

RESOLUTION NO. RES-11-0133

A RESOLUTION OF THE CITY COUNCIL OF THE
CITY OF LONG BEACH APPROVING THE MOST RECENT
HARBOR DEPARTMENT SALARY RESOLUTION

WHEREAS, Section 503 of the Charter of the City of Long Beach provides that compensation of the employees of the Harbor Department shall be fixed by the Board of Harbor Commissioners by resolution, subject to the prior approval of the City Council by resolution; and

WHEREAS, the Board has presented to the City Council the most recent Harbor Department Salary Resolution (Resolution No. HD-2629) for consideration and approval by said Council;

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

Section 1. Pursuant to the provisions of Section 503 of the Charter of the City of Long Beach, the most recent Harbor Department Salary Resolution, a copy of which is attached hereto and on file with the City Clerk, is hereby approved.

Sec. 2. That the City Clerk is hereby authorized and directed to forward to said Board of Harbor Commissioners, without delay, a certified copy of this resolution.

Sec. 3. This resolution shall take effect immediately upon its adoption by the City Council, and the City Clerk shall certify to the vote adopting this resolution.

//
//
//
//
//
//

OFFICE OF THE CITY ATTORNEY
ROBERT E. SHANNON, City Attorney
333 West Ocean Boulevard, 11th Floor
Long Beach, CA 90802-4664

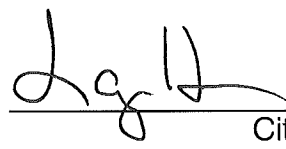
1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

I hereby certify that the foregoing resolution was adopted by the City Council of the City of Long Beach at its meeting of November 15, 2011 by the following vote:

Ayes: Councilmembers: DeLong, O'Donnell, Schipske,
Andrews, Johnson, Gabelich, Neal.

Noes: Councilmembers: None.

Absent: Councilmembers: Garcia, Lowenthal.



City Clerk

OFFICE OF THE CITY ATTORNEY
ROBERT E. SHANNON, City Attorney
333 West Ocean Boulevard, 11th Floor
Long Beach, CA 90802-4664

RESOLUTION NO. HD- 2629

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

A RESOLUTION OF THE BOARD OF HARBOR COMMISSIONERS OF THE CITY OF LONG BEACH CREATING THE DIVISIONS OF THE HARBOR DEPARTMENT; CREATING POSITIONS OF EMPLOYMENT AND FIXING THE NUMBERS THEREOF; ESTABLISHING SCHEDULES OF SALARY RATES AND RANGES AND ASSIGNING THE APPROPRIATE RANGES TO SAID POSITIONS; FIXING AND PRESCRIBING THE COMPENSATION FOR THE OFFICERS AND EMPLOYEES OF THE HARBOR DEPARTMENT SUBJECT TO APPROVAL OF THE CITY COUNCIL OF THE CITY OF LONG BEACH; AMENDING AND RESTATING THE HARBOR DEPARTMENT SALARY RESOLUTION AND REPEALING RESOLUTION NO. HD-2546; PROVIDING THAT THIS RESOLUTION SHALL BECOME OPERATIVE; AND MAKING A DETERMINATION RELATING THERETO

WHEREAS, Section 1203(q) of the City Charter of the City of Long Beach ("City Charter") provides that all officers and positions of employment in the permanent service of the Harbor Department shall be created and their compensation fixed by resolution of the Board; and

WHEREAS, the Board desires to create offices and positions of employment in the Harbor Department, fix the number thereof, establish schedules of salary rates and ranges, and fix and prescribe the compensation of the officers and employees of the Harbor Department and provide for biweekly payment of such compensation for the fiscal year commencing October 1, 2011; and

OFFICE OF THE CITY ATTORNEY
ROBERT E. SHANNON, City Attorney
333 West Ocean Boulevard, 11th Floor
Long Beach, CA 90802-4664

OFFICE OF THE CITY ATTORNEY
ROBERT E. SHANNON, City Attorney
333 West Ocean Boulevard, 11th Floor
Long Beach, CA 90802-4664

1 WHEREAS, it is the desire of the Board, in the interests of uniformity, that
2 the compensation prescribed herein shall become effective as of the same date that the
3 compensation prescribed by the Board of Water Commissioners and the City Council
4 shall become effective for their employees; and

5 WHEREAS, the Director of Planning and Environmental Affairs has
6 determined that this resolution is not subject to the California Environmental Quality Act.

7 NOW, THEREFORE, the Board of Harbor Commissioners of the City of
8 Long Beach resolves as follows:

9 Section 1. This Resolution shall be known as the "Harbor Department
10 Salary Resolution," and may be cited as such and shall be referred to herein as the
11 Resolution.

12 Sec. 2. There are hereby created and established in the Harbor
13 Department the following bureaus and divisions, each of which shall be respectively
14 under the immediate supervision and control of the indicated head of that bureau or
15 division. Each Managing Director and each division director shall be responsible to the
16 Executive Director for the proper and efficient administration of his or her bureau or
17 division. The Assistant Executive Director (who may also be known as the Deputy
18 Executive Director) may be assigned responsibility for the proper and efficient
19 administration of a bureau as deemed appropriate by the Board.

20
21
22
23
24
25
26
27
28

<u>BUREAU</u>	<u>HEAD OF BUREAU</u>
Engineering	Managing Director
Environmental Affairs & Planning	Managing Director
Finance & Administration	Managing Director
Trade Relations & Port Operations	Managing Director

OFFICE OF THE CITY ATTORNEY
 ROBERT E. SHANNON, City Attorney
 333 West Ocean Boulevard, 11th Floor
 Long Beach, CA 90802-4664

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

<u>DIVISION</u>	<u>HEAD OF DIVISION</u>
Accounting	Manager of Accounting
Air and Water Quality	Assistant Director of Environmental Planning – Air and Water Quality
Communications & Community Relations	Director of Communications & Community Relations
Contract Administration	Manager of Contract Administration
Emergency Management	Manager of Emergency Management
Engineering Administration	Assistant Managing Director-Engineering
Engineering Construction Management	Director of Construction Management
Engineering Design	Director of Engineering Design
Environmental Planning	Director of Environmental Planning
Facilities Maintenance	Manager of Facilities Maintenance
Finance	Chief Financial Officer
Finance-Accounting	Assistant Chief Financial Officer-Accounting
Finance-Operations	Assistant Chief Financial Officer-Operations
Fleet Maintenance	Manager of Fleet/Green Operations
Government Affairs	Director of Government Affairs
Homeland Security	Assistant Director of Security for Homeland Security
Personnel Administration	Assistant Director of Human Resources
Human Resources	Director of Human Resources & Special Services
Information Management	Director of Information Management

OFFICE OF THE CITY ATTORNEY
ROBERT E. SHANNON, City Attorney
333 West Ocean Boulevard, 11th Floor
Long Beach, CA 90802-4664

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

<u>DIVISION</u>	<u>HEAD OF DIVISION</u>
Information Management/Project Management	Assistant Director of Information Management
Infrastructure Maintenance	Manager of Infrastructure Maintenance
Leasing	Assistant Director of Real Estate
Maintenance	Director of Maintenance
Master Planning	Director of Master Planning
Port Projects	Manager of Port Projects
Protocol	Assistant Executive Officer to the Board
Public Information & Media Relations	Assistant Director of Communications & Community Relations
Real Estate	Director of Real Estate
Risk Management	Director of Risk Management
Safety & Business Continuity	Manager of Safety & Business Continuity
Security	Director of Security
Strategic Planning & Performance Management	Manager of Strategic Planning & Performance Management
Studies and Remediation	Assistant Director of Environmental Planning-Studies and Remediation
Sustainability	Manager of Sustainable Practices
Trade Relations	Director of Trade Relations
Transportation Development	Manager of Transportation Planning
Transportation Planning	Director of Transportation Planning
Sec. 3.	
3.1 Every person who has been or who hereafter may be duly	

OFFICE OF THE CITY ATTORNEY
ROBERT E. SHANNON, City Attorney
333 West Ocean Boulevard, 11th Floor
Long Beach, CA 90802-4664

1 Section 3.5 below) shall be at the applicable pay rate designated as Salary Schedule I,
2 Step 2; after a second six-month period of employment, the salary of such employee will
3 be at the applicable pay rate designated as Salary Schedule I, Step 3; after a third six-
4 month period of employment, the salary of such employee will be at the applicable pay
5 rate designated as Salary Schedule I, Step 4. Thereafter, the pay rate of such employee
6 shall successively be at the applicable pay rate designated as Salary Schedule I, Steps
7 5, 6, or 7 upon his or her successive completion of a one-year period of employment at
8 the preceding pay rate. If the initial salary of any employee (except those employee
9 positions set forth in Section 3.5 below) has been specifically designated at a pay rate
10 other than Step 1, Step 2, or Step 3, his or her pay rate thereafter, upon his or her
11 successive completion of a one-year period of employment at the preceding pay rate,
12 shall be at the next successively higher applicable step.

13 3.3.1 Employees hired on or after April 1, 2001, who are
14 covered by an existing Memorandum of Understanding with the International Association
15 of Machinists and Aerospace Workers and the Long Beach Association of Engineering
16 Employees, who, receive a Meets Job Requirements rating on the majority of the rating
17 factors on the most recently completed Employee Performance Appraisal form, and who
18 have served an initial six-month period of employment in a position at a pay rate
19 designated as Pay Rate Step 1 in the Salary Schedule established by Section 2 of this
20 Resolution, the salary of such employee shall be at the applicable pay rate designated as
21 Pay Rate Step 2; after a second six-month period of satisfactory performance of
22 employment, the salary of such employee shall be at the applicable pay rate designated
23 as Pay Rate Step 3; and after another six-month period of satisfactory performance Pay
24 Rate Step 4. Thereafter, the pay rate of such employee shall successively be at the
25 applicable pay rate respectively designated as Pay Rate 5, 6, or 7 upon his/her
26 successive completion of a one-year period of employment at the preceding pay rate. If
27 the initial salary of any employee has been specifically designated at a pay rate other
28 than Pay Rate Step 1, 2, or 3, his or her pay rate thereafter, shall, upon his or her

1 successful completion of a one-year period of employment at that pay rate, be at the next
2 successively higher applicable Pay Rate Step.

3 3.3.2 Employees hired prior to April 1, 2001, who are covered
4 by an existing Memorandum of Understanding with the International Association of
5 Machinists and Aerospace Workers or the Long Beach Association of Engineering
6 Employees, will continue their step advancement in accordance with the step placement
7 in effect on that date, but subject to the performance provisions set forth above.

8 3.4 As to those positions for which there is an "H" pay rate specified
9 in this Resolution, as well as the regular pay rate, the Board shall specify, at the time of
10 making an appointment or at any time thereafter, that the appointee to such position is to
11 be paid at the "H" rate or at a regular pay rate.

12 3.5 Subject to the Board's power to set the pay rate of any employee
13 at the time of making the initial appointment at one of the pay rates established herein, in
14 the event an employee (i) is promoted from one position to another for which a higher pay
15 rate is established; or (ii) is advanced from one grade to another in the same position for
16 which a higher pay rate is established; or (iii) is transferred from one department to
17 another without change of position, the Executive Director shall designate the pay rate of
18 such employee to be at one of the pay rates for such position or grade which will be not
19 less than the pay rate received by such employee immediately prior to such promotion,
20 advancement or transfer. Likewise, in the event an employee is transferred, as
21 prescribed by Civil Service Rules and Regulations for other than disciplinary reasons,
22 from one position to another position for which a lower pay rate is established, the
23 Executive Director shall designate the pay rate of such employee to be at one of the pay
24 rates prescribed for such position to which the employee is transferred.

25 3.6 For the purpose of computing the "period of employment" under
26 the provisions of this Resolution, an employee of the Harbor Department who has been
27 reinstated to his former position pursuant to the provisions of the Civil Service Rules and
28 Regulations shall be considered as having been in the continuous service of the Harbor

1 Department during the period said employee shall have served in the Armed Forces.

2 3.7 Notwithstanding any other provision contained in this Resolution,
3 the level of compensation and any adjustment thereof payable to an officer or employee
4 of the Harbor Department in a position to which he or she has been assigned the
5 Executive Salary Range in this Resolution shall be determined on a merit basis. The
6 initial compensation of said officers or employees shall be fixed by the Board at a level of
7 compensation within the Executive Salary Range designated below. Thereafter, the
8 Executive Director, shall have the authority to increase or decrease the level of
9 compensation of all said officers and employees assigned to the Executive Salary Range
10 except the Executive Director and Executive Secretary to the Board of Harbor
11 Commissioners. The Board, at its sole and exclusive discretion, may change or revoke
12 this delegation of authority at any time. The Board shall have the sole and exclusive
13 authority to designate the compensation of the Executive Director and Executive
14 Secretary to the Board of Harbor Commissioners as merited by performance. Said
15 increases and decreases in compensation shall not exceed a total of twelve percent
16 (12%) for officers and employees assigned to the Executive Salary Range in any fiscal
17 year, unless the Board finds that the percentage limitation is not applicable by reason of a
18 substantial change in the responsibility and authority of said officer or employee.

19 3.8 In addition to any merit increase provided in this Resolution
20 above, each employee assigned to the Executive Salary Range (EOO) shall be eligible to
21 participate and receive Individual Performance Incentive Compensation.

22 3.8.1 The purpose of Individual Performance Incentive
23 Compensation is to compensate management employees for prospective distinguished
24 and outstanding performance and in further anticipation of continued distinguished and
25 outstanding performance in subsequent periods.

26 3.8.2 At or near the commencement of a fiscal year, an
27 eligible employee and the Executive Director or, in the case of the Executive Director, the
28 Executive Director and the President of the Board shall develop and establish a written

1 and approved performance plan for said employee or the Executive Director which sets
2 forth objectives or targeted results for the ensuing fiscal year or remaining portion thereof.
3 The attainment of these targeted results or distinguished performance in a specific
4 project or program shall qualify the employee for Individual Performance Incentive
5 Compensation.

6 3.8.3 Individual Performance Incentive Compensation may be
7 paid to any eligible employee in an amount not to exceed \$3,500 per fiscal year based
8 upon the evaluation of the employee's performance by the Executive Director, or in the
9 case of the Executive Director, the President of the Board, and a determination by the
10 evaluator that the objectives or targeted results of the previously approved performance
11 plan have been attained.

12 3.9 Effective October 1, 1997, and subject to satisfaction of all
13 eligibility requirements and conditions, each officer and employee of the Harbor
14 Department shall be eligible to participate and receive all retirement benefits which have
15 been and hereafter are established by City Council by ordinance or resolution for officers
16 and employees of the City of Long Beach.

17 3.10 The Board may assign an employee of the Harbor Department
18 to perform as the acting Executive Director, Assistant Executive Director, Deputy
19 Executive Director, Managing Director, or division director whenever a vacancy occurs in
20 any such positions or when the Board determines that the incumbent Executive Director,
21 Assistant Executive Director, Deputy Executive Director, Managing Director, or division
22 director is unable to perform the duties of his or her position and such an assignment is
23 necessary for the efficient and effective operation of the Harbor Department. During the
24 time the employee is so assigned and is performing in said acting capacity, the employee
25 shall be entitled to receive the compensation designated by the Board at one of the Pay
26 Rate Ranges set forth in this Resolution for the position to which said employee is
27 assigned.

28 3.11 Subject to and within the limitations of the provisions of the City

1 Charter after the initial appointment by the Board, the Executive Director may at any time
2 find and determine that an employee is entitled to be, and shall be, assigned to either a
3 different pay rate within the Pay Rate Range established for such office or position, or to
4 a different grade where positions are designated with grade numbers, and that an
5 employee shall receive the biweekly salary established therefor. Without limiting the
6 generality of the foregoing, the Board confers and delegates to the Executive Director the
7 authority to temporarily adjust the grade or pay rate of an employee subject to disciplinary
8 action, in lieu of suspension without pay, as may be required for the efficient and
9 economical administration and management of the affairs of the Harbor Department.

10 3.12 With respect to the administration of the provisions of this
11 Resolution, the Board confers and delegates to the Executive Director the authority and
12 duty to do and perform all actions relating to the administration and management of
13 employees of the Harbor Department as may be required for the efficient and economical
14 functioning thereof; provided, however, the powers and duties conferred upon and
15 delegated to the Executive Director shall not include the powers (i) to make initial
16 appointments or initial employment of officers and employees of the Harbor Department;
17 (ii) to fix the duties and initial compensation of such officers and employees; (iii) to assign
18 an employee to perform as acting Executive Director, Assistant Executive Director,
19 Deputy Executive Director, Managing Director, or division director in accordance with the
20 provisions of and under the circumstances described in Section 3.10 above; (iv) to grant
21 a leave of absence without compensation to the Executive Director; (v) to grant executive
22 leave to the Executive Director; (vi) to authorize, as additional compensation, the
23 payment of actual moving expenses incurred by a person in accepting a position with the
24 Harbor Department; or (vii) to exercise such powers as are exclusively reserved to the
25 Board under the provisions of Article XII of the Long Beach City Charter.

26 Sec. 4.

27 4.1 The compensation for all Harbor Department employees shall be
28 as prescribed and expressed herein on a per hour rate basis. The amount of the

OFFICE OF THE CITY ATTORNEY
ROBERT E. SHANNON, City Attorney
333 West Ocean Boulevard, 11th Floor
Long Beach, CA 90802-4664

1 biweekly installment payable to any full-time employee shall be computed by multiplying
2 the employee's pay rate per hour by the number of hours or fraction of hours for which
3 pay is actually due. The hourly pay shall include any additional applicable.

4 4.2 If any employee is absent for any reason other than one of the
5 permitted absences authorized by City Council Personnel Ordinance, such employee
6 shall not be entitled to receive the full amount of his or her installment of pay for any
7 biweekly pay period during which said absence occurred. The amount of pay said
8 employee shall receive for such pay period shall be computed by multiplying the
9 employee's hourly pay rate by the number of hours or fractions of hours for which pay is
10 actually due.

11 4.3 And if an employee is employed on other than a full-time basis,
12 such employee's compensation shall be computed by multiplying the hourly pay rate
13 established for such employee's position by the number of hours or fraction of hours for
14 which pay is due to said employee.

15 Sec. 5. Except as otherwise provided by the City Charter, every person
16 holding any office or position of employment hereinafter set forth shall perform such
17 duties as are indicated by the title of such office or position and as are usually incident to
18 such office or position, and such other duties as shall be assigned by his or her
19 immediate superior, division director, Managing Director, Deputy Executive Director,
20 Assistant Executive Director, the Executive Director or by the Board.

21 Sec. 6.

22 6.1 The designation of certain positions in the schedule of positions
23 and assigned Pay Rate Range numbers contained in this Resolution, and the designation
24 of grades within a specified position, are made for the purpose of creating such positions
25 according to the degree of responsibility and character of the duties required by such
26 positions solely and only to the end that the Salary Schedules for such positions will
27 reflect the differences in the responsibilities and duties attached to said positions. The
28 characterization of positions by said terms is hereby declared to have no other purpose

1 or effect and shall not in any manner change or alter the classification of employees
2 holding such positions.

3 6.2 The use of occupational code designations, and the use of
4 asterisks to denote unclassified positions are for administrative purposes only. Changes
5 in occupational code designation and in the status of a position may occur and such
6 changes will not require amendment of this Resolution.

7 Sec. 7.

8 7.1 An employee temporarily assigned to perform duties not
9 ordinarily attached to his/her position for the purpose of training and development
10 pursuant to Section 63(3) of the Civil Service Rules and Regulations will be compensated
11 at the salary rate fixed and prescribed by this resolution for the position involving the
12 duties to which temporary assignment has been made and at the step most closely
13 approximating the pay rate of the employee immediately prior to the temporary
14 assignment provided that in no event shall the pay rate for the temporary assignment
15 exceed the employee's pay rate immediately prior to the temporary assignment.

16 7.2 An employee temporarily assigned to perform duties not
17 ordinarily attached to his/her position, for the purpose of rehabilitation or the recovery
18 from a medical condition that has been certified by the City Health Officer, pursuant to
19 Section 63(5) of the Civil Service Rules and Regulations, will be compensated at the
20 salary rate fixed and prescribed by this resolution for the position involving the duties to
21 which temporary assignment has been made and at the step most closely approximating
22 the pay rate of the employee immediately prior to the temporary assignment provided that
23 in no event shall the pay rate for the temporary assignment exceed the employee's pay
24 rate immediately prior to the temporary assignment.

25 7.3 An employee temporarily assigned to perform duties not
26 ordinarily attached to his/her position pursuant to Sections 63(3) or 63(5) of the Civil
27 Service Rules and Regulations, which temporary assignment results in a lower hourly
28 pay rate, may be Y-rated (pay rate frozen) until such time as the top step of the

OFFICE OF THE CITY ATTORNEY
ROBERT E. SHANNON, City Attorney
333 West Ocean Boulevard, 11th Floor
Long Beach, CA 90802-4664

1 employee's new position is equal to or surpasses the employee's Y-rate.

2 Sec. 8. Officers and employees requiring transportation in connection with
3 the performance of their duties for the Harbor Department, may be assigned a City-
4 owned vehicle by the Executive Director in accordance with criteria established by the
5 Executive Director; or, in the alternative, with the approval of the Executive Director may
6 receive, by way of reimbursement, the cost of transportation incurred in the performance
7 of his or her duties with the Harbor Department. Reimbursement may, at the discretion of
8 the Executive Director, be paid to such officers and employees upon the basis of any one
9 of the following computations:

10 8.1 Actual cost of transportation per month for public transportation;

11 or

12 8.2 For use of a privately-owned vehicle used for official City

13 business:

14 8.2.1 Thirty-eight and one-half cents (\$0.385) per mile for all

15 authorized mileage actually driven by the officer or employee on official City business
16 each month; or

17 8.2.2 A flat monthly allowance of:

18 8.2.2.1 Such sum as may be determined by the
19 Executive Director, but not to exceed Four Hundred Fifty Dollars (\$450.00) per month; or

20 8.2.2.2 One Hundred Twenty-five Dollars (\$125.00)

21 per month plus twelve cents (\$0.12) per mile for all authorized mileage actually driven by
22 the officer or employee on official City business, which allowances are hereby determined
23 to constitute the reimbursement for the expenditures and costs of operating and
24 maintaining such vehicle, including its availability, as required for the performance of
25 such official City duties; provided, however, that in each instance said employee shall
26 procure and maintain in full force and effect, at all times while said privately-owned
27 vehicle is used for official City business, bodily injury and property damage insurance
28 from a company or companies authorized to do business in the State of California, with

1 minimum coverages as prescribed by the Executive Director.

2 Sec. 9.

3 9.1 Employees of the Harbor Department may also receive
4 additional compensation in the form of suitable recognition awards as determined by the
5 Executive Director.

6 9.2 Employees of the Harbor Department may, pursuant to and in
7 accordance with the provisions of this Resolution and regulations issued by the Executive
8 Director, be awarded additional compensation for suggestions made that result in
9 measurable monetary savings to the Harbor Department. Measurable awards shall not
10 exceed 10% of the anticipated first year savings after adoption of the suggestion,
11 provided, however, that the maximum award shall not exceed Five Thousand Dollars
12 (\$5,000.00). The Executive Director may also authorize an award not to exceed Two
13 Hundred Dollars (\$200.00) for adopted suggestions resulting in benefits to the Harbor
14 Department which are not measurable in monetary terms and may authorize the use of
15 promotional awards to encourage participation in the program.

16 9.3 The Executive Director may provide up to two Port
17 familiarization programs each fiscal year for Harbor Department employees and their
18 families.

19 9.4 Employees of the Harbor Department may also receive
20 additional compensation in the form of a suitable safety award as determined by the
21 Executive Director for successful participation in the Harbor Department's safety
22 program.

23 9.5 Permanent full-time or permanent part-time employees who are
24 enrolled in an accredited job and/or career-related college or university study program
25 during off-duty hours are eligible to receive tuition reimbursement in accordance with the
26 schedule promulgated by the Executive Director.

27 9.6 Employees of the Harbor Department who are eligible and
28 volunteer to participate in the Harbor Department's Green Commute Program as defined

1 by Administrative Directive shall be eligible to receive appropriate recognition and
2 rewards as determined by the Executive Director.

3 Sec. 10. The method of computation of the amount of additional
4 compensation to be paid to an employee for overtime worked in accordance with and
5 pursuant to the applicable definitions, conditions and requirements of the City Council
6 Personnel Ordinance and in accordance with and pursuant to the Fair Labor Standards
7 Act (FLSA), except that the additional compensation for overtime exempt from FLSA shall
8 not include uncontrolled standby amounts in the computation.

9 Sec. 11. Subject to the requirements and conditions of the City Council
10 Personnel Ordinance relating to the availability of funds, every officer or employee of the
11 Harbor Department who, upon request of his or her bureau or division head and subject
12 to the approval of the Executive Director shall consent to forego, and shall forego, the
13 taking of any annual vacation or portion thereof, shall be paid, as additional
14 compensation, a sum computed by multiplying the hourly rate of compensation
15 prescribed by this Resolution for the position held by said officer or employee by the
16 number of vacation hours which the employee shall forego. Time worked in lieu of
17 annual vacation or portion thereof shall not be considered as overtime or "extra time
18 worked."

19 Sec. 12.

20 12.1 The City Council Personnel Ordinance permits certain City
21 employees to be absent thirteen working days per year with full pay, to be prorated,
22 biweekly in lieu of absence of the employee on the holidays enumerated in the City
23 Council Personnel Ordinance. Subject to the prior approval of the Executive Director, an
24 employee may accumulate and carry over such properly authorized unused "in lieu of
25 holiday" time off for no longer than the close of the calendar year immediately following
26 the calendar year in which such time off was earned. In the event that such accumulated
27 "in lieu of holiday" time off is not taken as time off by the employee by the end of the
28 calendar year immediately following the calendar year in which it was earned, then such

1 accumulated time off shall be forfeited by the employee and no compensation shall
2 thereafter be paid therefor.

3 12.2 Cash payment for any properly authorized accumulated and/or
4 carried over unused "in lieu of holiday" time off shall be made only upon an employee's
5 termination of employment with the City or when an employee is on a leave of absence
6 pending the approval of an application for ordinary or service-connected disability
7 retirement which has been filed by the employee or the City on behalf of the employee.
8 The amount of such additional compensation to be paid shall be computed by multiplying
9 the employee's hourly rate of compensation, prescribed by this Resolution for the position
10 held by said employee, by the number of unused "in lieu of holiday-hours" to which the
11 employee is entitled.

12 12.3 The payment of such additional compensation to an employee
13 terminating or pending disability retirement shall be subject to all the requirements and
14 conditions relating to the availability of funds to make such payments as provided in the
15 City Council Personnel Ordinance. In the event the application for ordinary or service-
16 connected disability retirement is disapproved, the employee shall not be entitled to any
17 holiday or unused portion thereof, for which a lump sum payment has been received.

18 12.4 Employees who are laid off and eligible for benefits under the
19 Consolidated Omnibus Budget Reconciliation Act (COBRA) shall have the premiums for
20 the benefits they are entitled to under COBRA paid by the City for the first six (6) months
21 after their layoff.

22 Sec. 13. In addition to the compensation set forth in this Resolution, a night
23 shift differential of eighty cents (\$0.80) per hour shall be paid to all permanent full-time
24 employees whose regular schedule requires said employee to work between the hours of
25 6:00 p.m. and 6:00 a.m., provided that:

26 13.1 The employee works one-half or more of his or her regularly
27 scheduled shift between the hours of 6:00 p.m. and 6:00 a.m. Such employee shall be
28 eligible to be paid the additional rate established by this Section for each hour worked

1 during the entire shift; or

2 13.2 The employee works between the hours of 6:00 p.m. and 6:00
3 a.m. as part of a "split-shift." The term "split-shift" is defined as a shift of eight (8) or more
4 non-continuous work hours in a single day, separated by a break of at least three (3) non-
5 working hours during said shift. Such employee shall be paid the night shift differential
6 only for each hour actually worked between the hours of 6:00 p.m. and 6:00 a.m.

7 13.3 Employees who work a twelve-hour shift that begins or ends at
8 midnight, shall be paid a night shift differential for only those hours worked between the
9 hours of 6:00 p.m. and 6:00 a.m.

10 Sec. 14.

11 14.1 Each employee represented by the International Association of
12 Machinists and Aerospace Workers or the Long Beach Association of Engineering
13 Employees who is required to perform the full range of duties in a higher-level
14 classification or grade level position that is vacant, up to and including division manager,
15 shall be paid an additional eighty cents (\$0.80) per hour providing the following conditions
16 are met:

17 14.1.1 The employee who is assigned the higher-level duties
18 of the vacated position must work at least forty (40) consecutive hours once per calendar
19 year in said position in order to qualify for the higher classification pay.

20 14.1.2 The higher-level duties performed must be those of a
21 permanent budgeted position that is vacant, either temporarily because of absence or
22 reassignment of the regular employee or vacant due to resignation, termination or other
23 such action.

24 14.1.3 In no event shall the total compensation paid to the
25 employee for regular salary and higher classification pay exceed the seventh step of the
26 higher classification or grade level.

27 14.1.4 The temporary appointment to the higher classification
28 must be approved by the Executive Director or designee.

1 14.2 The provisions of subsection 14.1 of this Section shall not
2 apply to employees in classifications included in and paralleling the safety series of the
3 Public Employees' Retirement System.

4 Sec. 15. Each employee designated as being represented by the Long
5 Beach City Employees Service Lodge 1930 or the Long Beach Association of
6 Engineering Employees shall be compensated at a rate of ninety-five cents (\$0.95) per
7 hour for each full hour of standby duty as defined in the Memoranda of Understanding
8 between the City and said organizations.

9 Sec. 16. In lieu of coverage under the health insurance program provided
10 by the City for employees holding permanent full-time positions, each employee in a
11 permanent part-time position (as defined in the City Council Personnel Ordinance) shall,
12 for every 174.0 hours worked by such permanent part-time employee, be paid Four
13 Hundred Dollars (\$400.00). No permanent part-time employee shall receive payments
14 made pursuant to this Section in any one fiscal year which amount to more than the total
15 annual contribution made by the City toward health insurance premiums for a permanent
16 full-time employee for that same fiscal year.

17 Sec. 17. Notwithstanding any other provision of this Resolution, the
18 members of the Board and the officers and employees of the Harbor Department shall be
19 allowed, in addition to their salaries as provided, their actual and necessary expenses
20 incurred in the performance by them of the duties of their respective offices and positions;
21 provided, however, and except as otherwise provided in this Resolution, such expenses
22 may be allowed to any such board member or officer or employee only in those cases
23 where the Executive Director has either authorized or ratified the incurring of such
24 expenses.

25 Sec. 18. Any officer or employee of the Harbor Department who is duly
26 summoned to attend any court during the time regularly required for his or her office or
27 employment, for the purpose of jury service, shall be entitled to paid release time up to
28 eighty (80) hours while so actually serving, and provided he or she deposits the fees for

1 service and mileage with the City Treasurer, to his or her regular compensation and to
2 reimbursement for travel expense at the rate actually received during such service.

3 Sec. 19.

4 19.1 Each officer and employee of the Harbor Department shall,
5 during the time they actually hold an office or position of employment with the Harbor
6 Department, be entitled to receive, as additional compensation, such group life insurance
7 benefits as may be provided from time to time in a policy or policies of insurance obtained
8 by the City or by the Board. Proceeds of such a policy or policies shall be payable to a
9 beneficiary named by the person insured or, if none is named, to his or her estate.

10 19.2. On and after December 1, 2004, the City shall pay a maximum
11 amount of Seven Hundred and Ninety Six Dollars per month toward the cost of health,
12 dental, and life insurance benefits for eligible employees represented by the International
13 Association of Machinists and Aerospace Workers, the Long Beach Association of
14 Engineering Employees, the Long Beach Management Association and each eligible
15 employee not represented by and employee organization.

16 Effective December 1, 2005, and every December 1st thereafter,
17 increases in the costs for health, dental, and life insurance plans selected by employees
18 shall be borne by employees in the same manner set forth in the employee's applicable
19 MOU. The City shall pay the difference between the actual cost and the employee
20 contribution as outlined in the applicable MOU. Cost sharing shall also apply to each
21 eligible employee not represented by an employee organization. In the event various
22 cost sharing plans exist, each eligible employee not represented by an employee
23 organization shall cost share in accordance with the directive of his/her appointing
24 authority.

25 19.3 Employees assigned to the Pay Rate Range E00 shall, unless
26 they elect an available alternative, receive as additional compensation, life insurance
27 benefits equal to three times their full annual salary to a maximum of Five Hundred
28 Thousand Dollars (\$500,000.00), long term and short term disability insurance and in-

1 hospital indemnity benefits. Proceeds of any life insurance benefits shall be payable to a
2 beneficiary named by the person insured or, if none is named, to his or her estate.

3 19.4 If an employee represented by the International Association of
4 Machinist or the Long Beach Association of Engineering Employees is killed on the job
5 because of violence in the workplace, the City shall continue to provide health insurance
6 and dental insurance benefits as follows:

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

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

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

12 Sec. 20. Each officer and employee of the Harbor Department during his or
13 her employment shall receive, as additional compensation, such insurance benefits for
14 bodily injury or death incurred by such officers or employees while traveling on official
15 business of the City of Long Beach as may be provided from time to time in a master
16 policy or policies of travel insurance as may be obtained by the City or by the Board
17 pursuant to Section 3121 of the California Government Code. Proceeds of such a policy
18 or policies shall be payable to a beneficiary named by the person insured or, if none is
19 named, to his or her estate.

20 Sec. 21. The Executive Director may authorize one or more employees in
21 the Harbor Department to act as instructors in public or private schools, colleges or
22 universities whenever the subjects of study in such classes are directly related to the type
23 or kind of work performed by such employee under his or her employment with the
24 Harbor Department, and the Executive Director has determined that the conduct of said
25 classes will directly promote or improve the efficiency of the Harbor Department by
26 reason of the attendance at such classes by employees or prospective employees of the
27 Harbor Department. The duties so authorized shall be in addition to duties regularly
28 attached to his or her office or position. Every employee so authorized to instruct such

1 classes during business hours may charge such fee for his or her services as may be
2 prescribed by the Executive Director, and all fees so collected shall be paid into the City
3 Treasury by such employee.

4 Sec. 22. The Executive Director may grant an extended leave of absence,
5 not to exceed one year, for the purpose of health, or study, travel and research, to any
6 employee of the Harbor Department. The application of such extended leave of absence
7 shall state the time desired and shall have the written approval of the applicant's division
8 head or designee. Any leave of absence granted under this Section shall be without
9 compensation during such absence. The position held by the employee to whom the
10 leave of absence is granted shall be filled for the term of the absence in the same
11 manner as vacancies are filled.

12 Sec. 23. The Executive Director may grant a leave of absence without
13 compensation to a person holding an office or position in the Harbor Department, said
14 leave not to exceed thirty (30) days in duration. Only the Board may grant a leave of
15 absence without compensation to the Executive Director.

16 Sec. 24. Officers and employees of the Harbor Department, pursuant to
17 and in accordance with the provisions of this Resolution and the administrative rules,
18 regulations and policies promulgated and issued by the Executive Director, may
19 authorize deductions to be made from their salaries or wages for purposes authorized by
20 the provisions of the California Government Code in Article 6 of Chapter I of Division 4 of
21 Title 1 (commencing at Section 1150, et seq.) and in Articles I, 1.1, 1.5, and 2 of Chapter 2
22 of Part 1 of Division 2 of Title 5 (commencing at Section 53200, et seq.), except that such
23 deductions for payment of dues or other services provided by any employee organization
24 or association shall be only as provided by a legally binding contract between the City
25 and said employee organization or association.

26 Sec. 25. The prior appointments of Harbor Department officers and
27 employees to any of the respective positions of employment set forth in this Resolution
28 who are qualified to hold and who hold such positions at the operative date of this

OFFICE OF THE CITY ATTORNEY
ROBERT E. SHANNON, City Attorney
333 West Ocean Boulevard, 11th Floor
Long Beach, CA 90802-4664

1 Resolution, are hereby ratified and confirmed.

2 Sec. 26. Pursuant to the provisions of Section 53240 of the California
3 Government Code, an officer or employee may receive the cost of replacing or repairing
4 property such as eyeglasses, hearing aids, dentures, watches, or articles of clothing
5 necessarily worn or carried by the employee when loss or damage occurs in the line of
6 duty and is not attributable to the employee's negligence. If the items are damaged
7 beyond repair, the replacement cost of such items may be paid. The replacement cost of
8 such items shall be determined as of the time of loss or damage. In the event of such
9 loss or damage, the officer or employee seeking recovery shall file a request for
10 reimbursement in writing with the Executive Director and the request shall be processed
11 in accordance with the applicable provisions of the Municipal Code and administrative
12 directives of the Harbor Department.

13 Sec. 27. Officers and employees of the Harbor Department holding any of
14 the following positions are hereby designated as being eligible to be granted (i) executive
15 leave in accordance with the provisions of the City Council Personnel Ordinance, as
16 amended and (ii) up to an additional eighty (80) hours each calendar year:

- 17 Assistant Chief Financial Officer - Accounting
- 18 Assistant Chief Financial Officer - Operations
- 19 Assistant Director of Communications & Community Relations
- 20 Assistant Director of Environmental Planning – Air and Water Quality
- 21 Assistant Director of Environmental Planning – Studies and Remediation
- 22 Assistant Director of Human Resources - Harbor
- 23 Assistant Director of Information Management
- 24 Assistant Director of Real Estate
- 25 Assistant Director of Security for Homeland Security
- 26 Assistant Executive Director
- 27 Assistant Executive Officer to the Board
- 28 Assistant Managing Director-Engineering

OFFICE OF THE CITY ATTORNEY
ROBERT E. SHANNON, City Attorney
333 West Ocean Boulevard, 11th Floor
Long Beach, CA 90802-4664

- 1 Chief Financial Officer
- 2 Deputy Executive Director
- 3 Director of Communications and Community Relations
- 4 Director of Construction Management
- 5 Director of Engineering Design
- 6 Director of Environmental Planning
- 7 Director of Government Affairs
- 8 Director of Human Resources & Special Services – Harbor
- 9 Director of Information Management
- 10 Director of Maintenance
- 11 Director of Master Planning
- 12 Director of Program Management
- 13 Director of Real Estate
- 14 Director of Risk Management
- 15 Director of Security
- 16 Director of Trade Relations
- 17 Director of Transportation Planning
- 18 Executive Director
- 19 Executive Secretary to the Board
- 20 Manager of Accounting
- 21 Manager of Air Quality Practices
- 22 Manager of Contract Administration
- 23 Manager of Emergency Management
- 24 Manager of Facilities Maintenance
- 25 Manager of Fleet/Green Operations
- 26 Manager of Infrastructure Maintenance
- 27 Manager of Safety & Business Continuity
- 28 Manager of Strategic Planning & Performance Management

OFFICE OF THE CITY ATTORNEY
ROBERT E. SHANNON, City Attorney
333 West Ocean Boulevard, 11th Floor
Long Beach, CA 90802-4664

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

Manager of Sustainable Practices
Manager of Transportation Planning
Managing Director

The granting of executive leave to the Executive Director shall be in the sole and exclusive discretion of the President of the Board and the granting of such leave to the remainder of such officers and employees shall be at the discretion of the Executive Director.

Sec. 28. The Board, in its discretion, may authorize, as additional compensation, the payment of the actual moving expenses incurred by a person in accepting a position with the Harbor Department as approved by the Executive Director when the Board determines that such additional compensation is required as a further inducement to a prospective officer or employee to accept employment with the Harbor Department.

Sec. 29. Except for the offices and positions created and established by the City Charter, there are hereby created and established the offices and positions as set forth and listed in this Resolution and 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 set forth in the Salary Schedules of this Resolution for the period commencing October 1, 2006, and continuing until superseded by a subsequent resolution of the Board which is approved by the City Council. The pay rates are indicated opposite each listed office and position by a Pay Rate Range number, together with the bargaining unit designation and such additional compensation, if any, as provided herein or by applicable ordinance.

Sec. 30

POSITIONS AND ASSIGNED
PAY RATE RANGE NUMBERS

OFFICE OF THE CITY ATTORNEY
 ROBERT E. SHANNON, City Attorney
 333 West Ocean Boulevard, 11th Floor
 Long Beach, CA 90802-4664

1	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
2				
3				
4	C01AN	Accountant I	490	06
5	T23AN	*Accountant I – NC	M47	06
6	C01BN	Accountant II	540	06
7	C01CN	Accountant III	590	06
8	C02AN	Accounting Clerk I	340	04
9	C02BN	Accounting Clerk II	370	04
10	C02CN	Accounting Clerk III	400	04
11	C50NN	Accounting Technician	440	04
12	D80AN	Administrative Aide I	430	04
13	D80BN	Administrative Aide II	460	04
14	NA2CN	Administrative Aide III	520	04
15	EA8AN	Administrative Analyst I	570	06
16	T65AN	*Administrative Analyst I – NC	M68	06
17	EA8BN	Administrative Analyst II	600	06
18	T65BN	*Administrative Analyst II – NC	M78	06
19	EA8CN	Administrative Analyst III	630	06
20				
21	T01N1	*Administrative Intern – NC	H28	99
22	T01N2	*Administrative Intern – NC	H30	99
23	T01N3	*Administrative Intern – NC	H32	99
24	T01N4	*Administrative Intern – NC	H34	99
25	T01N5	*Administrative Intern – NC	H36	99
26	T01N6	*Administrative Intern – NC	H38	99
27	T01N7	*Administrative Intern – NC	H39	99
28				

OFFICE OF THE CITY ATTORNEY
 ROBERT E. SHANNON, City Attorney
 333 West Ocean Boulevard, 11th Floor
 Long Beach, CA 90802-4664

1	Occup.	Position	Pay	Bargaining
2	Code		Rate	Unit
3			Range	
4			No.	
3	T01N8	*Administrative Intern – NC	H40	99
4	T93N1	*Administrative Intern – NC	H41	99
5	E03AN	Asst. Admin. Analyst I	470	06
6	E03BN	Asst. Admin. Analyst II	530	20
7	NB4NN	Assistant Chief Financial Officer – Accounting	E00	88
8	NB4NN	Assistant Chief Financial Officer – Operations	E00	88
9	N02NN	Assistant Chief Harbor Engineer	764	20
10	NB8NN	*Assistant Director of Communications & Community Relations	E00	88
11	NE7NN	*Assistant Director of Environmental Planning – Air and Water Quality	E00	88
12	NE7NN	*Assistant Director of Environmental Planning – Studies and Remediation	E00	88
13	NB5NN	*Assistant Director of Human Resources - Harbor	E00	88
14	ND7NN	*Assistant Director of Information Management	E00	88
15	N62NN	*Assistant Director of Real Estate	E00	88
16	NB9NN	*Assistant Director of Security for Homeland Security	E00	88
17	N09NN	*Assistant Executive Director – Harbor	E00	88
18	NE8NN	*Assistant Executive Officer to the Board	E00	88
19	ND8NN	*Assistant Managing Director for Engineering (Chief Harbor Engineer)	E00	88
20	N67AN	*Assistant Marketing Manager I	470	06
21	N67BN	*Assistant Marketing Manager II	560	06
22	N67CN	*Assistant Marketing Manager III	630	06
23	F50AN	Assistant Planner I	510	06
24				
25				
26				
27				
28				

OFFICE OF THE CITY ATTORNEY
 ROBERT E. SHANNON, City Attorney
 333 West Ocean Boulevard, 11th Floor
 Long Beach, CA 90802-4664

1	Occup.	Position	Pay	Bargaining
2	Code		Rate	Unit
3			Range	
4			No.	
3	T62AN	*Assistant Planner I – NC	M52	06
4	F50BN	Assistant Planner II	570	06
5	T62BN	*Assistant Planner I – NC	M52	06
6	F50BN	Assistant Planner II	570	06
7	T62BN	*Assistant Planner II – NC	M68	06
8	N03NN	Assistant Terminal Services Manager	580	03
9	NA3NN	*Assistant to Executive Director	E00	88
10	N42NN	*Assistant Traffic Manager	600	06
11	I09NN	Building Maintenance Engineer	560	02
12	J10NN	Building Services Supervisor	430	01
13	EC6AN	Capital Projects Coordinator I	640	06
14	EC6BN	Capital Projects Coordinator II	660	06
15	EC6CN	Capital Projects Coordinator III	690	06
16	N68AN	Cargo Audit Clerk I	340	04
17	N68BN	Cargo Audit Clerk II	360	04
18	N68CN	Cargo Audit Clerk III	400	04
19	N68DN	Cargo Audit Clerk IV	440	04
20	I11NN	Carpenter	480	02
21	T43NN	*Carpenter – NC	M47	02
22	I12NN	Carpenter Supervisor	510	01
23	K08NN	Chief Construction Inspector	684	20
24	N59NN	*Chief Financial Officer	E00	88
25	N11NN	Chief Port Security Officer	680	07
26				
27				
28				

OFFICE OF THE CITY ATTORNEY
 ROBERT E. SHANNON, City Attorney
 333 West Ocean Boulevard, 11th Floor
 Long Beach, CA 90802-4664

1	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
2				
3	K09NN	Chief Surveyor	694	20
4	N12NN	*Chief Wharfinger	670	03
5	K11NN	Civil Engineer	644	22
6	T55NN	*Civil Engineer – NC	N94	22
7	K12NN	Civil Engineering Assistant	514	22
8	W84NN	*Civil Engineering Assistant – NC	N57	22
9	K13NN	Civil Engineering Associate	594	22
10	T83NN	*Civil Engineering Associate – NC	N80	22
11	D87AN	Clerk I	260	04
12	T44AN	*Clerk I – NC	M03	04
13	D87BN	Clerk II	290	04
14	T44BN	*Clerk II – NC	M07	04
15	D87CN	Clerk III	320	04
16	T44CN	*Clerk III – NC	M12	04
17	D74NN	Clerk Supervisor	440	03
18	D04AN	Clerk Typist I	320	04
19	T88AN	*Clerk Typist I – NC	M12	04
20	D04BN	Clerk Typist II	350	04
21	T88BN	*Clerk Typist II – NC	M17	04
22	D04CN	Clerk Typist III	380	04
23	T88CN	*Clerk Typist III – NC	M24	04
24	D04DN	Clerk Typist IV	410	04
25	D04EN	Clerk Typist V	440	04
26				
27				
28				

OFFICE OF THE CITY ATTORNEY
 ROBERT E. SHANNON, City Attorney
 333 West Ocean Boulevard, 11th Floor
 Long Beach, CA 90802-4664

1	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
2				
3				
4	K14AN	Construction Inspector I	534	22
5	W76AN	*Construction Inspector I – NC	N63	22
6	K14BN	Construction Inspector II	574	22
7	W76BN	*Construction Inspector II – NC	N72	22
8	NE6NN	Construction Manager	644	20
9	N15NN	Construction Supervisor	540	01
10	NC2AN	Contract Administrator I	460	04
11	NC2BN	Contract Administrator II	520	04
12	N16AN	Deputy Chief Harbor Engineer I	724	20
13	N16BN	Deputy Chief Harbor Engineer II	757	20
14	NB3NN	*Deputy Executive Director	E00	88
15	N92NN	*Director of Communications and Community Relations	E00	88
16				
17	ND9NN	*Director of Construction Management	E00	88
18	NE1NN	*Director of Engineering Design	E00	88
19	NE2NN	*Director of Environmental Planning	E00	88
20	NB7NN	*Director of Government Affairs	E00	88
21	N77BN	*Director of Human Resources – Harbor	E00	88
22	NA4NN	*Director of Information Management	E00	88
23	N18NN	*Director of Maintenance	E00	88
24	NE3NN	*Director of Master Planning	E00	88
25	NE4NN	*Director of Program Management	E00	88
26	N61NN	*Director of Real Estate	E00	88
27	NB6NN	*Director of Risk Management	E00	88
28				

OFFICE OF THE CITY ATTORNEY
 ROBERT E. SHANNON, City Attorney
 333 West Ocean Boulevard, 11th Floor
 Long Beach, CA 90802-4664

1	Occup.	Position	Pay	Bargaining
2	Code		Rate	Unit
3			Range	
4			No.	
5	NA5NN	*Director of Security	E00	88
6	N22NN	*Director of Trade Relations	E00	88
7	NE5NN	*Director of Transportation Planning	E00	88
8	K89NN	Electrical Engineer	644	22
9	I14NN	Electrical Supervisor	550	01
10	I15NN	Electrician	500	02
11	T45NN	*Electrician – NC	M52	02
12	K22AN	Engineering Aide I	307	22
13	K22BN	Engineering Aide II	344	22
14	K22CN	Engineering Aide III	419	22
15	T46CN	*Engineering Aide III – NC	N33	22
16	K95AN	Engineering Technician I	464	22
17	W77AN	*Engineering Technician I – NC	N43	22
18	K95BN	Engineering Technician II	504	22
19	W77BN	*Engineering Technician II – NC	N53	22
20	NC3AN	Environmental Remediation Spec. I	644	22
21	NC3BN	Environmental Remediation Spec. II	694	22
22	N24AN	Environmental Specialist I	644	22
23	N24BN	Environmental Specialist II	694	22
24	N25NN	Environmental Specialist Asst.	514	22
25	W80AN	*Environmental Specialist Asst. – NC	N57	22
26	N26NN	Environmental Specialist Assoc.	594	22
27	W81NN	*Environmental Specialist Assoc. – NC	N80	22
28				

OFFICE OF THE CITY ATTORNEY
 ROBERT E. SHANNON, City Attorney
 333 West Ocean Boulevard, 11th Floor
 Long Beach, CA 90802-4664

1	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
2				
3	I06AN	Equipment Mechanic I	480	02
4	T34AN	*Equipment Mechanic I – NC	M46	02
5	I06BN	Equipment Mechanic II	500	02
6	T34BN	*Equipment Mechanic II – NC	M50	02
7	J18AN	Equipment Operator I	370	02
8	T35AN	*Equipment Operator I – NC	M21	02
9	J18BN	Equipment Operator II	410	02
10	T35BN	*Equipment Operator II – NC	M31	02
11	J18CN	Equipment Operator III	440	02
12	T35CN	*Equipment Operator III – NC	M37	02
13	N88NN	*Executive Director – Harbor	E00	88
14	N39NN	*Executive Secretary – Harbor	E00	88
15	N27NN	*Executive Secretary to the Board	E00	88
16	N71NN	Financial Reporting & Controls Officer	680	05
17	J23AN	Garage Services Attendant I	370	02
18	J23BN	Garage Service Attendant II	390	02
19	J23CN	Garage Service Attendant III	450	02
20	ND3NN	Garage Supervisor I – Harbor	550	01
21		Garage Supervisor II – Harbor	620	01
22	J24AN	Gardener I	360	02
23	W84AN	*Gardener I – NC	M20	02
24	J24BN	Gardener II	390	02
25	I23NN	General Maintenance Assistant	410	02
26				
27				
28				

OFFICE OF THE CITY ATTORNEY
 ROBERT E. SHANNON, City Attorney
 333 West Ocean Boulevard, 11th Floor
 Long Beach, CA 90802-4664

1	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
2				
3	W85NN	*General Maintenance Assistant – NC	M31	02
4	EE1AN	Geographic Info Sys Analyst I	527	22
5	EE1BN	Geographic Info Sys Analyst II	564	22
6	EE1CN	Geographic Info Sys Analyst III	597	22
7	EF1AN	Geographic Info Sys Tech I	460	04
8	EF1BN	Geographic Info Sys Tech II	500	04
9	N56NN	Graphic Artist	520	04
10	NC0NN	*Graphic Technician	440	04
11	N32AN	Harbor Maintenance Mechanic I	440	02
12	W86AN	*Harbor Maintenance Mechanic I – NC	M37	02
13	N32BN	Harbor Maintenance Mechanic II	470	02
14	W86BN	*Harbor Maintenance Mechanic II – NC	M46	02
15	N76AN	Harbor Maintenance Superintendent I	610	01
16	N76BN	Harbor Maintenance Superintendent II	640	01
17	N33NN	Harbor Maintenance Supervisor	520	01
18	I59NN	Locksmith	480	02
19	T26AN	*Maintenance Aide I – NC	M01	02
20	T26BN	*Maintenance Aide II – NC	M03	02
21	JA3AN	Maintenance Assistant I	290	03
22	T78AN	*Maintenance Assistant I – NC	M07	02
23	JA3BN	Maintenance Assistant II	330	02
24	T78BN	*Maintenance Assistant II – NC	M13	02
25	JA3CN	Maintenance Assistant III	360	02
26				
27				
28				

OFFICE OF THE CITY ATTORNEY
 ROBERT E. SHANNON, City Attorney
 333 West Ocean Boulevard, 11th Floor
 Long Beach, CA 90802-4664

	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
1				
2				
3				
4	T78CN	*Maintenance Assistant III – NC	M20	02
5	NG2AN	Maintenance Planner I	540	02
6	NG2BN	Maintenance Planner II	580	02
7	NC6NN	*Manager of Accounting	E00	88
8	NE9NN	*Manager of Air Quality Practices	E00	88
9	NC8NN	*Manager of Contract Administration	E00	88
10	NF1NN	*Manager of Emergency Management	E00	88
11	NC9NN	*Manager of Facilities Maintenance	E00	88
12	NF2NN	*Manager of Fleet/Green Operations	E00	88
13	ND5NN	*Manager of Infrastructure Maintenance	E00	88
14	ND5NN	*Manager of Leasing Sales	E00	88
15	N65NN	Manager of Rail Transportation Systems	724	20
16	NA7NN	Manager of Transportation Planning	E00	88
17	NC7NN	*Manager of Safety & Business Continuity	E00	88
18	NF3NN	*Manager of Strategic Planning & Performance Management	E00	88
19				
20	ND6NN	*Manager of Sustainable Practices	E00	88
21	N80NN	*Managing Director	E00	88
22	NA8NN	Market Planning Assistant	470	06
23	N48NN	*Market Research Economist	660	05
24	N66NN	*Marketing Manager	680	05
25	W87NN	*Mechanic – Harbor – NC	480	02
26	K32NN	Mechanical Engineer	644	22
27	L21AN	Mechanical Supervisor I	530	01
28				

OFFICE OF THE CITY ATTORNEY
 ROBERT E. SHANNON, City Attorney
 333 West Ocean Boulevard, 11th Floor
 Long Beach, CA 90802-4664

1	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
2				
3				
4	L21BN	Mechanical Supervisor II	580	01
5	N41NN	Mechanical Systems Supervisor	530	01
6	J37NN	Motor Sweeper Operator	450	02
7	NB0AN	Office Automation Analyst I	530	06
8	NB0BN	Office Automation Analyst II	560	06
9	NB0CN	Office Automation Analyst III	590	06
10	NB0DN	Office Automation Analyst IV	610	06
11	ND4AN	Office Systems Analyst I	650	06
12	ND4BN	Office Systems Analyst II	710	06
13	ND4CN	Office Systems Analyst III	750	06
14	I33AN	Painter I	440	02
15	T47AN	*Painter I – NC	M37	02
16	I33BN	Painter II	460	02
17	I35NN	Painter Supervisor	500	01
18	J42NN	Park Maintenance Supervisor	500	02
19	D65AN	Payroll/Personnel Assistant I	350	04
20	D65BN	Payroll/Personnel Assistant II	380	04
21	D65CN	Payroll/Personnel Assistant III	420	04
22				
23	NF7AN	Personnel Analyst I	570	
24	NF7BN	Personnel Analyst II	600	
25	NF7CN	Personnel Analyst III	630	
26	F53AN	Planner I	530	06
27	T62AN	Planner 1 – NC	M52	
28				

OFFICE OF THE CITY ATTORNEY
 ROBERT E. SHANNON, City Attorney
 333 West Ocean Boulevard, 11th Floor
 Long Beach, CA 90802-4664

1	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
2				
3				
4	F53BN	Planner II	590	06
5	W96BN	*Planner II – NC	M88	06
6	F53CN	Planner III	640	06
7	W97NN	*Planner III – NC	M90	06
8	F53DN	Planner IV	670	06
9	F53EN	Planner V	700	06
10	EA2NN	Planning Aide	440	06
11	T61NN	*Planning Aide – NC	M36	06
12	I38NN	Plumber	500	02
13	T39NN	*Plumber – NC	M52	02
14	I39NN	Plumber Supervisor	550	01
15	N94AN	*Port Communications Assistant I	370	04
16	N94BN	*Port Communications Assistant II	400	04
17	N94CN	*Port Communications Assistant III	430	04
18	N64NN	*Port Communications Officer	660	05
19	N93AN	*Port Communications Specialist I	470	06
20	N93BN	*Port Communications Specialist II	530	06
21	N93CN	*Port Communications Specialist III	560	06
22	N93DN	*Port Communications Specialist IV	580	06
23	N93EN	*Port Communications Specialist V	620	06
24	ND1AN	Port Financial Analyst I	640	06
25	ND1BN	Port Financial Analyst II	660	06
26	ND1CN	Port Financial Analyst III	710	06
27				
28				

OFFICE OF THE CITY ATTORNEY
 ROBERT E. SHANNON, City Attorney
 333 West Ocean Boulevard, 11th Floor
 Long Beach, CA 90802-4664

1	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
2				
3				
4	N63AN	*Port Leasing Sales Officer I	470	06
5	N63BN	*Port Leasing Sales Officer II	530	06
6	N63CN	*Port Leasing Sales Officer III	560	06
7	N63DN	*Port Leasing Sales Officer IV	660	06
8	N63EN	*Port Leasing Sales Officer V	690	06
9	N55AN	Port Planner I	620	05
10	N55BN	Port Planner II	650	05
11	N55CN	Port Planner III	680	05
12	N55DN	Port Planner IV	710	05
13	N55EN	Port Planner V	750	05
14	N64AN	Port Risk Assistant I	460	04
15	N64BN	Port Risk Assistant II	520	04
16	N81AN	Port Risk Manager I	610	05
17	N81BN	Port Risk Manager II	660	05
18	NF4AN	Port Security System Operator I	490	08
19	NF4BN	Port Security System Operator II	530	08
20	NF4CN	Port Security System Operator III	560	08
21	KO3NN	Principal Construction Inspector	624	20
22	NF5NN	Program Scheduler	647	
23	NF6NN	Project Estimator	647	
24	ND0AN	Records Center Supervisor I	430	03
25	ND0BN	Records Center Supervisor II	480	03
26	N95NN	*Secretary - Harbor	410	04
27				
28				

OFFICE OF THE CITY ATTORNEY
 ROBERT E. SHANNON, City Attorney
 333 West Ocean Boulevard, 11th Floor
 Long Beach, CA 90802-4664

1	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
2				
3				
4	C32NN	Senior Accountant	630	05
5	K52NN	Senior Civil Engineer	694	20
6	NG0NN	Senior Electrical Engineer	694	20
7	K98AN	Senior Engineering Technician I	547	20
8	TD1AN	*Senior Engineering Technician I – NC	547	22
9	K98BN	Senior Engineering Technician II	577	20
10	TD1BN	*Senior Engineering Technician II – NC	577	22
11	J75NN	Senior Equipment Operator	510	01
12	N63NN	Senior Port Leasing Officer	700	05
13	NF0NN	Senior Program Manager	724	20
14	NA9NN	*Senior Secretary – Harbor	440	04
15	K65NN	Senior Structural Engineer	687	22
16	K66NN	Senior Surveyor	627	20
17	K67NN	Senior Survey Technician	508	22
18	W94NN	*Senior Survey Technician – NC	N55	22
19	K68NN	Senior Traffic Engineer	694	20
20	F33AN	Special Services Officer I	361	08
21	T30AN	*Special Services Officer I – NC	M22	08
22	F33BN	Special Services Officer II	426	08
23	T30BN	*Special Services Officer II – NC	M35	08
24	F33CN	Special Services Officer III	440	08
25	F33DN	Special Services Officer IV	500	07
26	D37NN	Stock & Receiving Clerk	330	04
27				
28				

OFFICE OF THE CITY ATTORNEY
 ROBERT E. SHANNON, City Attorney
 333 West Ocean Boulevard, 11th Floor
 Long Beach, CA 90802-4664

1	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
2				
3				
4	D38AN	Storekeeper I	380	04
5	D38BN	Storekeeper II	430	04
6	KA1NN	Structural Engineer	647	22
7	K99NN	Structural Engineering Associate	594	22
8	T22N4	*Student Worker – NC	H15	99
9	T22N5	*Student Worker – NC	H17	99
10	T22N6	*Student Worker – NC	H99	99
11	J64NN	Supervising Custodian	370	01
12	C35NN	Supervisor of Stores & Property	490	03
13	K73NN	Surveyor	554	22
14	W95NN	*Surveyor – NC	N67	22
15	K74NN	Survey Technician	467	22
16	W96NN	*Survey Technician – NC	N45	22
17	N43AN	Terminal Services Representative I	440	04
18	N43BN	Terminal Services Representative II	490	04
19	K76NN	Traffic Engineer	644	22
20	K78NN	Traffic Engineering Assistant	514	22
21	W98NN	*Traffic Engineering Assistant – NC	N57	22
22	K79AN	Traffic Engineering Associate I	514	22
23	K79BN	Traffic Engineering Associate II	594	22
24	W98NN	*Traffic Engineering Associate – NC	N80	22
25	N36NN	*Traffic Manager	680	05
26	NC6AN	Transportation Planner I	620	06
27				
28				

OFFICE OF THE CITY ATTORNEY
 ROBERT E. SHANNON, City Attorney
 333 West Ocean Boulevard, 11th Floor
 Long Beach, CA 90802-4664

1	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
2				
3				
4	NC6BN	Transportation Planner II	650	06
5	NC6CN	Transportation Planner III	680	06
6	NC6DN	Transportation Planner IV	710	06
7	J68NN	Utilities Systems Operator	450	02
8	I50NN	Welder	490	02

9 *Unclassified Position

10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

Key to Bargaining Unit Codes

01	Skilled and General Services	Supervisor
02	Skilled and General Services	Basic
03	Office and Tech Services	Supervisor
04	Office and Tech Services	Basic
05	Professional	Supervisor
06	Professional	Basic
07	Protection	Supervisor
08	Protection	Basic
20	Engineering	Supervisor
22	Engineering	Basic
88	Management	
99	Unrepresented	

OFFICE OF THE CITY ATTORNEY
ROBERT E. SHANNON, City Attorney
333 West Ocean Boulevard, 11th Floor
Long Beach, CA 90802-4664

1 Sec. 31. In addition to the compensation prescribed in this Resolution, if an
2 employee classified in one of the positions set forth below is assigned to perform and
3 does perform the occupational skill described in the column hereof designated "Skill,"
4 said employee shall be paid on a per diem or an hourly rate basis, as indicated herein.
5 The amount of additional compensation set forth in the column designated "Additional
6 Compensation" prescribed herein shall be paid to the employee at an hourly rate only if
7 said employee is assigned to regularly perform said occupational skill on a daily basis. If
8 an employee is not regularly assigned to perform said occupational skill on a daily basis,
9 then the additional compensation prescribed herein shall be paid at a per diem rate, and
10 said per diem pay shall be paid only for each work day that said employee actually
11 performs said occupational skill, and such employee is not entitled to receive and shall
12 not be paid per diem skill pay for any day that said employee does not work or is absent
13 from work on a permitted absence. For purposes of this Section, any employee in a non-
14 career position shall receive skill pay in the same manner as prescribed for a comparable
15 employee in the classified career service and need not be specifically designated in the
16 following table(s) unless there is no comparable classified position. Further, in addition to
17 the "skill" designations set forth below, if there is a "skill" designation set forth in a City of
18 Long Beach negotiated memorandum of understanding, said employee shall be paid as
19 set forth in said memorandum of understanding, which memorandum is incorporated by
20 this reference.

21
22
23
24
25
26
27
28

Classification	Skill	Additional Compensation
Non-Management classification in the current Salary Resolution represented by the IAM for all classifications in which the top step hourly rates are equal to or less than Salary Range 560	For regular and frequent use of certified and/or written bilingual skills	\$0.70 per hour or \$5.60 per diem

OFFICE OF THE CITY ATTORNEY
 ROBERT E. SHANNON, City Attorney
 333 West Ocean Boulevard, 11th Floor
 Long Beach, CA 90802-4664

1	Classification	Skill	Additional Compensation
2	Non-Management	For regular and frequent	\$0.60 per hour or \$4.80 per
3	classifications represented	use of certified oral and/or	diem
4	by the LB Association of	written bilingual skills	
5	Engineering Employees		
6	with a base hourly rate of		
7	\$21.050 or lower		
8	Civil Engineer Sr. Civil	When possessing a	\$10.00 per diem
9	Engineer	California Structural	
10		Engineer's License and	
11		assigned to perform	
12		Structural Engineering	
13		duties	
14	Classifications in Skilled	Required to work on	\$4.00 per diem
15	and General Services	ladders, mechanical	
16		devices, etc., placing	
17		employee at heights over	
18		40 feet. Excludes Window	
19		Washers and Tree Trimmer	
20	Clerk Typist I, II and III	For regular and frequent	\$0.30 per hour
21		use of certified shorthand	
22		skills	
23	Construction Inspector I;	When fully qualified to	\$0.75 per hour
24	Construction Inspector II;	perform deputy inspection	\$1.00 per hour
25	Principal Construction	work and while possessing	\$1.25 per hour
26	Inspector; Chief	valid deputy inspector cards	\$1.50 per hour
27	Construction Inspector	in specified fields of	
28		expertise (\$0.75 per hour	
		for one deputy inspector	
		card, \$1.00 per hour for two	
		cards, \$1.25 for three cards,	
		up to a maximum of \$1.50	
		for four cards	
	Construction Inspector II	Performing as Lead	\$8.00 per diem
		Inspector on projects of	
		directing annual contract	
		work	
	Electrician	When regularly assigned to	\$0.604 per hour
		and performing the duties	
		as Catholics Crew Leader	

OFFICE OF THE CITY ATTORNEY
 ROBERT E. SHANNON, City Attorney
 333 West Ocean Boulevard, 11th Floor
 Long Beach, CA 90802-4664

1	Classification	Skill	Additional Compensation
2	Equipment Mechanic I-II	When regularly assigned to the maintenance and repair of Harbor Department Vehicles, and possessing a current ASE Certification as a Master Automotive and/or Master Medium/Heavy Truck Technician	\$1.00 per hour for one certification \$1.25 per hour for two certifications
3			
4			
5			
6			
7	Garage Service Attendant II	When regularly assigned to Maintenance Planner duties in the Maintenance Division	\$5.364 per hour
8			
9	Garage Supervisor	When regularly assigned to maintenance and repair of Harbor Department Vehicles, and when possessing a current ASE Certification as a Master Automotive and/or Master Medium/Heavy Truck Technician	\$1.25 per hour for two certificates
10			
11			
12			
13			
14			
15	Gardener I & II	When required to possess a Pesticide Applicator license and regularly assigned pesticide applicator duties	\$0.554 per hour or \$4.43 per diem
16			
17	Gardener II & Park Maintenance Supervisor	When required to possess an Agricultural Pest Control Advisor's license and regularly assigned advisor duties	\$0.554 per hour or \$4.43 per diem
18			
19			
20	Gardener II	When regularly assigned Systems Planner Duties in the Maintenance Division	\$9.126 per hour
21			
22	Harbor Maintenance Mechanic II	When regularly assigned Administrative Planner duties in Maintenance Division	\$2.046 per hour
23			
24			
25	Maintenance Assistant I, II, & III	When assigned and performing locksmith duties	\$1.42 per hour
26	Maintenance Assistant III	When regularly assigned to pesticide applicator duties	\$0.554 per hour or \$4.43 per diem
27			
28	Maintenance Assistant III	When supervising all custodial activities in Port	\$1.50 per hour

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

Classification	Skill	Additional Compensation
Special Services Officer IV	When regularly assigned as project manager for technical initiatives associated with homeland security grants	\$3.50 per hour
Special Services Officer I, II, & III	Employees assigned to dispatch or CCTV	\$10.00 per diem
Special Services Officer I, II, III, & IV	Assignment to Harbor Department Security	\$1.50 per hour
Supervisor of Stores & Properties	When directing materials section of Maintenance Division	\$1.00 per hour

Sec. 32.
 32.1

SALARY SCHEDULE

EXECUTIVE SALARY RATES:

SALARY RANGE	EQUIVALENT MONTHLY SALARY RATE
EOO	\$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.

Sec. 33. Except as otherwise expressly provided in this Resolution, the salaries and compensation fixed and prescribed herein for officers and employees of the Harbor Department shall take effect at such time that the City Council of the City of Long Beach approves, by resolution, the salaries and compensation fixed and prescribed herein.

Sec. 34. If the City Council, in its resolution approving the compensation fixed herein, or in the City Salary Resolution, approves compensation (including skill pay) for offices or positions listed herein at a compensation or skill pay different than that indicated opposite the positions listed herein or approves classifications for offices or positions not listed herein, then the Board does hereby fix the compensation for said

OFFICE OF THE CITY ATTORNEY
ROBERT E. SHANNON, City Attorney
333 West Ocean Boulevard, 11th Floor
Long Beach, CA 90802-4664

1 office or position at the compensation (including skill pay) so fixed by the City Council by
2 resolution and the Board does hereby adopt the classification for offices and positions
3 fixed by the City Council by resolution.

4 Sec. 35. Resolution No. HD-2579 of the Board of Harbor Commissioners of
5 the City of Long Beach is hereby repealed; and the repeal of said resolution shall not
6 repeal or in any way abrogate any rights of an officer or employee, such as, but not
7 limited to, accrued time for step increases, overtime, and compensatory time.

8 Sec. 36. The Board of Harbor Commissioners of the City of Long Beach
9 hereby finds and determines that this Harbor Department Salary Resolution will not have
10 a significant adverse effect on the environment, and that this Harbor Department Salary
11 Resolution is not subject to the provisions of the California Environmental Quality Act and
12 that the requirements of the Guidelines are not applicable.

13 Sec. 37. This resolution shall take effect immediately upon its adoption by
14 the Board of Harbor Commissioners, and the Secretary of the Board shall certify to the
15 vote adopting this resolution and shall cause a certified copy of this resolution to be filed
16 forthwith with the City Clerk. The City Clerk shall post the resolution in three conspicuous
17 places in the City of Long Beach.

18 //

19 //

20 //

21 //

22 //

23 //

24 //

25 //

26 //

27 //

28 //

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

I hereby certify that the foregoing resolution was adopted by the Board of Harbor Commissioners of the City of Long Beach at its meeting of August 29, 2011 by the following vote:

Ayes: Commissioners: Drummond, Dines, Sramek, Fields, Wise

Noes: Commissioners: _____
Absent: Commissioners: _____
Not Voting: Commissioners: _____



Secretary

OFFICE OF THE CITY ATTORNEY
ROBERT E. SHANNON, City Attorney
333 West Ocean Boulevard, 11th Floor
Long Beach, CA 90802-4664

CMG:arh 08/24/11 #A11-02127
L:\Apps\CtyLaw32\WPDocs\023\014\00272218.DOC