.627
H62	63.730
P16	9.286
P24	10.695
P25	11.231
P26	11.627
P27	11.790
P28	12.458
P32	11.871
P34	12.957
P36	14.311
P39	20.252

SALARY SCHEDULE

II. PROFESSIONAL SALARY RATES: (Effective April 1, 2000)

<u>SALARY RANGE</u>	<u>EQUIVALENT MONTHLY SALARY RATE</u>
A00	\$1,500 to \$ 4,500
B00	\$1,500 to \$10,000
C00	\$2,500 to \$12,000
D00	\$5,500 to \$14,000

The rates of compensation of the Professional Salary Ranges established herein are hereby fixed and prescribed at any level within the limits of the salary rates shown above opposite each respective professional Salary Range.

III. EXECUTIVE SALARY RATES: (Effective October 1, 2005)

<u>SALARY RANGE</u>	<u>EQUIVALENT MONTHLY SALARY RATE</u>
E00	\$2,500 to \$25,000

The rates of compensation of the Executive Salary Range established herein are hereby fixed and prescribed at any level within the limits of the salary rates shown above opposite the Executive Salary Range.

IV. MEMBERS OF BOARDS AND COMMISSIONS - COMPENSATION RATE:

The rates of compensation for members of Board and Commissions and for City representatives to specified bodies are fixed and prescribed by this Subsection V for Salary Ranges as follows:

SALARY RANGE

- D-11 \$50.00 per each member for each meeting of the Board of Examiners, Appeals, and Condemnation, the Disabled Access Appeals Board, and the Housing Authority Board; not to exceed \$250.00 per 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.

- 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.

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
ANIMAL CONTROL OFFICER II		When regularly assigned to and performing the duties of Sr Animal Control Officer. May not be combined with Higher Class Pay			\$6.000
ASST PLANNER I-II		When assigned to work the Development Service Counter and performing over-the-counter plan checking			\$5.600
AUTOMATIC SPRINKLER CNTRL TECH		When regularly assigned and performing telemetry duties to monitor, adjust, and troubleshoot irrigation systems			\$12.000
CARPENTER SUPERVISOR		When regularly assigned and performing as supervisor of three or more sections in the Structural Division of the Public Service Bureau			\$10.000
CIVIL ENGINEER		When possessing a California Structural Engineers License and assigned to perform structural engineering duties.			\$10.000
<i>Classifications in the current Salary Resolution represented by the IAM in the Skilled & General Bargaining Units</i>					
		When required to work on ladders, mechanical devices, etc. placing employees at heights over 40 ft. (excludes Window Washers and Tree Trimmers)			\$4.000
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			\$6.400
COMB BLDG INSP AIDE I-II					
COMB BLDG INSPECTOR		Counter plan checking.			\$6.400
CONSTRUCTION INSPECTOR II		When performing field district supervisory duties.			\$5.000
ELECTRICAL SUPERVISOR		When regularly assigned and performing as supervisor of three or more sections in the Structural Division of the Public Service Bureau			\$10.000
FIRE CAPTAIN		When certified and temporarily assigned from qualified relief to work as a Rescue Boat Captain. (1.5% of top step Firefighter.) (Amount listed x hours worked)			\$0.570
		When certified and temporarily assigned from qualified relief to the Urban Search and			\$0.570

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		Rescue station or Hazardous Materials station. (1.5% of top step Firefighter.) (Amount listed x hours worked)			
		When certified and temporarily assigned from qualified relief to the Aircraft Rescue and Firefighting station. (0.5% top step Firefighter.) (Amount listed x hours worked)			\$0.190
<i>FIRE ENGINEER</i>		When certified and temporarily assigned from qualified relief to the Urban Search and Rescue station or Hazardous Materials station. (Amount listed x hours worked)			\$0.570
		When certified and temporarily assigned from qualified relief to the Aircraft Rescue and Firefighting station. (0.5% top step Firefighter.) (Amount listed x hours worked)			\$0.190
<i>FIREFIGHTER</i>		When certified and temporarily assigned from qualified relief to the Urban Search and Rescue station or Hazardous Materials station. (Amount listed x hours worked)			\$0.570
		When certified and temporarily assigned from qualified relief to the Aircraft Rescue and Firefighting station. (0.5% top step Firefighter.) (Amount listed x hours worked)			\$0.190
<i>GARAGE SERVICE ATTENDANT I-II</i>		When driving a vehicle requiring a Class A license			\$8.000
<i>GAS FIELD SERVICE REP II</i>		When regularly assigned to installing meters of 300 or more cubic feet per hour capacity at 1/2 inch water column pressure drop or when installing district regulator stations			\$3.000
<i>GAS MAINTENANCE SUPERVISOR I</i>		When certified and performing duties as a pipeline welder on an as-needed basis			\$4.000
<i>GENERAL MAINT SUPERVISOR II</i>		When regularly assigned and performing as supervisor of three or more sections in the Structural Division of the Public Service Bureau			\$10.000
<i>LIFEGUARD-HRLY-NC</i>		When performing the duties of a Junior Lifeguard Instructor.			\$5.000
		When performing the duties of a Junior Lifeguard Coordinator.			\$12.500

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
LIFEGUARD-SEASONAL		When performing the duties of a Junior Lifeguard Instructor.			\$5.000
MAINTENANCE ASSISTANT III		When performing fiber-glassing duties for Marine Bureau			\$4.430
MARINE SAFETY OFFICER		When performing the duties of a Junior Lifeguard Instructor.			\$4.500
		When performing the duties of a Junior Lifeguard Coordinator.			\$12.500
MARINE SAFETY SERGEANT		When performing the duties of a Junior Lifeguard Instructor.			\$4.500
		When performing the duties of a Junior Lifeguard Coordinator.			\$12.500
MATERIALS INSPECTOR		When fully qualified and assigned to perform deputy inspection work and while possessing a valid deputy inspector card.			\$2.800
MECHANICAL SUPERVISOR		When regularly assigned and performing as supervisor of three or more sections in the Structural Division of the Public Service Bureau			\$10.000
PAINTER SUPERVISOR		When regularly assigned and performing as supervisor of three or more sections in the Structural Division of the Public Service Bureau			\$10.000
PERSONNEL ANALYST I-II-CONF		When assigned to and performing table customization, configuration, and maintenance in the HRMS System.			\$12.000
PLAN CHECKER					
PLAN CHECKER-ELECTRICAL I-II					
PLAN CHECKER-FIRE PREVENTION					
PLAN CHECKER-FIRE PREVENTION I-II					
PLAN CHECKER-MECHANICAL					
PLAN CHECKER-MECHANICAL I-II					
PLAN CHECKER-PLUMBING					
PLAN CHECKER-PLUMBING I-II		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.			\$4.000
PLANNER I-III					
PLANNING AIDE		When assigned to work the Development Service Counter and performing over-the-counter plan checking			\$5.600

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
PLUMBER SUPERVISOR		When regularly assigned and performing as supervisor of three or more sections in the Structural Division of the Public Service Bureau			\$10.000
PRINCIPAL BUILDING INSPECTOR		Counter plan checking.			\$6.400
PUBLIC SAFETY 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.			\$7.500
REFUSE OPERATOR I-III		When performing as a trainer for a new operator			\$8.000
SCHOOL GUARD		When assigned as School Guard Trainer			\$3.100
SENIOR CIVIL ENGINEER		When possessing a California Structural Engineers License and assigned to perform structural engineering duties.			\$10.000
SENIOR COMBINATION BLDG INSP SENIOR ELECTRICAL INSPECTOR		Counter plan checking.			\$6.400
SENIOR ENGINEERING TECH I		When regularly assigned and performing architectural design.			\$9.700
SENIOR MECHANICAL INSPECTOR SENIOR PLUMBING INSPECTOR		Counter plan checking.			\$6.400
SPECIAL SERVICES OFFICER II		When assigned to and performing as School Guard Supervisor.			\$4.000
SPECIAL SERVICES OFFICER III		When regularly assigned to the Police Department Marine Patrol and performing the duties of a Security Officer IV during the Security Officer IV's regularly scheduled days off. This skill pay may not be combined with Higher Class Pay.			\$4.540
TREE TRIMMER I-II		When possessing a Pesticide Applicator license and regularly assigned pesticide applicator duties			\$4.430
WELDER					

SKILL PAYS

<i>CLASSIFICATION</i>	<i>CODE</i>	<i>SKILL</i>	<i>HRLY</i>	<i>OR</i>	<i>Per Diem</i>
		When regularly assigned and performing duties as a lead welder			\$4.500
<i>WINDOW WASHER I-II</i>		When performing window washing duties from swinging or electric scaffolds or bosun chairs			\$4.000

SKILL PAYS

<i>CLASSIFICATION</i>	<i>CODE</i>	<i>SKILL</i>	<i>HRLY</i>	<i>OR</i>	<i>Per Diem</i>
<i>BATTALION CHIEF</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	735	When regularly assigned to a non-platoon schedule in Fire Prevention, Community Services, Support Services, Operations, Disaster Management, or Administration	\$2.300		
	750	When possessing Strike Team Leader certificate. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$0.570		
<i>CARPENTER SUPERVISOR</i>					
	568	When regularly assigned and performing as general supervisor of the Carpentry-Field, Carpentry-Shop, Paint & Welding sections or Marine & Facility Maintenance	\$2.000	OR	\$16.000
<i>CHIEF BUILDING INSPECTOR</i>					
	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	536	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	537	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	567	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		

CHIEF CONSTRUCTION INSPECTOR

	505	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$0.750		
	506	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.000		
	507	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.250		
	565	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.500		

CLERK SUPERVISOR

	895	When regularly assigned to night shift at the Police Department	\$1.200		
	896	When regularly assigned to swing shift at the	\$0.900		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		Police Department			
	897	When regularly assigned to day shift at the Police Department	\$0.600		
<i>CLERK TYPIST I-III</i>					
	501	For regular and frequent use of certified shorthand skills	\$0.300		
	873	When regularly performing Payroll/Personnel Asst duties for the Police Department. This Skill pay may not be used in conjunction with 563.	\$0.700		
	895	When regularly assigned to night shift at the Police Department	\$1.200		
	896	When regularly assigned to swing shift at the Police Department	\$0.900		
	897	When regularly assigned to day shift at the Police Department	\$0.600		
<i>CLERK TYPIST V</i>					
	895	When regularly assigned to night shift at the Police Department	\$1.200		
	896	When regularly assigned to swing shift at the Police Department	\$0.900		
	897	When regularly assigned to day shift at the Police Department	\$0.600		
<i>COMB BLDG INSP AIDE I-II</i>					
	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No	\$1.500		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)			
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	536	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	537	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	567	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
COMB BLDG INSPECTOR					
	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	564	When possessing certifications issued by	\$1.500		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)			
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	536	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	537	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	567	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
<i>COMMUNITY WORKER I</i>					
	530	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		
<i>CONSTRUCTION INSPECTOR I-II</i>					
	505	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$0.750		
	506	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.000		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	507	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.250		
	565	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.500		
	813	When possessing an American Welding Society certificate for gas pipeline welding inspections or a National Association of Corrosion Engineers certificate. (\$0.75 per hour for one specialty certificate, up to a maximum of \$1.00 per hour for two certifications.)	\$0.750		
	814	When possessing an American Welding Society certificate for gas pipeline welding inspections or a National Association of Corrosion Engineers certificate. (\$0.75 per hour for one specialty certificate, up to a maximum of \$1.00 per hour for two certifications.)	\$1.000		

CONSTRUCTION INSPECTOR II

	512	When regularly assigned and performing as supervisor over all Gas Construction Inspection activities	\$1.418	OR	\$11.344
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CORROSION CONTROL SUPERVISOR

	813	When possessing an American Welding Society certificate for gas pipeline welding inspections or a National Association of Corrosion Engineers certificate. (\$0.75 per hour for one specialty certificate, up to a maximum of \$1.00 per hour for two certifications.)	\$0.750		
	814	When possessing an American Welding Society certificate for gas pipeline welding inspections or a National Association of Corrosion Engineers certificate. (\$0.75 per hour for one specialty certificate, up to a maximum of \$1.00 per hour for two certifications.)	\$1.000		

CUSTOMER SERVICE REP II

	513	When performing meter rereads	\$0.472		
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CUSTOMER SERVICE REP III

	514	When regularly assigned and performing duties as a section lead person	\$1.000		
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SKILL PAYS

<i>CLASSIFICATION</i>	<i>CODE</i>	<i>SKILL</i>	<i>HRLY</i>	<i>OR</i>	<i>Per Diem</i>
	515	When working Hotline Desk	\$0.586		
<i>CUSTOMER SVCS SUPERVISOR I</i>					
	879	When regularly assigned and performing as supervisor for License Inspectors	\$1.630		
<i>ELECTRICAL INSPECTOR</i>					
	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	536	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	537	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for	\$1.250		

SKILL PAYS

<i>CLASSIFICATION</i>	<i>CODE</i>	<i>SKILL</i>	<i>HRLY</i>	<i>OR</i>	<i>Per Diem</i>
		four special certifications)			
	567	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
<i>ELECTRICAL SUPERVISOR</i>	570	When regularly assigned and performing as a general supervisor of the HVAC, Electrical, Street Lighting and Plumbing Sections	\$1.000		
<i>ELECTRICIAN</i>	543	When regularly assigned and performing duties as a lead Electrician in the Traffic Signal Section	\$0.604	OR	\$4.832
<i>ENVIRONMENTAL HEALTH SPEC III-IV</i>	597	When possessing a University of Southern California Foundation for Cross Connection Control and Hydraulic Research certificate as a Specialist in Cross Connection Control or equivalent	\$0.600		
<i>EQUIPMENT MECHANIC I-II</i>	893	When regularly assigned to the maintenance and repair of City vehicles, or as supervisor to Equipment Mechanics within the Fleet Maintenance Division, and possessing two ASE Master certifications.	\$2.000		
	894	When regularly assigned to the maintenance and repair of City vehicles, or as supervisor to Equipment Mechanics within the Fleet Maintenance Division, and possessing one ASE Master certification, or for Supervisor-Stores and Property when possessing ASE Parts certification.	\$1.000		
<i>EQUIPMENT OPERATOR II</i>	561	When required to possess an Agricultural Pest Control Advisors license and regularly assigned advisor duties	\$0.554	OR	\$4.430
<i>EQUIPMENT OPERATOR III</i>	573	When regularly assigned and performing dredge level operator duties	\$0.882	OR	\$7.056
<i>FIRE BOAT OPERATOR</i>	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	700	When in possession of a valid 100-ton license and regularly assigned to operating an 88-foot	\$2.300		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		fire boat.			
	737	When certified and permanently assigned to perform Fire Prevention duties	\$1.901		
FIRE CAPTAIN	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	712	When regularly assigned and performing the full duties of an arson investigator. (16% top step Firefighter per hour. Will increase with Firefighter base pay.)	\$6.082		
	722	When certified and permanently assigned to the Urban Search and Rescue (USAR) program station. (6% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$2.281		
	723	When certified and assigned as qualified relief coverage to the USAR program. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.711		
	724	When permanently assigned as an instructor and training coordinator at an Urban Search and Rescue program station. (2.5% of top step Firefighter per hour. Will increase with Firefighter base pay.) Location exceptions may be approved by Fire Chief. Limited to two employees per shift.	\$0.950		
	725	When certified and permanently assigned to the Hazardous Materials (HAZMAT) program station. (6% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$2.281		
	726	When certified and assigned as qualified relief coverage to the HAZMAT program. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.711		
	727	When certified and permanently assigned to the Hazardous Materials (HAZMAT) program station. (2.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$.950		
	728	When certified and permanently assigned to the Aircraft Rescue and Firefighting program station. (5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.901		
	729	When certified and assigned as qualified relief coverage to the Aircraft Rescue and Firefighting. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.711		
	732	When certified and permanently assigned to a Rescue Boat, the Paramedic Coordinator, the	\$2.281		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		Public Information Officer, the Training Captain, or the Fire Prevention Captain. (6% of top step Firefighter per hour. Will increase with Firefighter base pay.)			
	733	When certified and assigned as qualified relief for a Rescue Boat Captain. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.711		
	734	Cap QR2	\$0.570		
	735	When regularly assigned to a non-platoon schedule in Fire Prevention, Community Services, Support Services, Operations, Disaster Management, or Administration	\$2.300		
	751	When possessing a certificate for USAR but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.570		
	752	When possessing a certificate for HAZMAT but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.570		
	753	When possessing a certificate for ARFF but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.570		
	754	When possessing a certificate for Fire Prevention but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.570		
	755	When possessing a certificate for but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.570		
	756	When possessing a certificate for Public Information Officer but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.570		
	757	When possessing a certificate for Instructor/ Training (Fire Instructor II) but not permanently	\$0.570		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)			
<i>FIRE ENGINEER</i>	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	712	When regularly assigned and performing the full duties of an arson investigator. (16% top step Firefighter per hour. Will increase with Firefighter base pay.)	\$6.082		
	720	When regularly assigned to an 88-foot fire boat as Fire Engineer.	\$0.920		
	721	When regularly assigned to apparatus other than a single function fire boat & in possession of the required California State Emergency Apparatus Operator's License.	\$0.173		
	722	When certified and permanently assigned to the Urban Search and Rescue (USAR) program station. (6% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$2.281		
	723	When certified and assigned as qualified relief coverage to the USAR program. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.711		
	724	When permanently assigned as an instructor and training coordinator at an Urban Search and Rescue program station. (2.5% of top step Firefighter per hour. Will increase with Firefighter base pay.) Location exceptions may be approved by Fire Chief. Limited to two employees per shift.	\$0.950		
	725	When certified and permanently assigned to the Hazardous Materials (HAZMAT) program station. (6% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$2.281		
	726	When certified and assigned as qualified relief coverage to the HAZMAT program. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.711		
	727	When certified and permanently assigned to the Hazardous Materials (HAZMAT) program station. (2.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$.950		
	728	When certified and permanently assigned to the Aircraft Rescue and Firefighting program station. (5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.901		
	729	When certified and assigned as qualified relief	\$1.711		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		coverage to the Aircraft Rescue and Firefighting. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)			
	735	When regularly assigned to a non-platoon schedule in Fire Prevention, Community Services, Support Services, Operations, Disaster Management, or Administration	\$2.300		
	737	When certified and permanently assigned to perform Fire Prevention duties. (5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.901		
	751	When possessing a certificate for USAR but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.570		
	752	When possessing a certificate for HAZMAT but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.570		
	753	When possessing a certificate for ARFF but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.570		
	754	When possessing a certificate for Fire Prevention but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.570		
FIREFIGHTER	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	703	After being licensed through the State of CA and accredited by the local emergency svcs agency and while fully trained and assigned to paramedic duty; or (see Sec. 18) 16% top step Firefighter	\$6.082		
	712	When regularly assigned and performing the full duties of an arson investigator. (16% top step Firefighter per hour. Will increase with Firefighter base pay.)	\$6.082		
	722	When certified and permanently assigned to the Urban Search and Rescue (USAR) program station. (6% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$2.281		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	723	When certified and assigned as qualified relief coverage to the USAR program. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.711		
	724	When permanently assigned as an instructor and training coordinator at an Urban Search and Rescue program station. (2.5% of top step Firefighter per hour. Will increase with Firefighter base pay.) Location exceptions may be approved by Fire Chief. Limited to two employees per shift.	\$0.950		
	725	When certified and permanently assigned to the Hazardous Materials (HAZMAT) program station. (6% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$2.281		
	726	When certified and assigned as qualified relief coverage to the HAZMAT program. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.711		
	727	When certified and permanently assigned to the Hazardous Materials (HAZMAT) program station. (2.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$.950		
	728	When certified and permanently assigned to the Aircraft Rescue and Firefighting program station. (5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.901		
	729	When certified and assigned as qualified relief coverage to the Aircraft Rescue and Firefighting. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.711		
	735	When regularly assigned to a non-platoon schedule in Fire Prevention, Community Services, Support Services, Operations, Disaster Management, or Administration	\$2.300		
	737	When certified and permanently assigned to perform Fire Prevention duties. (5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.901		
	751	When possessing a certificate for USAR but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.570		
	752	When possessing a certificate for HAZMAT but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.570		
	753	When possessing a certificate for ARFF	\$0.570		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)			
	754	When possessing a certificate for Fire Prevention but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.570		
<i>FLEET SERVICES SUPERVISOR</i>					
<i>FLEET SERVICES SUPERVISOR I-II</i>					
	893	When regularly assigned to the maintenance and repair of City vehicles, or as supervisor to Equipment Mechanics within the Fleet Maintenance Division, and possessing two ASE Master certifications.	\$2.000		
	894	When regularly assigned to the maintenance and repair of City vehicles, or as supervisor to Equipment Mechanics within the Fleet Maintenance Division, and possessing one ASE Master certification, or for Supervisor-Stores and Property when possessing ASE Parts certification.	\$1.000		
<i>FLEET SERVICES SUPERVISOR II</i>					
	849	When possessing a FAA-issued Inspection Authorization License	\$2.890		
<i>GARDENER I</i>					
	526	When required to possess a Pesticide Applicator's license and regularly assigned Pesticide Applicator duties	\$0.554	OR	\$4.430
<i>GARDENER II</i>					
	526	When required to possess a Pesticide Applicator's license and regularly assigned Pesticide Applicator duties	\$0.554	OR	\$4.430
	561	When required to possess an Agricultural Pest Control Advisors license and regularly assigned advisor duties	\$0.554	OR	\$4.430
<i>GAS CONSTRUCTION WORKER II</i>					
	850	When possessing a Long Beach Gas & Oil meter installation/reinstallation certification for up to a 400 class meter	\$0.350		
	852	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	\$0.500		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	853	When possessing the classification appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subart N Operator Qualification Plan certifications for journey level.	\$2.000		
<i>GAS CONSTRUCTION WORKER III</i>					
	853	When possessing the classification appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subart N Operator Qualification Plan certifications for journey level.	\$2.000		
	854	When possessing the classification appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subart N Operator Qualification Plan certifications for advanced level.	\$0.600		
	856	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 a 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 for Valve Maintenance.	\$0.550		
<i>GAS DISTRIBUTION SUPERVISOR I-II</i>					
	858	When possessing a Flow Computer Unit Operation and Maintenance and BTU Transmitter Operations and Maintenance certifications, or a SoCal Gas (or equivalent) Appliance Technology certification (or equivalent) Appliance Technology certification, or Regulator Troubleshooting certification	\$0.200		
<i>GAS FIELD SERVICE REP II</i>					
	850	When possessing a Long Beach Gas & Oil meter installation/reinstallation certification for up to a 400 class meter	\$0.350		
	851	When possessing a SoCal Gas (or equivalent) Appliance Technology certification , or a Regulator Technician certification	\$0.500		
	853	When possessing the classification appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subart N Operator Qualification Plan certifications for journey level.	\$2.000		
<i>GAS FIELD SERVICE REP III</i>					
	854	When possessing the classification appropriate City of Long Beach Department of	\$0.600		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan certifications for advanced level.			
	855	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		
<i>GAS MAINTENANCE SUPERVISOR I-II</i>					
	857	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		
<i>GAS PIPELINE WLDR/LAYOUT FTR</i>					
	528	When regularly assigned and performing duties as a pipeline welding shop lead person	\$0.700		
<i>GENERAL MAINT SUPERVISOR II</i>					
	568	When regularly assigned and performing as general supervisor of the Carpentry-Field, Carpentry-Shop, Paint & Welding sections or Marine & Facility Maintenance	\$2.000	OR	\$16.000
	574	When regularly assigned and performing as general supervisor over skilled crafts	\$1.000	OR	\$8.000
<i>GENERAL MAINTENANCE ASSISTANT</i>					
	520	When regularly performing specialized marina maintenance work (T)	\$0.635		
<i>HELICOPTER MECHANIC</i>					
	849	When possessing a FAA-issued Inspection Authorization License	\$2.890		
<i>HOUSING SPECIALIST III</i>					
	898	When regularly assigned to and performing the duties of trainer or portability specialist	\$0.500		
<i>LIFEGUARD-HRLY-NC</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	800	When certified as an Emergency Medical Technician (EMT) and recertified as required by law, and having completed 1200 or more hours at Salary Range 010, Step 6.	\$0.947		
	805	When regularly assigned and/or performing the duties of a deck hand.	\$0.500	OR	\$5.000

SKILL PAYS

<i>CLASSIFICATION</i>	<i>CODE</i>	<i>SKILL</i>	<i>HRLY</i>	<i>OR</i>	<i>Per Diem</i>
<i>LIFEGUARD-SEASONAL (T)</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	800	When certified as an Emergency Medical Technician (EMT) and recertified as required by law, and having completed 1200 or more hours at Salary Range 010, Step 6.	\$0.947		
	805	When regularly assigned and/or performing the duties of a deck hand.	\$0.500	OR	\$5.000
<i>MAINTENANCE ASSISTANT II-III</i>					
	522	When performing as a refuse packer truck operator for Public Works and the Parks and Recreation Departments	\$1.180	OR	\$9.440
<i>MAINTENANCE ASSISTANT III</i>					
	523	When supervising crews or contractors performing custodial and/or maintenance duties	\$0.500	OR	\$4.000
	524	When regularly assigned and/or performing lot cleaning crew leader duties	\$0.440	OR	\$3.520
	525	When regularly assigned and/or performing on dual axle packing units with a capacity of 16 yards or more.	\$1.210		
	526	When required to possess a Pesticide Applicator's license and regularly assigned Pesticide Applicator duties	\$0.554	OR	\$4.430
<i>MARINE SAFETY OFFICER</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	801	When certified and possessing a Coast Guard Operator's license and towing certificate.	\$1.438		
	802	When regularly assigned and performing as a member of the dive team unless serving as Dive Master or SWRC.	\$1.150		
	803	When regularly assigned and performing as the dive master.	\$1.438		
	804	When regularly assigned and performing as the Swift Water Rescue Coordinator.	\$1.438		
<i>MARINE SAFETY SERGEANT</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	801	When certified and possessing a Coast Guard Operator's license and towing certificate.	\$1.438		
	802	When regularly assigned and performing as a member of the dive team unless serving as Dive Master or SWRC.	\$1.150		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	803	When regularly assigned and performing as the dive master.	\$1.438		
	804	When regularly assigned and performing as the Swift Water Rescue Coordinator.	\$1.438		
<i>MARINE SAFETY SERGEANT-BT-OP</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	801	When certified and possessing a Coast Guard Operator's license and towing certificate.	\$1.438		
	802	When regularly assigned and performing as a member of the dive team unless serving as Dive Master or SWRC.	\$1.150		
	803	When regularly assigned and performing as the dive master.	\$1.438		
	804	When regularly assigned and performing as the Swift Water Rescue Coordinator.	\$1.438		
<i>MECHANICAL SUPERVISOR</i>					
<i>MECHANICAL SUPERVISOR II</i>					
	570	When regularly assigned and performing as a general supervisor of the HVAC, Electrical, Street Lighting and Plumbing Sections	\$1.000		
<i>MEDICAL SOCIAL WORKER II</i>					
	530	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		
<i>MOTOR SWEEPER OPERATOR</i>					
	527	When regularly assigned and operating a three-wheeled motor sweeper (T)	\$0.250		
<i>Non-management classifications as specified in the City's Safety and Health Manual</i>					
	812	Employees who maintain current certification and are assigned as a Floor Warden in accordance with the Floor Warden Procedure of the City's Safety & Health Manual	\$0.500	OR	\$4.000
<i>Non-management classifications in the current Salary Resolution represented by the IAM</i>					
	560	For regular and frequent use of certified oral and/or written bilingual skills	\$0.700	OR	\$5.600
<i>Non-management classifications in the Skilled & General Bargaining Units represented by the IAM</i>					
	547	When regularly assigned to and possessing certification issued by an Accredited Certifying	\$0.560	OR	\$4.480

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		Entity per CCR Title 8 Section 5006.1 for crane operations			
<i>Non-management classifications represented by the LB Assoc. of Engineering Employees with base hourly rate of \$21.050 or lower and LB Assoc. of Confidential Employees classifications where top step hourly rates are equal to or less than Salary Range 560.</i>					
	590	For regular and frequent use of certified oral and/or written bilingual skills	\$0.600	OR	\$4.800
<i>NUTRITION AIDE</i>					
	530	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		
<i>NUTRITION AIDE I-II</i>					
	530	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		
<i>PAINTER SUPERVISOR</i>					
	568	When regularly assigned and performing as general supervisor of the Carpentry-Field, Carpentry-Shop, Paint & Welding sections or Marine & Facility Maintenance	\$2.000	OR	\$16.000
	572	When regularly assigned and performing as general supervisor of the Traffic Painting/Marking and Security sections	\$0.500		
<i>PARK MAINTENANCE SUPERVISOR</i>					
	561	When required to possess an Agricultural Pest Control Advisors license and regularly assigned advisor duties	\$0.554	OR	\$4.430
	888	When supervising Senior Equipment Operators	\$1.350		\$0.000
	899	When possessing a current International Society of Arboriculture certification as a Certified Arborist	\$0.500		
<i>PARK RANGER I-II</i>					
	859	When assigned by the Department Head to train new personnel as part of a structured training plan.	\$2.250		
<i>PAYROLL/PERSONNEL ASST I-III</i>					
	873	When regularly performing Payroll/Personnel Asst duties for the Police Department (May not be used in conjunction with skill pay 563.)	\$0.700		
<i>PAYROLL/PERSONNEL ASST III</i>					
	563	When supervising payroll & personnel functions at Police Department (T)	\$1.157	OR	\$9.256

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
<i>PERSONNEL ASST II-CONF</i>					
	598	When regularly assigned and performing duties as a section lead person for employee health insurance programs	\$2.000		
<i>PLAN CHECKER-ELECTRICAL</i>					
<i>PLAN CHECKER-ELECTRICAL I-II</i>					
<i>PLAN CHECKER-FIRE PREVENTION</i>					
<i>PLAN CHECKER-FIRE PREVENTION I-II</i>					
<i>PLAN CHECKER-MECHANICAL</i>					
<i>PLAN CHECKER-MECHANICAL I-II</i>					
<i>PLAN CHECKER-PLUMBING</i>					
<i>PLAN CHECKER-PLUMBING I-II</i>					
	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
<i>PLANNER IV-V</i>					
	875	When regularly assigned and performing help desk duties	\$0.700		
	876	When 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	\$0.700		

SKILL PAYS

<i>CLASSIFICATION</i>	<i>CODE</i>	<i>SKILL</i>	<i>HRLY</i>	<i>OR</i>	<i>Per Diem</i>
<i>PLUMBER</i>					
	529	When regularly assigned and performing duties as irrigation systems plumbing specialist	\$0.647	OR	\$5.176
	596	When possessing a Los Angeles County Department of Health Cross Connection Tester Certificate	\$0.450		
<i>PLUMBER SUPERVISOR</i>					
	570	When regularly assigned and performing as a general supervisor of the HVAC, Electrical, Street Lighting and Plumbing Sections	\$1.000		
	597	When possessing a University of Southern California Foundation for Cross Connection Control and Hydraulic Research certificate as a Specialist in Cross Connection Control or equivalent	\$0.600		
<i>PLUMBING INSPECTOR</i>					
	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	536	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	537	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	567	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
<i>POLICE CORPORAL</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	600	Helicopter Pilot	\$3.304		
	601	Helicopter Observer	\$1.580		
	602	When performing on a two-wheeled motorcycle.	\$2.012		
	603	When regularly assigned to and performing administrative and/or investigative duties in the Police Department as determined by the Chief of Police	\$1.725		
	611	When regularly assigned to and performing the duties of Boat Patrol Operator and in possession of a valid Coast Guard Operators License & Towing certificate.	\$1.438		
	612	When regularly assigned to and performing the duties of Boat Patrol Operations and in possession of a valid Basic Boat Operations certificate.	\$0.719		
	613	When regularly assigned to the Port Security Unit. Not eligible to receive any other skill pay associated with responsibilities on the Port Security Unit, one-man car pay or FTO pay when receiving Port Security Assignment pay.	\$2.012		
		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 rank for each hour worked in a one Officer unit	\$4.629		
		When assigned by the Chief of Police to be Field Training Officer, an amount equal to 10% 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	\$4.629		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		determined by the Chief of Police			
<i>POLICE LIEUTENANT</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	603	When regularly assigned to and performing administrative and/or investigative duties in the Police Department as determined by the Chief of Police	\$1.725		
	611	When regularly assigned to and performing the duties of Boat Patrol Operator and in possession of a valid Coast Guard Operators License & Towing certificate.	\$1.438		
	612	When regularly assigned to and performing the duties of Boat Patrol Operations and in possession of a valid Basic Boat Operations certificate.	\$0.719		
	613	When regularly assigned to the Port Security Unit. Not eligible to receive any other skill pay associated with responsibilities on the Port Security Unit, one-man car pay or FTO pay when receiving Port Security Assignment pay.	\$2.012		
<i>POLICE OFFICER</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	600	Helicopter Pilot	\$3.304		
	601	Helicopter Observer	\$1.580		
	602	When performing on a two-wheeled motorcycle.	\$2.012		
	603	When regularly assigned to and performing administrative and/or investigative duties in the Police Department as determined by the Chief of Police	\$1.725		
	611	When regularly assigned to and performing the duties of Boat Patrol Operator and in possession of a valid Coast Guard Operators License & Towing certificate.	\$1.438		
	612	When regularly assigned to and performing the duties of Boat Patrol Operations and in possession of a valid Basic Boat Operations certificate.	\$0.719		
	613	When regularly assigned to the Port Security Unit. Not eligible to receive any other skill pay associated with responsibilities on the Port Security Unit, one-man car pay or FTO pay when receiving Port Security Assignment pay.	\$2.012		
		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 rank for each hour worked in a one Officer unit	\$4.161		
		When assigned by the Chief of Police to be Field Training Officer, an amount equal to 10%	\$4.161		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		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			
<i>POLICE PROPERTY & SPLY CLRK I-II</i>					
	874	When regularly assigned and performing lead duties	\$1.500		
<i>POLICE SERGEANT</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	600	Helicopter Pilot	\$3.304		
	601	Helicopter Observer	\$1.580		
	602	When performing on a two-wheeled motorcycle.	\$2.012		
	603	When regularly assigned to and performing administrative and/or investigative duties in the Police Department as determined by the Chief of Police	\$1.725		
	606	5/40 SGT	\$0.697		
	611	When regularly assigned to and performing the duties of Boat Patrol Operator and in possession of a valid Coast Guard Operators License & Towing certificate.	\$1.438		
	612	When regularly assigned to and performing the duties of Boat Patrol Operations and in possession of a valid Basic Boat Operations certificate.	\$0.719		
	613	When regularly assigned to the Port Security Unit. Not eligible to receive any other skill pay associated with responsibilities on the Port Security Unit, one-man car pay or FTO pay when receiving Port Security Assignment pay.	\$2.012		
<i>PRINCIPAL BUILDING INSPECTOR</i>					
	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	504	When possessing certifications issued by	\$1.250		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)			
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	536	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	537	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	567	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
 <i>PRINCIPAL CONSTRUCTION INSPCTR</i>					
	505	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$0.750		
	506	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.000		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	507	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.250		
	565	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise(\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.500		
	813	When possessing an American Welding Society certificate for gas pipeline welding inspections or a National Association of Corrosion Engineers certificate. (\$0.75 per hour for one specialty certificate, up to a maximum of \$1.00 per hour for two certifications.)	\$0.750		
	814	When possessing an American Welding Society certificate for gas pipeline welding inspections or a National Association of Corrosion Engineers certificate. (\$0.75 per hour for one specialty certificate, up to a maximum of \$1.00 per hour for two certifications.)	\$1.000		
<i>PUBLIC HEALTH NURSE</i>					
<i>PUBLIC HEALTH NURSE I-III</i>					
<i>PUBLIC HEALTH NUTRITIONIST I</i>					
	530	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		
<i>PUBLIC HLTH PROFESSIONAL III</i>					
	878	When regularly assigned and performing the full duties as Director of the Employee Assistance Program	\$3.000		
<i>REFUSE OPERATOR I-III</i>					
	860	Frontloader-Single Driver	\$1.500		
<i>REGISTERED NURSE I-II</i>					
	530	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		
<i>SENIOR COMBINATION BLDG INSP</i>					
	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for	\$0.750		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		four special certifications)			
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	536	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	537	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	567	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
 <i>SENIOR ELECTRICAL INSPECTOR</i>					
	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved	\$0.750		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)			
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1. 500		
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	536	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	537	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	567	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		

SENIOR EQUIPMENT OPERATOR

SKILL PAYS

<i>CLASSIFICATION</i>	<i>CODE</i>	<i>SKILL</i>	<i>HRLY</i>	<i>OR</i>	<i>Per Diem</i>
	538	When regularly assigned and operating the cutter head and suction boom on a dredge boat	\$0.437		
	853	When possessing the classification appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subart N Operator Qualification Plan certifications for journey level.	\$2.000		

SENIOR MECHANICAL INSPECTOR

	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	536	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	537	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per	\$1.250		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)			
	567	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
 <i>SENIOR PLUMBING INSPECTOR</i>					
	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	536	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	537	When registered by the International Code	\$1.250		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)			
	567	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
<i>SPECIAL SERVICES OFFICER I</i>					
	589	When regularly assigned & performing in the Police Dept Traffic Division (T-4/1/01)	\$2.085		
<i>SPECIAL SERVICES OFFICER II</i>					
	534	When regularly assigned to patrol marina slips and basins between the hours of 8:00 p.m. and 4:00 a.m.	\$0.433		
<i>SPECIAL SERVICES OFFICER I-V</i>					
	588	When assigned to and performing jailer duties	\$2.500		
	859	When assigned by the Department Head to train new personnel as part of a structured training plan.	\$2.250		
	866	When assigned to the Airport, Marine Patrol or Long Beach City College (LBCC)	\$1.500		
<i>STREET LANDSCAPING SUPVR I-II</i>					
	561	When required to possess an Agricultural Pest Control Advisors license and regularly assigned advisor duties	\$0.554	OR	\$4.430
	888	When supervising Senior Equipment Operators	\$1.350		
	899	When possessing a current International Society of Arboriculture certification as a Certified Arborist	\$0.500		
<i>STREET MAINTENANCE SUPERVISOR</i>					
<i>STREET MAINTENANCE SUPVR I-II</i>					
	572	When regularly assigned and performing as general supervisor of the Traffic Painting/Marking and Security sections	\$0.500		
	888	When supervising Senior Equipment Operators	\$1.350		
	899	When possessing a current International Society of Arboriculture certification as a Certified Arborist	\$0.500		

SKILL PAYS

<i>CLASSIFICATION</i>	<i>CODE</i>	<i>SKILL</i>	<i>HRLY</i>	<i>OR</i>	<i>Per Diem</i>
<i>SUPERVISING CUSTODIAN</i>					
	523	When supervising crews or contractors performing custodial and/or maintenance duties in the Library Services Dept.	\$0.500	OR	\$4.000
<i>SUPERVISOR-STORES & PROPERTY</i>					
	894	When regularly assigned to the maintenance and repair of City vehicles and possessing one ASE Master certification or for Supervisor-Stores and Property when possessing ASE Parts certification.	\$1.000		
<i>TREE TRIMMER I-II</i>					
	541	When regularly performing tree trimming duties from an aerial bucket (T)	\$0.350		
	899	When possessing a current International Society of Arboriculture certification as a Certified Arborist	\$0.500		