



# CITY OF LONG BEACH

# BH-1

DEPARTMENT OF FINANCIAL MANAGEMENT

333 West Ocean Boulevard 6<sup>th</sup> Floor • Long Beach, CA 90802 • (562) 570-6425 • Fax (562) 570-5836

September 2, 2014

HONORABLE MAYOR AND CITY COUNCIL  
City of Long Beach  
California

## RECOMMENDATION:

Receive and discuss proposed Fiscal Year 2015 budgets for the following departments: Harbor Department and Financial Management Department; and

Receive supporting documentation into the record, conclude the public hearing and take the actions necessary to adopt the Fiscal Year 2015 budget as listed in Attachment A of this letter. (Citywide)

## DISCUSSION

On July 22, 2014, the City Manager's Proposed Budget for Fiscal Year 2015 (FY 15) was delivered by Mayor Garcia to the City Council and community with recommended amendments for consideration. Budget meetings were set for March 11, July 22, August 5, August 12, August 19, September 2, September 9, along with six Budget Oversight Committee (BOC) meetings, and ten community meetings at which the FY 15 Proposed Budget was discussed. We are pleased to report that through the scheduled hearings, BOC and community meetings, presentations have been made by multiple City departments resulting in 23 separate opportunities for public feedback, deliberation and input.

At the conclusion of the hearings, the City Council will amend the proposed budget as it deems appropriate, and adopt the proposed budget as amended. Since the publication of the FY 15 Proposed Budget, updated estimates of revenue and expense, which primarily address technical corrections, are listed by fund and department in Attachments B and C to this letter, respectively.

The Appropriations Ordinance officially adopts the FY 15 budget and authorizes expenditures in conformance with the adopted budget. To become effective October 1, 2014, this Ordinance must include a finding of emergency. Specific resolutions provide for approval of the budgets for the Harbor, Sewer, and Water funds, which are not in the Appropriations Ordinance and certain fee adjustments. There will be motions that request approvals for the following: the FY 15 Capital Improvement Program; the Mayor's Recommendations; the Budget Oversight Committee's Recommendations; the Departmental Organization Ordinance; and the Salary Resolution for the FY 15 Proposed Budget.

This matter was reviewed by City Attorney Charles Parkin on August 19, 2014.

### TIMING CONSIDERATIONS

In accordance with the Long Beach City Charter, the FY 15 budget must be adopted by September 15, 2014. Should the City Council fail to adopt the budget by that date, the City Manager's FY 15 Proposed Budget shall be deemed the budget for the 2015 fiscal year. The Mayor has five calendar days from City Council adoption of the budget to use his veto authority. The City Council would then have until September 30, 2014, to override veto action by the Mayor with a two-thirds supermajority vote.

### FISCAL IMPACT

The City Charter requires that the Appropriations Ordinance shall govern and control the expenditure and commitment amounts stated therein relating to the City's departments, offices and agencies during each fiscal year. The total FY 15 budget for all departments and funds is \$3,322,069,507, which comprises \$3,006,466,116 in new appropriation and \$315,603,391 in estimated carry-over from FY 14 for multi-year grants and projects.

The Appropriations Ordinance, included as Attachment A-16 to this letter, totals \$2,340,204,053 for all funds except Harbor, Sewer, and Water, and \$2,345,806,321 for all departments except Harbor and Water. The \$5,602,268 difference between funds and departments in the Appropriations Ordinance is due to general City indirect costs budgeted in the Department of Financial Management but charged to the Harbor, Water and Sewer funds, which are not included in the Appropriations Ordinance by fund.

The proposed Harbor, Water and Sewer fund budgets are in separate City Council resolutions included as Attachment A-1 and A-4 to this letter, respectively, and total \$981,789,527. The Board of Harbor Commissioners adopted the budget for the Harbor Department by minute order on July 14, 2014. The Board of Water Commissioners adopted the budget for the Water Department by resolution on June 19, 2014.

User fees and charges in the Master Fee and Charges Schedule Attachment A-5 have been adjusted due to changes in service and other factors. For details regarding these proposed new fees, deletions and adjustments, please see the List of Proposed Fee Adjustments for FY 15 that has been incorporated as Exhibit C to the Master Fee and Charges Resolution.

Other requested City Council actions include approval of the FY 15 One-Year Capital Improvement Program (CIP) budget, included in Attachment A-6, which is contained in the Appropriations Ordinance. The Planning Commission, at its meeting of August 21, 2014, approved the CIP for FY 15 for conformance with the General Plan.

The City Council is also requested to adopt the Resolution, included as Attachment A-9, establishing the "Gann Appropriations Limit" (Limit) for general purpose expenditures. In November 1979, the voters of the State of California approved Proposition 4, also known as the "Gann Initiative" (Initiative). The Initiative places certain limits on the amount of tax revenue that can be appropriated each fiscal year. The Limit is based on actual appropriations during FY 79 and guards against overspending proceeds of taxes. Only those revenues which are considered as "proceeds of taxes" are subject to the Limit. The Limit is recalculated each fiscal year based on certain inflation and population factors provided by the State. The Proposed Budget includes tax revenue estimates that are at 42.13 percent of the 2014-2015 Appropriations Limit and, therefore, does not exceed the Limit. This calculation is reviewed by the City Auditor for conformance to the law.

A motion to amend the Departmental Organization Ordinance, included as Attachment A-12, is also being requested. This amendment incorporates changes to departments, bureaus, and divisions for FY 15. These organizational changes are necessary to implement changes reflected in the Proposed FY 15 budget. (A redline version is also provided). The Salary Resolution, included as Attachment A-13, is also included for adoption.

After the City Manager delivered the FY 15 Proposed Budget to the Mayor, technical adjustments in nature were made to the budget. These changes are generally not substantial and are disclosed in Attachment B and C of this letter. Since the release of the FY 15 Proposed Budget, a few noteworthy changes have occurred. The Police Department and the Harbor Department finalized the Port Security Unit MOU for FY 15 and it increased the sworn staffing by one Sergeant position. Along with the two Sworn positions added through the Long Beach Transit contract earlier in the process, this results in a total sworn staffing increase of three FTEs, from 803 FTEs in FY 14 to 806 FTEs in FY 15. The second change relates to the non-structural appropriation in the General Fund in the Citywide Activities Department representing the transfer of one-time GEMT funds to Fleet for the replacement of five fire engines/pumpers. On July 1, 2014, the City Council redirected \$517,000 of these funds to the Capital Projects Fund for sidewalks. The original one-time transfer of \$2.8 million was reduced to \$2.3 million, which will now fund four fire engine/pumpers. In FY 15, the Human Resources Department is proposing several organizational changes to better reflect the structure and functions of its operation. The changes are detailed in the FY 15 Organizational Ordinance. The remaining changes were minor technical adjustments made to various funds and departments.

HONORABLE MAYOR AND CITY COUNCIL  
September 2, 2014  
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SUGGESTED ACTION:

Approve recommendation.

Respectfully submitted,



JOHN GROSS  
DIRECTOR OF FINANCIAL MANAGEMENT

JG/LE/RAG  
K:\Budget\FY 15\Budget Adoption\09-02-14 ccl - FY 15 Budget Adoption Letter.docx

ATTACHMENTS

APPROVED:



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PATRICK H. WEST  
CITY MANAGER

**List of Requested Fiscal Year 2015 Budget Adoption Actions**

1. Adopt the Resolution approving the FY 15 budget for the Long Beach Harbor Department as adopted by the Board of Harbor Commissioners on July 14, 2014. (A-1)
2. Declare an emergency to exist. (A-2)
3. Declare the Ordinance approving the Resolution No. WD-1326 establishing the rates and charges for water and sewer service to all customers, as adopted by the Board of Water Commissioners on June 19, 2014, as an Emergency Ordinance, read, and adopted as read and laid over to the next regular meeting of the City Council for final reading. (A-3)
4. Adopt the Resolution approving the FY 15 budget of the Long Beach Water Department as adopted by the Board of Water Commissioners on June 19, 2014. (A-4)
5. Adopt the Resolution amending the Master Fee and Charges Schedule for specified City services for Citywide fees and charges for the City of Long Beach. (A-5)
6. Approve the FY 15 One-Year Capital Improvement Program. (A-6)
7. Adopt a motion approving the FY 15 budget for the Long Beach Community Investment Company (formerly known as the Long Beach Housing Development Company) in the amount of \$9,290,777. (A-7)
8. Adopt a motion approving the estimated transfer of \$17,300,000 from the Harbor Revenue Fund to the Tidelands Operating Fund. (A-8)
9. Adopt the Resolution establishing the "Gann Appropriations Limit" (Limit) for FY 15 pursuant to Article XIII (B) of the California Constitution. (A-9)
10. Adopt the Mayor's proposed budget recommendations, as amended, to the FY 15 Proposed Budget. (A-10)
11. Adopt the Budget Oversight Committee's proposed funding recommendations, as amended, to the FY 15 Proposed Budget. (A-11)
12. Declare the Ordinance amending the Departmental Organization Ordinance read the first time and laid over to the next regular meeting of the City Council for final reading. (A-12)
13. Adopt the amended Salary Resolution for FY 15. (A-13)
14. Adopt a motion amending the proposed FY 15 budget. (A-14)
15. Declare an emergency to exist. (A-15)
16. Declare the Appropriations Ordinance for FY 15, creating and establishing the funds of the Municipal Government and appropriating money to and authorizing expenditures from said funds and for said fiscal year as an Emergency Ordinance, read, and adopted as read and laid over to the next regular meeting of the City Council for final reading. (A-16)

**FISCAL YEAR 2015 APPROPRIATIONS ORDINANCE BY FUND**  
**(Does not include Harbor, Water and Sewer Funds)**

<u>FUND</u>	<u>FY 15 PROPOSED EXPENDITURES</u>	<u>CHANGES</u>	<u>FY 14 ESTIMATED CARRYOVER*</u>	<u>FY 15 APPROPRIATIONS</u>
GENERAL FUND	417,836,232	(551,475)	-	417,284,757
UPLAND OIL FUND	36,015,702	164,174	-	36,179,876
GENERAL GRANTS FUND	8,812,460	(13,437)	8,759,078	17,558,100
POLICE & FIRE PUBLIC SAFETY OIL PROD ACT FUND	4,433,161	-	-	4,433,161
HEALTH FUND	39,482,210	-	30,266,730	69,748,940
PARKING & BUSINESS AREA IMPROVEMENT FUND	7,142,408	-	-	7,142,408
SPECIAL ADVERTISING & PROMOTION FUND	6,062,804	-	-	6,062,804
HOUSING DEVELOPMENT FUND	10,713,202	-	9,717,315	20,430,517
BELMONT SHORE PARKING METER FUND	656,145	-	-	656,145
BUSINESS ASSISTANCE FUND	650,119	-	1,609,518	2,259,637
COMMUNITY DEVELOPMENT GRANTS FUND	21,051,815	-	18,617,913	39,669,727
GASOLINE TAX STREET IMPROVEMENT FUND	15,605,973	-	29,736,462	45,342,435
TRANSPORTATION FUND	20,851,962	-	10,856,163	31,708,125
CAPITAL PROJECTS FUND	12,478,624	-	51,229,329	63,707,952
CIVIC CENTER FUND	10,195,588	-	1,454,735	11,650,323
GENERAL SERVICES FUND	51,318,524	-	13,401,723	64,720,248
FLEET SERVICES FUND	34,483,667	-	1,931,667	36,415,334
INSURANCE FUND	42,042,245	-	139,683	42,181,927
EMPLOYEE BENEFITS FUND	232,706,625	-	-	232,706,625
TIDELANDS FUNDS	148,678,871	(6,244)	76,380,468	225,053,096
TIDELAND OIL REVENUE FUND	417,816,112	-	-	417,816,112
RESERVE FOR SUBSIDENCE	-	-	-	-
DEVELOPMENT SERVICES FUND	18,153,507	-	1,323,586	19,477,093
GAS FUND	106,368,549	-	8,692,923	115,061,472
GAS PREPAY FUND	39,128,641	-	-	39,128,641
AIRPORT FUND	43,017,760	-	22,092,203	65,109,962
REFUSE/RECYCLING FUND	45,361,815	-	494,261	45,856,075
SERRF FUND	51,224,403	-	-	51,224,403
SERRF JPA FUND	11,218,558	-	-	11,218,558
TOWING FUND	7,160,349	-	-	7,160,349
HOUSING AUTHORITY FUND	77,074,605	-	-	77,074,605
SUCCESSOR AGENCY	75,610,411	-	28,891,812	104,502,223
CUPA FUND	1,692,365	-	7,822	1,700,187
DEBT SERVICE FUND	9,962,233	-	-	9,962,233
<b>TOTAL</b>	<b>2,025,007,644</b>	<b>(406,982)</b>	<b>315,603,391</b>	<b>2,340,204,053</b>

\*Carryover of multi-year grants and CIP funds.

**FISCAL YEAR 2015 APPROPRIATIONS ORDINANCE BY DEPARTMENT**  
**(Does not include Harbor and Water)**

<u>DEPARTMENT</u>	<u>FY 15 PROPOSED EXPENDITURES</u>	<u>CHANGES</u>	<u>FY 14 ESTIMATED CARRYOVER*</u>	<u>FY 15 APPROPRIATIONS</u>
MAYOR AND COUNCIL	4,747,735	-	-	4,747,735
CITY ATTORNEY	9,463,005	-	-	9,463,005
CITY AUDITOR	2,970,581	-	-	2,970,581
CITY CLERK	2,620,378	-	-	2,620,378
CITY MANAGER	59,883,349	22,324	61,195,866	121,101,539
CITY PROSECUTOR	4,779,147	-	60,507	4,839,654
CIVIL SERVICE	2,174,093	-	-	2,174,093
AIRPORT	42,122,257	-	22,092,203	64,214,459
DISASTER PREPAREDNESS & EMERGENCY COMMUNICATIONS	1,441,814	-	533,158	1,974,973
DEVELOPMENT SERVICES	117,602,816	-	54,156,195	171,759,011
FINANCIAL MANAGEMENT**/**	476,302,341	(1,884,101)	1,170,499	475,588,739
FIRE	97,542,076	-	910,949	98,453,025
HEALTH AND HUMAN SERVICES	117,233,226	-	30,855,537	148,088,763
HUMAN RESOURCES	20,973,051	-	4,909,004	25,882,055
LIBRARY SERVICES	14,392,795	-	-	14,392,795
LONG BEACH GAS AND OIL	600,189,937	164,174	8,697,375	609,051,486
PARKS, RECREATION AND MARINE	54,122,709	-	10,671,911	64,794,620
POLICE	208,935,992	(432,068)	3,376,417	211,880,341
PUBLIC WORKS	145,519,936	346,274	103,572,045	249,438,255
TECHNOLOGY SERVICES	48,969,089	-	13,401,725	62,370,814
<b>TOTAL</b>	<b>2,031,986,327</b>	<b>(1,783,397)</b>	<b>315,603,391</b>	<b>2,345,806,321</b>

\*Carryover of multi-year grants and CIP funds.

\*\*Department of Financial Management includes internal service charges that are contained in the resolutions of the Harbor, Water, and Sewer funds for accounting, budgeting and treasury functions, and other citywide activities such as debt service.

\*\*\*Part of the Changes column includes the shifting of the ERP system budget from the Citywide Allocations Department (XI) to the Water Department, whose numbers are not included in Attachment C.

Exhibit A

as of 1:28 PM

FISCAL YEAR 2015 APPROPRIATIONS ORDINANCE BY FUND

FUND	FY 15 NEW ALLOCATION	FY 14 ESTIMATED CARRYOVER*	FY 15 APPROPRIATION
GENERAL FUND	417,284,757	-	417,284,757
UPLAND OIL FUND	36,179,876	-	36,179,876
GENERAL GRANTS FUND	8,799,023	8,759,078	17,558,100
POLICE & FIRE PUBLIC SAFETY OIL PROD ACT FUND	4,433,161	-	4,433,161
HEALTH FUND	39,482,210	30,266,730	69,748,940
PARKING & BUSINESS AREA IMPROVEMENT FUND	7,142,408	-	7,142,408
SPECIAL ADVERTISING & PROMOTION FUND	6,062,804	-	6,062,804
HOUSING DEVELOPMENT FUND	10,713,202	9,717,315	20,430,517
BELMONT SHORE PARKING METER FUND	656,145	-	656,145
BUSINESS ASSISTANCE FUND	650,119	1,609,518	2,259,637
COMMUNITY DEVELOPMENT GRANTS FUND	21,051,815	18,617,913	39,669,727
GASOLINE TAX STREET IMPROVEMENT FUND	15,605,973	29,736,462	45,342,435
TRANSPORTATION FUND	20,851,962	10,856,163	31,708,125
CAPITAL PROJECTS FUND	12,478,624	51,229,329	63,707,952
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FLEET SERVICES FUND	34,483,667	1,931,667	36,415,334
INSURANCE FUND	42,042,245	139,683	42,181,927
EMPLOYEE BENEFITS FUND	232,706,625	-	232,706,625
TIDELANDS FUNDS	148,672,627	76,380,468	225,053,096
TIDELAND OIL REVENUE FUND	417,816,112	-	417,816,112
RESERVE FOR SUBSIDENCE	-	-	-
DEVELOPMENT SERVICES FUND	18,153,507	1,323,586	19,477,093
GAS FUND	106,368,549	8,692,923	115,061,472
GAS PREPAY FUND	39,128,641	-	39,128,641
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HOUSING AUTHORITY FUND	77,074,605	-	77,074,605
SUCCESSOR AGENCY	75,610,411	28,891,812	104,502,223
CUPA FUND	1,692,365	7,822	1,700,187
DEBT SERVICE FUND	9,962,233	-	9,962,233
<b>TOTAL</b>	<b>2,024,600,662</b>	<b>315,603,391</b>	<b>2,340,204,053</b>

\*Carryover of multi-year grants and CIP funds.



## FISCAL YEAR 2015 APPROPRIATIONS ORDINANCE BY DEPARTMENT

DEPARTMENT	FY 15 NEW ALLOCATION	FY 14 ESTIMATED CARRYOVER*	FY 15 APPROPRIATION
MAYOR AND COUNCIL	4,747,735	-	4,747,735
CITY ATTORNEY	9,463,005	-	9,463,005
CITY AUDITOR	2,970,581	-	2,970,581
CITY CLERK	2,620,378	-	2,620,378
CITY MANAGER	59,905,673	61,195,866	121,101,539
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CIVIL SERVICE	2,174,093	-	2,174,093
AIRPORT	42,122,257	22,092,203	64,214,459
DISASTER PREPAREDNESS & EMERGENCY COMMUNICATIONS	1,441,814	533,158	1,974,973
DEVELOPMENT SERVICES	117,602,816	54,156,195	171,759,011
FINANCIAL MANAGEMENT**	474,418,240	1,170,499	475,588,739
FIRE	97,542,076	910,949	98,453,025
HEALTH AND HUMAN SERVICES	117,233,226	30,855,537	148,088,763
HUMAN RESOURCES	20,973,051	4,909,004	25,882,055
LIBRARY SERVICES	14,392,795	-	14,392,795
LONG BEACH GAS AND OIL	600,354,111	8,697,375	609,051,486
PARKS, RECREATION AND MARINE	54,122,709	10,671,911	64,794,620
POLICE	145,866,210	103,572,045	249,438,255
PUBLIC WORKS	208,503,924	3,376,417	211,880,341
TECHNOLOGY SERVICES	48,969,089	13,401,725	62,370,814
<b>TOTAL</b>	<b>2,030,202,930</b>	<b>315,603,391</b>	<b>2,345,806,321</b>

\*Carryover of multi-year grants and CIP funds.

\*\*Department of Financial Management includes internal service charges that are contained in the resolutions of the Water, Sewer and Harbor funds for accounting, budgeting and treasury functions, and other citywide activities such as debt service.

**ATTACHMENT A-13  
SALARY RESOLUTION AMENDMENT FY15**

**BH-1.13**

**City Manager –**

**A. Newly added classifications:**

<u>New Title</u>	<u>Salary Range</u>
Director of Business & Property Development	E00

**Development Services -**

**A. Title Change:**

<u>From</u>	<u>To</u>
Community Development Specialist I	Community Program Specialist I
Community Development Specialist II	Community Program Specialist II
Community Development Specialist III	Community Program Specialist III
Community Development Specialist IV	Community Program Specialist IV
Community Development Specialist V	Community Program Specialist V

**B. Newly added classifications:**

<u>New Title</u>	<u>Salary Range</u>
Current Planning Officer	E00
Permit Technician I	404
Permit Technician II	405
Manager-Housing & Community Improvement	E00

**Financial Management –**

**A. Newly added classifications:**

<u>New Title</u>	<u>Salary Range</u>
Customer Services Supervisor III	540

**Human Resources -**

**A. Newly added classifications:**

<u>New Title</u>	<u>Salary Range</u>
Manager-Labor Relations	E00
Safety Specialist III-Conf	650

**Law –**

**A. Newly added classifications:**

<u>New Title</u>	<u>Salary Range</u>
General Liability Claims Adjuster	523

**Legislative -**

**A. Newly added classifications:**

<u>New Title</u>	<u>Salary Range</u>
Legislative Assistant-NC	B00

**B. Range change:**

	<b>From</b>	<b>To</b>
Legislative Assistant	510	B00

**Parks, Recreation & Marine -**

**A. Newly added classifications:**

<u>New Title</u>	<u>Salary Range</u>
Animal Services Operations Supervisor	610

**Police -**

**A. Range change:**

	<b>From</b>	<b>To</b>
Police Investigator-NC	050	H46
Police Investigator-NC		H49
Police Investigator-NC		H52
Police Investigator-NC		H54
Police Investigator-NC		H57

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

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RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE  
CITY OF LONG BEACH CONFIRMING, READOPTING  
AND AMENDING PREVIOUSLY ADOPTED PROVISIONS,  
CREATING AND ESTABLISHING POSITIONS OF  
EMPLOYMENT, AND FIXING AND PRESCRIBING THE  
COMPENSATION FOR THE OFFICERS AND EMPLOYEES  
OF THE CITY OF LONG BEACH

WHEREAS, in accordance with the provisions of the City Charter, the City Council, in Resolution No. RES-13-0100 adopted on October 22, 2013, amended, created and established positions of employment and fixed and prescribed the salaries and compensation of the officers and employees of the City, commencing on October 22, 2013; and

WHEREAS, it is now the desire of the City Council to confirm, readopt, amend and restate the provisions of Resolution No. RES-13-0100, as amended, and to incorporate the confirmed, readopted and amended provisions into this resolution;

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

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**Section 1. TITLE**

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

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

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

**Section 3. POSITION COMPENSATION DESIGNATION**

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

**Section 4. POSITION DUTIES**

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

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

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. Unpermitted 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, 2014.

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 position which the appointing authority shall determine to be the proper level of  
14 compensation as merited by the performance and demonstrated ability of said employee  
15 through an evaluation process; provided, however, that the sum total of all said  
16 percentage increases or decreases in compensation for any such employee shall not  
17 exceed seven percent during any fiscal year without approval of the City Council.  
18 Evaluation shall be no more than once in any six-month period.

19           B.       Merit Increases and Performance Incentive Compensation

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

27           At or near the commencement of the applicable fiscal year, an eligible  
28 employee and the City Manager or his designee shall develop and establish a written and

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

9 C. City Attorney's Office, the City Auditor's Office and the City  
10 Prosecutor's Office

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

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

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



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

4 **Section 17. PROMOTIONS**

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

24 **Section 18. OVERTIME**

25 The method of computation of the amount of additional compensation to be paid to an  
26 employee for overtime worked shall be in accordance with and pursuant to the applicable  
27 definitions, conditions, and requirements of the Personnel Ordinance and in accordance  
28 with and pursuant to the Fair Labor Standards Act (FLSA), except that the additional

1 compensation for overtime exempt from FLSA shall not include uncontrolled standby  
2 amounts in the computation.

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

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

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

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

27 Cash payment for any properly authorized, accumulated and/or carried over  
28 unused "in lieu of holiday" time off shall be made only upon an employee's termination of

1 employment with the City or when an employee is on a leave of absence pending the  
2 approval of an application for ordinary or service-connected disability retirement which  
3 has been filed by the employee or by the City on behalf of the employee. The amount of  
4 such additional compensation to be paid shall be computed by multiplying the employee's  
5 hourly rate of compensation prescribed by this resolution for the position held by said  
6 employee by the number of unused "in lieu of holiday hours" to which the employee is  
7 entitled.

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

#### 15           **Section 21. JURY DUTY**

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

#### 25           **Section 22. BEREAVEMENT LEAVE**

26           In addition to the immediate family members provided in Section 2.09 of the  
27 Personnel Ordinance, great-grandfather and great-grandmother are defined as  
28 immediate family members. Additionally, all unrepresented employees shall be entitled

1 to the same domestic partner provisions for sick leave and bereavement leave as is  
2 contained in the Memorandum of Understanding with the International Association of  
3 Machinists.

4 **Section 23. OPTION FOR CERTAIN PEACE OFFICER EMPLOYEES**

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

- 9 A. One extra holiday per month, or  
10 B. One thousand dollars annually, to be prorated monthly and paid on  
11 the first pay period ending after December 1 of each year. The option may be selected  
12 once per year. The benefit will be prorated for persons entering or leaving the  
13 assignment. (For purposes of proration, if at least fifty percent of the month is served in  
14 the assignment, the full month shall be counted. If less than fifty percent is served, the  
15 month shall not be counted.)  
16 C. Eligibility for the above-mentioned benefits shall terminate at the time  
17 the employee leaves the position. Any employee newly assigned to any of the above-  
18 referenced positions on or after October 1, 1997, shall not be eligible to receive either the  
19 holiday or cash payment benefits.

20 **Section 24. EXECUTIVE LEAVE**

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



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

6 **Section 26. ACTING PAY**

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

25 **Section 27. HIGHER CLASSIFICATION PAY**

26 A. International Association of Machinists and Aerospace Workers  
27 Each employee represented by the International Association of Machinists  
28 and Aerospace Workers who is required to perform the full range of duties in a higher-

1 level classification or grade level position that is vacant, up to and including division  
2 manager, shall be paid an additional eighty cents (\$0.80) per hour providing the following  
3 conditions are met:

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

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

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

12               B.       Long Beach Association of Engineering Employees

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

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

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

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

27           4.       The temporary appointment to the higher classification must be  
28 approved by both the Department Head or designee and the Director of Human

1 Resources.

2 C. Public Safety Dispatchers

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

7 **Section 28. SKILL PAY**

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

25 The skill notes listed in Attachment C shall be effective on and after April 1,  
26 2000.

27 **Section 29. NIGHT SHIFT DIFFERENTIAL**

28 In addition to the compensation provided by Section 3 hereof, a night shift differential of



1 one dollar and twenty-five cents (\$1.25) per hour shall be paid to any permanent full-time  
2 employee in the IAM bargaining units whose regular schedule requires said employee to  
3 work between the hours of 6:00 p.m. and 6:00 a.m., provided that:

4 A. Night Shift

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

9 B. Split-Shift

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

15 **Section 30. STANDBY PAY**

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

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

25 **Section 31. MARKSMANSHIP PAY**

26 Sworn personnel of the Police Department, Special Services Officers and Park Rangers  
27 who may be called upon to use firearms in the performance of their duties and who on a  
28 qualifying schedule prescribed by the Chief of Police attain a required degree of

1 proficiency in marksmanship shall receive additional compensation as herein provided.

2	Marksman	\$ 4.00 per month
3	Sharpshooter	8.00 per month
4	Expert	16.00 per month
5	Master	32.00 per month

6 An employee shall receive the additional compensation only for the calendar year  
7 immediately following the prescribed qualification period in which said employee has  
8 demonstrated his/her proficiency as herein provided to the satisfaction of the Chief of  
9 Police. Such compensation may be paid in an aggregate lump sum for the qualifying  
10 period. The determination of the Chief of Police on all scoring is final and conclusive.

11 The City shall not be entitled to a refund in the event employment is terminated by death  
12 or otherwise during the period for which a lump sum payment has been made. The  
13 weapon used to qualify shall be an approved handgun as authorized by the Police  
14 Department.

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

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

25 A. Requirements

26 Said employee keeps, maintains and furnishes a fully trained and duly  
27 certified police service dog for use in connection with the performance of his/her patrol  
28 and law enforcement duties with the Police Department; and said police service dog is

1 actually used by the employee in the performance of his/her official duties with the Long  
2 Beach Police Department.

3 B. Reimbursement

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

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

13 C. Fair Labor Standards Act Compliance

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

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

25 **Section 33. INCENTIVE PAY**

26 All Firefighters, Auto Firefighters (R), Fire Boat Operators, Fire Engineers, Fire Captains,  
27 Battalion Chiefs, Police Officers and Identification Officers (T) employed by the City shall  
28 be entitled to receive, in addition to the compensation set forth in this resolution for such

1 positions, an incentive payment under either one of the Incentive Pay Programs  
2 hereinafter provided for the Fire Department and the Police Department.

3 A. Police Department Incentive Pay Program I

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

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

14 B. Police Department Incentive Pay Program II

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

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

25 C. Police Department - Education Pay

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

1 AA Degree \$175 per month

2 BA/BS Degree \$350 per month

3 MA Degree \$450 per month

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

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

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

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

14 D. Fire Department Education Pay

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

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

25 3. The amount of \$2.300 per hour shall be paid as additional  
26 compensation to each Firefighter and Auto Firefighter (R), Fire Engineer, Fire Boat  
27 Operator, Fire Captain, and Battalion Chief who has obtained a Masters of Arts or  
28 Masters of Science Degree in the fields and at the institutions described in 1 above.

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

4                   E.     Police Department Longevity Pay

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

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

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

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

24                  5.     LBPOA bargaining unit members who have prior law enforcement  
25 experience outside of the state of California, but who do not possess a Basic Course  
26 Waiver (BCW) may be eligible for credit for longevity pay as described in paragraphs (1)  
27 and (2) above for each full month worked if the Chief of Police determines that their  
28 experience is equivalent to that referred to in paragraph (3) above.

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

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

9           F.     Fire Department Longevity Pay

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

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

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

24          4.     LBFFA bargaining unit members hired with prior firefighting  
25 experience outside of California, including military firefighting service, equivalent to the  
26 experience described in paragraph (3), are eligible for credit for longevity pay, as  
27 described in paragraphs (1) and (2) above, for each full month worked if the experience  
28 and certification is determined to be equivalent by the Fire Chief.





1 with additional compensation for suggestions made that result in measurable monetary  
2 savings to the City. Such awards shall not exceed ten percent of the anticipated first year  
3 savings after adoption of the suggestion; provided, however, that the maximum award  
4 shall not exceed five thousand dollars.

5 **Section 37. RELOCATION COMPENSATION**

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

14 **Section 38. TUITION REIMBURSEMENT**

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

18 Effective October 1, 1999:

19 Semester/Quarter Payment Schedule

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

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

**Section 39. DAMAGED PERSONAL PROPERTY REIMBURSEMENT**

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

**Section 40. TRANSPORTATION**

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

A. Public Transportation

Actual cost of transportation per month for public transportation; or

B. Privately Owned Vehicle

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

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

2. Effective October 1, 2008, the Internal Revenue Service rate per mile plus an additional ten cents (\$0.10) per mile for all authorized mileage actually driven by an employee on official City business in a calendar month where mileage is 300 or more

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

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

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

#### 14                           **Section 41. CITY TRIP REDUCTION PLAN**

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

#### 21                           **Section 42. HEALTH INSURANCE**

22 On and after December 1, 2004, the City shall pay a maximum amount of seven hundred  
23 ninety six dollars per month toward the cost of health, dental, and life insurance benefits  
24 for each eligible employee represented by the IAM, the Long Beach Association of  
25 Confidential Employees, the Long Beach Association of Engineering Employees, the City  
26 Attorneys Association, the City Prosecutors Association, the Long Beach Firefighters  
27 Association, the Long Beach Police Officers Association, the Long Beach Lifeguard  
28 Association, and each eligible employee not represented by an employee organization.

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

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

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

11 **Section 44. CONSOLIDATED OMINBUS BUDGET**

12 **RECONCILIATION ACT (COBRA)**

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

16 **Section 45. LIFE INSURANCE**

17 **A. City Employees**

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

23 **B. Elected/Appointed/Executive/Professional**

24 Employees assigned to Salary Range E00, the City Manager, the City  
25 Attorney, Assistant City Attorney, Principal Deputy City Attorney, Senior Deputy City  
26 Attorney, the City Prosecutor, the Assistant City Prosecutor, the City Auditor, Deputy City  
27 Auditor, the Mayor, and the City Clerk shall receive, unless they elect an available  
28 alternative, as additional compensation life insurance benefits equal to three times their

1 full annual salary to a maximum of five hundred thousand dollars, long- and short-term  
2 disability insurance, and in-hospital indemnity benefits. Proceeds of any life insurance  
3 benefits shall be payable to a beneficiary named by the person insured or, if none is  
4 named, to his/her estate.

5 C. Deputy City Attorney/Deputy City Prosecutor/City Auditor Employees  
6 Employees in the classification of Deputy City Attorney shall receive as  
7 additional compensation a Two Hundred Thousand Dollar life insurance policy and long-  
8 term and short-term disability insurance currently provided to management employees in  
9 the City. Employees represented by the City Attorneys Association, except as noted  
10 above, shall receive as additional compensation a One Hundred Thousand Dollar Life  
11 Insurance Policy and shall be entitled, at their discretion, to participate in the program for  
12 long-term and short-term disability insurance currently provided to the Deputy City  
13 Attorneys. Employees who elect to participate shall pay the full cost of premiums.  
14 Employees in the classification of Audit Manager shall receive as additional  
15 compensation a One Hundred Thousand Dollar life insurance policy, long-term and short-  
16 term disability insurance, and in-hospital indemnity benefits. Employees in the  
17 classification of Senior Auditor, Staff Auditor, and Audit Analyst shall receive long-term  
18 and short-term disability insurance. Employees in the classification of Deputy City  
19 Prosecutor shall receive as additional compensation a One Hundred Fifty Thousand  
20 Dollar life insurance policy and long-term and short-term disability insurance. Employees  
21 represented by the City Prosecutors Association, except as noted above, shall receive as  
22 additional compensation a Fifty Thousand Dollar life insurance policy.

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

27 E. City Council  
28 Members of the City Council shall receive a life insurance benefit of fifty-five

1 thousand dollars. Effective December 1, 1996, the life insurance benefit is sixty-five  
2 thousand dollars.

3 F. International Association of Machinists and Aerospace Workers

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

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

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

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

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

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

19 **Section 47. RETIREMENT**

20 A. City Payment of Employee Portion

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

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

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

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

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

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

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

26 Effective November 5, 2011, employees represented by the Long Beach  
27 Management Association (Fire safety managers only) and the Long Beach Firefighters'  
28 Association Local 372 shall pay the full amount of each such individual employee's

1 normal retirement contribution.

2 In accordance with the Resolution approved by the City Council on  
3 February 15, 2011, employees represented by the Long Beach Management Association  
4 (safety managers only), 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 February 26, 2011, the City shall pay to the California Public  
7 Employees' Retirement System, on behalf of unrepresented management employees in  
8 the City Auditor's Office, an amount equal to 4/8ths of each such individual employee's  
9 normal retirement contributions.

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

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

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

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

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

27 B. Tiers

28 In 1989-90, the City, after meeting and conferring with its safety employees,



1 entered into a so-called two-tiered contract with the California Public Employees'  
2 Retirement System. Under that contract:

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

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

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

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

23 Should an employee represented by the Long Beach Police Officers'  
24 Association hired under Tier II, terminate prior to retirement and elect to receive his/her  
25 retirement contribution from CalPERS, it is intended that the City shall pay to the  
26 employee two percent (2%) of the employee's regular compensation for that service  
27 worked between April 21, 1990 through June 29, 2001. Regular compensation includes  
28 applicable wages, skill pay, incentive pay, etc., but does not include overtime, employer

1 contributions to deferred compensation, or other forms of compensation not subject to  
2 CalPERS.

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

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

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

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

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

- 27          a. 2.7% at 55 retirement formula;
- 28          b. 2.0% cost of living provision;

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

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

**Section 48. DEFERRED COMPENSATION**

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

**Section 49. DEFERRED COMPENSATION-MARINE SAFETY**

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

**Section 50. MEMORANDA OF UNDERSTANDING CONFLICTS**

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

15 **Section 51. CERTIFICATION OF RESOLUTION ADOPTION**

16 This resolution shall be deemed operative as of 12:01 a.m. on October 1, 2014, except  
17 as may otherwise be provided by specific provisions of this resolution, and the City Clerk  
18 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

GJA:kjm A14-01489 8/11/14  
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POSITION TITLES AND  
ASSIGNED SALARY RANGE NUMBERS

<u>Position Title</u>	<u>Salary Range No.</u>
Accountant I	490
Accountant II	540
Accountant III	590
Accounting Clerk I	340
Accounting Clerk II	370
Accounting Clerk III	400
Accounting Operations Officer	E00
Accounting Technician	440
Administrative Aide I	430
Administrative Aide II	460
Administrative Analyst I	570
Administrative Analyst II	600
Administrative Analyst III	630
Administrative Analyst IV	660
Administrative Assistant - City Manager	E00
Administrative Officer	E00
Administrative Officer - Airport	E00
Administrative Officer - Civil Service	E00
Administrative Officer - Commercial Services (T)	E00
Administrative Officer - Community Development (T)	E00
Administrative Officer - Development Services	E00
Administrative Officer - Engineering	E00
Administrative Officer - Fleet	E00

1	Administrative Officer - Gas (T)	E00
2	Administrative Officer - General Services	E00
3	Administrative Officer - Library Services	E00
4	Administrative Officer - Police	E00
5	Administrative Officer - Public Health (T)	E00
6	Administrative Officer - Public Works	E00
7	Administrative Officer - Towing (T)	E00
8	Administrative Services Officer	E00
9	Advance Planning Officer	E00
10	Airport Engineering Officer	E00
11	Airport Operations Assistant I	360
12	Airport Operations Assistant II	410
13	Airport Operations Officer	E00
14	Airport Operations Specialist I	510
15	Airport Operations Specialist II	540
16	Airport Public Affairs Assistant	540
17	Airport Public Affairs Officer	E00
18	Alternative Fuels Coordinator	570
19	Ambulance Operator	P-24, P-25 P-27
20	Animal Control Officer I	410
21	Animal Control Officer II	430
22	Animal Control Officer III	490
23	Animal Health Technician	420
24	Animal Services Operations Supervisor	610
25	Aquatics Supervisor I	500
26	Aquatics Supervisor II	570
27	Assistant Administrative Analyst I	470
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1	Assistant Administrative Analyst II	530
2	Assistant Buyer I	420
3	Assistant Buyer II	460
4	Assistant Chief of Police	E00
5	Assistant Chief of Staff-Prosecutor	B00
6	Assistant City Attorney	E00
7	Assistant City Auditor	E00
8	Assistant City Clerk	E00
9	Assistant City Controller	E00
10	Assistant City Engineer	E00
11	Assistant City Manager	E00
12	Assistant City Prosecutor	E00
13	Assistant City Traffic Engineer	E00
14	Assistant Community Development Analyst I	470
15	Assistant Community Development Analyst II	530
16	Assistant Director-Financial Management	E00
17	Assistant Fire Chief	E00
18	Assistant General Manager/Chief Gas Engineer	E00
19	Assistant Planner I	510
20	Assistant Planner II	570
21	Assistant to the City Manager	E00
22	Assistant to the Director-Development Services	E00
23	Assistant Traffic Signal Technician I	430
24	Assistant Traffic Signal Technician II	470
25	Audit Analyst	B00
26	Audit Manager	C00
27	Auto Firefighter (R)	055
28	Automated Systems Officer	E00



1	Automatic Sprinkler Control Technician	440
2	Battalion Chief	185
3	Body and Fender Mechanic - Painter I	480
4	Body and Fender Mechanic - Painter II	500
5	Budget Analysis Officer	E00
6	Budget Management Officer	E00
7	Building Maintenance Engineer	540
8	Building Services Supervisor	430
9	Business Development Officer	E00
10	Business Information Technology Officer	E00
11	Business Information Systems Officer	E00
12	Business Services Officer	E00
13	Business Systems Specialist I	530
14	Business Systems Specialist II	570
15	Business Systems Specialist III	610
16	Business Systems Specialist IV	650
17	Business Systems Specialist V	690
18	Business Systems Specialist VI	730
19	Business Systems Specialist VII	770
20	Buyer I	540
21	Buyer II	610
22	Capital Project Coordinator (T)	640
23	Capital Project Coordinator I	640
24	Capital Project Coordinator II	660
25	Capital Project Coordinator III	690
26	Capital Project Coordinator IV	750
27	Carpenter	480
28	Carpenter Supervisor	510

1	Case Manager I	250
2	Case Manager II	340
3	Case Manager III	380
4	Cement Finisher I	430
5	Cement Finisher II	450
6	Chief Assistant City Prosecutor	E00
7	Chief Building Inspector	684
8	Chief Clerk of Records (R)	090
9	Chief Construction Inspector	684
10	Chief Investigator	B00
11	Chief of Police	E00
12	Chief of Staff-Council	E00
13	Chief of Staff-Mayor	E00
14	Chief of Staff-Prosecutor	E00
15	Chief Surveyor	674
16	City Attorney	980
17	City Auditor	960
18	City Clerk	950
19	City Clerk Analyst	630
20	City Clerk Assistant	390
21	City Clerk Bureau Manager	E00
22	City Clerk Specialist	560
23	City Controller	E00
24	City Engineer	E00
25	City Health Officer	E00
26	City Manager	990
27	City Mayor	940
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1	City Prosecutor	970
2	City Safety Officer	E00
3	City Traffic Engineer	E00
4	City Treasurer	E00
5	Civil Engineer	644
6	Civil Engineering Assistant	514
7	Civil Engineering Associate	594
8	Claims Investigator/Representative I (T)	593
9	Clerk I	260
10	Clerk II	290
11	Clerk III	320
12	Clerk Supervisor	440
13	Clerk Typist I	320
14	Clerk Typist II	350
15	Clerk Typist III	380
16	Clerk Typist IV	410
17	Clerk Typist V (T)	440
18	Clinical Services Officer	E00
19	Code Enforcement Officer	E00
20	Combination Building Inspector	534
21	Combination Building Inspector Aide I	374
22	Combination Building Inspector Aide II	404
23	Commercial and Retail Development Officer	E00
24	Communication Specialist I	520
25	Communication Specialist II	560
26	Communication Specialist III	600
27	Communication Specialist IV	650
28	Communication Specialist V	690

1	Communication Specialist VI	730
2	Communication Specialist VII	770
3	Communications Center Coordinator	660
4	Communications Center Supervisor	590
5	Communications Officer	E00
6	Community Development Analyst I	570
7	Community Development Analyst II	600
8	Community Development Analyst III	630
9	Community Development Clerical Assistant I	320
10	Community Development Clerical Assistant II	350
11	Community Development Clerical Assistant III	380
12	Community Development Technician I	370
13	Community Development Technician II	400
14	Community Development Technician III	430
15	Community Development Technician IV	460
16	Community Development Specialist I (T)	470
17	Community Development Specialist II (T)	530
18	Community Development Specialist III (T)	570
19	Community Development Specialist IV (T)	600
20	Community Development Specialist V (T)	630
21	Community Information Officer	E00
22	Community Information Specialist I	350
23	Community Information Specialist II	390
24	Community Program Specialist I	470
25	Community Program Specialist II	530
26	Community Program Specialist III	570
27	Community Program Specialist IV	600
28		

1	Community Program Specialist V	630
2	Community Relations Assistant I (T)	370
3	Community Relations Assistant II (T)	460
4	Community Services Officer	E00
5	Community Services Supervisor	570
6	Community Services Supervisor II (T)	570
7	Community Worker	320
8	Construction Inspector I	534
9	Construction Inspector II	574
10	Construction Services Officer	E00
11	Contract Management Officer	E00
12	Contracts Officer (T)	E00
13	Contracts Officer - Fleet	E00
14	Controls Operations Officer	E00
15	Corrosion Control Supervisor	584
16	Councilmanic Secretary	470
17	Counselor I	250
18	Counselor II	450
19	Criminalist I	590
20	Criminalist II	660
21	Criminalist III (T)	680
22	Criminalist Supervisor	700
23	Community Service Worker Program Coordinator-City Prosecutor	C00
24	Cultural Program Supervisor	570
25	Curator	530
26	Current Planning Officer	E00
27	Customer Relations Officer	E00
28	Customer Service Representative I	330

1	Customer Service Representative II	360
2	Customer Service Representative III	400
3	Customer Services Officer	E00
4	Customer Services Supervisor I	480
5	Customer Services Supervisor II	510
6	Customer Services Supervisor III	540
7	Customer Support Officer	E00
8	Data Administrative Officer	E00
9	Data Center Officer	E00
10	Data Processing Assistant	410
11	Data Security Administrator	E00
12	Department Librarian I	600
13	Department Librarian II	630
14	Department Safety Officer	E00
15	Deputy Chief of Police	E00
16	Deputy City Attorney	C00
17	Deputy City Auditor	E00
18	Deputy City Clerk I	530
19	Deputy City Clerk II	550
20	Deputy City Manager	E00
21	Deputy City Prosecutor	C00
22	Deputy City Prosecutor I	C00
23	Deputy City Prosecutor II	C00
24	Deputy City Prosecutor III	C00
25	Deputy City Prosecutor IV	C00
26	Deputy Director – City Engineer	E00
27	Deputy Director - Civil Service	E00
28	Deputy Director- Development Services	E00

1	Deputy Director of Financial Management	E00
2	Deputy Fire Chief	E00
3	Deputy Fire Marshal	694
4	Desktop Computing Officer	E00
5	Detention Officer I	430
6	Detention Officer II	490
7	Development Project Manager I	630
8	Development Project Manager II	660
9	Development Project Manager III	680
10	Director of Business & Property Development	E00
11	Director of Community Development (T)	E00
12	Director of Development Services	E00
13	Director of Emergency Services & Business Continuity	E00
14	Director of Financial Management	E00
15	Director of Government Affairs and Strategic Initiatives	E00
16	Director of Long Beach Airport	E00
17	Director of Long Beach Gas & Oil	E00
18	Director of Technology Services	E00
19	Director of Health and Human Services	E00
20	Director of Human Resources	E00
21	Director of Library Services	E00
22	Director of Parks, Recreation, and Marine	E00
23	Director of Public Works	E00
24	Director of Special Events (T)	E00
25	Disaster Management Officer	E00
26	Diversity & Economic Opportunity Officer (T)	E00
27	Division Engineer - Oil	E00
28	Division Engineer - Public Works	E00

1	Election Employee	P-28, P-32, P-34, P-36
2	Election Supervisor	410
3	Electrical Engineer	644
4	Electrical Engineering Associate	594
5	Electrical Inspector	534
6	Electrical Supervisor	550
7	Electrician	500
8	Electronic Communications Technician I	520
9	Electronic Communications Technician II	540
10	Electronic Communications Technician III	580
11	Emergency Medical Educator	680
12	Emergency Medical Education Coordinator	750
13	Emergency Medical Services Officer	E00
14	Emergency Preparedness Officer	E00
15	Employee Assistance Officer - Police	E00
16	Employee Services Assistant	600
17	Employment Services Officer - Civil Service	E00
18	Energy Conservation Officer	E00
19	Engineering Aide I	307
20	Engineering Aide II	344
21	Engineering Aide III	419
22	Engineering & Development Services Officer	E00
23	Engineering Technician I	464
24	Engineering Technician II	504
25	Environmental Health Specialist I	480
26	Environmental Health Specialist II	540
27	Environmental Health Specialist III	560
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1	Environmental Health Specialist IV	590
2	Environmental Planning Officer (T)	E00
3	Environmental Service Supervisor I	440
4	Environmental Service Supervisor II	500
5	Environmental Service Supervisor III	550
6	Environmental Specialist Associate	594
7	Epidemiologist	520
8	Epidemiologist - Supervisor	590
9	Equipment Mechanic I	480
10	Equipment Mechanic II	500
11	Equipment Operator I	370
12	Equipment Operator II	410
13	Equipment Operator III	440
14	Events Coordinator I	470
15	Events Coordinator II	530
16	Executive Assistant	E00
17	Executive Assistant – City Attorney	E00
18	Executive Assistant/Mayor and Council (T)	E00
19	Executive Director - Civil Service	E00
20	Executive Director of the Regional Workforce Investment Board	E00
21	Executive Assistant - Confidential	B00
22	Executive Assistant to Assistant City Manager	E00
23	Executive Assistant to City Manager	E00
24	Facilities Management Officer	E00
25	Financial Controls Analyst	630
26	Financial Management Analyst I	630
27	Financial Management Analyst II	660
28	Financial Services Officer	E00

1	Financial Services Officer - Community Development (T)	E00
2	Financial Systems Integration Officer	E00
3	Fingerprint Classifier	430
4	Fire Boat Operator	105
5	Fire Captain	155
6	Fire Chief	E00
7	Fire Engineer	105
8	Firefighter	055
9	Firefighter Trainee	B00
10	Fire Recruit	045
11	Fleet Finance Officer (T)	E00
12	Fleet Services Supervisor I	550
13	Fleet Services Supervisor II	620
14	Forensic Specialist I	530
15	Forensic Specialist II	580
16	Forensic Specialist Supervisor	630
17	Forensic Science Services Administrator	E00
18	Garage Service Attendant I	370
19	Garage Service Attendant II	390
20	Garage Service Attendant II – Towing	410
21	Garage Service Attendant III	450
22	Gardener I	360
23	Gardener II	390
24	Gas Construction Worker I	410
25	Gas Construction Worker II	430
26	Gas Construction Worker III	482
27	Gas Distribution Supervisor I	580
28	Gas Distribution Supervisor II	620

1	Gas Field Service Representative I	390
2	Gas Field Service Representative II	430
3	Gas Field Service Representative III	482
4	Gas Instrument Technician I	500
5	Gas Instrument Technician II	550
6	Gas Maintenance Supervisor I	580
7	Gas Maintenance Supervisor II	620
8	Gas Marketing Engineer	E00
9	Gas Measurement Assistant	470
10	Gas Orifice Meter Technician I (T)	440
11	Gas Orifice Meter Technician II (T)	460
12	Gas Pipeline Welder/Layout Fitter	560
13	Gas Supply Officer	E00
14	General Liability Claims Adjuster	523
15	General Librarian	560
16	General Librarian I (T)	500
17	General Librarian II (T)	550
18	General Maintenance Assistant	410
19	General Maintenance Supervisor I	470
20	General Maintenance Supervisor II	510
21	General Superintendent – Development Services	E00
22	General Superintendent - Fleet Services	E00
23	General Superintendent - Park/Marine Maintenance	E00
24	General Superintendent - Recreation	E00
25	General Superintendent of Operations	E00
26	Geographic Information Systems Analyst I	527
27	Geographic Information Systems Analyst II	564
28	Geographic Information Systems Analyst III	597

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

1	Housing Specialist I	400
2	Housing Specialist II	430
3	Housing Specialist III	460
4	Human Dignity Officer	E00
5	Human Resources Officer	E00
6	Institutional Cook	390
7	Inspection Services Officer	E00
8	Intelligence Analyst	610
9	Investigator I	593
10	Investigator - City Prosecutor	B00
11	Investigator II	613
12	Investigator III	633
13	Investment Officer (T)	E00
14	Jail Administrator	E00
15	Lab Assistant I	360
16	Lab Assistant II	380
17	Lab Assistant III	420
18	Laboratory Assistant	360
19	Laboratory Services Officer	E00
20	Landscape Architect	604
21	Law Clerk	B00
22	Law Clerk - City Attorney	B00
23	Law Clerk - City Prosecutor	C00
24	Legal Administrative Assistant	B00
25	Legal Administrator - Attorney	E00
26	Legal Assistant (T)	B00
27	Legal Assistant I	460
28	Legal Assistant II	480

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

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

1	Manager - Community Enrichment	E00
2	Manager - Community Recreation	E00
3	Manager - Disaster Management	E00
4	Manager - Economic Development	E00
5	Manager - Electric Generation	E00
6	Manager - Energy Recovery	E00
7	Manager - Engineering Services (T)	E00
8	Manager - Engineering & Construction	E00
9	Manager - Environmental Health	E00
10	Manager - Environmental Services	E00
11	Manager - Facilities	E00
12	Manager – Facilities Maintenance and Engineering	E00
13	Manager – Financial Controls	E00
14	Manager - Fleet Services	E00
15	Manager – Gas and Oil Operations	E00
16	Manager - Gas Services	E00
17	Manager - Housing Authority	E00
18	Manager - Housing and Community Improvement	E00
19	Manager - Housing Services	E00
20	Manager - Human/Social Services	E00
21	Manager - Information Services	E00
22	Manager - Integrated Resources (T)	E00
23	Manager – Labor Relations	E00
24	Manager - Library Support Services	E00
25	Manager - Long Beach Unit	E00
26	Manager - Main Library Services	E00
27	Manager - Maintenance Operations	E00
28	Manager - Marine Operations	E00



1	Manager - Neighborhood Services	E00
2	Manager - Neighborhood Library Services	E00
3	Manager - Oil Production	E00
4	Manager - Operations and Administration	E00
5	Manager - Operations Support	E00
6	Manager - Personnel Operations	E00
7	Manager - Pipeline Construction (T)	E00
8	Manager - Planning Bureau	E00
9	Manager - Planning & Development	E00
10	Manager - Preventive Health	E00
11	Manager - Project Development	E00
12	Manager - Property Services	E00
13	Manager - Public Service	E00
14	Manager - Public Works Operations	E00
15	Manager - Recreation Services	E00
16	Manager - Redevelopment	E00
17	Manager - Risk Management (T)	E00
18	Manager – Risk and Occupational Health Services	E00
19	Manager - Special Events & Filming	E00
20	Manager - Support Services	E00
21	Manager - Technology Infrastructure Services	E00
22	Manager - Telecommunications (T)	E00
23	Manager - Towing (T)	E00
24	Manager - Traffic and Transportation	E00
25	Manager - Workers' Compensation	E00
26	Manager - Workforce Development	E00
27	Marina Agent I	320
28	Marina Agent II	360

1	Marina Agent III	410
2	Marina Supervisor I	510
3	Marina Supervisor II	570
4	Marina Supervisor (T)	510
5	Marine Safety Captain	120
6	Marine Safety Chief	E00
7	Marine Safety Lieutenant	080
8	Marine Safety Officer	030
9	Marine Safety Sergeant	060
10	Marine Safety Sergeant - Boat Operator	060
11	Marketing Officer	E00
12	Master Mechanic (R)	185
13	Materials Inspector	514
14	Materials Testing Chemist	524
15	Mechanical Engineer	644
16	Mechanical Engineering Associate	594
17	Mechanical Equipment Stock Clerk I	380
18	Mechanical Equipment Stock Clerk II	430
19	Mechanical Equipment Stock Clerk III	490
20	Mechanical Supervisor I (T)	530
21	Mechanical Supervisor	600
22	Medical Assistant I	250
23	Medical Assistant II	370
24	Medical Social Worker I	490
25	Medical Social Worker II	530
26	Members of Boards and Commissions	D-11
27	Messenger/Mail Clerk I (T)	300
28	Messenger/Mail Clerk II (T)	370

1	Microbiologist I	540
2	Microbiologist II	570
3	Microbiologist III	610
4	Microbiologist Supervisor	580
5	Microfilm Technician	420
6	Minute Clerk	410
7	Motor Sweeper Operator	450
8	Historic Preservation Officer	E00
9	Neighborhood Improvement Officer	E00
10	Neighborhood Resource Officer	E00
11	Neighborhood Services Specialist I	400
12	Neighborhood Services Specialist II	430
13	Neighborhood Services Specialist III	460
14	Noise Abatement Officer	E00
15	Noise Abatement Specialist I	500
16	Noise Abatement Specialist II	530
17	Nurse I (T)	550
18	Nurse II (T)	570
19	Nurse Practitioner	670
20	Nursing Services Officer	E00
21	Nutrition Aide (T)	300
22	Nutrition Aide I	310
23	Nutrition Aide II	360
24	Nutrition Services Officer	E00
25	Occupancy Specialist I	390
26	Occupancy Specialist II	420
27	Occupancy Specialist III	450
28	Occupational Health Services Officer	E00

1	Office Manager - Prosecutor	B00
2	Office Services Assistant I	310
3	Office Services Assistant II	340
4	Office Services Assistant III	370
5	Office Services Officer	E00
6	Office Services Supervisor	500
7	Office Specialist - Prosecutor	B00
8	Office Systems Officer	E00
9	Offset Press Operator I	390
10	Offset Press Operator II	420
11	Oil Field Gauger I	504
12	Oil Field Gauger II	507
13	Oil Properties Accounting Officer (T)	E00
14	Operations Officer - Building and Safety	E00
15	Outreach Worker I	260
16	Outreach Worker II	380
17	Page (T)	H-16
18	Painter I	440
19	Painter II	460
20	Painter Supervisor	500
21	Paralegal	B00
22	Park Development Officer	E00
23	Park Maintenance Supervisor	520
24	Park Naturalist	470
25	Park Ranger I	440
26	Park Ranger II	500
27	Parking Control Checker I	370
28	Parking Control Checker II	400

1	Parking Control Supervisor	500
2	Parking Meter Technician I	420
3	Parking Meter Technician II	470
4	Parking Operations Officer (T)	E00
5	Payroll/Personnel Assistant I	350
6	Payroll/Personnel Assistant II	380
7	Payroll/Personnel Assistant III	420
8	Payroll Specialist I	460
9	Payroll Specialist II	500
10	Performance Management Officer	E00
11	Permit Technician I	404
12	Permit Technician II	405
13	Personnel Analyst I	570
14	Personnel Analyst II	600
15	Personnel Analyst III	630
16	Personnel Analyst I - Civil Service	570
17	Personnel Analyst II - Civil Service	600
18	Personnel Analyst III - Civil Service	630
19	Personnel Analyst I - Human Resources	570
20	Personnel Analyst II - Human Resources	600
21	Personnel Analyst III - Human Resources	630
22	Personnel Assistant (Conf.) I	430
23	Personnel Assistant (Conf.) II	460
24	Personnel Assistant (Conf.) III	500
25	Petroleum Engineer (T)	747
26	Petroleum Engineer I	747
27	Petroleum Engineer II	787
28	Petroleum Engineering Assistant	607

1	Petroleum Engineering Associate	697
2	Petroleum Engineering Associate I	607
3	Petroleum Engineering Associate II	697
4	Petroleum Engineering Technician	504
5	Petroleum Operations Coordinator I	750
6	Petroleum Operations Coordinator II	777
7	Photographer	470
8	Physicians Assistant	B00
9	Plan Checker - Electrical I	634
10	Plan Checker - Electrical II	674
11	Plan Checker - Fire Prevention I	634
12	Plan Checker - Fire Prevention II	674
13	Plan Checker - Mechanical I	634
14	Plan Checker - Mechanical II	674
15	Plan Checker - Plumbing I	634
16	Plan Checker - Plumbing II	674
17	Planner I	530
18	Planner II	590
19	Planner III	640
20	Planner IV	670
21	Planner V	700
22	Planning Aide	440
23	Planning Officer	E00
24	Plasterer	480
25	Plumber	500
26	Plumber Supervisor	550
27	Plumbing Inspector	534
28	POA President – Police Officer	140

1	POA President – Police Sergeant	150
2	POA President – Police Lieutenant	160
3	Police Administration Bureau Chief	E00
4	Police Captain (R)	180
5	Police Commander	E00
6	Police Community Relations Officer (T)	E00
7	Police Corporal	100
8	Police Information & Technology Officer	E00
9	Police Inspector (R)	110
10	Police Lieutenant	170
11	Police Officer	050
12	Police Planning and Research Officer	E00
13	Police Property and Supply Clerk	430
14	Police Property and Supply Clerk I	430
15	Police Property and Supply Clerk II	500
16	Police Records Administrator	E00
17	Police Recruit	046
18	Police Sergeant	110
19	Police Services Specialist I	390
20	Police Services Specialist II	440
21	Police Services Specialist III	480
22	Police Systems Supervisor	440
23	Police Woman (R)	050
24	Polygraph Examiner - Miscellaneous	640
25	Polygraph Examiner - Safety	070
26	Power Equipment Repair Mechanic I	430
27	Power Equipment Repair Mechanic II	460
28	Power Equipment Repair Mechanic III	500

1	Principal Building Inspector	624
2	Principal Construction Inspector	624
3	Principal Deputy City Attorney	E00
4	Principal Geological Drafting Technician	624
5	Programmer	480
6	Programmer - Analyst I	520
7	Programmer - Analyst II	570
8	Programmer - Analyst III	610
9	Programmer - Analyst IV	650
10	Programmer - Analyst V	690
11	Programmer - Analyst VI	730
12	Program Specialist - City Manager	B00
13	Project Development Officer	E00
14	Project Management Officer	E00
15	Property Management Specialist I	460
16	Property Management Specialist II	520
17	Prosecutor Assistant	406
18	Prosecutor Assistant I	460
19	Prosecutor Assistant II	480
20	Prosecutor Assistant III	530
21	Prosecutor Assistant IV	550
22	Protection Aide	272
23	Public/Government Affairs Manager	E00
24	Public Health Associate I	250
25	Public Health Associate II	380
26	Public Health Associate III	540
27	Public Health Nurse I	570
28	Public Health Nurse II	590



1	Public Health Nurse III	610
2	Public Health Nurse Supervisor	640
3	Public Health Nutritionist I	500
4	Public Health Nutritionist II	550
5	Public Health Nutritionist III	600
6	Public Health Physician	C00
7	Public Health Professional I	550
8	Public Health Professional II	590
9	Public Health Professional III	620
10	Public Health Registrar	380
11	Public Information Officer	E00
12	Public Safety Dispatcher I	470
13	Public Safety Dispatcher II	500
14	Public Safety Dispatcher III	530
15	Public Safety Dispatcher IV	560
16	Public Works Supervisor	500
17	Purchasing Agent	E00
18	Real Estate Officer	E00
19	Real Estate Project Coordinator I	630
20	Real Estate Project Coordinator II	660
21	Real Estate Project Coordinator III	680
22	Real Estate Technician I	430
23	Real Estate Technician II	460
24	Records Manager - City Clerk	580
25	Recreation Assistant	390
26	Recreation Leader/Specialist IX (T)	H-39
27	Recreation Leader/Specialist X (T)	H-40
28	Recreation Superintendent	E00

1	Recruitment Officer - Civil Service	E00
2	Recycling Specialist I	470
3	Recycling Specialist II	530
4	Recycling & Sustainability Officer	E00
5	Redevelopment Administrator	E00
6	Redevelopment Finance Officer (T)	E00
7	Redevelopment Project Officer	E00
8	Refuse Field Investigator	460
9	Refuse Operator I	380
10	Refuse Operator II	410
11	Refuse Operator III	440
12	Refuse Supervisor	520
13	Registered Nurse I	570
14	Registered Nurse II	590
15	Reprographics Assistant (T)	350
16	Revenue Management Officer	E00
17	Risk Manager	E00
18	Safety Specialist I	530
19	Safety Specialist I - Conf	530
20	Safety Specialist II	590
21	Safety Specialist II – Conf	590
22	Safety Specialist III – Conf	650
23	School Guard	H-26, H-28
24	Secretary	410
25	Secretary to the City Auditor	486
26	Secretary to the City Attorney	520
27	Secretary to the Executive Director - Civil Service	450
28	Secretary to the Mayor	590

1	Senior Accountant	630
2	Senior Animal Control Officer	490
3	Senior Architectural Engineer	694
4	Senior Auditor	B00
5	Senior City Clerk Analyst	650
6	Senior Civil Engineer	694
7	Senior Combination Building Inspector	574
8	Senior Deputy City Attorney	D00
9	Senior Electrical Inspector	574
10	Senior Engineering Technician I	547
11	Senior Engineering Technician II	577
12	Senior Equipment Operator	510
13	Senior Geological Drafting Technician	567
14	Senior Geologist	787
15	Senior Legal Secretary I	443
16	Senior Legal Secretary II	466
17	Senior Mechanical Engineer	694
18	Senior Mechanical Inspector	574
19	Senior Minute Clerk	450
20	Senior Payroll/Personnel Assistant (T)	460
21	Senior Petroleum Engineer (T)	787
22	Senior Petroleum Engineering Associate (T)	747
23	Senior Plumbing Inspector	574
24	Senior Prosecutor Assistant	B00
25	Senior Records Clerk	570
26	Senior Structural Engineer	687
27	Senior Survey Technician	508
28	Senior Surveyor	627

1	Senior Traffic Engineer	694
2	SERRF Operations Officer	E00
3	Special Investigator - City Manager	B00
4	Special Projects Officer	E00
5	Special Projects Officer - Engineering	E00
6	Special Projects Officer - Financial Management (T)	E00
7	Special Projects Officer - Housing	E00
8	Special Projects Officer - Public Service	E00
9	Special Projects Officer - Public Works	E00
10	Special Services Officer I	361
11	Special Services Officer II	426
12	Special Services Officer III	440
13	Special Services Officer IV	500
14	Special Services Officer V	560
15	Staff Auditor	B00
16	Stock and Receiving Clerk	330
17	Storekeeper I	380
18	Storekeeper II	430
19	Storm Drain Maintenance Crew Leader	440
20	Storm Drain Maintenance Crew Member I	380
21	Storm Drain Maintenance Crew Member II	400
22	Storm Drain Plant Mechanic	440
23	Storm Water/Environmental Compliance Officer	E00
24	Street Landscaping Supervisor I	520
25	Street Landscaping Supervisor II	530
26	Street Maintenance Supervisor (T)	500
27	Street Maintenance Supervisor I	520
28	Street Maintenance Supervisor II	540

1	Structural Engineer	647
2	Structural Engineer Associate	594
3	Student Worker	H-20
4	Superintendent - Administrative Services (T)	E00
5	Superintendent - Airport Operations	E00
6	Superintendent - Airport Security	E00
7	Superintendent - Building and Safety	E00
8	Superintendent - Electronics/Traffic Signals	E00
9	Superintendent - Engineering	E00
10	Superintendent - Engineering and Gas Systems Control	E00
11	Superintendent - Environmental Programs	E00
12	Superintendent - Facility Management	E00
13	Superintendent - Finance and Controls	E00
14	Superintendent - Fleet Acquisition	E00
15	Superintendent - Fleet Maintenance	E00
16	Superintendent - Fleet Operations	E00
17	Superintendent - Fleet Services (T)	E00
18	Superintendent - Gang Intervention	E00
19	Superintendent - Gas Distribution/Customer Service (T)	E00
20	Superintendent - Gas Distribution/Systems Maintenance (T)	E00
21	Superintendent - Golf Operations	E00
22	Superintendent - Marina Operations	E00
23	Superintendent - Meters & Regulators	E00
24	Superintendent - Park Maintenance	E00
25	Superintendent - Personnel and Training	E00
26	Superintendent - Pipeline Maintenance	E00
27	Superintendent - Planning & Development	E00
28	Superintendent - Operations (T)	E00

1	Superintendent - Refuse	E00
2	Superintendent - Street Landscaping (T)	E00
3	Superintendent - Street Maintenance	E00
4	Superintendent - Street Sweeping	E00
5	Superintendent - Structural Services	E00
6	Superintendent - Towing & Lien Sales	E00
7	Superintendent - Warehouse/Inventory Operations	E00
8	Supervising Custodian (T)	370
9	Supervising Deputy City Prosecutor	C00
10	Supervising Park Ranger	550
11	Supervising Prosecutor Assistant	B00
12	Supervising Senior Legal Secretary	482
13	Supervising Workers' Compensation Secretary	470
14	Supervisor - Facilities Maintenance	620
15	Supervisor - Stores and Property	490
16	Supervisor - Waste Operations	570
17	Support Projects Officer	E00
18	Survey Technician	467
19	Surveyor	554
20	Systems Analyst I	500
21	Systems Analyst II	560
22	Systems Support Specialist I	530
23	Systems Support Specialist II	570
24	Systems Support Specialist III	610
25	Systems Support Specialist IV	650
26	Systems Support Specialist V	690
27	Systems Support Specialist VI	730
28	Systems Support Specialist VII	770

1	Systems Technician I	440
2	Systems Technician II	480
3	Systems Technician III	520
4	Systems Technician IV	570
5	Technical Aide	280
6	Technical Assistant	400
7	Technical Services Officer - Library Services (T)	E00
8	Technical Services Administrator	E00
9	Technical Support Officer	E00
10	Telecommunications Officer	E00
11	Tidelands Development Officer	E00
12	Traffic and Transportation Program Administrator	E00
13	Traffic Engineer	644
14	Traffic Engineering Aide I	454
15	Traffic Engineering Aide II	494
16	Traffic Engineering Associate I	514
17	Traffic Engineering Associate II	594
18	Traffic Painter I	400
19	Traffic Painter II	420
20	Traffic Signal Coordinator	640
21	Traffic Signal Technician I	570
22	Traffic Signal Technician II	610
23	Transportation Planner I	620
24	Transportation Planner II	650
25	Transportation Planner III	680
26	Transportation Planner IV	710
27	Transportation Planning Officer	E00
28	Transportation Programming Officer	E00

1	Transportation Programs Planner	620
2	Treasury Operations Officer	E00
3	Tree Trimmer I	400
4	Tree Trimmer II	430
5	Utilities Systems Operator	450
6	Utility Services Officer	E00
7	Vector Control Specialist I	420
8	Vector Control Specialist II	460
9	Veterinarian	B00
10	Video Communications Officer	E00
11	Victim's Advocate - City Prosecutor	B00
12	Visual Arts Specialist I	430
13	Visual Arts Specialist II	470
14	Voice and Data Communications Officer	E00
15	Waste Management Officer (T)	E00
16	Welder	490
17	Wireless Communications Officer	E00
18	Workers' Compensation Administrative Assistant	B00
19	Workers' Compensation Claims Assistant	410
20	Workers' Compensation Claims Examiner I	523
21	Workers' Compensation Claims Examiner II	582
22	Workers' Compensation Claims Examiner III	645
23	Workers' Compensation Medical Only Examiner	480
24	Workers' Compensation Office Assistant	350
25	Workforce Development Officer	E00
26	Workforce Development Supervisor I	670
27	Workforce Development Supervisor II (T)	690
28	X-ray Technician	450



1 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.

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

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
Administrative Analyst I - NC	M68
Administrative Analyst II - NC	M78
Administrative Analyst III-NC	M88
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
Admissions Attendant I - NC (T)	H-11, H-13, H-15, H-18
Admissions Attendant II - NC (T)	H-24, H-27, H-37
Admissions Attendant III - NC (T)	H-31, H-33, H-34, H-35, H-36, M15
Airport Operations Assistant I - NC	M17
Ambulance Operator - NC	H-25
Animal Control Officer I - NC	M27
Animal License Inspector - NC	H-29, H-31, H-33
Assistant Band Conductor - NC	H-61

1	Band Conductor - NC	H-62
2	Carpenter - NC	M47
3	Civil Engineer - NC	N94
4	Civil Engineering Assistant - NC	N57
5	Civil Engineering Associate - NC	N80
6	Clerical Aide I - NC	H-28, H-30, H-32
7	Clerical Aide II - NC	H-32, H-34, H-36
8		
9	Clerk I - NC	M03
10	Clerk II - NC	M07
11	Clerk III - NC	M12
12	Clerk Typist I - NC	M12
13	Clerk Typist II - NC	M17
14	Clerk Typist III - NC	M24
15	Combination Building Inspector - NC	N63
16	Combination Building Inspector Aide I - NC	N23
17	Combination Building Inspector Aide II - NC	N29
18	Community Worker - NC	M12
19	Computer Operator I - NC	M37
20	Customer Service Representative I - NC	M13
21	Customer Service Representative II - NC	M20
22	Data Entry Operator I - NC	M13
23	Data Entry Operator II - NC	M17
24	Deputy City Prosecutor – NC	B00
25	Electrician - NC	M52
26	Engineering Aide I - NC	N09
27	Engineering Aide II - NC	N16
28	Engineering Aide III - NC	N33

1	Engineering Technician I - NC	464
2	Engineering Technician II - NC	504
3	Environmental Health Specialist I-NC	480
4	Equipment Mechanic I - NC	M46
5	Equipment Mechanic II - NC	M50
6	Equipment Operator I - NC	M21
7	Equipment Operator II - NC	M31
8	Equipment Operator III - NC	M37
9	Fire Safety Specialist - NC (non-safety)	055
10	Forensic Specialist II-NC	M68
11	Garage Service Attendant I - NC	M21
12	Gardener I - NC	M20
13	Gas Field Service Representative I - NC	M24
14	General Librarian I - NC	M66
15	Groundskeeper I - NC	M07
16	Groundskeeper II - NC	M13
17	Identification Officer - NC	050
18	Institutional Cook - NC	M26
19	Investigator-City Prosecutor – NC	B00
20	Laboratory Assistant - NC	M20
21	Law Clerk-City Prosecutor – NC	B00
22	Legal Technologist – NC	B00
23	Legislative Assistant – NC	B00
24	Library Aide - NC	H-18, H-20, H-22, H-24
25	Library Clerk I - NC	M13
26	Library Clerk II - NC	M21
27	Library Clerk III - NC	M28
28	Library Clerk IV - NC	M36

1	Licensed Vocational Nurse - NC	M36
2	Lifeguard - Hourly - NC	010, H-99
3	Maintenance Aide I - NC	M01
4	Maintenance Aide II - NC	M03
5	Maintenance Assistant I - NC	M07
6	Maintenance Assistant II - NC	M13
7	Maintenance Assistant III - NC	M20
8	Marine Aide - NC	M12
9	Mechanical Equipment Stock Clerk I-NC	M27
10	Mechanical Equipment Stock Clerk II-NC	M37
11	Mechanical Equipment Stock Clerk III-NC	M52
12	Medical Social Worker - NC	M47
13	Messenger/Mail Clerk I - NC	M08
14	Microbiologist - NC	M62
15	Microbiologist Trainee - NC	H-42
16	Motor Sweeper Operator - NC	M37
17	Musician - NC	H-60
18	Nurse I - NC	M62
19	Nurse II - NC	M66
20	Nurse Practitioner - NC	M88
21	Nutrition Aide - NC	M10
22	Page - NC	H-16, H-18, H-20, H-22, H-24, H-25, H-26, H28
23		
24		
25	Painter I - NC	M37
26	Paralegal-Prosecutor – NC	B00
27	Park Ranger I - NC	M37
28	Parking Control Checker I - NC	M18

1	Parking Meter Technician I - NC	M31
2	Parking Operations Attendant I - NC	M07
3	Parking Operations Attendant II - NC	M12
4	Personnel Analyst I - NC	M68
5	Personnel Analyst II - NC	M78
6	Personnel Assistant I - NC	M42
7	Personnel Assistant II - NC	M52
8	Planner I - NC	M52
9	Planner II - NC	M68
10	Planning Aide - NC	M36
11	Plumber - NC	M52
12	Police Cadet - NC	H-36
13	Police Investigator – NC (T)	050
14	Police Investigator – NC	H46
15	Police Investigator – NC	H49
16	Police Investigator – NC	H52
17	Police Investigator – NC	H54
18	Police Investigator – NC	H57
19	Police Officer - NC	050
20	Police Services Specialist I - NC	M24
21	Pool Lifeguard I - NC	H-32
22	Pool Lifeguard II - NC	H-34
23	Principal Building Inspector - NC	N87
24	Prosecutor Assistant – NC	406
25	Prosecutor Assistant I – NC	460
26	Prosecutor Assistant II – NC	480
27	Prosecutor Assistant III – NC	530
28	Prosecutor Assistant IV – NC	550

1	Public Health Associate I-NC	250
2	Public Health Nurse - NC	M66
3	Public Health Physician - NC	B00
4	Public Health Professional - NC	B00
5	Public Safety Dispatcher I - NC	M42
6	Public Safety Dispatcher II - NC	M47
7	Recreation Leader/Specialist I - NC	H-20, 260
8	Recreation Leader/Specialist II - NC	H-22, 300
9	Recreation Leader/Specialist III - NC	H-25, 330
10	Recreation Leader/Specialist IV - NC	H-28, 360
11	Recreation Leader/Specialist V - NC	H-32
12	Recreation Leader/Specialist VI - NC	H-34
13	Recreation Leader/Specialist VII - NC	H-36
14	Recreation Leader/Specialist VIII - NC	H-38
15	Recreation Leader/Specialist IX - NC	H-39
16	Recreation Leader/Specialist X - NC	H-40
17	Refuse Operator I - NC	370
18	Refuse Operator II - NC	400
19	Special Services Officer I - NC	M22
20	Special Services Officer II - NC	M35
21	Senior Civil Engineer - NC	N94
22	Senior Combination Building Inspector - NC	N72
23	Senior Engineering Technician I - NC	547
24	Senior Engineering Technician II - NC	577
25	Structural Engineering Associate - NC	N80
26	Student Worker - NC	H20
27	Traffic Engineering Aide I - NC	N41
28	X-ray Technician I - NC	M37

1	Youth Trainee I - NC	H-99
2	Youth Trainee II - NC	H-20
3	Youth Trainee III - NC	H-24
4	Youth Trainee IV - NC	H-27

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OFFICE OF THE CITY ATTORNEY  
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## SALARY SCHEDULE I - EFFECTIVE JULY 1, 2014

## 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

## ATTACHMENT B

## SALARY SCHEDULE I - EFFECTIVE JULY 1, 2014

## HOURLY / BIWEEKLY

## EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
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
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

## ATTACHMENT B

## SALARY SCHEDULE I - EFFECTIVE JULY 1, 2014

## HOURLY / BIWEEKLY

## EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
N09	5,352.00	5,620.00	5,946.00	6,250.00	6,570.00	6,918.00	7,282.00
	13.253	13.916	14.725	15.440	16.242	17.051	17.913
	1,060.24	1,113.28	1,178.00	1,235.20	1,299.36	1,364.08	1,433.04
N16	2,305.00	2,420.00	2,561.00	2,685.00	2,825.00	2,966.00	3,116.00
	14.644	15.379	16.275	17.102	17.942	18.866	19.820
	1,171.52	1,230.32	1,302.00	1,368.16	1,435.36	1,509.28	1,585.60
N23	2,547.00	2,675.00	2,831.00	2,975.00	3,121.00	3,281.00	3,447.00
	15.590	16.370	17.323	18.181	19.091	20.107	21.300
	1,247.20	1,309.60	1,385.84	1,454.48	1,527.28	1,608.56	1,704.00
N29	2,712.00	2,847.00	3,013.00	3,162.00	3,320.00	3,497.00	3,705.00
	17.004	17.855	18.893	19.840	21.022	22.115	23.206
	1,360.32	1,428.40	1,511.44	1,587.20	1,681.76	1,769.20	1,856.48
N33	2,957.00	3,105.00	3,286.00	3,451.00	3,656.00	3,846.00	4,036.00
	16.774	17.615	18.638	19.650	20.735	21.817	22.987
	1,341.92	1,409.20	1,491.04	1,572.00	1,658.80	1,745.36	1,838.96
N41	2,917.00	3,064.00	3,242.00	3,418.00	3,606.00	3,795.00	3,998.00
	19.385	20.355	21.540	22.608	23.766	25.068	26.266
	1,550.80	1,628.40	1,723.20	1,808.64	1,901.28	2,005.44	2,101.28
N43	3,372.00	3,540.00	3,746.00	3,932.00	4,134.00	4,360.00	4,568.00
	19.885	20.879	22.093	23.172	24.350	25.597	26.920
	1,590.80	1,670.32	1,767.44	1,853.76	1,948.00	2,047.76	2,153.60
N45	3,459.00	3,631.00	3,843.00	4,030.00	4,235.00	4,452.00	4,682.00
	22.340	23.458	24.817	26.036	27.359	28.767	30.251
	1,787.20	1,876.64	1,985.36	2,082.88	2,188.72	2,301.36	2,420.08
N51	3,886.00	4,080.00	4,316.00	4,528.00	4,759.00	5,003.00	5,262.00
	21.386	22.458	23.766	24.976	26.266	27.618	29.008
	1,710.88	1,796.64	1,901.28	1,998.08	2,101.28	2,209.44	2,320.64
N53	3,720.00	3,906.00	4,134.00	4,344.00	4,568.00	4,804.00	5,045.00
	21.915	23.013	24.350	25.597	26.920	28.317	29.781
	1,753.20	1,841.04	1,948.00	2,047.76	2,153.60	2,265.36	2,382.48
N54	3,812.00	4,003.00	4,235.00	4,452.00	4,682.00	4,925.00	5,180.00
	23.454	24.625	26.058	27.391	28.805	30.302	31.869
	1,876.32	1,970.00	2,084.64	2,191.28	2,304.40	2,424.16	2,549.52
N55	4,079.00	4,283.00	4,532.00	4,764.00	5,010.00	5,270.00	5,543.00
	24.623	25.855	27.359	28.767	30.251	31.821	33.468
	1,969.84	2,068.40	2,188.72	2,301.36	2,420.08	2,545.68	2,677.44
N57	4,283.00	4,497.00	4,759.00	5,003.00	5,262.00	5,535.00	5,821.00
	23.596	24.775	26.216	27.570	28.987	30.450	32.056
	1,887.68	1,982.00	2,097.28	2,205.60	2,318.96	2,436.00	2,564.48
N60	4,104.00	4,309.00	4,560.00	4,795.00	5,042.00	5,296.00	5,575.00
	23.036	24.188	25.597	26.920	28.317	29.781	31.330
	1,842.88	1,935.04	2,047.76	2,153.60	2,265.36	2,382.48	2,506.40
N61	4,007.00	4,207.00	4,452.00	4,682.00	4,925.00	5,180.00	5,449.00
	23.574	24.751	26.190	27.545	28.958	30.477	32.017
	1,885.92	1,980.08	2,095.20	2,203.60	2,316.64	2,438.16	2,561.36
N63	4,100.00	4,305.00	4,555.00	4,791.00	5,037.00	5,301.00	5,569.00
	23.641	24.821	26.266	27.618	29.008	30.541	32.098
	1,891.28	1,985.68	2,101.28	2,209.44	2,320.64	2,443.28	2,567.84
N65	4,112.00	4,317.00	4,568.00	4,804.00	5,045.00	5,312.00	5,583.00
	25.924	27.219	28.805	30.302	31.869	33.522	35.208
	2,073.92	2,177.52	2,304.40	2,424.16	2,549.52	2,681.76	2,816.64
	4,509.00	4,734.00	5,010.00	5,270.00	5,543.00	5,830.00	6,124.00

## ATTACHMENT B

## SALARY SCHEDULE I - EFFECTIVE JULY 1, 2014

## HOURLY / BIWEEKLY

## EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
N67	27.931	29.324	31.034	32.595	34.317	36.058	37.958
	2,234.48	2,345.92	2,482.72	2,607.60	2,745.36	2,884.64	3,036.64
	4,858.00	5,100.00	5,398.00	5,669.00	5,969.00	6,272.00	6,602.00
N69	25.427	26.699	28.252	29.721	31.237	32.835	34.557
	2,034.16	2,135.92	2,260.16	2,377.68	2,498.96	2,626.80	2,764.56
	4,422.00	4,644.00	4,914.00	5,169.00	5,433.00	5,711.00	6,010.00
N70	27.002	28.348	30.002	31.540	33.165	34.886	36.698
	2,160.16	2,267.84	2,400.16	2,523.20	2,653.20	2,790.88	2,935.84
	4,696.00	4,931.00	5,218.00	5,486.00	5,768.00	6,068.00	6,383.00
N72	26.109	27.413	29.008	30.541	32.098	33.786	35.496
	2,088.72	2,193.04	2,320.64	2,443.28	2,567.84	2,702.88	2,839.68
	4,541.00	4,768.00	5,045.00	5,312.00	5,583.00	5,876.00	6,174.00
N73	27.274	28.638	30.302	31.869	33.522	35.208	37.051
	2,181.92	2,291.04	2,424.16	2,549.52	2,681.76	2,816.64	2,964.08
	4,744.00	4,981.00	5,270.00	5,543.00	5,830.00	6,124.00	6,444.00
N77	26.803	28.145	29.781	31.330	32.906	34.635	36.399
	2,144.24	2,251.60	2,382.48	2,506.40	2,632.48	2,770.80	2,911.92
	4,662.00	4,895.00	5,180.00	5,449.00	5,723.00	6,024.00	6,331.00
N80	28.851	30.294	32.056	33.692	35.462	37.257	39.184
	2,308.08	2,423.52	2,564.48	2,695.36	2,836.96	2,980.56	3,134.72
	5,018.00	5,269.00	5,575.00	5,860.00	6,168.00	6,480.00	6,815.00
N81	28.115	29.522	31.237	32.835	34.557	36.320	38.214
	2,249.20	2,361.76	2,498.96	2,626.80	2,764.56	2,905.60	3,057.12
	4,890.00	5,135.00	5,433.00	5,711.00	6,010.00	6,317.00	6,647.00
N83	28.173	29.582	31.306	32.903	34.632	36.384	38.264
	2,253.84	2,366.56	2,504.48	2,632.24	2,770.56	2,910.72	3,061.12
	4,900.00	5,145.00	5,445.00	5,723.00	6,023.00	6,328.00	6,655.00
N84	28.220	29.634	31.359	32.963	34.676	36.420	38.345
	2,257.60	2,370.72	2,508.72	2,637.04	2,774.08	2,913.60	3,067.60
	4,908.00	5,154.00	5,454.00	5,733.00	6,031.00	6,334.00	6,669.00
N87	28.891	30.336	32.098	33.786	35.496	37.334	39.296
	2,311.28	2,426.88	2,567.84	2,702.88	2,839.68	2,986.72	3,143.68
	5,025.00	5,276.00	5,583.00	5,876.00	6,174.00	6,493.00	6,835.00
N89	29.643	31.124	32.934	34.653	36.415	38.307	40.310
	2,371.44	2,489.92	2,634.72	2,772.24	2,913.20	3,064.56	3,224.80
	5,156.00	5,413.00	5,728.00	6,027.00	6,334.00	6,663.00	7,011.00
N92	30.408	31.930	33.786	35.496	37.334	39.296	41.350
	2,432.64	2,554.40	2,702.88	2,839.68	2,986.72	3,143.68	3,308.00
	5,289.00	5,554.00	5,876.00	6,174.00	6,493.00	6,835.00	7,192.00
N94	32.716	34.355	36.355	38.204	40.210	42.312	44.527
	2,617.28	2,748.40	2,908.40	3,056.32	3,216.80	3,384.96	3,562.16
	5,690.00	5,975.00	6,323.00	6,645.00	6,994.00	7,359.00	7,745.00
N96	33.495	35.170	37.217	39.125	41.195	43.358	45.612
	2,679.60	2,813.60	2,977.36	3,130.00	3,295.60	3,468.64	3,648.96
	5,826.00	6,117.00	6,473.00	6,805.00	7,165.00	7,541.00	7,933.00
S01	16.335	18.151	19.052	20.201	21.204	22.272	
	1,306.80	1,452.08	1,524.16	1,616.08	1,696.32	1,781.76	
	2,841.00	3,157.00	3,314.00	3,514.00	3,688.00	3,874.00	
S02	26.316	27.681	29.111	30.610	32.249		
	2,105.28	2,214.48	2,328.88	2,448.80	2,579.92		
	4,577.00	4,815.00	5,063.00	5,324.00	5,609.00		
S03	25.153						
	2,012.24						
	4,375.00						

## SALARY SCHEDULE I - EFFECTIVE JULY 1, 2014

## HOURLY / BIWEEKLY

## EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
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	31.802	33.477	35.158	36.966	38.879		
	2,544.16	2,678.16	2,812.64	2,957.28	3,110.32		
	5,531.00	5,823.00	6,115.00	6,429.00	6,762.00		
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	36.641	38.453	40.387	42.381	44.518		
	2,931.28	3,076.24	3,230.96	3,390.48	3,561.44		
	6,373.00	6,688.00	7,024.00	7,371.00	7,743.00		
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	40.632	42.710	44.941	47.228	49.685		
	3,250.56	3,416.80	3,595.28	3,778.24	3,974.80		
	7,067.00	7,428.00	7,817.00	8,214.00	8,642.00		
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	17.283	19.202	20.157	21.372	22.432	23.564	
	1,382.64	1,536.16	1,612.56	1,709.76	1,794.56	1,885.12	
	3,006.00	3,340.00	3,506.00	3,717.00	3,902.00	4,098.00	
030	27.105	28.511	29.985	31.528	33.217		
	2,168.40	2,280.88	2,398.80	2,522.24	2,657.36		
	4,714.00	4,959.00	5,215.00	5,484.00	5,777.00		
045	27.860						
	2,228.80						
	4,846.00						
046	30.545						
	2,443.60						
	5,313.00						
050	33.939	35.829	37.767	39.842	42.026		
	2,715.12	2,866.32	3,021.36	3,187.36	3,362.08		
	5,903.00	6,232.00	6,569.00	6,930.00	7,310.00		

## SALARY SCHEDULE I - EFFECTIVE JULY 1, 2014

## HOURLY / BIWEEKLY

## EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
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	32.757	34.481	36.213	38.074	40.044		
	2,620.56	2,758.48	2,897.04	3,045.92	3,203.52		
	5,697.00	5,997.00	6,298.00	6,622.00	6,965.00		
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	37.740	39.607	41.599	43.652	45.853		
	3,019.20	3,168.56	3,327.92	3,492.16	3,668.24		
	6,564.00	6,889.00	7,235.00	7,592.00	7,975.00		
100	47.265						
	3,781.20						
	8,221.00						
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	41.851	43.991	46.290	48.645	51.176		
	3,348.08	3,519.28	3,703.20	3,891.60	4,094.08		
	7,279.00	7,651.00	8,051.00	8,461.00	8,901.00		
140	39.012	41.185	43.413	45.798	48.308		
	3,120.96	3,294.80	3,473.04	3,663.84	3,864.64		
	6,785.00	7,163.00	7,551.00	7,966.00	8,402.00		
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	58.807	62.041	65.353	68.863	72.577		
	4,704.56	4,963.28	5,228.24	5,509.04	5,806.16		
	10,228.00	10,791.00	11,367.00	11,977.00	12,623.00		
170	51.160	53.973	56.854	59.907	63.138		
	4,092.80	4,317.84	4,548.32	4,792.56	5,051.04		
	8,898.00	9,387.00	9,889.00	10,420.00	10,982.00		
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

ATTACHMENT B

SALARY SCHEDULE I - EFFECTIVE JULY 1, 2014

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
270	12.997 1,039.76 2,261.00	13.648 1,091.84 2,374.00	14.444 1,155.52 2,512.00	15.182 1,214.56 2,641.00	15.947 1,275.76 2,774.00	16.714 1,337.12 2,907.00	17.554 1,404.32 3,053.00
272	13.022 1,041.76 2,265.00	13.671 1,093.68 2,378.00	14.471 1,157.68 2,517.00	15.220 1,217.60 2,647.00	15.989 1,279.12 2,781.00	16.746 1,339.68 2,913.00	17.585 1,406.80 3,059.00
280	13.335 1,066.80 2,319.00	13.998 1,119.84 2,435.00	14.814 1,185.12 2,577.00	15.567 1,245.36 2,708.00	16.329 1,306.32 2,840.00	17.132 1,370.56 2,980.00	18.001 1,440.08 3,131.00
290	13.665 1,093.20 2,377.00	14.348 1,147.84 2,496.00	15.182 1,214.56 2,641.00	15.947 1,275.76 2,774.00	16.714 1,337.12 2,907.00	17.554 1,404.32 3,053.00	18.452 1,476.16 3,209.00
307	14.915 1,193.20 2,594.00	15.663 1,253.04 2,724.00	16.575 1,326.00 2,883.00	17.377 1,390.16 3,022.00	18.282 1,462.56 3,180.00	19.194 1,535.52 3,338.00	20.162 1,612.96 3,507.00
310	14.354 1,148.32 2,497.00	15.071 1,205.68 2,621.00	15.947 1,275.76 2,774.00	16.714 1,337.12 2,907.00	17.554 1,404.32 3,053.00	18.452 1,476.16 3,209.00	19.373 1,549.84 3,370.00
316	14.910 1,192.80 2,593.00	15.656 1,252.48 2,723.00	16.563 1,325.04 2,881.00	17.363 1,389.04 3,020.00	18.227 1,458.16 3,170.00	19.165 1,533.20 3,333.00	20.139 1,611.12 3,503.00
320	14.667 1,173.36 2,551.00	15.397 1,231.76 2,678.00	16.295 1,303.60 2,834.00	17.141 1,371.28 2,981.00	17.998 1,439.84 3,130.00	18.905 1,512.40 3,288.00	19.861 1,588.88 3,454.00
330	15.040 1,203.20 2,616.00	15.793 1,263.44 2,747.00	16.714 1,337.12 2,907.00	17.554 1,404.32 3,053.00	18.452 1,476.16 3,209.00	19.373 1,549.84 3,370.00	20.346 1,627.68 3,539.00
336	15.628 1,250.24 2,718.00	16.414 1,313.12 2,855.00	17.363 1,389.04 3,020.00	18.227 1,458.16 3,170.00	19.165 1,533.20 3,333.00	20.139 1,611.12 3,503.00	21.160 1,692.80 3,680.00
340	15.426 1,234.08 2,683.00	16.196 1,295.68 2,817.00	17.141 1,371.28 2,981.00	17.998 1,439.84 3,130.00	18.905 1,512.40 3,288.00	19.861 1,588.88 3,454.00	20.861 1,668.88 3,628.00
344	16.481 1,318.48 2,867.00	17.307 1,384.56 3,010.00	18.318 1,465.44 3,186.00	19.247 1,539.76 3,348.00	20.194 1,615.52 3,512.00	21.234 1,698.72 3,693.00	22.305 1,784.40 3,879.00
350	15.796 1,263.68 2,747.00	16.587 1,326.96 2,885.00	17.554 1,404.32 3,053.00	18.452 1,476.16 3,209.00	19.373 1,549.84 3,370.00	20.346 1,627.68 3,539.00	21.426 1,714.08 3,727.00
352	16.107 1,288.56 2,801.00	16.916 1,353.28 2,942.00	17.893 1,431.44 3,112.00	18.809 1,504.72 3,271.00	19.766 1,581.28 3,438.00	20.754 1,660.32 3,610.00	21.842 1,747.36 3,799.00
356	16.444 1,315.52 2,860.00	17.266 1,381.28 3,003.00	18.273 1,461.84 3,178.00	19.169 1,533.52 3,334.00	20.171 1,613.68 3,508.00	21.183 1,694.64 3,684.00	22.263 1,781.04 3,872.00
360	16.197 1,295.76 2,817.00	17.007 1,360.56 2,958.00	17.998 1,439.84 3,130.00	18.905 1,512.40 3,288.00	19.861 1,588.88 3,454.00	20.861 1,668.88 3,628.00	22.106 1,768.48 3,845.00
361	16.508 1,320.64 2,871.00	17.334 1,386.72 3,015.00	18.342 1,467.36 3,190.00	19.277 1,542.16 3,353.00	20.259 1,620.72 3,524.00	21.274 1,701.92 3,700.00	22.389 1,791.12 3,894.00
370	16.607 1,328.56 2,888.00	17.437 1,394.96 3,033.00	18.452 1,476.16 3,209.00	19.373 1,549.84 3,370.00	20.346 1,627.68 3,539.00	21.426 1,714.08 3,727.00	22.696 1,815.68 3,947.00
374	17.550 1,404.00	18.427 1,474.16	19.499 1,559.92	20.465 1,637.20	21.493 1,719.44	22.633 1,810.64	23.976 1,918.08

## ATTACHMENT B

## SALARY SCHEDULE I - EFFECTIVE JULY 1, 2014

## HOURLY / BIWEEKLY

## EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
380	3,052.00	3,205.00	3,391.00	3,559.00	3,738.00	3,937.00	4,170.00
	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
386	2,959.00	3,107.00	3,288.00	3,454.00	3,628.00	3,845.00	4,046.00
	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
390	3,073.00	3,227.00	3,415.00	3,589.00	3,770.00	3,998.00	4,204.00
	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
391	3,032.00	3,184.00	3,370.00	3,539.00	3,727.00	3,947.00	4,138.00
	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
400	3,054.00	3,207.00	3,394.00	3,564.00	3,751.00	3,974.00	4,168.00
	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
404	3,109.00	3,264.00	3,454.00	3,628.00	3,845.00	4,046.00	4,246.00
	19.141	20.099	21.270	22.334	23.664	24.898	26.122
	1,531.28	1,607.92	1,701.60	1,786.72	1,893.12	1,991.84	2,089.76
406	3,329.00	3,496.00	3,699.00	3,885.00	4,116.00	4,330.00	4,543.00
	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
410	3,234.00	3,395.00	3,594.00	3,776.00	3,967.00	4,205.00	4,422.00
	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
419	3,185.00	3,344.00	3,539.00	3,727.00	3,947.00	4,138.00	4,352.00
	18.881	19.825	20.976	22.116	23.339	24.555	25.872
	1,510.48	1,586.00	1,678.08	1,769.28	1,867.12	1,964.40	2,069.76
420	3,284.00	3,448.00	3,648.00	3,847.00	4,059.00	4,271.00	4,500.00
	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
422	3,266.00	3,428.00	3,628.00	3,845.00	4,046.00	4,246.00	4,458.00
	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
426	3,289.00	3,454.00	3,654.00	3,875.00	4,076.00	4,278.00	4,492.00
	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
430	3,315.00	3,481.00	3,684.00	3,870.00	4,066.00	4,310.00	4,533.00
	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
440	3,354.00	3,522.00	3,727.00	3,947.00	4,138.00	4,352.00	4,573.00
	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
442	3,461.00	3,634.00	3,845.00	4,046.00	4,246.00	4,458.00	4,685.00
	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
443	3,485.00	3,659.00	3,872.00	4,072.00	4,273.00	4,484.00	4,712.00
	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
450	3,549.00	3,727.00	3,943.00	4,180.00	4,397.00	4,626.00	4,847.00
	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 I - EFFECTIVE JULY 1, 2014

## HOURLY / BIWEEKLY

## EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
454	21.819	22.909	24.242	25.448	26.748	28.214	29.563
	1,745.52	1,832.72	1,939.36	2,035.84	2,139.84	2,257.12	2,365.04
	3,795.00	3,985.00	4,216.00	4,426.00	4,652.00	4,907.00	5,142.00
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	22.381	23.500	24.864	26.078	27.408	28.809	30.299
	1,790.48	1,880.00	1,989.12	2,086.24	2,192.64	2,304.72	2,423.92
	3,893.00	4,087.00	4,325.00	4,536.00	4,767.00	5,011.00	5,270.00
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	25.143	26.399	27.934	29.305	30.793	32.375	34.047
	2,011.44	2,111.92	2,234.72	2,344.40	2,463.44	2,590.00	2,723.76
	4,373.00	4,592.00	4,859.00	5,097.00	5,356.00	5,631.00	5,922.00
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	24.071	25.274	26.748	28.112	29.563	31.083	32.652
	1,925.68	2,021.92	2,139.84	2,248.96	2,365.04	2,486.64	2,612.16
	4,187.00	4,396.00	4,652.00	4,889.00	5,142.00	5,406.00	5,679.00
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	24.666	25.900	27.408	28.809	30.299	31.870	33.520
	1,973.28	2,072.00	2,192.64	2,304.72	2,423.92	2,549.60	2,681.60
	4,290.00	4,505.00	4,767.00	5,011.00	5,270.00	5,543.00	5,830.00
507	26.398	27.714	29.327	30.830	32.420	34.105	35.871
	2,111.84	2,217.12	2,346.16	2,466.40	2,593.60	2,728.40	2,869.68
	4,591.00	4,820.00	5,101.00	5,362.00	5,639.00	5,932.00	6,239.00
508	27.712	29.101	30.793	32.375	34.047	35.813	37.666
	2,216.96	2,328.08	2,463.44	2,590.00	2,723.76	2,865.04	3,013.28
	4,820.00	5,061.00	5,356.00	5,631.00	5,922.00	6,229.00	6,551.00
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
514	26.558	27.888	29.505	31.030	32.626	34.271	36.079
	2,124.64	2,231.04	2,360.40	2,482.40	2,610.08	2,741.68	2,886.32
	4,619.00	4,851.00	5,132.00	5,397.00	5,675.00	5,961.00	6,275.00

## SALARY SCHEDULE I - EFFECTIVE JULY 1, 2014

## HOURLY / BIWEEKLY

## EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
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	25.927	27.222	28.809	30.297	31.869	33.520	35.260
	2,074.16	2,177.76	2,304.72	2,423.76	2,549.52	2,681.60	2,820.80
	4,509.00	4,735.00	5,011.00	5,270.00	5,543.00	5,830.00	6,133.00
527	26.529	27.857	29.479	31.001	32.590	34.302	36.035
	2,122.32	2,228.56	2,358.32	2,480.08	2,607.20	2,744.16	2,882.80
	4,614.00	4,845.00	5,127.00	5,392.00	5,668.00	5,966.00	6,268.00
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	26.612	27.944	29.569	31.089	32.656	34.381	36.134
	2,128.96	2,235.52	2,365.52	2,487.12	2,612.48	2,750.48	2,890.72
	4,629.00	4,860.00	5,143.00	5,407.00	5,680.00	5,980.00	6,285.00
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	29.177	30.636	32.420	34.105	35.871	37.729	39.628
	2,334.16	2,450.88	2,593.60	2,728.40	2,869.68	3,018.32	3,170.24
	5,075.00	5,328.00	5,639.00	5,932.00	6,239.00	6,562.00	6,892.00
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	31.435	33.006	34.928	36.687	38.627	40.584	42.721
	2,514.80	2,640.48	2,794.24	2,934.96	3,090.16	3,246.72	3,417.68
	5,467.00	5,741.00	6,075.00	6,381.00	6,718.00	7,059.00	7,430.00
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	28.618	30.049	31.798	33.453	35.158	36.957	38.896
	2,289.44	2,403.92	2,543.84	2,676.24	2,812.64	2,956.56	3,111.68
	4,977.00	5,226.00	5,531.00	5,818.00	6,115.00	6,428.00	6,765.00
567	29.504	30.979	32.784	34.463	36.239	38.120	40.100
	2,360.32	2,478.32	2,622.72	2,757.04	2,899.12	3,049.60	3,208.00
	5,132.00	5,388.00	5,702.00	5,994.00	6,303.00	6,630.00	6,975.00
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	29.392	30.860	32.656	34.381	36.134	38.032	39.957
	2,351.36	2,468.80	2,612.48	2,750.48	2,890.72	3,042.56	3,196.56
	5,112.00	5,367.00	5,680.00	5,980.00	6,285.00	6,615.00	6,950.00
577	30.695	32.231	34.105	35.871	37.729	39.628	41.700
	2,455.60	2,578.48	2,728.40	2,869.68	3,018.32	3,170.24	3,336.00
	5,339.00	5,606.00	5,932.00	6,239.00	6,562.00	6,892.00	7,253.00
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
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		

## SALARY SCHEDULE I - EFFECTIVE JULY 1, 2014

## HOURLY / BIWEEKLY

## EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
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	30.166	31.676	33.520	35.261	37.038	38.983	40.968
	2,413.28	2,534.08	2,681.60	2,820.88	2,963.04	3,118.64	3,277.44
	5,247.00	5,509.00	5,830.00	6,133.00	6,442.00	6,780.00	7,126.00
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	32.472	34.098	36.079	37.922	39.912	41.935	44.100
	2,597.76	2,727.84	2,886.32	3,033.76	3,192.96	3,354.80	3,528.00
	5,648.00	5,931.00	6,275.00	6,596.00	6,942.00	7,294.00	7,670.00
597	31.642	33.227	35.158	36.957	38.896	40.877	43.009
	2,531.36	2,658.16	2,812.64	2,956.56	3,111.68	3,270.16	3,440.72
	5,503.00	5,779.00	6,115.00	6,428.00	6,765.00	7,110.00	7,480.00
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	33.294	35.237	37.033	38.978	40.950	43.066	45.219
	2,663.52	2,818.96	2,962.64	3,118.24	3,276.00	3,445.28	3,617.52
	5,791.00	6,129.00	6,441.00	6,779.00	7,122.00	7,490.00	7,865.00
607	33.351	35.296	37.098	39.029	40.995	43.158	45.315
	2,668.08	2,823.68	2,967.84	3,122.32	3,279.60	3,452.64	3,625.20
	5,801.00	6,139.00	6,452.00	6,788.00	7,130.00	7,506.00	7,882.00
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	32.499	34.388	36.195	38.026	39.998	42.098	44.204
	2,599.92	2,751.04	2,895.60	3,042.08	3,199.84	3,367.84	3,536.32
	5,653.00	5,981.00	6,295.00	6,614.00	6,957.00	7,322.00	7,688.00
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	33.369	35.037	37.076	39.010	40.993	43.124	45.377
	2,669.52	2,802.96	2,966.08	3,120.80	3,279.44	3,449.92	3,630.16
	5,804.00	6,094.00	6,449.00	6,785.00	7,130.00	7,500.00	7,892.00
627	34.227	35.936	38.026	39.950	42.020	44.228	46.537
	2,738.16	2,874.88	3,042.08	3,196.00	3,361.60	3,538.24	3,722.96
	5,953.00	6,250.00	6,614.00	6,948.00	7,308.00	7,693.00	8,094.00
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
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		

## SALARY SCHEDULE I - EFFECTIVE JULY 1, 2014

## HOURLY / BIWEEKLY

## EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
634	34.232	35.944	38.032	39.957	42.028	44.238	46.548
	2,738.56	2,875.52	3,042.56	3,196.56	3,362.24	3,539.04	3,723.84
	5,954.00	6,252.00	6,615.00	6,950.00	7,310.00	7,694.00	8,096.00
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	38.666	40.918	43.003	45.257	47.622	50.118	52.624
	3,093.28	3,273.44	3,440.24	3,620.56	3,809.76	4,009.44	4,209.92
	6,725.00	7,117.00	7,479.00	7,871.00	8,283.00	8,717.00	9,153.00
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	40.574	42.935	45.135	47.526	50.020	52.618	55.249
	3,245.92	3,434.80	3,610.80	3,802.08	4,001.60	4,209.44	4,419.92
	7,057.00	7,468.00	7,850.00	8,266.00	8,700.00	9,152.00	9,609.00
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	36.935	38.781	41.042	43.183	45.445	47.824	50.307
	2,954.80	3,102.48	3,283.36	3,454.64	3,635.60	3,825.92	4,024.56
	6,424.00	6,745.00	7,138.00	7,511.00	7,904.00	8,318.00	8,750.00
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	38.811	40.753	43.124	45.377	47.756	50.255	52.864
	3,104.88	3,260.24	3,449.92	3,630.16	3,820.48	4,020.40	4,229.12
	6,750.00	7,088.00	7,500.00	7,892.00	8,306.00	8,741.00	9,195.00
687	44.846	47.451	49.934	52.545	55.299	58.174	61.082
	3,587.68	3,796.08	3,994.72	4,203.60	4,423.92	4,653.92	4,886.56
	7,800.00	8,253.00	8,685.00	9,139.00	9,618.00	10,118.00	10,624.00
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	42.765	45.257	47.622	50.118	52.738	55.479	58.252
	3,421.20	3,620.56	3,809.76	4,009.44	4,219.04	4,438.32	4,660.16
	7,438.00	7,871.00	8,283.00	8,717.00	9,173.00	9,649.00	10,132.00
697	38.839	40.783	43.158	45.351	47.744	50.162	52.743
	3,107.12	3,262.64	3,452.64	3,628.08	3,819.52	4,012.96	4,219.44
	6,755.00	7,093.00	7,506.00	7,888.00	8,304.00	8,725.00	9,174.00
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
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	47.358	50.118	52.738	55.479	58.377	61.416	64.487
	3,788.64	4,009.44	4,219.04	4,438.32	4,670.16	4,913.28	5,158.96

ATTACHMENT B

SALARY SCHEDULE I - EFFECTIVE JULY 1, 2014

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
	8,237.00	8,717.00	9,173.00	9,649.00	10,153.00	10,682.00	11,216.00
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	45.261	47.526	50.293	52.882	55.632	58.561	61.599
	3,620.88	3,802.08	4,023.44	4,230.56	4,450.56	4,684.88	4,927.92
	7,872.00	8,266.00	8,747.00	9,198.00	9,676.00	10,185.00	10,714.00
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	48.713	51.547	54.205	57.023	60.024	63.143	66.299
	3,897.04	4,123.76	4,336.40	4,561.84	4,801.92	5,051.44	5,303.92
	8,473.00	8,965.00	9,428.00	9,918.00	10,440.00	10,982.00	11,531.00
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	53.986	57.129	59.983	62.981	66.133	69.439	72.908
	4,318.88	4,570.32	4,798.64	5,038.48	5,290.64	5,555.12	5,832.64
	9,390.00	9,936.00	10,433.00	10,954.00	11,502.00	12,077.00	12,681.00
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	50.070	52.571	55.632	58.561	61.599	64.816	68.193
	4,005.60	4,205.68	4,450.56	4,684.88	4,927.92	5,185.28	5,455.44
	8,709.00	9,144.00	9,676.00	10,185.00	10,714.00	11,273.00	11,861.00
940	65.233						
	5,218.64						
	11,346.00						
950	71.820						
	5,745.60						
	12,492.00						
960	96.526						
	7,722.08						
	16,789.00						
970	101.476						
	8,118.08						
	17,650.00						
980	129.733						
	10,378.64						
	22,564.00						
990	124.979						
	9,998.32						
	21,737.00						

\* \* \* \* END OF PM4392-2 \* \* \* \*  
TOTAL RECORDS = 233

SALARY SCHEDULE IA - EFFECTIVE JULY 1, 2014  
HOURLY PAY RATES  
RANGE      RATE

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

\* \* \* \* \* END OF PM4392-1 \* \* \* \* \*  
TOTAL RECORDS =      41

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 \$12,000
C00	\$2,500 to \$16,000
D00	\$5,500 to \$18,000

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.

## ATTACHMENT B

- 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 &amp; 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			\$0.570

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		qualified relief to the Urban Search and 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

<i>CLASSIFICATION</i>	<i>CODE</i>	<i>SKILL</i>	<i>HRLY</i>	<i>OR</i>	<i>Per Diem</i>
<i>LIFEGUARD-SEASONAL</i>		When performing the duties of a Junior Lifeguard Instructor.			\$5.000
<i>MAINTENANCE ASSISTANT III</i>		When performing fiber-glassing duties for Marine Bureau			\$4.430
<i>MARINE SAFETY OFFICER</i>		When performing the duties of a Junior Lifeguard Instructor.			\$4.500
		When performing the duties of a Junior Lifeguard Coordinator.			\$12.500
<i>MARINE SAFETY SERGEANT</i>		When performing the duties of a Junior Lifeguard Instructor.			\$4.500
		When performing the duties of a Junior Lifeguard Coordinator.			\$12.500
<i>MATERIALS INSPECTOR</i>		When fully qualified and assigned to perform deputy inspection work and while possessing a valid deputy inspector card.			\$2.800
<i>MECHANICAL SUPERVISOR</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>PAINTER SUPERVISOR</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>PERSONNEL ANALYST I-II-CONF</i>		When assigned to and performing table customization, configuration, and maintenance in the HRMS System.			\$12.000
<i>PLAN CHECKER</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>		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
<i>PLANNER I-III</i>					

## SKILL PAYS

<i>CLASSIFICATION</i>	<i>CODE</i>	<i>SKILL</i>	<i>HRLY</i>	<i>OR</i>	<i>Per Diem</i>
<i>PLANNING AIDE</i>		When assigned to work the Development Service Counter and performing over-the-counter plan checking			\$5.600
<i>PLUMBER SUPERVISOR</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>PRINCIPAL BUILDING INSPECTOR</i>		Counter plan checking.			\$6.400
<i>PUBLIC SAFETY DISPATCHER IV</i>		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
<i>REFUSE OPERATOR I-III</i>		When performing as a trainer for a new operator			\$8.000
<i>SCHOOL GUARD</i>		When assigned as School Guard Trainer			\$3.100
<i>SENIOR CIVIL ENGINEER</i>		When possessing a California Structural Engineers License and assigned to perform structural engineering duties.			\$10.000
<i>SENIOR COMBINATION BLDG INSP SENIOR ELECTRICAL INSPECTOR</i>		Counter plan checking.			\$6.400
<i>SENIOR ENGINEERING TECH I</i>		When regularly assigned and performing architectural design.			\$9.700
<i>SENIOR MECHANICAL INSPECTOR SENIOR PLUMBING INSPECTOR</i>		Counter plan checking.			\$6.400
<i>SPECIAL SERVICES OFFICER II</i>		When assigned to and performing as School Guard Supervisor.			\$4.000
<i>SPECIAL SERVICES OFFICER III</i>		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

## SKILL PAYS

<i>CLASSIFICATION</i>	<i>CODE</i>	<i>SKILL</i>	<i>HRLY</i>	<i>OR</i>	<i>Per Diem</i>
<i>TREE TRIMMER I-II</i>		When possessing a Pesticide Applicator license and regularly assigned pesticide applicator duties			\$4.430
<i>WELDER</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	\$0.750		

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		four special certifications)			
	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

## SKILL PAYS

<i>CLASSIFICATION</i>	<i>CODE</i>	<i>SKILL</i>	<i>HRLY</i>	<i>OR</i>	<i>Per Diem</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>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. (\$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	\$1.250		



## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		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. (\$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		
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. (\$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	\$1.250		

**SKILL PAYS**

<i>CLASSIFICATION</i>	<i>CODE</i>	<i>SKILL</i>	<i>HRLY</i>	<i>OR</i>	<i>Per Diem</i>
		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)			
	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>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 (\$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		

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	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		
	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		

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		certifications.)			
<i>CUSTOMER SERVICE REP II</i>					
	513	When performing meter rereads	\$0.472		
<i>CUSTOMER SERVICE REP III</i>					
	514	When regularly assigned and performing duties as a section lead person	\$1.000		
	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. (\$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	\$1.000		

## 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)			
	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>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	\$0.554	OR	\$4.430

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		assigned advisor duties			
EQUIPMENT OPERATOR III	573	When regularly assigned and performing dredge level operator duties	\$0.882	OR	\$7.056
FIRE BOAT OPERATOR	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 fire boat.	\$2.300		
	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		

## SKILL PAYS

<i>CLASSIFICATION</i>	<i>CODE</i>	<i>SKILL</i>	<i>HRLY</i>	<i>OR</i>	<i>Per Diem</i>
	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 Public Information Officer, the Training Captain, or the Fire Prevention Captain. (6% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$2.281		
	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	\$0.570		

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		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)			
	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 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>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		



## SKILL PAYS

<i>CLASSIFICATION</i>	<i>CODE</i>	<i>SKILL</i>	<i>HRLY</i>	<i>OR</i>	<i>Per Diem</i>
	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 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		

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
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		
	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,	\$2.300		

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		Disaster Management, or Administration			
	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		
<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	\$0.554	OR	\$4.430

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		Applicator's license and regularly assigned Pesticide Applicator duties			
<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		
	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	\$0.200		

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		Transmitter Operations and Maintenance certifications, or a SoCal Gas (or equivalent) Appliance Technology certification (or equivalent) Appliance Technology certification, or Regulator Troubleshooting certification			
<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 Transportation-49 Code of Federal Regulations Subart N Operator Qualification Plan certifications for advanced level.	\$0.600		
	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>					

## SKILL PAYS

<i>CLASSIFICATION</i>	<i>CODE</i>	<i>SKILL</i>	<i>HRLY</i>	<i>OR</i>	<i>Per Diem</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
<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

## SKILL PAYS

<i>CLASSIFICATION</i>	<i>CODE</i>	<i>SKILL</i>	<i>HRLY</i>	<i>OR</i>	<i>Per Diem</i>
<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		
	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		

*MEDICAL SOCIAL WORKER II*

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	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 &amp; General Bargaining Units represented by the IAM</i>					
	547	When regularly assigned to and possessing certification issued by an Accredited Certifying Entity per CCR Title 8 Section 5006.1 for crane operations	\$0.560	OR	\$4.480
<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



## SKILL PAYS

<i>CLASSIFICATION</i>	<i>CODE</i>	<i>SKILL</i>	<i>HRLY</i>	<i>OR</i>	<i>Per Diem</i>
	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
<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	\$1.000		

## 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)			
	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		
<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	\$0.750		

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		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)			
	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		

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
<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 determined by the Chief of Police	\$4.629		
<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	\$2.012		

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		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.			
<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% 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	\$4.161		
<i>POLICE PROPERTY &amp; 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		

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	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		

## PRINCIPAL BUILDING 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. (\$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	\$0.750		

**SKILL PAYS**

<i>CLASSIFICATION</i>	<i>CODE</i>	<i>SKILL</i>	<i>HRLY</i>	<i>OR</i>	<i>Per Diem</i>
		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)			
	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		

**PRINCIPAL CONSTRUCTION INSPCTR**

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
813	When possessing an American Welding	\$0.750

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		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.)			
	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 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	\$1.250		



## 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)			
	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 ELECTRICAL 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	\$1.000

**SKILL PAYS**

<i>CLASSIFICATION</i>	<i>CODE</i>	<i>SKILL</i>	<i>HRLY</i>	<i>OR</i>	<i>Per Diem</i>
		four special certifications)			
	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		
<i>SENIOR EQUIPMENT OPERATOR</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		

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
<i>SENIOR MECHANICAL 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 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	\$1.500		

## 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)			
<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 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		

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	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		
<i>SUPERVISING CUSTODIAN</i>					
	523	When supervising crews or contractors performing custodial and/or maintenance	\$0.500	OR	\$4.000

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		duties in the Library Services Dept.			
<i>SUPERVISOR-STORES &amp; 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		