

Date: May 18, 2021
To: Mayor and City Councilmembers
From: Mario Cordero, Executive Director, Harbor Department
Subject: **Amendments to the Harbor Department FY 20 Salary Resolution**

Requested Action

Approve and adopt the amendment to the Harbor Department Salary Resolution for FY 20.

Background

Each year, the Harbor Department, along with other City Departments, submits a Salary Resolution for approval to their respective appointing authorities. The latest adopted Harbor Salary Resolution was for Fiscal Year 2020. On September 14, 2020, the Board of Harbor Commissioners approved the Resolution (Resolution Number HD-3012). On October 6, 2020, the City Council approved and adopted the Resolution (RES-20-0131).

The Harbor Department has an operational need to reclassify Special Services Officer I-IV positions to a new Harbor-specific classification, Harbor Patrol Officer I-III. We are requesting an amendment to the current resolution to add this classification for immediate use to assist with our current Talent Acquisition and Retention efforts in the Security Division.

The Harbor Department, the Department of Human Resources and Civil Service have met and conferred with the International Association of Machinists & Aerospace Workers (IAMAW) union regarding this request. All aforementioned entities recommend the approval of this classification.

On April 26, 2021, the Board of Harbor Commissioners approved the amended Salary Resolution HD-3032. Attachments II and III have been updated to reflect the new titles with no change to the salary grades. The new titles are listed below.

New Classified Title	New Occupational Code	Salary Grade
Harbor Patrol Officer I	TBD	426
Harbor Patrol Officer II	TBD	440
Harbor Patrol Officer III	TBD	500



Recommendation

It is recommended that the City Council approve a resolution which amends Resolution HD 3012.

Approved by:

Mario Cordero
Executive Director, Harbor Department

Attachments:

Attachment II: Position and Assigned Pay Range Numbers

Attachment III: Skill Pays

OFFICE OF THE CITY ATTORNEY
CHARLES PARKIN, City Attorney
411 West Ocean Boulevard, 9th Floor
Long Beach, CA 90802-4664

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RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE
CITY OF LONG BEACH APPROVING AN AMENDMENT
TO 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 an amendment to the most recent Harbor Department Salary Resolution (Resolution No. HD-3012) 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, an amendment to the most recent Harbor Department Salary Resolution, a copy of which amendment is set forth in Resolution No. HD-3032, is attached hereto and on file with the City Clerk, is hereby approved.

Section 2. Provided implementation of any salary modifications shall be contingent upon completion of any and all meet and confer requirements with applicable bargaining units.

Section 3. 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.

Section 4. 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.

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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 _____, 2021 by the following vote:

Ayes: Councilmembers: _____

Noes: Councilmembers: _____

Absent: Councilmembers: _____

Recusal(s): Councilmembers: _____

City Clerk

1 RESOLUTION NO. HD- 3032

2
3 A RESOLUTION OF THE BOARD OF HARBOR
4 COMMISSIONERS OF THE CITY OF LONG BEACH
5 AMENDING HARBOR DEPARTMENT SALARY
6 RESOLUTION NO. HD-3012 PROVIDING THAT THIS
7 RESOLUTION SHALL BECOME OPERATIVE; AND MAKING
8 A DETERMINATION RELATING THERETO
9

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

14 WHEREAS, the Board adopted Resolution No. HD-3012 on September 14,
15 2020;

16 WHEREAS; the City Council adopted Resolution No. RES-20-0131 on
17 October 6, 2020 approving Resolution No. HD-3012;

18 WHEREAS, it is the desire of the Board to amend Resolution HD-3012 by
19 adding various references to Harbor Patrol Officer I, II, and III to Attachments II and III;
20 and

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

23 NOW, THEREFORE, the Board of Harbor Commissioners of the City of
24 Long Beach resolves as follows:

- 25 1. Attachments II and III to Resolution No. HD-3012 are replaced
26 in their entirety by Attachments II and III attached hereto; and
27 2. Except as amended by this Resolution, Resolution No.
28 HD-3012 remains in full force and effect.

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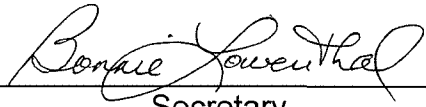
I hereby certify that the foregoing resolution was adopted by the Board of Harbor Commissioners of the City of Long Beach at its meeting of April 26, 2021 by the following vote:

Ayes: Commissioners: Weissman, Olvera, Lowenthal, Neal,
Colonna

Noes: Commissioners: N/A

Absent: Commissioners: N/A

Not Voting: Commissioners: N/A


Secretary

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ATTACHMENT II
POSITIONS AND ASSIGNED PAY RATE RANGE NUMBERS

Occup. Code	Position Title	Salary Range No.
T23AN	*Accountant I - NC	M47
T24AN	*Accounting Clerk I - NC	M15
T65AN	*Administrative Analyst I - NC	M68
T65BN	*Administrative Analyst II - NC	M78
T01N1	*Administrative Intern - NC	H28
T01N2	*Administrative Intern - NC	H30
T01N3	*Administrative Intern - NC	H32
T01N4	*Administrative Intern - NC	H34
T01N5	*Administrative Intern - NC	H36
T01N6	*Administrative Intern - NC	H38
T01N7	*Administrative Intern - NC	H39
T01N8	*Administrative Intern - NC	H40
T93N1	*Administrative Intern - NC	H41
NG6NN	*Assistant Director of Business Development	E00
NB8NN	*Assistant Director of Communications & Community Relations	E00
NH4NN	*Assistant Director of Construction Management	E00
NH5NN	*Assistant Director of Engineering Design	E00
NB4NN	*Assistant Director of Finance	E00
NB9NN	*Assistant Director of Homeland Security	E00
NB5NN	*Assistant Director of Human Resources - Harbor	E00
ND7NN	*Assistant Director of Information Management	E00
NH6NN	*Assistant Director of Program Management	E00
N62NN	*Assistant Director of Real Estate	E00
NH7NN	*Assistant Director of Security Support	E00
N09NN	*Assistant Executive Director - Harbor	E00
NE8NN	*Assistant Executive Officer to the Board	E00
N67AN	*Assistant Marketing Manager I	470
N67BN	*Assistant Marketing Manager II	560
N67CN	*Assistant Marketing Manager III	630
T62AN	*Assistant Planner I - NC	M52
T62BN	*Assistant Planner II - NC	M68
NA3NN	*Assistant to Chief Executive	E00
N42NN	*Assistant Traffic Manager	600
NI0NN	*Business Development Analyst	660
NJ7NN	*Capital Programs Executive	E00
T43NN	*Carpenter - NC	M47
N12NN	*Chief Wharfinger	680
T55NN	*Civil Engineer - NC	N94
W84NN	*Civil Engineering Assistant - NC	N57
T83NN	*Civil Engineering Associate - NC	N80

**ATTACHMENT II
POSITIONS AND ASSIGNED PAY RATE RANGE NUMBERS**

T44AN	*Clerk I - NC	M03
T44BN	*Clerk II - NC	M07
T44CN	*Clerk III - NC	M12
T88AN	*Clerk Typist I - NC	M12
T88BN	*Clerk Typist II - NC	M17
T88CN	*Clerk Typist III - NC	M24
W76AN	*Construction Inspector I - NC	N63
W76BN	*Construction Inspector II - NC	N72
NH3NN	*Director of Alternate Project Delivery	E00
N22NN	*Director of Business Development	E00
N92NN	*Director of Communications and Community Relations	E00
ND9NN	*Director of Construction Management	E00
NE1NN	*Director of Engineering Design	E00
NE1NN	*Director of Environmental Planning	E00
N59NN	*Director of Finance	E00
NB7NN	*Director of Government Relations	E00
N77NN	*Director of Human Resources - Harbor	E00
NA4NN	*Director of Information Management	E00
N18NN	*Director of Maintenance	E00
NE3NN	*Director of Master Planning	E00
NH2NN	*Director of Project Controls	E00
NE4NN	*Director of Program Management	E00
N61NN	*Director of Real Estate	E00
NB6NN	*Director of Risk Management	E00
NA5NN	*Director of Security	E00
NK6NN	*Director of Survey	E00
NJ4NN	*Director of Team Development	E00
NJ5NN	*Director of Tenant Services & Operations	E00
NE5NN	*Director of Transportation Planning	E00
T45NN	*Electrician - NC	M52
T46CN	*Engineering Aide III - NC	N33
W77AN	*Engineering Technician I - NC	N43
W77BN	*Engineering Technician II - NC	N53
W81NN	*Environmental Specialist Assoc. - NC	N80
W80AN	*Environmental Specialist Asst. - NC	N57
T34AN	*Equipment Mechanic I - NC	M46
T34BN	*Equipment Mechanic II - NC	M50
T35AN	*Equipment Operator I - NC	M21
T35BN	*Equipment Operator II - NC	M31
T35CN	*Equipment Operator III - NC	M37
N88NN	*Executive Director of the Harbor Department	E00
N27NN	*Executive Officer to the Board	E00

**ATTACHMENT II
POSITIONS AND ASSIGNED PAY RATE RANGE NUMBERS**

N39NN	*Executive Secretary - Harbor	E00
T95AN	*Garage Service Attendant - NC	M21
W84AN	*Gardener I - NC	M20
W85NN	*General Maintenance Assistant - NC	M31
TBD	*Government Relations Officer	700
TBD	*Government Relations Specialist I	580
TBD	*Government Relations Specialist II	620
NC0NN	*Graphic Technician	410
N19NN	*Harbor Control Center Supervisor	630
W86AN	*Harbor Maintenance Mechanic I - NC	M37
W86BN	*Harbor Maintenance Mechanic II - NC	M46
NK8NN	*Intermodal Operations Coordinator	720
T26AN	*Maintenance Aide I - NC	M01
T26BN	*Maintenance Aide II - NC	M03
T78AN	*Maintenance Assistant I - NC	M07
T78BN	*Maintenance Assistant II - NC	M13
T78CN	*Maintenance Assistant III - NC	M20
NC6NN	*Manager of Accounting	E00
NE9NN	*Manager of Air Quality Practices	E00
NG4NN	*Manager of Business Applications	E00
NI2NN	*Manager of Business Development	E00
NI3NN	*Manager of Business Development – Export Cargo	E00
NI4NN	*Manager of Business Development – Import Cargo	E00
NI5NN	*Manager of Business Development – Strategic Support	E00
NH9NN	*Manager of CEQA/NEPA Practices	E00
NC8NN	*Manager of Contract Compliance	E00
NL9NN	*Manager of Cyber Information Security	E00
NF1NN	*Manager of Emergency Management	E00
NJ1NN	*Manager of Engineering Technology	E00
NF8NN	*Manager of Environmental Remediation	E00
NC9NN	*Manager of Facilities Maintenance	E00
NF9NN	*Manager of Grants Administration	E00
TBD	*Manager of Harbor Grants	E00
NJ2NN	*Manager of Harbor Marine	E00
ND5NN	*Manager of Infrastructure Maintenance	E00
NK5NN	*Manager of Intermodal Operations	E00
NG7NN	*Manager of Financial Planning & Analysis	E00
NJ3NN	*Manager of Labor Compliance Administration	E00
NM1NN	*Manager of Maintenance Administration	E00
N57NN	*Manager of Master Planning	E00
NG5NN	*Manager of Network Operations	E00
NC1NN	*Manager of Port Projects	E00

ATTACHMENT II
POSITIONS AND ASSIGNED PAY RATE RANGE NUMBERS

NI6NN	*Manager of Procurement	E00
NH8NN	*Manager of Project Controls	E00
NK7NN	*Manager of Revenue	E00
NC7NN	*Manager of Safety & Business Continuity	E00
NH0NN	*Manager of Security Operations	E00
NF3NN	*Manager of Strategic Planning & Performance Management	E00
ND6NN	*Manager of Sustainable Practices	E00
NI1NN	*Manager of Technical Security	E00
NL0NN	*Manager of Tenant Services	E00
NA7NN	*Manager of Transportation Development	E00
NF2NN	*Manager of Utilities	E00
NG3NN	*Manager of Water Quality Practices	E00
N80NN	*Managing Director	E00
N48NN	*Market Research Economist	660
N66NN	*Marketing Manager	680
W87NN	*Mechanic - Harbor - NC	480
W73NN	*Office Automation Analyst I - NC	M52
T47AN	*Painter I - NC	M37
T62AN	*Planner I - NC	M52
T62BN	*Planner II - NC	M88
W97NN	*Planner III - NC	M90
T61NN	*Planning Aide - NC	M36
T39NN	*Plumber - NC	M52
N17NN	*Port Administrative Officer	E00
NI8NN	*Port Commercial Appraiser	720
N93AN	*Port Communications Assistant I	370
N93BN	*Port Communications Assistant II	400
N93CN	*Port Communications Assistant III	430
N64NN	*Port Communications Officer	660
N93AN	*Port Communications Specialist I (T)	470
N93BN	*Port Communications Specialist II (T)	530
N93CN	*Port Communications Specialist III	560
N93DN	*Port Communications Specialist IV	580
N93EN	*Port Communications Specialist V	620
N63AN	*Port Leasing Sales Officer I	470
N63BN	*Port Leasing Sales Officer II	530
N63CN	*Port Leasing Sales Officer III	550
N63DN	*Port Leasing Sales Officer IV	660
N63EN	*Port Leasing Sales Officer V	690
W99NN	*Port Security System Operator I - NC	M47
N95NN	*Secretary - Harbor	410
NG9NN	*Senior Director, Engineering Design & Maintenance	E00

ATTACHMENT II
POSITIONS AND ASSIGNED PAY RATE RANGE NUMBERS

ND8NN	*Senior Director, Program Delivery-CHE	E00
TD1AN	*Senior Engineering Technician I - NC	547
TD1BN	*Senior Engineering Technician II - NC	577
NK4NN	*Senior Executive, Supply Chain Optimization	E00
N63NN	*Senior Port Leasing Officer	720
NA9NN	*Senior Secretary - Harbor	440
W94NN	*Senior Survey Technician - NC	N55
TBD	*Small Business Program Officer	680
T30AN	*Special Services Officer I - NC	M22
T30BN	*Special Services Officer II - NC	M35
T22N4	*Student Worker - NC	H16
T22N5	*Student Worker - NC	H17
T22N6	*Student Worker - NC	H20
W96NN	*Survey Technician - NC	N45
W95NN	*Surveyor - NC	N67
W98NN	*Traffic Engineering Assistant - NC	N57
W98NN	*Traffic Engineering Associate - NC	N80
N36NN	*Traffic Manager	680
C01AN	Accountant I	490
C01BN	Accountant II	540
C01CN	Accountant III	590
C02AN	Accounting Clerk I	340
C02BN	Accounting Clerk II	370
C02CN	Accounting Clerk III	400
C50NN	Accounting Technician	440
D80AN	Administrative Aide I	430
D80BN	Administrative Aide II	460
NA2CN	Administrative Aide III (T)	520
EA8AN	Administrative Analyst I	570
EA8BN	Administrative Analyst II	600
EA8CN	Administrative Analyst III	630
N02NN	Assistant Chief Harbor Engineer	764
F50AN	Assistant Planner I	510
F50BN	Assistant Planner II	570
N03NN	Assistant Terminal Services Manager	590
E03AN	Assistant Administrative Analyst I	470
E03BN	Assistant Administrative Analyst II	530
I09NN	Building Maintenance Engineer	560
I09NN	Building Services Supervisor	430
EC6AN	Capital Projects Coordinator I	640
EC6BN	Capital Projects Coordinator II	660
EC6CN	Capital Projects Coordinator III	690

ATTACHMENT II
POSITIONS AND ASSIGNED PAY RATE RANGE NUMBERS

EC6DN	Capital Project Coordinator IV	750
N68AN	Cargo Audit Clerk I	340
N68BN	Cargo Audit Clerk II	360
N68CN	Cargo Audit Clerk III	400
N68DN	Cargo Audit Clerk IV	440
I11NN	Carpenter	480
I12NN	Carpenter Supervisor	510
K08NN	Chief Construction Inspector	684
N11NN	Chief Port Security Officer	680
K09NN	Chief Surveyor	694
K11NN	Civil Engineer	644
K12NN	Civil Engineering Assistant	514
K13NN	Civil Engineering Associate	594
D87AN	Clerk I	260
D87BN	Clerk II	290
D87CN	Clerk III	320
D74NN	Clerk Supervisor	440
D04AN	Clerk Typist I	320
D04BN	Clerk Typist II	350
D04CN	Clerk Typist III	380
D04DN	Clerk Typist IV (T)	410
D04EN	Clerk Typist V (T)	440
NJ8AN	Commercial Diver I	610
NJ8BN	Commercial Diver II	640
N94AN	Communications Assistant I	370
N94BN	Communications Assistant II	400
N94CN	Communications Assistant III	430
N64NN	Communications Officer	660
K14AN	Construction Inspector I	534
K14BN	Construction Inspector II	574
NE6NN	Construction Manager	644
N15NN	Construction Supervisor	560
NC2AN	Contract Administrator I	460
NC2BN	Contract Administrator II	520
NL1AN	Contract Compliance Analyst I	600
NL1BN	Contract Compliance Analyst II	630
NL1CN	Contract Compliance Analyst III	660
NL1DN	Contract Compliance Analyst IV	710
N16AN	Deputy Chief Harbor Engineer I	724
N16BN	Deputy Chief Harbor Engineer II	757
NL6NN	Deputy Chief Surveyor	644
K89NN	Electrical Engineer	644

**ATTACHMENT II
POSITIONS AND ASSIGNED PAY RATE RANGE NUMBERS**

I14NN	Electrical Supervisor	550
I15NN	Electrician	500
K22AN	Engineering Aide I	307
K22BN	Engineering Aide II	344
K22CN	Engineering Aide III	419
K95AN	Engineering Technician I	464
K95BN	Engineering Technician II	504
NC3AN	Environmental Remediation Spec. I	644
NC3BN	Environmental Remediation Spec. II	694
N26NN	Environmental Specialist Associate	594
N25NN	Environmental Specialist Asst.	514
N24AN	Environmental Specialist I	644
N24BN	Environmental Specialist II	694
I06AN	Equipment Mechanic I	480
I06BN	Equipment Mechanic II	500
J18AN	Equipment Operator I	370
J18BN	Equipment Operator II	410
J18CN	Equipment Operator III	440
N71NN	Financial Reporting & Controls Officer	680
J23AN	Garage Services Attendant I	370
J23BN	Garage Services Attendant II	390
J23CN	Garage Services Attendant III	450
ND3AN	Garage Supervisor I - Harbor	550
ND3BN	Garage Supervisor II - Harbor	620
J24AN	Gardener I	360
J24BN	Gardener II	390
I23NN	General Maintenance Assistant	412
EE1AN	Geographic Info Sys Analyst I	527
EE1BN	Geographic Info Sys Analyst II	564
EE1CN	Geographic Info Sys Analyst III	597
NL5NN	Geographic Info Sys Supervisor	634
EF1AN	Geographic Info Sys Tech I	460
EF1BN	Geographic Info Sys Tech II	500
N56NN	Graphic Artist	520
N32AN	Harbor Maintenance Mechanic I	441
N32BN	Harbor Maintenance Mechanic II	471
N76AN	Harbor Maintenance Superintendent I	610
N76BN	Harbor Maintenance Superintendent II	640
N33NN	Harbor Maintenance Supervisor	520
NL7NN	Harbor Marine Engineer	694

**ATTACHMENT II
POSITIONS AND ASSIGNED PAY RATE RANGE NUMBERS**

TBD	Harbor Patrol Officer I	426
TBD	Harbor Patrol Officer II	440
TBD	Harbor Patrol Officer III	500
I59NN	Locksmith	480
JA3AN	Maintenance Assistant I	290
JA3BN	Maintenance Assistant II	330
JA3CN	Maintenance Assistant III	362
NG2AN	Maintenance Planner I	540
NG2BN	Maintenance Planner II	581
N65NN	Manager of Rail Transportation	724
NA8NN	Market Planning Assistant	470
N34NN	Mechanic - Harbor	480
K32NN	Mechanical Engineer	644
L21AN	Mechanical Supervisor I	530
L21BN	Mechanical Supervisor II	580
N41NN	Mechanical Systems Supervisor	530
P14NN	Members of Boards & Commission	D14
J37NN	Motor Sweeper Operator	451
NB0AN	Office Automation Analyst I	530
NB0BN	Office Automation Analyst II	560
NB0CN	Office Automation Analyst III	590
NB0DN	Office Automation Analyst IV	610
ND4AN	Office Systems Analyst I	650
ND4BN	Office Systems Analyst II	710
ND4CN	Office Systems Analyst III	750
ND4DN	Office Systems Analyst IV	770
I33AN	Painter I	441
I33BN	Painter II	461
I35NN	Painter Supervisor	500
J42NN	Park Maintenance Supervisor	520
D65AN	Payroll/Personnel Assistant I	350
D65BN	Payroll/Personnel Assistant II	380
D65CN	Payroll/Personnel Assistant III	420
NF7AN	Personnel Analyst I	570
NF7BN	Personnel Analyst II	600
NF7CN	Personnel Analyst III	630
F53AN	Planner I	530
F53BN	Planner II	590
F53CN	Planner III	640
F53DN	Planner IV	670
F53EN	Planner V	700
EA2NN	Planning Aide	440

ATTACHMENT II
POSITIONS AND ASSIGNED PAY RATE RANGE NUMBERS

I38NN	Plumber	501
I39NN	Plumber Supervisor	550
NM2NN	Pump Station Supervisor	620
ND1AN	Port Financial Analyst I	640
ND1BN	Port Financial Analyst II	660
ND1CN	Port Financial Analyst III	710
NK2NN	Port Hydrographer	644
N55AN	Port Planner I	620
N55BN	Port Planner II	650
N55CN	Port Planner III	680
N55DN	Port Planner IV	710
N55EN	Port Planner V	750
N64AN	Port Risk Assistant I	460
N64BN	Port Risk Assistant II	520
N81AN	Port Risk Manager I	610
N81BN	Port Risk Manager II	660
NF4AN	Port Security System Operator I	490
NF4BN	Port Security System Operator II	530
NF4CN	Port Security System Operator III	560
NL8NN	Port Senior Crane Operator	540
K03NN	Principal Construction Inspector	624
NL3AN	Project Budget Analyst I	600
NL3BN	Project Budget Analyst II	630
NL3CN	Project Budget Analyst III	660
NL2AN	Project Scheduler I	634
NL2BN	Project Scheduler II	647
NF5NN	Program Scheduler	647
NF6NN	Project Estimator	647
ND0BN	Port Records Center Supervisor	520
D69AN	Safety Specialist I	530
D69BN	Safety Specialist II	590
NL4NN	Safety Specialist III	650
C32NN	Senior Accountant	630
K52NN	Senior Civil Engineer	694
NG0NN	Senior Electrical Engineer	694
K56NN	Senior Electrical Inspector	574
K98AN	Senior Engineering Technician I	547
K98BN	Senior Engineering Technician II	577
NE0NN	Senior Equipment Operator	510
NK1NN	Senior Estimator	724
NF0NN	Senior Program Manager	724
NJ0NN	Senior Scheduler	694

**ATTACHMENT II
POSITIONS AND ASSIGNED PAY RATE RANGE NUMBERS**

K65NN	Senior Structural Engineer	687
K67NN	Senior Survey Technician	508
K66NN	Senior Surveyor	627
K68NN	Senior Traffic Engineer	694
F33AN	Special Services Officer I	361
F33BN	Special Services Officer II	426
FF3CN	Special Services Officer III-Armed	440
FF3DN	Special Services Officer IV-Armed	500
FF3EN	Special Services Officer V-Armed	560
D37NN	Stock & Receiving Clerk	330
D38AN	Storekeeper I	380
D38BN	Storekeeper II	430
KA1NN	Structural Engineer	647
K99NN	Structural Engineering Associate	594
J64NN	Supervising Custodian	370
NJ9NN	Supervisor of Commercial Diving	710
C35NN	Supervisor of Stores & Property	490
K74NN	Survey Technician	467
K73NN	Surveyor	554
N43NN	Terminal Services Representative I (T)	440
N43BN	Terminal Services Representative II	510
K76NN	Traffic Engineer	644
K78NN	Traffic Engineering Assistant	514
K79AN	Traffic Engineering Associate I	514
K79BN	Traffic Engineering Associate II	594
NC6AN	Transportation Planner I	620
NC6BN	Transportation Planner II	650
NC6CN	Transportation Planner III	680
NC6DN	Transportation Planner IV	710
J68NN	Utilities Systems Operator	450
I50NN	Welder	490
	*Unclassified Position	

**ATTACHMENT III
SKILL PAYS**

Classification	Skill	Additional Compensation
Non-Management classification in the current Salary Resolution represented by the IAM	For regular and frequent use of certified and/or written bilingual skills	\$0.70 per hour or \$5.60 per diem
Non-Management classifications in the current Salary Resolution represented by the LB Association of Engineering Employees	For regular and frequent use of certified oral and/or written bilingual skills	\$0.70 per hour or \$5.60 per diem
Civil Engineer Senior. Civil Engineer	When possessing a California Structural Engineer's License and assigned to perform Structural Engineering duties	\$10.00 per diem
Classifications in the current Salary Resolution in the Skilled and General Services Excludes Window Washers and Tree Trimmer	Required to work on ladders, mechanical devices, etc., placing employee at heights over 40 feet.	\$4.40 per diem
Clerk Typist I, II, and III	For regular and frequent use of certified shorthand skills	\$0.30 per hour
Construction Inspector I; Construction Inspector II; Principal Construction Inspector; Chief Construction Inspector	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 for three cards, up to a maximum of \$1.50 for four cards	\$0.75 per hour \$1.00 per hour \$1.25 per hour \$1.50 per hour
Construction Inspector II	Performing as Lead Inspector on projects of directing annual contract work	\$8.00 per diem

**ATTACHMENT III
SKILL PAYS**

Classification	Skill	Additional Compensation
Garage Service Attendant II	When regularly assigned to Maintenance Planner duties in the Maintenance Division	\$5.364 per hour
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	\$1.00 per hour for one certificate \$1.25 per hour for two certificates
Gardener I Gardener II Maintenance Asst. II Maintenance Asst. III Maintenance Asst. II (NC) Maintenance Asst. III (NC)	When required to possess a Pesticide Applicator license and regularly assigned pesticide applicator duties	\$0.554 per hour or \$4.43 per diem
Equipment Operator II 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
Gardener II	When regularly assigned Systems Planner Duties in the Maintenance Division	\$9.126 per hour
Harbor Maintenance Mechanic II	When regularly assigned Administrative Planner duties in Maintenance Division	\$2.046 per hour
Maintenance Assistant I, Maintenance Assistant II Maintenance Assistant III	When assigned and performing locksmith duties	1.42 per hour
Maintenance Assistant III	When supervising all custodial activities in Port	\$1.50 per hour

**ATTACHMENT III
SKILL PAYS**

Classification	Skill	Additional Compensation
Painter Supervisor	When assigned supervision of the Carpentry Section in addition to the Paint Shop Section of the Maintenance Division	\$1.157 per hour
Senior Equipment Operator	When regularly assigned Administrative Planner duties in Maintenance Division	\$2.759 per hour
Senior Equipment Operator Equipment Operator I-III Harbor Maintenance Mechanic I-II	When regularly assigned to and possessing certification for crane operation issued by an Accredited Certifying Entity per CCR Title 8 sec 5006.1	\$0.62 per hour (one cert) \$1.23 per hour (two certs)
Non-management classifications in the Skill and General Basic Unit	When regularly assigned to and possessing certification for crane operation issued by an Accredited Certifying Entity per CCR Title 8 sec 5006.1	\$0.62 per hour (one cert)
Non-management classifications in the Skill and General Supervisory Unit	When regularly assigned to and possessing certification for crane operation issued by an Accredited Certifying Entity per CCR Title 8 sec 5006.1	\$0.56 per hour (one cert)
Harbor Patrol Officer II-III Special Services Officer III & IV	When certified and regularly assigned Visible Emissions Evaluation duties in the Security Division	\$1.00 per hour (one certification) \$2.00 per hour (two certifications)
Harbor Patrol Officer II-III Special Services Officer III & IV	When certified and regularly assigned Visible Emissions Evaluation duties in the Security Division	\$8.00 per diem (one certification) \$16.00 per diem (two certifications)

**ATTACHMENT III
SKILL PAYS**

Classification	Skill	Additional Compensation
Harbor Patrol Officer II Special Services Officer III	When performing as shift Supervisor	\$7.20 per diem
Harbor Patrol Officer II Special Services Officer III	When performing as shift Supervisor	\$0.90 per hour
Harbor Patrol Officer II Special Services Officer III	When performing as shift Supervisor over traffic officers	\$5.20 per diem
Harbor Patrol Officer II Special Services Officer III	When performing as shift Supervisor over traffic officers	\$0.65 per hour
Harbor Patrol Officer I-III Special Services Officer I-IV	When assigned by the Department Head to train new personnel as part of a structured training plan	\$2.25 per hour
Harbor Patrol Officer III Special Services Officer IV	When regularly assigned as project manager for technical initiatives associated with homeland security grants	\$3.50 per hour
Harbor Patrol Officer I-II Special Services Officer I, II, & III	Employees assigned to dispatch or CCTV	\$10.00 per diem
Harbor Patrol Officer I-III Special Services Officer I, II, III, & IV	Assignment to patrol within Harbor Department Security	\$1.50 per hour
Supervisor of Stores & Properties	When directing materials section of Maintenance Division	\$1.00 per hour