



# CITY OF LONG BEACH

DEPARTMENT OF FINANCIAL MANAGEMENT

# BH-1

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

September 5, 2017

HONORABLE MAYOR AND CITY COUNCIL  
City of Long Beach  
California

## RECOMMENDATION:

Receive and discuss an overview of the Proposed Fiscal Year 2018 budgets for the following Departments: Harbor and Water; and,

Receive supporting documentation into the record, conclude the public hearing, and take the actions necessary to adopt the Fiscal Year 2018 budget as listed in Attachment A. (Citywide)

## DISCUSSION

On July 31, 2017, the City Manager's Proposed Budget for Fiscal Year 2018 (FY 18) was delivered by Mayor Garcia to the City Council and community for consideration. Budget meetings were set for March 14, July 25, August 1, August 8, August 15, August 22, September 5, and September 12, along with six Budget Oversight Committee (BOC) meetings, and ten community meetings at which the FY 18 Proposed Budget was discussed. We are pleased to report that through the hearings, BOC and community meetings, there were 24 scheduled opportunities for public feedback, deliberation and input. In addition, this year, the City solicited input through the Long Beach Budget Priority Survey to obtain feedback on what the City's General Fund priorities should be. The survey was promoted, along with OpenLB, which shows the budget visually, on the City's website, through Twitter and Facebook, and at the community meetings.

At the conclusion of the hearing, the City Council will amend the proposed budget as it deems appropriate, and adopt the proposed budget as amended. Since the publication of the FY 18 Proposed Budget, updated estimates of revenue and expense, which primarily address technical corrections, are listed by fund and department in Attachments B, C and D to this letter. The reasons for the adjustments are discussed at the end of this letter.

There are three Ordinances in Attachment A. The first approves Resolution No. WD-1376 (A-3), which establishes the rates and charges for the water and sewer service. The second is the Appropriations Ordinance (A-17), which officially adopts the FY 18 budget and authorizes expenditures in conformance with the adopted budget. For these two Ordinances to become effective October 1, 2017, the City Council must first declare an

emergency to exist before adopting each Ordinance (A-2 and A-16). The third Ordinance amends the Departmental Organization of the City (A-13).

There are also five Resolutions that provide for approval of the budget for the Harbor Department (A-1), the budget for the Water Department (A-4), the Master Fees and Charges Schedule (A-5), establish the Gann Appropriations Limit (A-9), and amend Salary Resolution (A-14). There are also motions that request approvals for the following: the FY 18 Capital Improvement Program (A-6); FY 18 Budget for the Long Beach Community Investment Company (A-7); the Harbor Revenue Fund Transfer (A-8); the revised Financial Policies as recommended by the BOC (A-10); the Mayor's Recommendations (A-11); the BOC Recommendations (A-12); and, a motion amending the Proposed FY 18 Budget (A-15).

This matter was reviewed by Deputy City Attorney Richard F. Anthony on August 21, 2017.

#### TIMING CONSIDERATIONS

In accordance with the City Charter, the FY 18 budget must be adopted by September 15, 2017. Should the City Council fail to adopt the budget by that date, the City Manager's FY 18 Proposed Budget will be deemed the budget for the 2018 Fiscal Year. The Mayor has five calendar days from City Council adoption of the budget to use his veto authority. The City Council would then have until September 30, 2017, to override veto action by the Mayor with a two-thirds supermajority vote (six Councilmembers).

#### FISCAL IMPACT

The City Charter requires that the Appropriations Ordinance shall govern and control the expenditure and commitment amounts stated therein relating to the City's departments, offices and agencies during each fiscal year. The total Proposed FY 18 budget for all departments and funds is \$3,071,784,105, which comprises \$2,647,704,022 in new appropriation and \$424,080,083 in estimated carry-over from FY 17 for multi-year grants and projects. Attachments B, C and D provide the financial overview by Fund, by Department and Citywide revenue by Fund.

The Appropriations Ordinance, included as Attachment A-17, totals \$2,212,002,992 for all funds except Harbor, Sewer, and Water, and \$2,218,005,775 for all departments except Harbor and Water. The \$6,002,783 difference between funds and departments is due to general City indirect costs budgeted in the Financial Management Department, but charged to the Harbor, Water and Sewer funds, which are not included in the Appropriations Ordinance by fund.

The proposed Harbor, Water and Sewer fund budgets are in separate City Council Resolutions included as Attachment A-1 and A-4, respectively, and total \$859,781,113. The Board of Harbor Commissioners adopted the budget for the Harbor Department by

minute order on June 26, 2017. The Board of Water Commissioners adopted the budget for the Water Department by Resolution on June 15, 2017.

User fees and charges in the Master Fees and Charges Schedule, included as Attachment A-5, have been adjusted due to changes in service and other factors, including the City Cost Index adjustment. For details regarding these proposed new fees, deletions and adjustments, please see the List of Proposed Fees Adjustments for FY 18 that has been incorporated as Exhibits B and C to the Master Fees and Charges Resolution.

Other requested City Council actions include:

- Approving the FY 18 One-Year Capital Improvement Program (CIP) budget, included as Attachment A-6, which is contained in the Appropriations Ordinance. The Planning Commission, at its meeting of August 17, 2017, approved the CIP for FY 18 as conforming to the General Plan.
- Adopting a Resolution, included as Attachment A-9, establishing the Gann Appropriations Limit (Limit) for general purpose expenditures. In November 1979, the voters of the State of California (State) approved Proposition 4, also known as the Gann Initiative (Initiative). The Initiative places certain limits on the amount of tax revenue that can be appropriated each fiscal year. The Limit is based on actual appropriations during FY 79 and prevents overspending proceeds of taxes. Only those revenues which are considered as “proceeds of taxes” are subject to the Limit. The Limit is recalculated each fiscal year based on certain inflation and population factors provided by the State. The Proposed Budget includes tax revenue estimates that are at 39.75 percent of the 2017-2018 Appropriations Limit and, therefore, do not exceed the Limit. This calculation is reviewed by the City Auditor for conformance to the law.
- Adopting the Financial Policies for the City, included as Attachment A-10. These policies have been presented to the Budget Oversight Committee for consideration and review and now come to the full Council for deliberation. Among other changes, the Fund Balance Policy (Policy 7) is a preexisting financial policy that was previously separate from the other Financial Policies and is now incorporated into the main policy list. (A redline version of the changes is also provided.)
- Amending the Departmental Organization Ordinance, included as Attachment A-13. This amendment incorporates changes to departments, bureaus, and divisions for FY 18. These organizational changes are necessary to implement changes reflected in the Proposed FY 18 budget. (A redline version of the changes is also provided.)
- Adopting the Salary Resolution, included as Attachment A-14.

After the City Manager delivered the FY 18 Proposed Budget to the Mayor, technical adjustments were made to the budget. These changes are generally not substantive and are shown in Attachments B, C and D. Changes of note include:

1. The Tidelands Operations Fund (TF 401) had an adjustment to increase the revenues by \$888,850 to reflect the anticipated updated FY 18 operating transfer from Harbor Revenue Fund (HR 430).
2. The Gasoline Tax Street Improvement Fund (SR 181) had an increase of \$794,943 in expense and \$430,336 in revenues due to revisions to estimated local return revenue anticipated from the Road Maintenance and Rehabilitation Account (SB-1). Per draft requirements currently under review from the California Transportation Commission, all SB-1 revenues must be programmed and adopted in the City's annual budget. The additional revenue has been programmed for residential street improvements.
3. The Transportation Fund (SR 182) had a technical adjustment to increase expense budget by \$400,000 to reflect an increase in Measure R revenues eligible for administrative expenses.
4. Expenses were reduced in the Gas Fund (EF 301) by \$500,000 to reflect a reduction in the annual transfer to the General Fund (GF).

The remaining changes were minor, technical adjustments made to various funds and departments to align budget with grants and/or revenues.

SUGGESTED ACTION:

Approve recommendation

Respectfully submitted,



JOHN GROSS  
DIRECTOR OF FINANCIAL MANAGEMENT

APPROVED:



PATRICK H. WEST  
CITY MANAGER

**List of Requested Fiscal Year 2018 Budget Adoption Actions**

1. Adopt the Resolution approving the FY 18 budget for the Long Beach Harbor Department as adopted by the Board of Harbor Commissioners on June 26, 2017. (A-1)
2. Declare an emergency to exist. (A-2)
3. Declare the Ordinance approving the Resolution No. WD-1376 establishing the rates and charges for water and sewer service to all customers, as adopted by the Board of Water Commissioners on June 15, 2017, as an Emergency Ordinance, read, and adopted as read and laid over to the next regular meeting of the City Council for final reading. (A-3)
4. Adopt the Resolution approving the FY 18 budget of the Long Beach Water Department as adopted by the Board of Water Commissioners on June 15, 2017. (A-4)
5. Adopt the Resolution amending the Master Fees and Charges Schedule for specified City services for Citywide fees and charges for the City of Long Beach. (A-5)
6. Approve the FY 18 One-Year Capital Improvement Program. (A-6)
7. Adopt a motion approving the FY 18 budget for the Long Beach Community Investment Company (formerly known as the Long Beach Housing Development Company) in the amount of \$3,324,867. (A-7)
8. Adopt a motion approving the estimated transfer of \$18,661,550 from the Harbor Revenue Fund to the Tidelands Operations Fund. (A-8)
9. Adopt the Resolution establishing the Gann Appropriations Limit (Limit) for FY 18 pursuant to Article XIII (B) of the California Constitution. (A-9)
10. Adopt a motion approving the Financial Policies as recommended by the Budget Oversight Committee on September 5, 2017. (A-10)
11. Adopt the Mayor's proposed budget recommendations to the FY 18 Proposed Budget. (A-11)
12. Adopt the Budget Oversight Committee's proposed funding recommendations, as amended, to the FY 18 Proposed Budget. (A-12)
13. Declare the Ordinance amending the Departmental Organization Ordinance read the first time and laid over to the next regular meeting of the City Council for final reading. (A-13)
14. Adopt the amended Salary Resolution for FY 18. (A-14)
15. Adopt a motion amending the proposed FY 18 budget. (A-15)
16. Declare an emergency to exist. (A-16)
17. Declare the Appropriations Ordinance for FY 18, creating and establishing the funds of the Municipal Government and appropriating money to and authorizing expenditures from said funds and for said fiscal year as an Emergency Ordinance, read, and adopted as read and laid over to the next regular meeting of the City Council for final reading. (A-17)

**FISCAL YEAR 2018 APPROPRIATIONS ORDINANCE BY FUND**  
 (Does not include Harbor, Water and Sewer Funds)

<u>FUND</u>	<u>FY 18 PROPOSED EXPENDITURES</u>	<u>CHANGES*</u>	<u>FY 17 ESTIMATED CARRYOVER**</u>	<u>FY 18 APPROPRIATIONS</u>
GENERAL FUND	500,264,361	(0)	-	500,264,361
UPLAND OIL FUND	10,214,840	-	-	10,214,840
GENERAL GRANTS FUND	7,972,375	(9,436)	19,195,805	27,158,745
POLICE & FIRE PUBLIC SAFETY OIL PROD ACT FUND	3,840,486	-	-	3,840,486
HEALTH FUND	44,340,517	-	26,350,455	70,690,973
CUPA FUND	1,946,734	-	5	1,946,740
SPECIAL ADVERTISING & PROMOTION FUND	11,324,701	2,831	-	11,327,532
HOUSING DEVELOPMENT FUND	7,602,904	-	29,518,806	37,121,710
BELMONT SHORE PARKING METER FUND	765,000	-	-	765,000
BUSINESS ASSISTANCE FUND	705,681	-	1,288,783	1,994,464
COMMUNITY DEVELOPMENT GRANTS FUND	20,285,512	-	15,567,327	35,852,840
HOUSING AUTHORITY FUND	77,111,051	-	-	77,111,051
GASLINE TAX STREET IMPROVEMENT FUND	14,668,293	794,943	20,190,732	35,653,968
TRANSPORTATION FUND	29,693,978	400,000	19,181,963	49,275,942
CAPITAL PROJECTS FUND	35,824,824	-	90,696,430	126,521,254
SUCCESSOR AGENCY OPERATIONS	45,199,197	-	25,842,923	71,042,120
CIVIC CENTER FUND	10,400,805	-	7,328,337	17,729,142
GENERAL SERVICES FUND	44,686,614	-	25,927,962	70,614,576
FLEET SERVICES FUND	59,165,983	-	2,606,963	61,772,946
INSURANCE FUND	42,947,238	4,488	500,000	43,451,726
EMPLOYEE BENEFITS FUND	289,328,050	-	-	289,328,050
TIDELANDS OPERATIONS FUND	70,748,738	-	75,335,027	146,083,765
TIDELANDS AREA FUNDS	39,212,313	-	41,468,346	80,680,659
TIDELAND OIL REVENUE FUND	63,937,982	-	-	63,937,982
RESERVE FOR SUBSIDENCE	-	-	-	-
DEVELOPMENT SERVICES FUND	23,208,857	-	1,130,637	24,339,493
GAS FUND	92,110,822	(500,000)	1,062,786	92,673,609
GAS PREPAY FUND	40,077,822	-	-	40,077,822
AIRPORT FUND	43,834,017	-	20,787,519	64,621,536
REFUSE/RECYCLING FUND	48,377,664	-	99,277	48,476,940
SERRF FUND	51,088,419	-	-	51,088,419
SERRF JPA FUND	10,990,570	-	-	10,990,570
TOWING FUND	5,457,831	-	-	5,457,831
DEBT SERVICE FUND	11,099,333	-	-	11,099,333
SUCCESSOR AGENCY DEBT SERVICE	28,796,570	-	-	28,796,570
<b>TOTAL</b>	<b>1,787,230,084</b>	<b>692,825</b>	<b>424,080,083</b>	<b>2,212,002,992</b>

\*Please refer to the Fiscal Impact section of the City Council Letter for a description of notable changes.

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

**FISCAL YEAR 2018 APPROPRIATIONS ORDINANCE BY DEPARTMENT**  
**(Does not include Harbor and Water)**

<u>DEPARTMENT</u>	<u>FY 18 PROPOSED EXPENDITURES</u>	<u>CHANGES*</u>	<u>FY 17 ESTIMATED CARRYOVER**</u>	<u>FY 18 APPROPRIATIONS</u>
MAYOR AND COUNCIL	5,586,638	5,720	(0)	5,592,357
CITY ATTORNEY	11,010,604	7,238	-	11,017,843
CITY AUDITOR	3,229,417	5,386	-	3,234,803
CITY CLERK	2,790,642	-	25,577	2,816,219
CITY MANAGER	15,902,731	4,719	863,328	16,770,779
CITY PROSECUTOR	5,565,128	5,662	642,040	6,212,830
CIVIL SERVICE	2,904,443	-	-	2,904,443
AIRPORT	43,403,868	-	20,787,519	64,191,387
DISASTER PREPAREDNESS & EMERGENCY COMMUNICATIONS	12,565,442	-	1,799,982	14,365,425
DEVELOPMENT SERVICES	118,735,567	-	62,312,097	181,047,665
ECONOMIC DEVELOPMENT	19,133,593	46,000	10,913,695	30,093,288
FINANCIAL MANAGEMENT***	541,471,095	(76,842)	9,133,713	550,527,966
FIRE	116,968,063	-	2,322,348	119,290,411
HEALTH AND HUMAN SERVICES	123,673,001	-	27,230,130	150,903,131
HUMAN RESOURCES	11,932,782	-	-	11,932,782
LIBRARY SERVICES	14,238,458	-	1,292,148	15,530,606
LONG BEACH GAS AND OIL	214,126,660	(500,000)	1,476,359	215,103,019
PARKS, RECREATION AND MARINE	58,048,908	-	34,607,241	92,656,149
POLICE	241,838,594	-	9,323,081	251,161,675
PUBLIC WORKS	186,397,602	1,194,943	215,422,862	403,015,407
TECHNOLOGY & INNOVATION	43,709,629	-	25,927,962	69,637,590
<b>TOTAL</b>	<b>1,793,232,866</b>	<b>692,826</b>	<b>424,080,083</b>	<b>2,218,005,775</b>

\*Please refer to the Fiscal Impact section of the City Council Letter for a description of notable changes.

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

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

**FISCAL YEAR 2018 REVENUES BY FUND**  
(Does not include Harbor, Water and Sewer Funds)

<u>FUND</u>	<u>FY 18 PROPOSED REVENUES</u>	<u>CHANGES*</u>	<u>FY 18 PROPOSED BUDGETED REVENUES</u>
GENERAL FUND	500,819,031	-	500,819,031
UPLAND OIL FUND	10,228,836	-	10,228,836
GENERAL GRANTS FUND	7,972,375	(9,436)	7,962,939
POLICE & FIRE PUBLIC SAFETY OIL PROD ACT FUND	3,315,912	-	3,315,912
HEALTH FUND	43,778,467	-	43,778,467
SPECIAL ADVERTISING & PROMOTION FUND	10,258,799	-	10,258,799
HOUSING DEVELOPMENT FUND	1,908,752	-	1,908,752
BELMONT SHORE PARKING METER FUND	765,000	-	765,000
BUSINESS ASSISTANCE FUND	677,838	-	677,838
COMMUNITY DEVELOPMENT GRANTS FUND	19,816,485	-	19,816,485
GASOLINE TAX STREET IMPROVEMENT FUND	14,917,969	430,336	15,348,305
TRANSPORTATION FUND	30,419,555	-	30,419,555
CAPITAL PROJECTS FUND	36,957,389	-	36,957,389
CIVIC CENTER FUND	10,519,671	-	10,519,671
GENERAL SERVICES FUND	45,090,474	-	45,090,474
FLEET SERVICES FUND	41,415,783	-	41,415,783
INSURANCE FUND	45,374,278	-	45,374,278
EMPLOYEE BENEFITS FUND	283,937,238	-	283,937,238
TIDELANDS OPERATIONS FUND	68,973,466	888,850	69,862,316
TIDELANDS AREA FUNDS	41,031,818	-	41,031,818
TIDELAND OIL REVENUE FUND	64,100,959	-	64,100,959
RESERVE FOR SUBSIDENCE	1,480,000	-	1,480,000
DEVELOPMENT SERVICES FUND	21,937,964	-	21,937,964
GAS FUND	92,835,220	-	92,835,220
GAS PREPAY FUND	41,475,391	-	41,475,391
AIRPORT FUND	48,103,182	-	48,103,182
REFUSE/RECYCLING FUND	46,934,439	-	46,934,439
SERRF FUND	51,263,986	-	51,263,986
SERRF JPA FUND	11,250,285	-	11,250,285
TOWING FUND	5,823,529	-	5,823,529
HOUSING AUTHORITY FUND	75,634,164	-	75,634,164
SUCCESSOR AGENCY OPERATIONS	45,448,372	-	45,448,372
CUPA FUND	1,755,060	-	1,755,060
DEBT SERVICE FUND	8,950,608	-	8,950,608
SUCCESSOR AGENCY DEBT SERVICE	30,162,041	-	30,162,041
<b>TOTAL</b>	<b>1,765,334,335</b>	<b>1,309,750</b>	<b>1,766,644,084</b>

\*Please refer to the Fiscal Impact section of the City Council Letter for a description of notable changes.



RESOLUTION NO.

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

WHEREAS, in accordance with the provisions of the City Charter, the City Council, in Resolution No. RES-16-0083 adopted on September 13, 2016, amended, created and established positions of employment and fixed and prescribed the salaries and compensation of the officers and employees of the City, commencing on September 13, 2016; and

WHEREAS, it is now the desire of the City Council to confirm, readopt, amend and restate the provisions of Resolution No. RES-16-0083, as amended, and to incorporate the confirmed, readopted and amended provisions into this resolution;

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

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

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**Section 1. TITLE**

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

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

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

**Section 3. POSITION COMPENSATION DESIGNATION**

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

**Section 4. POSITION DUTIES**

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

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

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

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

4 **Section 6. EMPLOYMENT COMPENSATION**

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

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

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

23 **Section 8. COMPENSATION COMPUTATION**

24 A. Hourly

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

1 pay rate shall include any additional compensation applicable.

2 B. 56-Hour Equivalent

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

7 C. Unpermitted Absences

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

16 D. Platoon Pay Reduction

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



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

2 E. Platoon Overtime

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

7 F. Police Officers Association Skill Pay

8 Effective October 1, 2016, skill pay calculations based on "Top Step Police  
9 Officer", shall be based on Step 5 of the Police Officer salary range.

10 **Section 9. PAY DEDUCTION AUTHORIZATION**

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

19 **Section 10. SALARY SCHEDULES**

20 Pay rates for all offices and positions hereinafter referred to in Attachment A are set forth  
21 in Salary Schedules I and IA as set forth in Attachment B. The pay rates set forth in  
22 Salary Schedules I and IA shall be operative on and after 12:01 a.m. of October 1, 2016.

23 **Section 11. PAY RATES**

24 The biweekly salary of any employee of the City who is originally appointed to any office  
25 or position listed in or created and established in this resolution shall be at Pay Rate Step  
26 1 of the Salary Range Number of the Salary Schedule designated herein for such office  
27 or position. In those cases, where positions are designated by grade numbers, the  
28 biweekly salaries of such employees shall be computed based upon one of the pay rates

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

8 **Section 12. "H" RATES**

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

13 **Section 13. PAY RATE PROGRESSION**

14 A. Seven-Step Pay Rate Progression

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

1           B.     Five-Step Pay Rate Progression

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

15           C.     Lifeguards-Seasonal and Lifeguards-Hrly

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

28           An employee in the position of Lifeguard-Seasonal or Lifeguard-Hourly who

1 has attained certification as an Emergency Medical Technician (EMT) shall be advanced  
2 to the next successively higher Pay Rate Step with no loss of hours previously earned  
3 toward a step increase. Any Lifeguard-Seasonal or Lifeguard-Hourly employee who fails  
4 to recertify shall be reduced to the next successively lower Pay Rate Step with no loss of  
5 hours previously earned toward a step increase.

6 D. Ambulance Operator

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

12 **Section 14. PAY FOR PERFORMANCE**

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

1 pay rate thereafter, shall, upon his or her successful completion of a one-year period of  
2 employment at that pay rate, be at the next successively higher applicable Pay Rate  
3 Step.

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

5 A. Salary Ranges and Salary Adjustments

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

24 B. Performance Incentive Compensation

25 In addition to and apart from any merit increase provided in Paragraph A.,  
26 and except as provided for in Subsection 15.C, each officer or employee assigned to the  
27 Executive Salary Range (E00) shall be eligible to participate in and receive Individual  
28 Performance Incentive Compensation, the purpose of which is to compensate

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

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

14 C. Offices of City Attorney, City Auditor, and City Prosecutor

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

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

1 fiscal year. The actual amount to be paid to an eligible employee shall be determined by  
2 the elected appointing authority and will be based on the employee's performance under  
3 the previously approved employee performance plan.

4 **Section 16. ELECTED OFFICIALS ANNUAL PAY ADJUSTMENT**

5 Effective July 1, 1995, and every July 1<sup>st</sup> thereafter, the annual salary ranges of all  
6 elected officials and the City Clerk will be adjusted in accordance with the provisions of  
7 Section 203 of the City Charter.

8 **Section 17. PROMOTIONS**

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

28





1 absent thirteen working days yearly with full pay, to be prorated monthly, in lieu of  
2 absence of the employee on the holidays enumerated in Section 1.05 of the Personnel  
3 Ordinance. Subject to the prior approval of the appropriate appointing authority, an  
4 employee may accumulate and carry over such properly authorized unused "in lieu of  
5 holiday" time off for no longer than the close of the second calendar year immediately  
6 following the calendar year in which such time off was earned. In the event that such  
7 accumulated "in lieu of holiday" time off is not taken as time off by the employee by the  
8 end of the second calendar year immediately following the calendar year in which it was  
9 earned, then such accumulated time off shall be forfeited by the employee and no  
10 compensation shall thereafter be paid therefore.

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

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

27 **Section 21. JURY DUTY**

28 All employees who receive a jury summons and are required to service jury duty will be

1 provided paid release time in accordance with the applicable Memorandum of  
2 Understanding. Unrepresented Miscellaneous employees will be provided paid release  
3 time up to 80 hours when required to serve jury duty. Employees must inform their  
4 supervisor immediately to accommodate work schedule changes. Employees who are  
5 on jury service will have their work schedule changed to the day shift for each day they  
6 are on jury service and are scheduled to work. Employees dismissed from jury service in  
7 time to arrive at work at least 2 hours prior to the completion of the shift must report back  
8 to work.

9 **Section 22. BEREAVEMENT LEAVE**

10 In addition to the immediate family members provided in Section 2.09 of the Personnel  
11 Ordinance, great-grandfather and great-grandmother are defined as immediate family  
12 members. Additionally, all unrepresented employees shall be entitled to the same  
13 domestic partner provisions for sick leave and bereavement leave as is contained in the  
14 Memorandum of Understanding with the International Association of Machinists.

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

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

- 20 A. One extra holiday per month, or  
21 B. One thousand dollars annually, to be prorated monthly and paid on  
22 the first pay period ending after December 1 of each year. The option may be selected  
23 once per year. The benefit will be prorated for persons entering or leaving the  
24 assignment. (For purposes of proration, if at least fifty percent of the month is served in  
25 the assignment, the full month shall be counted. If less than fifty percent is served, the  
26 month shall not be counted.)  
27 C. Eligibility for the above-mentioned benefits shall terminate at the time  
28 the employee leaves the position. Any employee newly assigned to any of the above-

1 referenced positions on or after October 1, 1997, shall not be eligible to receive either the  
2 holiday or cash payment benefits.

3 **Section 24. EXECUTIVE LEAVE**

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

12 **Section 25. TEMPORARY ASSIGNMENTS**

13 A. Training and Development

14 An employee temporarily assigned to perform duties not ordinarily attached  
15 to his/her position for the purpose of training and development pursuant to Section 63(3)  
16 of the Civil Service Rules and Regulations shall not gain nor accrue Civil Service seniority  
17 in the temporary assignment, but shall continue to accrue seniority in the current  
18 classification and will be compensated at the same salary rate of the employee's current  
19 classification.

20 B. Rehabilitation or Recovery from a Medical Condition

21 An employee temporarily assigned to perform duties not ordinarily attached  
22 to his/her position, for the purpose of rehabilitation or the recovery from a medical  
23 condition that has been certified by the City Occupational Health Physician, pursuant to  
24 Section 63(5) of the Civil Service Rules and Regulations, shall not gain nor accrue Civil  
25 Service seniority in the temporary assignment, but shall continue to accrue seniority in  
26 the current classification and will be compensated at the same salary rate of the  
27 employee's current classification.

28 C. Y-Rate

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

6           D.     Refuse Career Development Program

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

13                           **Section 26. ACTING PAY**

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

1 be entitled to receive the compensation designated by the City Manager or the  
2 appropriate appointing authority at one of the salary rates fixed and prescribed by this  
3 resolution for the position to which said employee is assigned.

4 **Section 27. HIGHER CLASSIFICATION PAY**

5 A. International Association of Machinists and Aerospace Workers and  
6 Long Beach Association of Confidential Employees

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

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

15 2. In no event shall the total compensation paid to the employee for  
16 regular salary and higher classification pay exceed the top step of the higher  
17 classification or grade level.

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

20 B. Long Beach Association of Engineering Employees

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

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

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

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

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

10                   C.       Long Beach Supervisors Employees Association

11                   Each employee represented by the Long Beach Supervisors Employees  
12 Association who is required to perform the full range of duties in a vacant higher  
13 classification or grade level position, up to and including division manager, shall be paid  
14 an additional one dollar and sixty cents (\$1.60) per hour providing the following  
15 conditions are met:

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

19                   2.       In no event shall the total compensation paid to the employee for  
20 regular salary and higher classification pay exceed the top step of the higher  
21 classification or grade level.

22                   3.       The employee receiving higher classification pay will be required to  
23 record the title of the vacant higher classification or grade, and in the case of a temporary  
24 vacancy, the name of the employee who holds the higher classification position, and the  
25 reason for the temporary higher classification assignment. This documentation of the  
26 higher classification assignment information on the employee's time card is required for  
27 auditing purposes.

28                   4.       The temporary appointment to the higher classification must be

1 approved by the Department Head or his or her designee, in writing.

2 D. Public Safety Dispatchers

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

7 **Section 28. SKILL PAY**

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

25 The skill notes listed in Attachment C shall be effective on and after October  
26 1, 2016.

27 **Section 29. NIGHT SHIFT DIFFERENTIAL**

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

1 one dollar and twenty-five cents (\$1. 25) per hour shall be paid to any permanent full-time  
2 employee represented by the International Association of Machinists and Aerospace  
3 Workers, the Long Beach Association of Confidential Employees, and the Long Beach  
4 Association of Engineering Employees bargaining units whose regular schedule requires  
5 said employee to work between the hours of 6:00 p.m. and 6:00 a.m., provided that:

6 A. Night Shift

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

11 B. Split-Shift

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

17 **Section 30. STANDBY PAY**

18 Effective on October 1, 2011, each employee designated as being represented by the  
19 International Association of Machinists and Aerospace Workers, the Long Beach  
20 Association of Confidential Employees, and the Long Beach Association of Engineering  
21 Employees, shall be compensated at a rate of one dollar and fifty cents (\$1.50) per hour  
22 for each full hour of standby duty as defined in the Memoranda of Understanding  
23 between the City and the aforementioned employee organizations.

24 **Section 31. MARKSMANSHIP PAY**

25 Sworn personnel of the Police Department (to include sworn managers), Special  
26 Services Officers and Park Rangers who may be called upon to use firearms in the  
27 performance of their duties and who on a qualifying schedule prescribed by the Chief of  
28 Police attain a required degree of proficiency in marksmanship shall receive additional



1 compensation as provided.

2 Marksman \$ 4.00 per month

3 Sharpshooter 8.00 per month

4 Expert 16.00 per month

5 Master 32.00 per month

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

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

15 **Section 32. PUBLIC SAFETY INCENTIVE PAY**

16 The following provisions are applicable to employees in the Police Department and Fire  
17 Department as specified below:

18 A. Police Department - Education Pay

19 Chief of Police who possess a California Commission on Police Officer  
20 Standards and Training (POST) Management Certificate shall receive \$900 per month in  
21 additional compensation.

22 B. Police Department Physical Fitness Program

23 All Long Beach Police Officers Association and Long Beach Management  
24 Association represented sworn Police employees are eligible to participate in the  
25 voluntary Physical Fitness Program. Payment for the Program will be made on the first  
26 pay period in December.

27 C. Fire Department Education Pay

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

1 compensation to each Marine Safety Officer, Marine Safety Sergeant, Marine Safety Boat  
2 Operator, and Marine Safety Captain who have obtained sixty (60) or more semester  
3 units in course administration, or similar approved fields from an accredited institution; or

4           2.     The amount of \$1.725 per hour shall be paid as additional  
5 compensation to each Marine Safety Officer, Marine Safety Sergeant, Marine Safety Boat  
6 Operator, and Marine Safety Captain who have obtained an Associate of Arts Degree in  
7 administration or similar approved fields from an accredited institution; or

8           3.     The amount of \$2.012 per hour shall be paid as additional  
9 compensation to each Marine Safety Officer, Marine Safety Sergeant, Marine Safety Boat  
10 Operator, and Marine Safety Captain who have obtained a Bachelor of Arts or Bachelor  
11 of Science Degree in fields of administration or similar approved fields from an accredited  
12 institution; or

13           4.     The amount of \$2.300 per hour shall be paid as additional  
14 compensation to each Marine Safety Officer, Marine Safety Sergeant, Marine Safety Boat  
15 Operator, and Marine Safety Captain who has obtained a Master's degree in  
16 administration or similar approved fields from an accredited institution.

17                   **Section 33. REFUSE INCENTIVE PROGRAM**

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

25                   **Section 34. PROFESSIONAL CERTIFICATION PAY**

26 Employees in the Professional unit represented by the International Association of  
27 Machinists and Aerospace Workers, pursuant to and in accordance with this resolution  
28 and policies and procedures issued by the Director of Human Resources, shall be eligible

1 for additional compensation of \$200 per month when he/she attains a professional  
2 certification or license which: has been issued by a state or nationally recognized  
3 professional organization; is appropriate to the employees classification; exceeds the  
4 requirements for the position; is subject to periodic renewal through recertification, testing  
5 and continuing education; and has been authorized by the Director of Human Resources.

6 **Section 35. CELLULAR PHONE STIPEND**

7 Eligible employees that use personal cellular phones in the conduct of City business are  
8 eligible to receive a cellular phone stipend. A monetary stipend in the amount of \$30.00  
9 is provided to eligible employees who are approved to use their personal cellular phone  
10 for City-related business.

11 **Section 36. UNIFORM ALLOWANCE**

12 Employees in eligible classifications that are identified as "classic members" through  
13 CalPERS membership shall have reported the following monetary value each pay period  
14 for the purchase, replacement, maintenance and/or rental of required City uniforms:

15	Firefighters	\$ 3.850
16	Lifeguards	\$ 1.080
17	Miscellaneous	\$ 5.880
18	Police Officers	\$14.380
19	Security Officers	\$ 8.650

20 **Section 37. EMPLOYEE SUGGESTION AWARDS**

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

27 **Section 38. RELOCATION COMPENSATION**

28 Notwithstanding any other provision of this Salary Resolution, each appointing authority

1 may, within his or her sole discretion, provide as a part of an employee's annual  
2 compensation, additional compensation to the employee for relocation and moving  
3 expenses actually and necessarily incurred to accept a position with the City of Long  
4 Beach, if the appointing authority determines that such additional compensation is  
5 required as a necessary inducement for the acceptance of employment with the City.  
6 Said additional compensation must be provided within three years from the employee's  
7 appointment date.

8 **Section 39. TUITION REIMBURSEMENT**

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

12 Effective October 1, 1999:

13 Semester/Quarter Payment Schedule

14 1.0 through 5.9 semester units	\$ 375.00
15 1.0 through 7.9 quarter units	\$ 375.00
16 6.0 or more semester units	\$ 400.00
17 8.0 or more quarter units	\$ 400.00
18 Community College	\$ 120.00
19 Total maximum per fiscal year	\$ 800.00

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

23 **Section 40. DAMAGED PERSONAL PROPERTY REIMBURSEMENT**

24 Pursuant to the provisions of Section 53240 of the California Government Code, an  
25 employee may receive the cost of replacing or repairing property such as eyeglasses,  
26 hearing aids, dentures, watches, or articles of clothing when loss or damage occurs in the  
27 line of duty and is not attributable to the employee's negligence. If the items are  
28 damaged beyond repair, the actual value of such items may be paid. The value of such

1 items shall be determined as of the time of loss or damage. In the event of such loss or  
2 damage, the employee seeking recovery shall file a request for reimbursement in writing  
3 with his/her department head and the request shall be processed in accordance with the  
4 applicable administrative regulations of the City.

5 **Section 41. TRANSPORTATION**

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

14 A. Public Transportation

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

16 B. Privately Owned Vehicle

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

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

20 2. Effective October 1, 2008, the Internal Revenue Service rate per mile  
21 plus an additional ten cents (\$0.10) per mile for all authorized mileage actually driven by  
22 an employee on official City business in a calendar month where mileage is 300 or more  
23 miles. If an employee's annual monthly mileage average in a calendar year is equal to  
24 or over 300 miles per month, the additional ten cents (\$0.10) per mile shall be paid at the  
25 end of the calendar year for only those months that were paid at the lower Internal  
26 Revenue Service rate;

27 3. A flat monthly allowance in such sum as may be determined by the  
28 City Manager or appropriate appointing authority, but not to exceed Four Hundred and

1 fifty dollars per month. Said monthly allowance is hereby determined to constitute  
2 reimbursement for the expenditures and costs of operating and maintaining such vehicle,  
3 including its availability, as required for the performance of such official City business; or

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

8 **Section 42. CITY TRIP REDUCTION PLAN**

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

15 **Section 43. HEALTH INSURANCE**

16 A. On and after December 1, 2004, the City shall pay a maximum  
17 amount per month toward the cost of health, dental, and life insurance benefits for each  
18 eligible represented and non-represented employee as follows:

19 B. Represented Employees.

20 The amount of City contribution to health plan costs for employees in  
21 representation units shall be in accordance with the various Memoranda of  
22 Understanding approved and implemented by the City Council.

23 C. Non-Represented Employees

24 1. Effective December 1, 2016, the City shall pay a maximum of  
25 \$1,686.93 per month toward the cost of the City-sponsored health, dental and life  
26 insurance benefits for each eligible employee.

27 2. Effective December 1, 2017, increases in the costs for the health,  
28 dental and life insurance plans selected by non-represented employees shall be borne by

1 the employee in the manner set forth below. The portion of this increase paid by the  
2 employee shall be added to the existing payroll deductions for that coverage, but will not  
3 exceed the following amounts:

4 a. On January 1, 2017, and every January 1<sup>st</sup> thereafter, employees  
5 with single or two-party plan health coverage, shall pay thirty percent (30%) of the  
6 increase or \$25 whichever is less, over the rates in effect in the prior year for the  
7 plan options selected. The \$25 cap will also apply to employees with family plan  
8 coverage in the plan year 2017.

9 b. Beginning January 1, 2018, employees with the family plan health  
10 coverage shall pay thirty percent (30%) of the increase or \$30, whichever is less,  
11 over the rates in effect in the prior year for the plan options selected.

12 c. If the employee's portion is in excess of their cap (\$25 for single or  
13 two-party coverage or \$30 for family), the increase over the cap will be carried  
14 forward to the next year and added to the employee's portion of the next year's  
15 increase until the carryover amount is exhausted or the increase equals the cap,  
16 whichever is less.

17 d. The carryover of the remaining employee portion over the cap will  
18 continue forward each year, maintaining the respective caps, until the carryover  
19 amount is exhausted by adding it to the employee's portion.

20 Please note that the carryover methodology described above is not an individual  
21 employee account.

22 D. The amounts provided for the City's health insurance contribution  
23 shall be applied first to the employee's health insurance coverage with any balance  
24 applied toward the coverage of the employee's dependents under the same plan.

25 E. Adjustments in the monthly maximum shall be effective at the  
26 beginning of the month in which the City health plan annual premium rate change  
27 adopted by City Council is implemented.

28 On January 1, 2017, and every January 1<sup>st</sup> thereafter during the term of this

1 agreement, employees in all associations (except the Long Beach City Attorneys  
2 Association, the Long Beach Lifeguards Association, the Association of Long Beach  
3 Employees, and the Long Beach Association of Engineering employees), with single or  
4 two party plan health coverage shall pay 30% of the increase or \$25 whichever is less,  
5 over the rates in effect in the prior year for the plan options selected. The \$25 cap will  
6 also apply to employees with family plan health coverage in plan year 2017.

7 Beginning January 1, 2018, employees with family plan health coverage in  
8 all associations (except the Long Beach City Attorneys Association, the Long Beach  
9 Lifeguards Association, the Association of Long Beach Employees, and the Long Beach  
10 Association of Engineering employees), shall pay thirty percent (30%) of the increase or  
11 \$30 whichever is less, over the rates in effect in the prior year for the plan options  
12 selected, as described in their respective MOUs.

#### 13 **Section 44. IN-LIEU HEALTH INSURANCE PROGRAM**

14 Effective October 1, 2011, In-lieu of coverage under the health insurance program  
15 provided by the City for employees holding permanent full-time positions, each employee  
16 in a permanent part-time position (as defined in the Personnel Ordinance), shall, for  
17 every one hundred and seventy-four hours worked by such permanent part-time  
18 employee be paid four hundred forty dollars.

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

#### 23 **Section 45. CONSOLIDATED OMINBUS BUDGET**

##### 24 **RECONCILIATION ACT (COBRA)**

25 Employees who are laid off and eligible for benefits under the Consolidated Omnibus  
26 Budget Reconciliation Act (COBRA) shall have the premiums for the benefits they are  
27 entitled to under COBRA paid by the City for the first six months after their layoff, subject  
28 to the employees' selection of such benefits per COBRA regulations.



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**Section 46. LIFE INSURANCE AND DISABILITY INSURANCE**

The City shall administer a life and disability insurance program. Certain employees, if eligible, pursuant to the terms and conditions set forth in this section, shall have access to monthly premium payments made on their behalf for such benefits programs as specified. The city shall provide appropriate life and disability insurance plans and have power to adopt such rules it deems necessary to administer the plan.

A. City Employees

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

B. Elected/Appointed/Executive/Professional

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

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

Employees in the classification of Deputy City Attorney shall receive as additional compensation a Two Hundred Thousand Dollar life insurance policy and long-term and short-term disability insurance currently provided to management employees in the City. Employees represented by the City Attorneys Association, except as noted above, shall receive as additional compensation a One Hundred Thousand Dollar Life Insurance Policy and shall be entitled, at their discretion, to participate in the program for

1 long-term and short-term disability insurance currently provided to the Deputy City  
2 Attorneys. Employees who elect to participate shall pay the full cost of premiums.  
3 Employees in the classification of Audit Manager shall receive as additional  
4 compensation a One Hundred Thousand Dollar life insurance policy, and long-term and  
5 short-term disability insurance. Employees in the classification of Senior Auditor, Staff  
6 Auditor, and Audit Analyst shall receive long-term and short-term disability insurance.  
7 Employees in the classification of Deputy City Prosecutor shall receive as additional  
8 compensation a One Hundred Fifty Thousand Dollar life insurance policy and long-term  
9 and short-term disability insurance. Employees represented by the City Prosecutors  
10 Association, except as noted above, shall receive as additional compensation a Fifty  
11 Thousand Dollar life insurance policy.

12 D. Confidential Employees

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

16 E. City Council

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

20 F. International Association of Machinists and Aerospace Workers

21 If an employee represented by the International Association of Machinists  
22 and Aerospace Workers is killed on the job because of violence in the workplace, the City  
23 shall continue to provide health insurance and dental insurance benefits as follows:

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

26 2. For the surviving children until their 19th birthday, or until age 26, if a  
27 full-time student in an accredited college or university. Violence in the workplace does  
28 not include accidents or acts of God.

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**Section 47. ACCIDENTAL DEATH OR INJURY INSURANCE**

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

**Section 48. RETIREMENT**

A. City Payment of Employee Portion

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

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

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

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

In accordance with the Resolution approved by the City Council on

1 February 15, 2011, employees represented by the City Attorney's Association, the City  
2 Prosecutors' Association and unrepresented management employees in the City  
3 Auditor's Office hired by the City on or after February 26, 2011, shall pay the full amount  
4 of each such individual employee's normal retirement contributions.

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

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

10 Effective November 5, 2011, the City shall retract its previous  
11 implementation of Government Code Section 20636(c)(4) pursuant to Section 20691 as  
12 to paying and reporting the value of Employer Paid Member Contributions (EPMC) for all  
13 employees represented by the Long Beach Firefighters' Association and Long Beach  
14 Police Officers Association. In doing so, the City will pay zero percent (0%) and report the  
15 same percent (0%) and the member will pay one hundred percent (100%) of the normal  
16 member contribution.

17 Effective November 16, 2013, the City shall retract its previous  
18 implementation of Government Code Section 20636(c)(4) pursuant to Section 20691 as  
19 to paying and reporting the value of Employer Paid Member Contributions (EPMC) for the  
20 City Attorney, City Prosecutor, City Auditor, City Clerk and all employees represented by  
21 the Long Beach Association of Engineering Employees, the Long Beach Management  
22 Association (non-safety management), the Long Beach Association of Confidential  
23 Employees, the Long Beach Lifeguard Association, the Long Beach Supervisors  
24 Employees Association, unrepresented miscellaneous, unrepresented management  
25 employees, and all other eligible employees. In so doing, the City will pay zero percent  
26 (0%) and report the same percent (0%) and the member will pay one hundred percent  
27 (100%) of the normal member contribution.

28 B. Tiers

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

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

- 9 a. 3.0% at 50 retirement formula;
- 10 b. 5.0% cost of living provision;
- 11 c. Final compensation based on the average monthly pay rate  
12 for the highest period of twelve consecutive months; and
- 13 d. Post-retirement Survivor Allowance.

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

- 19 a. 3.0% at 50 retirement formula;
- 20 b. 2.0% cost of living provision;
- 21 c. Final compensation based upon the average monthly pay rate  
22 for the highest period of twelve consecutive months; and  
23 Post-retirement Survivor Allowance.

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

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

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

- 9                   a. 2.0% at 50 retirement formula;
- 10                   b. 2.0% cost of living provision;
- 11                   c. Final compensation will be based upon a three-year average;
- 12                               and
- 13                   d. Post-retirement Survivor Allowance.

14           4. In accordance with the Public Employees' Pension Reform Act of  
15 2013 (PEPRA), all new eligible employees in positions represented by the Long Beach  
16 Management Association (safety managers only), Long Beach Firefighters Association  
17 Local 372, Long Beach Lifeguard Association and the Long Beach Police Officers  
18 Association employed on or after January 1, 2013, and who are also deemed to be a new  
19 CalPERS member shall be provided the opportunity for the following CalPERS retirement  
20 benefits:

- 21                   a. 2.7% at 57 retirement formula;
- 22                   b. 2% cost of living provision;
- 23                   c. Final compensation based upon the average monthly pay rate  
24                               for the highest three-year compensation period; and
- 25                   d. Post-retirement Survivor Allowance.

26           5. All eligible employees in positions represented by the International  
27 Association of Machinists and Aerospace Workers, the Long Beach Association of  
28 Confidential Employees, Long Beach Association of Engineering Employees, the City

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

- 4 a. 2.7% at 55 retirement formula;
- 5 b. 5.0% cost of living provision;
- 6 c. Final compensation based upon the average monthly pay rate  
7 for the highest period of twelve consecutive months;
- 8 d. Post-retirement Survivor Allowance; and

9 6. All eligible miscellaneous employees in positions represented by the  
10 International Association of Machinists and Aerospace Workers, the Long Beach  
11 Association of Confidential Employees, Long Beach Association of Engineering  
12 Employees, the City Attorneys Association, and the City Prosecutors Association, and all  
13 other eligible unrepresented miscellaneous and unrepresented management City  
14 employees employed after October 21, 1989, shall be provided the opportunity for the  
15 following CalPERS retirement benefits:

- 16 a. 2.7% at 55 retirement formula;
- 17 b. 2.0% cost of living provision;
- 18 c. Final compensation based upon the average monthly pay rate  
19 for the highest period of twelve consecutive months; and
- 20 d. Post-retirement Survivor Allowance.

21 7. All eligible miscellaneous employees in positions represented by the  
22 International Association of Machinists and Aerospace Workers, the Long Beach  
23 Association of Confidential Employees, Long Beach Association of Engineering  
24 Employees, the City Attorneys Association, the City Prosecutors Association, the Long  
25 Beach Management Association and all other eligible miscellaneous City employees  
26 employed after September 30, 2006, shall be provided the opportunity for the following  
27 PERS retirement benefits:

- 28 a. 2.5% at 55 retirement formula;

- 1                                    b.     2.0% cost of living provision;
- 2                                    c.     Final compensation based upon the average monthly pay rate
- 3                                                 for the highest period of twelve consecutive months; and
- 4                                    d.     Post-retirement Survivor Allowance.

5                                    8.     In accordance with the Public Employees' Pension Reform Act of  
6 2013 (PEPRA), all new eligible miscellaneous employees in positions represented by the  
7 International Association of Machinists and Aerospace Workers, the Long Beach  
8 Association of Confidential Employees, Long Beach Association of Engineering  
9 Employees, the City Attorneys Association, the City Prosecutors Association, the Long  
10 Beach Management Association, unrepresented miscellaneous employees,  
11 unrepresented management employees and all other eligible miscellaneous City  
12 employees employed on or after January 1, 2013, and who are also deemed to be new  
13 CalPERS new member, shall be provided the opportunity for the following PERS  
14 retirement benefits:

- 15                                    a.     2.0% at 62 retirement formula;
- 16                                    b.     2.0% cost of living provision;
- 17                                    c.     Final compensation based upon the average monthly pay rate
- 18                                                 for the highest three-year compensation period; and
- 19                                    d.     Post-retirement Survivor Allowance.

20                                    9.     In the event of any inconsistency or conflict between the provisions  
21 of this resolution and the California Public Employees' Retirement Law regarding such  
22 adjustments in retirement benefits due to any inadvertence, oversight, or clerical error, it  
23 is intended that the provisions in the California Public Employees' Retirement law shall  
24 supersede the provisions of this resolution, and such adjustments to retirement benefits  
25 shall be deemed to have been correctly included herein, effective as of the applicable  
26 effective date, and such matters shall be subsequently corrected by appropriate action.

27                                    **Section 49. DEFERRED COMPENSATION**

28 Effective January 1, 2007, the City shall contribute a Nine Hundred Dollar payment for



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

8 **Section 50. DEFERRED COMPENSATION-MARINE SAFETY**

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

12 **Section 51. MEMORANDA OF UNDERSTANDING CONFLICTS**

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

27 **Section 52. MINIMUM WAGE**

28 Notwithstanding any applicable other provision of this resolution and any applicable

1 Memorandum of Understanding which has heretofore been approved and adopted by the  
2 City Council, the minimum hourly rate for City employees shall be no less than the  
3 current California State Minimum Wage hourly rate, whichever is greater.

4 In the event of any inconsistency or conflict between the applicable City  
5 resolution or Council approved Memorandum of Understanding regarding employee  
6 compensation due to any inadvertence, oversight, or clerical error, it is intended that the  
7 employees shall receive an hourly rate that is no less than the current applicable Federal  
8 Minimum Wage hourly rate or the current California State Minimum Wage hourly rate,  
9 whichever is greater.

10 **Section 53. CERTIFICATION OF RESOLUTION ADOPTION**

11 This resolution shall be deemed operative as of 12:01 a.m. on October 1, 2017, except  
12 as may otherwise be provided by specific provisions of this resolution, and the City Clerk  
13 shall certify the vote adopting this resolution.

14 I hereby certify that the foregoing resolution was adopted by the City  
15 Council of the City of Long Beach at its meeting of \_\_\_\_\_, 20\_\_\_\_, by the  
16 following vote:

17 Ayes: Councilmembers: \_\_\_\_\_  
18 \_\_\_\_\_  
19 \_\_\_\_\_  
20 \_\_\_\_\_

21 Noes: Councilmembers: \_\_\_\_\_  
22 \_\_\_\_\_

23 Absent: Councilmembers: \_\_\_\_\_  
24 \_\_\_\_\_

25  
26  
27 \_\_\_\_\_  
City Clerk

POSITION TITLES AND  
ASSIGNED SALARY RANGE NUMBERS

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

ATTACHMENT A

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

1	Administrative Officer - Gas (T)	E00
2	Administrative Officer - General Services	E00
3	Administrative Officer - Library Services	E00
4	Administrative Officer - Police	E00
5	Administrative Officer - Public Health (T)	E00
6	Administrative Officer - Public Works	E00
7	Administrative Officer - Towing (T)	E00
8	Administrative Services Officer	E00
9	Advance Planning Officer	E00
10	Airport Engineering Officer	E00
11	Airport Operations Assistant I	360
12	Airport Operations Assistant II	410
13	Airport Operations Officer	E00
14	Airport Operations Specialist I	510
15	Airport Operations Specialist II	540
16	Airport Public Affairs Assistant (T)	540
17	Airport Public Affairs Officer	E00
18	Alternative Fuels Coordinator	570
19	Ambulance Operator	P-24, P-25 P-27
20	Animal Control Officer I	410
21	Animal Control Officer II	430
22	Animal Control Officer III	490
23	Animal Health Technician	420
24	Animal Services Operations Supervisor	610
25	Aquatics Supervisor I	500
26	Aquatics Supervisor II	570
27	Assistant Administrative Analyst I	470
28		

ATTACHMENT A

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

1	Assistant Administrative Analyst II	530
2	Assistant Buyer I	420
3	Assistant Buyer II	460
4	Assistant Chief of Police	E00
5	Assistant Chief of Staff-Prosecutor	B00
6	Assistant City Attorney	E00
7	Assistant City Auditor	E00
8	Assistant City Clerk	E00
9	Assistant City Controller	E00
10	Assistant City Engineer	E00
11	Assistant City Manager	E00
12	Assistant City Prosecutor	E00
13	Assistant City Traffic Engineer	E00
14	Assistant Community Development Analyst I	470
15	Assistant Community Development Analyst II	530
16	Assistant Director-Financial Management	E00
17	Assistant Executive Director-Workforce Development	E00
18	Assistant Fire Chief	E00
19	Assistant General Manager/Chief Gas Engineer	E00
20	Assistant Planner I	510
21	Assistant Planner II	570
22	Assistant to the City Manager	E00
23	Assistant to the Director-Development Services	E00
24	Assistant Traffic Signal Technician I	430
25	Assistant Traffic Signal Technician II	470
26	Audit Analyst	B00
27	Audit Manager	C00
28	Auto Firefighter (R)	055

**ATTACHMENT A**

1	Automated Systems Officer	E00
2	Automatic Sprinkler Control Technician	440
3	Battalion Chief	185
4	Body and Fender Mechanic - Painter I	480
5	Body and Fender Mechanic - Painter II	500
6	Broadcast Production Specialist	B00
7	Budget Analysis Officer	E00
8	Budget Management Officer	E00
9	Building Inspections Officer	E00
10	Building Maintenance Engineer	540
11	Building Services Supervisor	430
12	Business Development Officer	E00
13	Business Information Technology Officer	E00
14	Business Information Systems Officer	E00
15	Business Services Officer	E00
16	Business Systems Specialist I	530
17	Business Systems Specialist II	570
18	Business Systems Specialist III	610
19	Business Systems Specialist IV	650
20	Business Systems Specialist V	690
21	Business Systems Specialist VI	730
22	Business Systems Specialist VII	770
23	Buyer I	540
24	Buyer II	610
25	Capital Project Coordinator (T)	640
26	Capital Project Coordinator I	640
27	Capital Project Coordinator II	660
28	Capital Project Coordinator III	690

OFFICE OF THE CITY ATTORNEY  
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**ATTACHMENT A**

1	Capital Project Coordinator IV	750
2	Carpenter	480
3	Carpenter Supervisor	510
4	Case Manager I	250
5	Case Manager II	340
6	Case Manager III	380
7	Cement Finisher I	430
8	Cement Finisher II	450
9	Chief Assistant City Prosecutor	E00
10	Chief Building Inspector	684
11	Chief Clerk of Records (R)	090
12	Chief Construction Inspector	684
13	Chief Investigator	B00
14	Chief of Police	E00
15	Chief of Staff-Council	E00
16	Chief of Staff-Mayor	E00
17	Chief of Staff-Prosecutor	E00
18	Chief Surveyor	674
19	City Attorney	980
20	City Auditor	960
21	City Clerk	950
22	City Clerk Analyst	600
23	City Clerk Assistant	390
24	City Clerk Bureau Manager	E00
25	City Clerk Specialist	560
26	City Controller	E00
27	City Council Member	D10
28	City Engineer	E00

OFFICE OF THE CITY ATTORNEY  
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Lond Beach, CA 90802-4664

**ATTACHMENT A**

1	City Health Officer	E00
2	City Manager	990
3	City Mayor	940
4	City Prosecutor	970
5	City Safety Officer	E00
6	City Traffic Engineer	E00
7	City Treasurer	E00
8	Civil Engineer	644
9	Civil Engineering Assistant	514
10	Civil Engineering Associate	594
11	Claims Investigator/Representative I (T)	593
12	Clerk I	260
13	Clerk II	290
14	Clerk III	320
15	Clerk Supervisor	440
16	Clerk Typist I	320
17	Clerk Typist II	350
18	Clerk Typist III	380
19	Clerk Typist IV (T)	410
20	Clerk Typist V (T)	440
21	Clinical Services Officer	E00
22	Code Enforcement Officer	E00
23	Combination Building Inspector	534
24	Combination Building Inspector Aide I	374
25	Combination Building Inspector Aide II	404
26	Commercial and Retail Development Officer	E00
27	Communication Specialist I	520
28	Communication Specialist II	560

OFFICE OF THE CITY ATTORNEY  
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**ATTACHMENT A**

1	Communication Specialist III	600
2	Communication Specialist IV	650
3	Communication Specialist V	690
4	Communication Specialist VI	730
5	Communication Specialist VII	770
6	Communications Center Coordinator	630
7	Communications Center Officer	E00
8	Communications Center Supervisor	590
9	Community Development Analyst I (T)	570
10	Community Development Analyst II (T)	600
11	Community Development Analyst III (T)	630
12	Community Development Clerical Assistant I	320
13	Community Development Clerical Assistant II	350
14	Community Development Clerical Assistant III	380
15	Community Development Technician I (T)	370
16	Community Development Technician II (T)	400
17	Community Development Technician III (T)	430
18	Community Development Technician IV (T)	460
19	Community Development Specialist I (T)	470
20	Community Development Specialist II (T)	530
21	Community Development Specialist III (T)	570
22	Community Development Specialist IV (T)	600
23	Community Development Specialist V (T)	630
24	Community Information Officer	E00
25	Community Information Specialist I	350
26	Community Information Specialist II	390
27	Community Program Specialist I	470
28	Community Program Specialist II	530

OFFICE OF THE CITY ATTORNEY  
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Lana Beach, CA 90802-4664

1	Community Program Specialist III	570
2	Community Program Specialist IV	600
3	Community Program Specialist V	630
4	Community Program Technician I	370
5	Community Program Technician II	400
6	Community Program Technician III	430
7	Community Program Technician IV	460
8	Community Relations Assistant I (T)	370
9	Community Relations Assistant II (T)	460
10	Community Services Officer	E00
11	Community Services Supervisor	570
12	Community Services Supervisor II (T)	570
13	Community Worker	320
14	Construction Inspector I	534
15	Construction Inspector II	574
16	Construction Services Officer	E00
17	Contract Management Officer	E00
18	Contracts Officer (T)	E00
19	Contracts Officer - Fleet	E00
20	Controls Operations Officer	E00
21	Corrosion Control Supervisor	584
22	Councilmanic Secretary	470
23	Counselor I	250
24	Counselor II	450
25	Criminalist I	590
26	Criminalist II	660
27	Criminalist III	680
28	Criminalist IV	700

**ATTACHMENT A**

1	Criminalist Supervisor	700
2	Community Service Worker Program Coordinator-City Prosecutor	C00
3	Cultural Program Supervisor	570
4	Curator	530
5	Current Planning Officer	E00
6	Customer Relations Officer	E00
7	Customer Service Representative I	330
8	Customer Service Representative II	360
9	Customer Service Representative III	400
10	Customer Services Officer	E00
11	Customer Services Supervisor I	480
12	Customer Services Supervisor II	510
13	Customer Services Supervisor III	540
14	Customer Support Officer	E00
15	Cyber Security Officer	E00
16	Data Administrative Officer	E00
17	Data Center Officer	E00
18	Data Processing Assistant	410
19	Data Security Administrator	E00
20	Department Librarian I (T)	600
21	Department Librarian II (T)	630
22	Department Safety Officer	E00
23	Deputy Chief of Police	E00
24	Deputy City Attorney	C00
25	Deputy City Auditor	E00
26	Deputy City Clerk I	530
27	Deputy City Clerk II	550
28	Deputy City Manager	E00

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

1	Deputy City Prosecutor	C00
2	Deputy City Prosecutor I	C00
3	Deputy City Prosecutor II	C00
4	Deputy City Prosecutor III	C00
5	Deputy City Prosecutor IV	C00
6	Deputy Director – City Engineer	E00
7	Deputy Director - Civil Service	E00
8	Deputy Director - Development Services	E00
9	Deputy Director – Economic Development	E00
10	Deputy Director - Human Resources	E00
11	Deputy Director of Financial Management	E00
12	Deputy Director – Airport	E00
13	Deputy Director – Parks, Recreation & Marine	E00
14	Deputy Fire Chief	E00
15	Deputy Fire Marshal	694
16	Desktop Computing Officer	E00
17	Detention Officer I	430
18	Detention Officer II	490
19	Development Project Manager I	630
20	Development Project Manager II	660
21	Development Project Manager III	680
22	Director of Community Development (T)	E00
23	Director of Development Services	E00
24	Director of Economic Development	E00
25	Director of Emergency Services & Business Continuity	E00
26	Director of Financial Management	E00
27	Director of Long Beach Airport	E00
28	Director of Long Beach Gas & Oil	E00

OFFICE OF THE CITY ATTORNEY  
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Lana Beach, CA 90802-4664

1	Director of Technology and Innovation	E00
2	Director of Health and Human Services	E00
3	Director of Human Resources	E00
4	Director of Library Services	E00
5	Director of Parks, Recreation, and Marine	E00
6	Director of Public Works	E00
7	Director of Special Events (T)	E00
8	Disaster Management Officer	E00
9	Diversity & Economic Opportunity Officer (T)	E00
10	Division Engineer - Oil	E00
11	Division Engineer - Public Works	E00
12	Election Employee	P-28, P-32, P-34, P-36
13	Election Supervisor	410
14	Electrical Engineer	644
15	Electrical Engineering Associate	594
16	Electrical Inspector	534
17	Electrical Supervisor	550
18	Electrician	500
19	Electronic Communications Technician I	520
20	Electronic Communications Technician II	540
21	Electronic Communications Technician III	580
22	Emergency Communications Supervisor I	600
23	Emergency Communications Supervisor II	630
24	Emergency Medical Educator	680
25	Emergency Medical Education Coordinator	750
26	Emergency Medical Services Officer	E00
27	Emergency Preparedness Officer	E00
28		

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

1	Events Coordinator II	530
2	Executive Assistant	E00
3	Executive Assistant – City Attorney	E00
4	Executive Assistant/Mayor and Council (T)	E00
5	Executive Director - Civil Service	E00
6	Executive Director of the Regional Workforce Investment Board	E00
7	Executive Assistant - Confidential	B00
8	Executive Assistant to Assistant City Manager	E00
9	Executive Assistant to City Manager	E00
10	Facilities Management Officer	E00
11	Financial Controls Analyst	630
12	Financial Management Analyst I	630
13	Financial Management Analyst II	660
14	Financial Services Officer	E00
15	Financial Services Officer - Community Development (T)	E00
16	Financial Systems Integration Officer	E00
17	Fingerprint Classifier	430
18	Fire Boat Pilot	140
19	Fire Captain	155
20	Fire Chief	E00
21	Fire Engineer	105
22	Firefighter	055
23	Firefighter Trainee	B00
24	Fire Recruit	045
25	Fleet Finance Officer (T)	E00
26	Fleet Services Supervisor I	550
27	Fleet Services Supervisor II	620
28	Forensic Specialist I	530

1	Forensic Specialist II	580
2	Forensic Specialist Supervisor	630
3	Forensic Science Services Administrator	E00
4	Garage Service Attendant I	370
5	Garage Service Attendant II	390
6	Garage Service Attendant II – Towing	410
7	Garage Service Attendant III	450
8	Gardener I	360
9	Gardener II	390
10	Gas Construction Worker I	410
11	Gas Construction Worker II	430
12	Gas Construction Worker III	482
13	Gas Distribution Supervisor I	580
14	Gas Distribution Supervisor II	620
15	Gas Field Service Representative I	390
16	Gas Field Service Representative II	430
17	Gas Field Service Representative III	482
18	Gas Field Technician I	520
19	Gas Field Technician II	540
20	Gas Field Technician III	560
21	Gas Instrument Technician I	500
22	Gas Instrument Technician II	550
23	Gas Maintenance Supervisor I	580
24	Gas Maintenance Supervisor II	620
25	Gas Marketing Engineer	E00
26	Gas Measurement Assistant	470
27	Gas Orifice Meter Technician I (T)	440
28	Gas Orifice Meter Technician II (T)	460



1	Gas Pipeline Compliance Officer	E00
2	Gas Pipeline Welder/Layout Fitter	560
3	Gas Supply Officer	E00
4	General Liability Claims Adjuster I	523
5	General Liability Claims Adjuster II	582
6	General Liability Claims Adjuster III	645
7	General Librarian	560
8	General Librarian I (T)	500
9	General Librarian II (T)	550
10	General Maintenance Assistant	410
11	General Maintenance Supervisor I	470
12	General Maintenance Supervisor II	510
13	General Superintendent – Development Services	E00
14	General Superintendent - Fleet Services	E00
15	General Superintendent - Park/Marine Maintenance	E00
16	General Superintendent - Recreation	E00
17	General Superintendent of Operations	E00
18	Geographic Information Systems Analyst I	527
19	Geographic Information Systems Analyst II	564
20	Geographic Information Systems Analyst III	597
21	Geographic Information Systems Technician I	460
22	Geographic Information Systems Technician II	500
23	Geologist (T)	747
24	Geologist I	747
25	Geologist II	787
26	Grants Accounting Officer	E00
27	Handwriting Examiner - Miscellaneous	640
28	Handwriting Examiner - Safety	070

1	Hazardous Materials Specialist I	560
2	Hazardous Materials Specialist II	590
3	Hazardous Waste Coordinator	590
4	Hazardous Waste Operations Officer (T)	E00
5	Health Educator I	310
6	Health Educator II	450
7	Health Promotion Officer	E00
8	Helicopter Mechanic	580
9	Historic Sites Officer	E00
10	Homeless Services Officer	E00
11	Housing Aide I	350
12	Housing Aide II	380
13	Housing Administrative Program Officer	E00
14	Housing Assistance Coordinator	550
15	Housing Development Officer	E00
16	Housing Operations Officer	E00
17	Housing Operations Program Officer	E00
18	Housing Rehabilitation Counselor	550
19	Housing Rehabilitation Officer	E00
20	Housing Rehabilitation Supervisor I	580
21	Housing Rehabilitation Supervisor II	610
22	Housing Specialist I	400
23	Housing Specialist II	430
24	Housing Specialist III	460
25	Human Dignity Officer	E00
26	Human Resources Officer	E00
27	Institutional Cook	390
28	Inspection Services Officer (T)	E00

**ATTACHMENT A**

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

1	Intelligence Analyst	610
2	Investigator I	593
3	Investigator - City Prosecutor	B00
4	Investigator II	613
5	Investigator III	633
6	Investment Officer (T)	E00
7	Jail Administrator	E00
8	Lab Assistant I	360
9	Lab Assistant II	380
10	Lab Assistant III	420
11	Labor Compliance Officer	E00
12	Laboratory Assistant	360
13	Laboratory Services Officer	E00
14	Landscape Architect	604
15	Law Clerk	B00
16	Law Clerk - City Attorney	B00
17	Law Clerk - City Prosecutor	C00
18	Legal Administrative Assistant	B00
19	Legal Administrator - Attorney	E00
20	Legal Assistant (T)	B00
21	Legal Assistant I	460
22	Legal Assistant II	480
23	Legal Assistant III	530
24	Legal Assistant IV	550
25	Legal Assistant - Subrogation	B00
26	Legal Assistant - Supervisor	B00
27	Legal Office Assistant	386
28	Legal Records Assistant	356

1	Legal Office Specialist	406
2	Legal Records Supervisor	443
3	Legal Records Specialist	386
4	Legal Records Management Coordinator	583
5	Legal Secretary I	386
6	Legal Secretary II	406
7	Legal Stenographer I	316
8	Legal Stenographer II	336
9	Legal Stenographer III	356
10	Legal Systems Support Specialist	B00
11	Legal Technologist-City Prosecutor	B00
12	Legislative Aide	B00
13	Legislative Clerk	380
14	Legislative Assistant	B00
15	Liability Claims Assistant I	410
16	Liability Claims Assistant II	460
17	Library Aide	270
18	Library Circulation Supervisor	560
19	Library Clerk I	330
20	Library Clerk II	370
21	Library Clerk III	400
22	Library Clerk IV	430
23	Library Youth Services Officer	E00
24	License Inspector I	450
25	License Inspector II	470
26	Licensed Vocational Nurse	440
27	Lifeguard - Seasonal (T)	010
28	Locksmith	480

1	Machinist	490
2	Maintenance Aide I	230
3	Maintenance Aide II	260
4	Maintenance Assistant I	290
5	Maintenance Assistant II	330
6	Maintenance Assistant III	360
7	Maintenance Supervisor	500
8	Maintenance Supervisor I	470
9	Maintenance Supervisor II	510
10	Management Assistant	470
11	Manager - Accounting	E00
12	Manager - Administration	E00
13	Manager - Administrative and Financial Services	E00
14	Manager - Animal Care Services	E00
15	Manager - Automated Services	E00
16	Manager – Budget/Performance Management	E00
17	Manager - Business Information Services	E00
18	Manager - Business Operations	E00
19	Manager - Business Operations & Gas Supply (T)	E00
20	Manager - Business Relations	E00
21	Manager – Code Enforcement	E00
22	Manager – Collective Impact and Operations	E00
23	Manager – Community and Governmental Affairs	E00
24	Manager – Community Health	E00
25	Manager - Commercial Services	E00
26	Manager - Community Enrichment	E00
27	Manager - Community Recreation	E00
28	Manager - Disaster Management	E00

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

OFFICE OF THE CITY ATTORNEY  
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Lana Beach, CA 90802-4664

1	Manager - Oil Production	E00
2	Manager - Operations and Administration	E00
3	Manager - Operations Support	E00
4	Manager - Personnel Operations	E00
5	Manager - Pipeline Construction (T)	E00
6	Manager - Planning Bureau	E00
7	Manager - Planning & Development	E00
8	Manager - Preventive Health	E00
9	Manager - Project Development	E00
10	Manager - Property Services	E00
11	Manager - Public Service	E00
12	Manager - Public Works Operations	E00
13	Manager - Recreation Services	E00
14	Manager - Redevelopment	E00
15	Manager - Risk Management (T)	E00
16	Manager – Risk and Occupational Health Services	E00
17	Manager - Special Events & Filming	E00
18	Manager - Support Services	E00
19	Manager - Technology Infrastructure Services	E00
20	Manager - Telecommunications (T)	E00
21	Manager - Towing (T)	E00
22	Manager - Traffic and Transportation	E00
23	Manager - Workers' Compensation	E00
24	Manager - Workforce Development	E00
25	Marina Agent I	320
26	Marina Agent II	360
27	Marina Agent III	410
28	Marina Supervisor I	510

**ATTACHMENT A**

1	Marina Supervisor II	570
2	Marina Supervisor (T)	510
3	Marine Safety Captain	120
4	Marine Safety Chief	E00
5	Marine Safety Lieutenant	080
6	Marine Safety Officer	030
7	Marine Safety Sergeant	060
8	Marine Safety Sergeant - Boat Operator	060
9	Marketing Officer	E00
10	Master Mechanic (R)	185
11	Materials Inspector	514
12	Materials Testing Chemist	524
13	Mechanical Engineer	644
14	Mechanical Engineering Associate	594
15	Mechanical Equipment Stock Clerk I	380
16	Mechanical Equipment Stock Clerk II	430
17	Mechanical Equipment Stock Clerk III	490
18	Mechanical Supervisor I (T)	530
19	Mechanical Supervisor	600
20	Medical Assistant I	250
21	Medical Assistant II	370
22	Medical Social Worker I	490
23	Medical Social Worker II	530
24	Members of Boards and Commissions	D-11
25	Messenger/Mail Clerk I (T)	300
26	Messenger/Mail Clerk II (T)	370
27	Microbiologist I	540
28	Microbiologist II	570



**ATTACHMENT A**

1	Microbiologist III	610
2	Microbiologist Supervisor	580
3	Microfilm Technician	420
4	Minute Clerk	410
5	Motor Sweeper Operator	450
6	Historic Preservation Officer	E00
7	Neighborhood Improvement Officer	E00
8	Neighborhood Resource Officer	E00
9	Neighborhood Services Specialist I	400
10	Neighborhood Services Specialist II	430
11	Neighborhood Services Specialist III	460
12	Noise Abatement Officer	E00
13	Noise Abatement Specialist I	500
14	Noise Abatement Specialist II	530
15	Nurse I (T)	550
16	Nurse II (T)	570
17	Nurse Practitioner	670
18	Nursing Services Officer	E00
19	Nutrition Aide (T)	300
20	Nutrition Aide I	310
21	Nutrition Aide II	360
22	Nutrition Services Officer	E00
23	Occupancy Specialist I	390
24	Occupancy Specialist II	420
25	Occupancy Specialist III	450
26	Occupational Health Services Officer	E00
27	Office Manager - Prosecutor	B00
28	Office Services Assistant I	310

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

## ATTACHMENT A

1	Parking Meter Technician II	470
2	Parking Operations Officer (T)	E00
3	Payroll/Personnel Assistant I	350
4	Payroll/Personnel Assistant II	380
5	Payroll/Personnel Assistant III	420
6	Payroll Specialist I	460
7	Payroll Specialist II	500
8	Performance Management Officer	E00
9	Permit Center Supervisor	534
10	Permit Technician I	404
11	Permit Technician II	405
12	Personnel Analyst I	570
13	Personnel Analyst II	600
14	Personnel Analyst III	630
15	Personnel Analyst I - Civil Service	570
16	Personnel Analyst II - Civil Service	600
17	Personnel Analyst III - Civil Service	630
18	Personnel Analyst I - Human Resources	570
19	Personnel Analyst II - Human Resources	600
20	Personnel Analyst III - Human Resources	630
21	Personnel Analyst IV - Human Resources	660
22	Personnel Assistant (Conf.) I	430
23	Personnel Assistant (Conf.) II	460
24	Personnel Assistant (Conf.) III	500
25	Petroleum Engineer (T)	747
26	Petroleum Engineer I	747
27	Petroleum Engineer II	787
28	Petroleum Engineering Assistant	607

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

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

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

**ATTACHMENT A**

1	Public Health Nurse I	570
2	Public Health Nurse II	590
3	Public Health Nurse III	610
4	Public Health Nurse Supervisor	640
5	Public Health Nutritionist I	500
6	Public Health Nutritionist II	550
7	Public Health Nutritionist III	600
8	Public Health Physician	C00
9	Public Health Professional I	550
10	Public Health Professional II	590
11	Public Health Professional III	620
12	Public Health Registrar	380
13	Public Information Officer	E00
14	Public Safety Dispatcher I	470
15	Public Safety Dispatcher II	500
16	Public Safety Dispatcher III	530
17	Public Safety Dispatcher IV	560
18	Public Safety Telecommunicator I	500
19	Public Safety Telecommunicator II	530
20	Public Safety Telecommunicator III	570
21	Public Works Supervisor	500
22	Purchasing Agent	E00
23	Real Estate Officer	E00
24	Real Estate Project Coordinator I	630
25	Real Estate Project Coordinator II	660
26	Real Estate Project Coordinator III	680
27	Real Estate Technician I	430
28	Real Estate Technician II	460

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1	Records Manager - City Clerk	580
2	Recreation Assistant	390
3	Recreation Leader/Specialist IX (T)	H-39
4	Recreation Leader/Specialist X (T)	H-40
5	Recreation Superintendent	E00
6	Recruitment & Selection Officer - Civil Service	E00
7	Recycling Specialist I	470
8	Recycling Specialist II	530
9	Recycling & Sustainability Officer	E00
10	Redevelopment Administrator	E00
11	Redevelopment Finance Officer (T)	E00
12	Redevelopment Project Officer (T)	E00
13	Refuse Field Investigator	460
14	Refuse Operator I	380
15	Refuse Operator II	410
16	Refuse Operator III	440
17	Refuse Supervisor	520
18	Registered Nurse I	570
19	Registered Nurse II	590
20	Reprographics Assistant (T)	350
21	Revenue Management Officer	E00
22	Risk Manager	E00
23	Safety Specialist I	530
24	Safety Specialist I - Conf	530
25	Safety Specialist II	590
26	Safety Specialist II – Conf	590
27	Safety Specialist III – Conf	650
28	School Guard	H-26, H-28



1	Secretary	410
2	Secretary to the City Auditor	486
3	Secretary to the City Attorney	520
4	Secretary to the Executive Director - Civil Service	450
5	Secretary to the Mayor	590
6	Senior Accountant	630
7	Senior Animal Control Officer	490
8	Senior Architectural Engineer	694
9	Senior Auditor	B00
10	Senior Buyer	640
11	Senior City Clerk Analyst	650
12	Senior Civil Engineer	694
13	Senior Combination Building Inspector	574
14	Senior Deputy City Attorney	D00
15	Senior Electrical Inspector	574
16	Senior Engineering Technician I	547
17	Senior Engineering Technician II	577
18	Senior Equipment Operator	510
19	Senior Geological Drafting Technician	567
20	Senior Geologist	787
21	Senior Librarian	630
22	Senior Legal Secretary I	443
23	Senior Legal Secretary II	466
24	Senior Mechanical Engineer	694
25	Senior Mechanical Inspector	574
26	Senior Minute Clerk	450
27	Senior Payroll/Personnel Assistant (T)	460
28	Senior Petroleum Engineer (T)	787

1	Senior Petroleum Engineering Associate (T)	747
2	Senior Plumbing Inspector	574
3	Senior Prosecutor Assistant	B00
4	Senior Records Clerk	570
5	Senior Structural Engineer	687
6	Senior Survey Technician	508
7	Senior Surveyor	627
8	Senior Traffic Engineer	694
9	SERRF Operations Officer	E00
10	Special Investigator - City Manager	B00
11	Special Projects Officer	E00
12	Special Projects Officer - Engineering	E00
13	Special Projects Officer - Financial Management (T)	E00
14	Special Projects Officer - Housing	E00
15	Special Projects Officer - Public Service	E00
16	Special Projects Officer - Public Works (T)	E00
17	Special Services Officer I	361
18	Special Services Officer II	426
19	Special Services Officer III	440
20	Special Services Officer IV	500
21	Special Services Officer V	560
22	Staff Auditor	B00
23	Stock and Receiving Clerk	330
24	Storekeeper I	380
25	Storekeeper II	430
26	Storm Drain Maintenance Crew Leader	440
27	Storm Drain Maintenance Crew Member I	380
28	Storm Drain Maintenance Crew Member II	400

1	Storm Drain Plant Mechanic	440
2	Storm Water/Environmental Compliance Officer	E00
3	Street Landscaping Supervisor I	520
4	Street Landscaping Supervisor II	530
5	Street Maintenance Supervisor (T)	500
6	Street Maintenance Supervisor I	520
7	Street Maintenance Supervisor II	540
8	Structural Engineer	647
9	Structural Engineer Associate	594
10	Student Worker	H-20
11	Superintendent - Administrative Services (T)	E00
12	Superintendent - Airport Operations	E00
13	Superintendent - Airport Security	E00
14	Superintendent - Building and Safety	E00
15	Superintendent - Electronics/Traffic Signals	E00
16	Superintendent - Engineering	E00
17	Superintendent - Engineering and Gas Systems Control	E00
18	Superintendent - Environmental Programs	E00
19	Superintendent - Facility Management	E00
20	Superintendent - Finance and Controls	E00
21	Superintendent - Fleet Acquisition	E00
22	Superintendent - Fleet Maintenance	E00
23	Superintendent - Fleet Operations	E00
24	Superintendent - Fleet Services (T)	E00
25	Superintendent - Gang Intervention	E00
26	Superintendent - Gas Distribution/Customer Service (T)	E00
27	Superintendent - Gas Distribution/Systems Maintenance (T)	E00
28	Superintendent - Golf Operations	E00

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

1	Systems Support Specialist I	530
2	Systems Support Specialist II	570
3	Systems Support Specialist III	610
4	Systems Support Specialist IV	650
5	Systems Support Specialist V	690
6	Systems Support Specialist VI	730
7	Systems Support Specialist VII	770
8	Systems Technician I	440
9	Systems Technician II	480
10	Systems Technician III	520
11	Systems Technician IV	570
12	Technical Aide	280
13	Technical Assistant	400
14	Technical Services Officer - Library Services (T)	E00
15	Technical Services Administrator	E00
16	Technical Support Officer	E00
17	Telecommunications Officer	E00
18	Tidelands Development Officer	E00
19	Traffic and Transportation Program Administrator	E00
20	Traffic Engineer	644
21	Traffic Engineering Aide I	454
22	Traffic Engineering Aide II	494
23	Traffic Engineering Associate I	514
24	Traffic Engineering Associate II	594
25	Traffic Painter I	400
26	Traffic Painter II	420
27	Traffic Signal Coordinator	640
28	Traffic Signal Technician I	570

1	Traffic Signal Technician II	610
2	Transportation Planner I	620
3	Transportation Planner II	650
4	Transportation Planner III	680
5	Transportation Planner IV	710
6	Transportation Planning Officer	E00
7	Transportation Programming Officer	E00
8	Transportation Programs Planner	620
9	Treasury Operations Officer	E00
10	Tree Trimmer I	400
11	Tree Trimmer II	430
12	Utilities Systems Operator	450
13	Utility Services Officer	E00
14	Vector Control Specialist I	420
15	Vector Control Specialist II	460
16	Veterinarian	B00
17	Video Communications Officer	E00
18	Victim's Advocate - City Prosecutor	B00
19	Visual Arts Specialist I	430
20	Visual Arts Specialist II	470
21	Voice and Data Communications Officer	E00
22	Waste Management Officer	E00
23	Welder	490
24	Wireless Communications Officer	E00
25	Workers' Compensation Administrative Assistant	B00
26	Workers' Compensation Claims Assistant	410
27	Workers' Compensation Claims Examiner I	523
28	Workers' Compensation Claims Examiner II	582

1	Workers' Compensation Claims Examiner III	645
2	Workers' Compensation Medical Only Examiner	480
3	Workers' Compensation Office Assistant	350
4	Workforce Development Officer	E00
5	Workforce Development Supervisor I	670
6	Workforce Development Supervisor II (T)	690
7	X-ray Technician	450
8	Youth Services Coordinator	E00

9  
10

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

19  
20

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

21  
22

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

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**ATTACHMENT A**

OFFICE OF THE CITY ATTORNEY  
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1	Administrative Analyst I - NC	M68
2	Administrative Analyst II - NC	M78
3	Administrative Analyst III-NC	M88
4	Administrative Intern - NC	H-25, H-28, H-30, H-32, H-33, H-34, H-36, H-38, H-39, H-40, H-41, H-42, H-43, H-44, H-45
5		
6		
7		
8		
9	Admissions Attendant I - NC (T)	H-11, H-13, H-15, H-18
10	Admissions Attendant II - NC (T)	H-24, H-27, H-37
11	Admissions Attendant III - NC (T)	H-31, H-33, H-34, H-35, H-36, M15
12		
13	Airport Operations Assistant I - NC	M17
14	Ambulance Operator - NC	H-25
15	Animal Control Officer I - NC	M27
16	Animal License Inspector - NC	H-29, H-31, H-33
17	Assistant Band Conductor - NC	H-61
18	Band Conductor - NC	H-62
19	Carpenter - NC	M47
20	Civil Engineer - NC	N94
21	Civil Engineering Assistant - NC	N57
22	Civil Engineering Associate - NC	N80
23	Clerical Aide I - NC	H-28, H-30, H-32
24	Clerical Aide II - NC	H-32, H-34, H-36
25	Clerk I - NC	M03
26	Clerk II - NC	M07
27	Clerk III - NC	M12
28	Clerk Typist I - NC	M12



**ATTACHMENT A**

1	Clerk Typist II - NC	M17
2	Clerk Typist III - NC	M24
3	Combination Building Inspector - NC	N63
4	Combination Building Inspector Aide I - NC	N23
5	Combination Building Inspector Aide II - NC	N29
6	Community Worker - NC	M12
7	Computer Operator I - NC	M37
8	Customer Service Representative I - NC	M13
9	Customer Service Representative II - NC	M20
10	Data Entry Operator I - NC	M13
11	Data Entry Operator II - NC	M17
12	Deputy City Prosecutor – NC	B00
13	Electrician - NC	M52
14	Engineering Aide I - NC	N09
15	Engineering Aide II - NC	N16
16	Engineering Aide III - NC	N33
17	Engineering Technician I - NC	464
18	Engineering Technician II - NC	504
19	Environmental Health Specialist-NC	B00
20	Equipment Mechanic I - NC	M46
21	Equipment Mechanic II - NC	M50
22	Equipment Operator I - NC	M21
23	Equipment Operator II - NC	M31
24	Equipment Operator III - NC	M37
25	Fire Safety Specialist - NC (non-safety)	055
26	Forensic Specialist II-NC	M68
27	Garage Service Attendant I - NC	M21
28	Gardener I - NC	M20

**ATTACHMENT A**

1	Gas Field Service Representative I - NC	M24
2	General Librarian I - NC	M66
3	Groundskeeper I - NC	M07
4	Groundskeeper II - NC	M13
5	Hazardous Materials Specialist - NC	B00
6	Identification Officer - NC	050
7	Institutional Cook - NC	M26
8	Investigator-City Prosecutor – NC	B00
9	Laboratory Assistant - NC	M20
10	Law Clerk-City Prosecutor – NC	B00
11	Legal Technologist – NC	B00
12	Legislative Aide – NC	B00
13	Legislative Assistant – NC	B00
14	Library Aide - NC	H-18, H-20, H-22, H-24, H-30, H-36, H-37
15		M13
16	Library Clerk I - NC	M21
17	Library Clerk II - NC	M28
18	Library Clerk III - NC	M36
19	Library Clerk IV - NC	M36
20	Licensed Vocational Nurse - NC	010,
21	Lifeguard - Hourly - NC	M01
22	Maintenance Aide I - NC	M03
23	Maintenance Aide II - NC	M07
24	Maintenance Assistant I - NC	M13
25	Maintenance Assistant II - NC	M20
26	Maintenance Assistant III - NC	B00
27	Management Analyst - NC	M12
28	Marine Aide - NC	

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**ATTACHMENT A**

1	Mechanical Equipment Stock Clerk I-NC	M27
2	Mechanical Equipment Stock Clerk II-NC	M37
3	Mechanical Equipment Stock Clerk III-NC	M52
4	Medical Assistant - NC	B00
5	Medical Social Worker - NC	M47
6	Messenger/Mail Clerk I - NC	M08
7	Microbiologist - NC	M62
8	Microbiologist Trainee - NC	H-42
9	Motor Sweeper Operator - NC	M37
10	Musician - NC	H-60
11	Nurse I - NC	M62
12	Nurse II - NC	M66
13	Nurse Practitioner - NC	M88
14	Nutrition Aide - NC	M10
15	Page - NC	H-18, H-20, H-22, H-24, H-25, H-26, H28
16		M37
17	Painter I - NC	B00
18	Paralegal-Prosecutor – NC	M37
19	Park Ranger I - NC	M18
20	Parking Control Checker I - NC	M31
21	Parking Meter Technician I - NC	M07
22	Parking Operations Attendant I - NC	M12
23	Parking Operations Attendant II - NC	M68
24	Personnel Analyst I - NC	M78
25	Personnel Analyst II - NC	M42
26	Personnel Assistant I - NC	M52
27	Personnel Assistant II - NC	M52
28	Planner I - NC	

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**ATTACHMENT A**

1	Planner II - NC	M68
2	Planning Aide - NC	M36
3	Plumber - NC	M52
4	Police Cadet - NC	H-36
5	Police Investigator – NC (T)	050
6	Police Investigator – NC	H46
7	Police Investigator – NC	H49
8	Police Investigator – NC	H52
9	Police Investigator – NC	H54
10	Police Investigator – NC	H57
11	Police Officer - NC	050
12	Police Services Specialist I - NC	M24
13	Pool Lifeguard I - NC	H-32
14	Pool Lifeguard II - NC	H-34
15	Principal Building Inspector - NC	N87
16	Prosecutor Assistant – NC	406
17	Prosecutor Assistant I – NC	460
18	Prosecutor Assistant II – NC	480
19	Prosecutor Assistant III – NC	530
20	Prosecutor Assistant IV – NC	550
21	Public Health Associate-NC	B00
22	Public Health Nurse - NC	M66
23	Public Health Physician - NC	B00
24	Public Health Professional - NC	B00
25	Public Safety Dispatcher I - NC	M42
26	Public Safety Dispatcher II - NC	M47
27	Recreation Leader/Specialist I - NC	H-20, 260
28	Recreation Leader/Specialist II - NC	H-22, 300

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

**ATTACHMENT A**

1	Recreation Leader/Specialist III - NC	H-25, 330
2	Recreation Leader/Specialist IV - NC	H-28, 360
3	Recreation Leader/Specialist V - NC	H-32
4	Recreation Leader/Specialist VI - NC	H-34
5	Recreation Leader/Specialist VII - NC	H-36
6	Recreation Leader/Specialist VIII - NC	H-38
7	Recreation Leader/Specialist IX - NC	H-39
8	Recreation Leader/Specialist X - NC	H-40
9	Refuse Operator I - NC	370
10	Refuse Operator II - NC	400
11	Special Services Officer I - NC	M22
12	Special Services Officer II - NC	M35
13	Senior Civil Engineer - NC	N94
14	Senior Combination Building Inspector - NC	N72
15	Senior Engineering Technician I - NC	547
16	Senior Engineering Technician II - NC	577
17	Structural Engineering Associate - NC	N80
18	Student Worker - NC	H20
19	Traffic Engineering Aide I - NC	N41
20	X-ray Technician I - NC	M37
21	Youth Trainee I - NC	H-99
22	Youth Trainee II - NC	H-20
23	Youth Trainee III - NC	H-24
24	Youth Trainee IV - NC	H-27
25		
26		
27		
28		

OFFICE OF THE CITY ATTORNEY  
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333 West Ocean Boulevard, 11th Floor  
Lana Beach, CA 90802-4664

SALARY SCHEDULE I - EFFECTIVE JULY 1, 2016  
 HOURLY / BIWEEKLY  
 EQUIVALENT MONTHLY RATES

**ATTACHMENT B**

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
M01	11.587	12.168	12.878	13.527	14.161	14.888	15.637
	926.96	973.44	1,030.24	1,082.16	1,132.88	1,191.04	1,250.96
	2,015.00	2,116.00	2,240.00	2,353.00	2,463.00	2,589.00	2,720.00
M03	12.470	13.095	13.856	14.525	15.239	15.977	16.808
	997.60	1,047.60	1,108.48	1,162.00	1,219.12	1,278.16	1,344.64
	2,169.00	2,278.00	2,410.00	2,526.00	2,650.00	2,779.00	2,923.00
M07	13.395	14.067	14.888	15.637	16.387	17.211	18.093
	1,071.60	1,125.36	1,191.04	1,250.96	1,310.96	1,376.88	1,447.44
	2,330.00	2,447.00	2,589.00	2,720.00	2,850.00	2,993.00	3,147.00
M08	13.712	14.397	15.239	15.977	16.808	17.648	18.534
	1,096.96	1,151.76	1,219.12	1,278.16	1,344.64	1,411.84	1,482.72
	2,385.00	2,504.00	2,650.00	2,779.00	2,923.00	3,069.00	3,224.00
M10	14.074	14.777	15.637	16.387	17.211	18.093	18.994
	1,125.92	1,182.16	1,250.96	1,310.96	1,376.88	1,447.44	1,519.52
	2,448.00	2,570.00	2,720.00	2,850.00	2,993.00	3,147.00	3,304.00
M12	14.378	15.097	15.977	16.808	17.648	18.534	19.473
	1,150.24	1,207.76	1,278.16	1,344.64	1,411.84	1,482.72	1,557.84
	2,501.00	2,626.00	2,779.00	2,923.00	3,069.00	3,224.00	3,387.00
M13	14.746	15.482	16.387	17.211	18.093	18.994	19.950
	1,179.68	1,238.56	1,310.96	1,376.88	1,447.44	1,519.52	1,596.00
	2,565.00	2,693.00	2,850.00	2,993.00	3,147.00	3,304.00	3,470.00
M15	15.126	15.879	16.808	17.648	18.534	19.473	20.452
	1,210.08	1,270.32	1,344.64	1,411.84	1,482.72	1,557.84	1,636.16
	2,631.00	2,762.00	2,923.00	3,069.00	3,224.00	3,387.00	3,557.00
M17	15.488	16.262	17.211	18.093	18.994	19.950	21.007
	1,239.04	1,300.96	1,376.88	1,447.44	1,519.52	1,596.00	1,680.56
	2,694.00	2,828.00	2,993.00	3,147.00	3,304.00	3,470.00	3,654.00
M18	15.794	16.583	17.546	18.440	19.379	20.349	21.417
	1,263.52	1,326.64	1,403.68	1,475.20	1,550.32	1,627.92	1,713.36
	2,747.00	2,884.00	3,052.00	3,207.00	3,371.00	3,539.00	3,725.00
M19	16.122	16.929	17.915	18.795	19.775	20.770	21.828
	1,289.76	1,354.32	1,433.20	1,503.60	1,582.00	1,661.60	1,746.24
	2,804.00	2,944.00	3,116.00	3,269.00	3,439.00	3,612.00	3,797.00
M20	15.880	16.677	17.648	18.534	19.473	20.452	21.674
	1,270.40	1,334.16	1,411.84	1,482.72	1,557.84	1,636.16	1,733.92
	2,762.00	2,901.00	3,069.00	3,224.00	3,387.00	3,557.00	3,770.00
M21	16.282	17.096	18.093	18.994	19.950	21.007	22.252
	1,302.56	1,367.68	1,447.44	1,519.52	1,596.00	1,680.56	1,780.16
	2,832.00	2,973.00	3,147.00	3,304.00	3,470.00	3,654.00	3,870.00
M22	16.188	16.998	17.985	18.899	19.862	20.858	21.952
	1,295.04	1,359.84	1,438.80	1,511.92	1,588.96	1,668.64	1,756.16
	2,816.00	2,956.00	3,128.00	3,287.00	3,455.00	3,628.00	3,818.00
M24	16.681	17.515	18.534	19.473	20.452	21.674	22.808
	1,334.48	1,401.20	1,482.72	1,557.84	1,636.16	1,733.92	1,824.64
	2,901.00	3,046.00	3,224.00	3,387.00	3,557.00	3,770.00	3,967.00
M26	17.092	17.947	18.994	19.950	21.007	22.252	23.326
	1,367.36	1,435.76	1,519.52	1,596.00	1,680.56	1,780.16	1,866.08
	2,973.00	3,121.00	3,304.00	3,470.00	3,654.00	3,870.00	4,057.00
M27	17.219	18.081	19.134	20.092	21.144	22.402	23.499
	1,377.52	1,446.48	1,530.72	1,607.36	1,691.52	1,792.16	1,879.92
	2,995.00	3,145.00	3,328.00	3,495.00	3,678.00	3,896.00	4,087.00
M28	17.525	18.402	19.473	20.452	21.674	22.808	23.937
	1,402.00	1,472.16	1,557.84	1,636.16	1,733.92	1,824.64	1,914.96
	3,048.00	3,201.00	3,387.00	3,557.00	3,770.00	3,967.00	4,163.00
M30	18.233	19.145	20.258	21.288	22.361	23.710	24.929
	1,458.64	1,531.60	1,620.64	1,703.04	1,788.88	1,896.80	1,994.32
	3,171.00	3,330.00	3,523.00	3,703.00	3,889.00	4,124.00	4,336.00
M31	17.954	18.850	19.950	21.007	22.252	23.326	24.530
	1,436.32	1,508.00	1,596.00	1,680.56	1,780.16	1,866.08	1,962.40
	3,123.00	3,279.00	3,470.00	3,654.00	3,870.00	4,057.00	4,266.00
M34	18.409	19.333	20.452	21.674	22.808	23.937	25.132
	1,472.72	1,546.64	1,636.16	1,733.92	1,824.64	1,914.96	2,010.56
	3,202.00	3,363.00	3,557.00	3,770.00	3,967.00	4,163.00	4,371.00
M35	18.686	19.623	20.764	21.822	22.920	24.303	25.553
	1,494.88	1,569.84	1,661.12	1,745.76	1,833.60	1,944.24	2,044.24
	3,250.00	3,413.00	3,611.00	3,795.00	3,986.00	4,227.00	4,444.00
M36	18.908	19.853	21.007	22.252	23.326	24.530	25.786
	1,512.64	1,588.24	1,680.56	1,780.16	1,866.08	1,962.40	2,062.88
	3,289.00	3,453.00	3,654.00	3,870.00	4,057.00	4,266.00	4,485.00
M37	19.509	20.484	21.674	22.808	23.937	25.132	26.412

**ATTACHMENT B**

**SALARY SCHEDULE I - EFFECTIVE JUNE 10, 2017**

RANGE	HOURLY / BIWEEKLY						
	EQUIVALENT MONTHLY RATES						
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
M38	1,560.72	1,638.72	1,733.92	1,824.64	1,914.96	2,010.56	2,112.96
	3,393.00	3,563.00	3,770.00	3,967.00	4,163.00	4,371.00	4,594.00
	19.994	20.995	22.216	23.378	24.534	25.760	27.072
M42	1,599.52	1,679.60	1,777.28	1,870.24	1,962.72	2,060.80	2,165.76
	3,478.00	3,652.00	3,864.00	4,066.00	4,267.00	4,480.00	4,709.00
	20.529	21.555	22.808	23.937	25.132	26.412	27.802
M46	1,642.32	1,724.40	1,824.64	1,914.96	2,010.56	2,112.96	2,224.16
	3,571.00	3,749.00	3,967.00	4,163.00	4,371.00	4,594.00	4,836.00
	20.991	22.041	23.326	24.530	25.786	27.102	28.504
M47	1,679.28	1,763.28	1,866.08	1,962.40	2,062.88	2,168.16	2,280.32
	3,651.00	3,834.00	4,057.00	4,266.00	4,485.00	4,714.00	4,958.00
	21.544	22.623	23.937	25.132	26.412	27.802	29.234
M50	1,723.52	1,809.84	1,914.96	2,010.56	2,112.96	2,224.16	2,338.72
	3,747.00	3,935.00	4,163.00	4,371.00	4,594.00	4,836.00	5,085.00
	22.075	23.178	24.530	25.786	27.102	28.504	29.963
M52	1,766.00	1,854.24	1,962.40	2,062.88	2,168.16	2,280.32	2,397.04
	3,839.00	4,031.00	4,266.00	4,485.00	4,714.00	4,958.00	5,211.00
	22.617	23.751	25.132	26.412	27.802	29.234	30.753
M62	1,809.36	1,900.08	2,010.56	2,112.96	2,224.16	2,338.72	2,460.24
	3,934.00	4,131.00	4,371.00	4,594.00	4,836.00	5,085.00	5,349.00
	24.390	25.611	27.102	28.504	29.963	31.535	33.131
M63	1,951.20	2,048.88	2,168.16	2,280.32	2,397.04	2,522.80	2,650.48
	4,242.00	4,454.00	4,714.00	4,958.00	5,211.00	5,485.00	5,762.00
	25.002	26.254	27.759	29.217	30.710	32.324	33.960
M66	2,000.16	2,100.32	2,220.72	2,337.36	2,456.80	2,585.92	2,716.80
	4,349.00	4,566.00	4,828.00	5,082.00	5,341.00	5,622.00	5,907.00
	25.654	26.934	28.504	29.963	31.535	33.131	34.873
M68	2,052.32	2,154.72	2,280.32	2,397.04	2,522.80	2,650.48	2,789.84
	4,462.00	4,685.00	4,958.00	5,211.00	5,485.00	5,762.00	6,065.00
	26.310	27.628	29.234	30.753	32.323	33.975	35.757
M78	2,104.80	2,210.24	2,338.72	2,460.24	2,585.84	2,718.00	2,860.56
	4,576.00	4,805.00	5,085.00	5,349.00	5,622.00	5,909.00	6,219.00
	28.948	30.398	32.168	33.792	35.573	37.385	39.308
M88	2,315.84	2,431.84	2,573.44	2,703.36	2,845.84	2,990.80	3,144.64
	5,035.00	5,287.00	5,595.00	5,877.00	6,187.00	6,502.00	6,837.00
	30.576	32.108	33.975	35.757	37.584	39.542	41.614
M90	2,446.08	2,568.64	2,718.00	2,860.56	3,006.72	3,163.36	3,329.12
	5,318.00	5,584.00	5,909.00	6,219.00	6,537.00	6,877.00	7,238.00
	31.388	32.957	34.873	36.653	38.533	40.571	42.702
N09	2,511.04	2,636.56	2,789.84	2,932.24	3,082.64	3,245.68	3,416.16
	5,459.00	5,732.00	6,065.00	6,375.00	6,702.00	7,056.00	7,427.00
	13.783	14.473	15.314	16.058	16.892	17.733	18.630
N16	1,102.64	1,157.84	1,225.12	1,284.64	1,351.36	1,418.64	1,490.40
	2,397.00	2,517.00	2,664.00	2,793.00	2,938.00	3,084.00	3,240.00
	15.230	15.994	16.926	17.786	18.660	19.621	20.613
N23	1,218.40	1,279.52	1,354.08	1,422.88	1,492.80	1,569.68	1,649.04
	2,649.00	2,782.00	2,944.00	3,093.00	3,246.00	3,413.00	3,585.00
	16.214	17.025	18.016	18.908	19.855	20.911	22.152
N29	1,297.12	1,362.00	1,441.28	1,512.64	1,588.40	1,672.88	1,772.16
	2,820.00	2,961.00	3,133.00	3,289.00	3,453.00	3,637.00	3,853.00
	17.684	18.569	19.649	20.634	21.863	23.000	24.134
N33	1,414.72	1,485.52	1,571.92	1,650.72	1,749.04	1,840.00	1,930.72
	3,076.00	3,230.00	3,418.00	3,589.00	3,803.00	4,000.00	4,198.00
	17.445	18.320	19.384	20.436	21.564	22.690	23.906
N41	1,395.60	1,465.60	1,550.72	1,634.88	1,725.12	1,815.20	1,912.48
	3,034.00	3,186.00	3,371.00	3,554.00	3,751.00	3,946.00	4,158.00
	20.160	21.169	22.402	23.512	24.717	26.071	27.317
N43	1,612.80	1,693.52	1,792.16	1,880.96	1,977.36	2,085.68	2,185.36
	3,506.00	3,682.00	3,896.00	4,089.00	4,299.00	4,534.00	4,751.00
	20.680	21.714	22.977	24.099	25.324	26.621	27.997
N45	1,654.40	1,737.12	1,838.16	1,927.92	2,025.92	2,129.68	2,239.76
	3,597.00	3,777.00	3,996.00	4,192.00	4,405.00	4,630.00	4,869.00
	23.234	24.396	25.810	27.077	28.453	29.918	31.461
N51	1,858.72	1,951.68	2,064.80	2,166.16	2,276.24	2,393.44	2,516.88
	4,041.00	4,243.00	4,489.00	4,709.00	4,949.00	5,204.00	5,472.00
	22.241	23.356	24.717	25.975	27.317	28.723	30.168
N53	1,779.28	1,868.48	1,977.36	2,078.00	2,185.36	2,297.84	2,413.44
	3,868.00	4,062.00	4,299.00	4,518.00	4,751.00	4,996.00	5,247.00
	22.792	23.934	25.324	26.621	27.997	29.450	30.972
N54	1,823.36	1,914.72	2,025.92	2,129.68	2,239.76	2,356.00	2,477.76
	3,964.00	4,163.00	4,405.00	4,630.00	4,869.00	5,122.00	5,387.00
	24.392	25.610	27.100	28.487	29.957	31.514	33.144

SALARY SCHEDULE I - EFFECTIVE JUNE 10, 2017

RANGE	HOURLY / BIWEEKLY EQUIVALENT MONTHLY RATES						
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
	N55	1,951.36 4,242.00 25.608	2,048.80 4,454.00 26.889	2,168.00 4,713.00 28.453	2,278.96 4,955.00 29.918	2,396.56 5,210.00 31.461	2,521.12 5,481.00 33.094
N57	2,048.64 4,454.00 24.540	2,151.12 4,677.00 25.766	2,276.24 4,949.00 27.265	2,393.44 5,204.00 28.673	2,516.88 5,472.00 30.146	2,647.52 5,756.00 31.668	2,784.56 6,054.00 33.338
N60	1,963.20 4,268.00 23.957	2,061.28 4,481.00 25.156	2,181.20 4,742.00 26.621	2,293.84 4,987.00 27.997	2,411.68 5,243.00 29.450	2,533.44 5,508.00 30.972	2,667.04 5,798.00 32.583
N61	1,916.56 4,167.00 24.517	2,012.48 4,375.00 25.741	2,129.68 4,630.00 27.238	2,239.76 4,869.00 28.647	2,356.00 5,122.00 30.116	2,477.76 5,387.00 31.696	2,606.64 5,667.00 33.298
N63	1,961.36 4,264.00 24.587	2,059.28 4,477.00 25.814	2,179.04 4,737.00 27.317	2,291.76 4,983.00 28.723	2,409.28 5,238.00 30.168	2,535.68 5,513.00 31.763	2,663.84 5,791.00 33.382
N65	1,966.96 4,276.00 26.961	2,065.12 4,490.00 28.308	2,185.36 4,751.00 29.957	2,297.84 4,996.00 31.514	2,413.44 5,247.00 33.144	2,541.04 5,524.00 34.863	2,670.56 5,806.00 36.616
N67	2,156.88 4,689.00 29.048	2,264.64 4,924.00 30.497	2,396.56 5,210.00 32.275	2,521.12 5,481.00 33.899	2,651.52 5,765.00 35.690	2,789.04 6,064.00 37.500	2,929.28 6,369.00 39.476
N69	2,323.84 5,052.00 26.444	2,439.76 5,304.00 27.767	2,582.00 5,614.00 29.382	2,711.92 5,896.00 30.910	2,855.20 6,208.00 32.486	3,000.00 6,522.00 34.148	3,158.08 6,866.00 35.939
N70	2,115.52 4,599.00 28.082	2,221.36 4,829.00 29.482	2,350.56 5,110.00 31.202	2,472.80 5,376.00 32.802	2,598.88 5,650.00 34.492	2,731.84 5,939.00 36.281	2,875.12 6,251.00 38.166
N72	2,246.56 4,884.00 27.153	2,358.56 5,128.00 28.510	2,496.16 5,427.00 30.168	2,624.16 5,705.00 31.763	2,759.36 5,999.00 33.382	2,902.48 6,310.00 35.137	3,053.28 6,638.00 36.916
N73	2,172.24 4,723.00 28.365	2,280.80 4,959.00 29.784	2,413.44 5,247.00 31.514	2,541.04 5,524.00 33.144	2,670.56 5,806.00 34.863	2,810.96 6,111.00 36.616	2,953.28 6,421.00 38.533
N77	2,269.20 4,933.00 27.875	2,382.72 5,180.00 29.271	2,521.12 5,481.00 30.972	2,651.52 5,765.00 32.583	2,789.04 6,064.00 34.222	2,929.28 6,369.00 36.020	3,082.64 6,702.00 37.855
N80	2,230.00 4,848.00 30.005	2,341.68 5,091.00 31.506	2,477.76 5,387.00 33.338	2,606.64 5,667.00 35.040	2,737.76 5,952.00 36.880	2,881.60 6,265.00 38.747	3,028.40 6,584.00 40.751
N81	2,400.40 5,219.00 29.240	2,520.48 5,480.00 30.703	2,667.04 5,798.00 32.486	2,803.20 6,094.00 34.148	2,950.40 6,414.00 35.939	3,099.76 6,739.00 37.773	3,260.08 7,088.00 39.743
N83	2,339.20 5,086.00 29.300	2,456.24 5,340.00 30.765	2,598.88 5,650.00 32.558	2,731.84 5,939.00 34.219	2,875.12 6,251.00 36.017	3,021.84 6,570.00 37.839	3,179.44 6,912.00 39.795
N84	2,344.00 5,096.00 29.349	2,461.20 5,351.00 30.819	2,604.64 5,663.00 32.613	2,737.52 5,952.00 34.282	2,881.36 6,264.00 36.063	3,027.12 6,581.00 37.877	3,183.60 6,921.00 39.879
N87	2,347.92 5,105.00 30.047	2,465.52 5,360.00 31.549	2,609.04 5,672.00 33.382	2,742.56 5,963.00 35.137	2,885.04 6,272.00 36.916	3,030.16 6,588.00 38.827	3,190.32 6,936.00 40.868
N89	2,403.76 5,226.00 30.829	2,523.92 5,487.00 32.369	2,670.56 5,806.00 34.251	2,810.96 6,111.00 36.039	2,953.28 6,421.00 37.872	3,106.16 6,753.00 39.839	3,269.44 7,108.00 41.922
N92	2,466.32 5,362.00 31.624	2,589.52 5,630.00 33.207	2,740.08 5,957.00 35.137	2,883.12 6,268.00 36.916	3,029.76 6,587.00 38.827	3,187.12 6,929.00 40.868	3,353.76 7,291.00 43.004
N94	2,529.92 5,500.00 34.025	2,656.56 5,776.00 35.729	2,810.96 6,111.00 37.809	2,953.28 6,421.00 39.732	3,106.16 6,753.00 41.818	3,269.44 7,108.00 44.004	3,440.32 7,480.00 46.308
N96	2,722.00 5,918.00 34.835	2,858.32 6,214.00 36.577	3,024.72 6,576.00 38.706	3,178.56 6,911.00 40.690	3,345.44 7,273.00 42.843	3,520.32 7,654.00 45.092	3,704.64 8,054.00 47.436
S01	2,786.80 6,059.00 16.988	2,926.16 6,362.00 18.877	3,096.48 6,732.00 19.814	3,255.20 7,077.00 21.009	3,427.44 7,452.00 22.052	3,607.36 7,843.00 23.163	3,794.88 8,250.00 24.163
S02	1,359.04 2,955.00 27.369	1,510.16 3,283.00 28.788	1,585.12 3,446.00 30.275	1,680.72 3,654.00 31.834	1,764.16 3,835.00 33.539	1,853.04 4,029.00	
S03	2,189.52 4,760.00 26.167	2,303.04 5,007.00	2,422.00 5,266.00	2,546.72 5,537.00	2,683.12 5,833.00		



ATTACHMENT B

SALARY SCHEDULE I - EFFECTIVE JUNE 10, 2017

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
	2,093.36						
	4,551.00						
S04	31.150						
	2,492.00						
	5,418.00						
S05	34.611	36.538	38.515	40.631	42.858		
	2,768.88	2,923.04	3,081.20	3,250.48	3,428.64		
	6,020.00	6,355.00	6,699.00	7,067.00	7,454.00		
S06	29.072	30.694	32.358	34.129	36.002		
	2,325.76	2,455.52	2,588.64	2,730.32	2,880.16		
	5,056.00	5,339.00	5,628.00	5,936.00	6,262.00		
S07	33.074	34.816	36.564	38.445	40.434		
	2,645.92	2,785.28	2,925.12	3,075.60	3,234.72		
	5,753.00	6,055.00	6,360.00	6,687.00	7,033.00		
S08	38.803	40.923	43.148	45.422	47.851		
	3,104.24	3,273.84	3,451.84	3,633.76	3,828.08		
	6,749.00	7,118.00	7,505.00	7,900.00	8,323.00		
S09	38.107	39.991	42.002	44.076	46.299		
	3,048.56	3,199.28	3,360.16	3,526.08	3,703.92		
	6,628.00	6,956.00	7,305.00	7,666.00	8,053.00		
S10	48.206						
	3,856.48						
	8,384.00						
S11	35.273	37.232	39.355	41.529	43.873		
	2,821.84	2,978.56	3,148.40	3,322.32	3,509.84		
	6,135.00	6,476.00	6,845.00	7,223.00	7,631.00		
S12	43.990	46.303	48.834	51.451	55.981		
	3,519.20	3,704.24	3,906.72	4,116.08	4,478.48		
	7,651.00	8,053.00	8,494.00	8,949.00	9,737.00		
S13	42.257	44.418	46.739	49.117	51.672		
	3,380.56	3,553.44	3,739.12	3,929.36	4,133.76		
	7,350.00	7,726.00	8,129.00	8,543.00	8,987.00		
S14	42.945	45.399	47.893	50.570	53.378		
	3,435.60	3,631.92	3,831.44	4,045.60	4,270.24		
	7,469.00	7,896.00	8,330.00	8,796.00	9,284.00		
S15	52.173	55.042	57.980	61.093	64.388		
	4,173.84	4,403.36	4,638.40	4,887.44	5,151.04		
	9,074.00	9,573.00	10,084.00	10,626.00	11,199.00		
S16	50.195	52.958	55.780	58.835	61.972		
	4,015.60	4,236.64	4,462.40	4,706.80	4,957.76		
	8,730.00	9,211.00	9,702.00	10,233.00	10,779.00		
010	17.974	19.970	20.963	22.227	23.329	24.507	
	1,437.92	1,597.60	1,677.04	1,778.16	1,866.32	1,960.56	
	3,126.00	3,473.00	3,646.00	3,866.00	4,058.00	4,262.00	
030	28.189	29.651	31.184	32.789	34.546		
	2,255.12	2,372.08	2,494.72	2,623.12	2,763.68		
	4,903.00	5,157.00	5,424.00	5,703.00	6,009.00		
045	28.983						
	2,318.64						
	5,041.00						
046	31.461						
	2,516.88						
	5,472.00						
050	34.957	36.904	38.900	41.037	43.287	45.451	
	2,796.56	2,952.32	3,112.00	3,282.96	3,462.96	3,636.08	
	6,080.00	6,419.00	6,766.00	7,138.00	7,529.00	7,905.00	
055	32.203	33.923	35.685	37.563	39.547		
	2,576.24	2,713.84	2,854.80	3,005.04	3,163.76		
	5,601.00	5,900.00	6,207.00	6,533.00	6,878.00		
060	34.067	35.860	37.662	39.597	41.646		
	2,725.36	2,868.80	3,012.96	3,167.76	3,331.68		
	5,925.00	6,237.00	6,550.00	6,887.00	7,243.00		
070	38.803	40.923	43.148	45.422	47.851		
	3,104.24	3,273.84	3,451.84	3,633.76	3,828.08		
	6,749.00	7,118.00	7,505.00	7,900.00	8,323.00		
080	39.250	41.191	43.263	45.398	47.687		
	3,140.00	3,295.28	3,461.04	3,631.84	3,814.96		
	6,827.00	7,164.00	7,525.00	7,896.00	8,294.00		
100	51.117						
	4,089.36						
	8,891.00						
105	36.276	38.289	40.474	42.709	45.119		

## SALARY SCHEDULE I - EFFECTIVE JUNE 10, 2017

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
	2,902.08	3,063.12	3,237.92	3,416.72	3,609.52		
	6,309.00	6,660.00	7,040.00	7,428.00	7,847.00		
110	43.667	45.962	48.475	51.073	55.569	57.733	
	3,493.36	3,676.96	3,878.00	4,085.84	4,445.52	4,618.64	
	7,595.00	7,994.00	8,431.00	8,883.00	9,665.00	10,041.00	
120	43.525	45.751	48.142	50.591	53.223		
	3,482.00	3,660.08	3,851.36	4,047.28	4,257.84		
	7,570.00	7,957.00	8,373.00	8,799.00	9,257.00		
140	40.182	42.421	44.715	47.172	49.757		
	3,214.56	3,393.68	3,577.20	3,773.76	3,980.56		
	6,989.00	7,378.00	7,777.00	8,205.00	8,654.00		
150	50.194	52.833	55.721	58.707	63.875	64.179	
	4,015.52	4,226.64	4,457.68	4,696.56	5,110.00	5,134.32	
	8,730.00	9,189.00	9,691.00	10,211.00	11,110.00	11,163.00	
155	43.589	46.081	48.611	51.328	54.179		
	3,487.12	3,686.48	3,888.88	4,106.24	4,334.32		
	7,581.00	8,015.00	8,455.00	8,927.00	9,423.00		
160	60.571	63.902	67.314	70.929	74.754	76.919	
	4,845.68	5,112.16	5,385.12	5,674.32	5,980.32	6,153.52	
	10,535.00	11,114.00	11,708.00	12,337.00	13,002.00	13,378.00	
170	52.695	55.592	58.560	61.704	65.032	67.196	
	4,215.60	4,447.36	4,684.80	4,936.32	5,202.56	5,375.68	
	9,165.00	9,669.00	10,185.00	10,732.00	11,311.00	11,687.00	
180	58.697	61.935	65.226	68.799	72.457		
	4,695.76	4,954.80	5,218.08	5,503.92	5,796.56		
	10,209.00	10,772.00	11,345.00	11,966.00	12,602.00		
185	56.251	59.347	62.510	65.932	69.449		
	4,500.08	4,747.76	5,000.80	5,274.56	5,555.92		
	9,784.00	10,322.00	10,872.00	11,467.00	12,079.00		
230	12.053	12.660	13.393	14.074	14.733	15.486	16.266
	964.24	1,012.80	1,071.44	1,125.92	1,178.64	1,238.88	1,301.28
	2,096.00	2,202.00	2,329.00	2,448.00	2,562.00	2,693.00	2,829.00
250	12.664	13.297	14.074	14.733	15.486	16.266	17.048
	1,013.12	1,063.76	1,125.92	1,178.64	1,238.88	1,301.28	1,363.84
	2,203.00	2,313.00	2,448.00	2,562.00	2,693.00	2,829.00	2,965.00
260	12.974	13.620	14.413	15.109	15.852	16.621	17.484
	1,037.92	1,089.60	1,153.04	1,208.72	1,268.16	1,329.68	1,398.72
	2,257.00	2,369.00	2,507.00	2,628.00	2,757.00	2,891.00	3,041.00
270	13.257	13.921	14.733	15.486	16.266	17.048	17.905
	1,060.56	1,113.68	1,178.64	1,238.88	1,301.28	1,363.84	1,432.40
	2,306.00	2,421.00	2,562.00	2,693.00	2,829.00	2,965.00	3,114.00
272	13.282	13.944	14.760	15.524	16.309	17.081	17.937
	1,062.56	1,115.52	1,180.80	1,241.92	1,304.72	1,366.48	1,434.96
	2,310.00	2,425.00	2,567.00	2,700.00	2,837.00	2,971.00	3,120.00
280	13.602	14.278	15.110	15.878	16.656	17.475	18.361
	1,088.16	1,142.24	1,208.80	1,270.24	1,332.48	1,398.00	1,468.88
	2,366.00	2,483.00	2,628.00	2,762.00	2,897.00	3,039.00	3,194.00
290	13.938	14.635	15.486	16.266	17.048	17.905	18.821
	1,115.04	1,170.80	1,238.88	1,301.28	1,363.84	1,432.40	1,505.68
	2,424.00	2,545.00	2,693.00	2,829.00	2,965.00	3,114.00	3,274.00
307	15.512	16.290	17.238	18.072	19.013	19.962	20.968
	1,240.96	1,303.20	1,379.04	1,445.76	1,521.04	1,596.96	1,677.44
	2,698.00	2,833.00	2,998.00	3,143.00	3,307.00	3,472.00	3,647.00
310	14.641	15.372	16.266	17.048	17.905	18.821	19.760
	1,171.28	1,229.76	1,301.28	1,363.84	1,432.40	1,505.68	1,580.80
	2,546.00	2,674.00	2,829.00	2,965.00	3,114.00	3,274.00	3,437.00
316	15.208	15.969	16.894	17.710	18.592	19.548	20.542
	1,216.64	1,277.52	1,351.52	1,416.80	1,487.36	1,563.84	1,643.36
	2,645.00	2,777.00	2,938.00	3,080.00	3,234.00	3,400.00	3,573.00
320	14.960	15.705	16.621	17.484	18.358	19.283	20.258
	1,196.80	1,256.40	1,329.68	1,398.72	1,468.64	1,542.64	1,620.64
	2,602.00	2,732.00	2,891.00	3,041.00	3,193.00	3,354.00	3,523.00
330	15.341	16.109	17.048	17.905	18.821	19.760	20.753
	1,227.28	1,288.72	1,363.84	1,432.40	1,505.68	1,580.80	1,660.24
	2,668.00	2,802.00	2,965.00	3,114.00	3,274.00	3,437.00	3,610.00
336	15.941	16.742	17.710	18.592	19.548	20.542	21.583
	1,275.28	1,339.36	1,416.80	1,487.36	1,563.84	1,643.36	1,726.64
	2,773.00	2,912.00	3,080.00	3,234.00	3,400.00	3,573.00	3,754.00
340	15.735	16.520	17.484	18.358	19.283	20.258	21.278
	1,258.80	1,321.60	1,398.72	1,468.64	1,542.64	1,620.64	1,702.24
	2,737.00	2,873.00	3,041.00	3,193.00	3,354.00	3,523.00	3,701.00
344	17.140	17.999	19.051	20.017	21.002	22.083	23.197

## SALARY SCHEDULE I - EFFECTIVE JUNE 10, 2017

RANGE	HOURLY / BIWEEKLY EQUIVALENT MONTHLY RATES						
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
		1,371.20	1,439.92	1,524.08	1,601.36	1,680.16	1,766.64
	2,981.00	3,131.00	3,314.00	3,482.00	3,653.00	3,841.00	4,035.00
350	16.112	16.919	17.905	18.821	19.760	20.753	21.855
	1,288.96	1,353.52	1,432.40	1,505.68	1,580.80	1,660.24	1,748.40
	2,802.00	2,943.00	3,114.00	3,274.00	3,437.00	3,610.00	3,801.00
352	16.429	17.254	18.251	19.185	20.161	21.169	22.279
	1,314.32	1,380.32	1,460.08	1,534.80	1,612.88	1,693.52	1,782.32
	2,857.00	3,001.00	3,174.00	3,337.00	3,507.00	3,682.00	3,875.00
356	16.773	17.611	18.638	19.552	20.574	21.607	22.708
	1,341.84	1,408.88	1,491.04	1,564.16	1,645.92	1,728.56	1,816.64
	2,917.00	3,063.00	3,242.00	3,401.00	3,578.00	3,758.00	3,950.00
360	16.521	17.347	18.358	19.283	20.258	21.278	22.548
	1,321.68	1,387.76	1,468.64	1,542.64	1,620.64	1,702.24	1,803.84
	2,873.00	3,017.00	3,193.00	3,354.00	3,523.00	3,701.00	3,922.00
361	16.838	17.681	18.709	19.663	20.664	21.699	22.837
	1,347.04	1,414.48	1,496.72	1,573.04	1,653.12	1,735.92	1,826.96
	2,929.00	3,075.00	3,254.00	3,420.00	3,594.00	3,774.00	3,972.00
370	16.939	17.786	18.821	19.760	20.753	21.855	23.150
	1,355.12	1,422.88	1,505.68	1,580.80	1,660.24	1,748.40	1,852.00
	2,946.00	3,093.00	3,274.00	3,437.00	3,610.00	3,801.00	4,026.00
374	18.252	19.164	20.279	21.284	22.353	23.538	24.935
	1,460.16	1,533.12	1,622.32	1,702.72	1,788.24	1,883.04	1,994.80
	3,175.00	3,333.00	3,527.00	3,702.00	3,888.00	4,094.00	4,337.00
380	17.351	18.222	19.283	20.258	21.278	22.548	23.728
	1,388.08	1,457.76	1,542.64	1,620.64	1,702.24	1,803.84	1,898.24
	3,018.00	3,169.00	3,354.00	3,523.00	3,701.00	3,922.00	4,127.00
386	18.022	18.925	20.029	21.048	22.112	23.448	24.655
	1,441.76	1,514.00	1,602.32	1,683.84	1,768.96	1,875.84	1,972.40
	3,135.00	3,292.00	3,484.00	3,661.00	3,846.00	4,078.00	4,288.00
390	17.782	18.672	19.760	20.753	21.855	23.150	24.265
	1,422.56	1,493.76	1,580.80	1,660.24	1,748.40	1,852.00	1,941.20
	3,093.00	3,248.00	3,437.00	3,610.00	3,801.00	4,026.00	4,220.00
391	17.912	18.808	19.903	20.903	21.996	23.304	24.443
	1,432.96	1,504.64	1,592.24	1,672.24	1,759.68	1,864.32	1,955.44
	3,115.00	3,271.00	3,462.00	3,636.00	3,826.00	4,053.00	4,251.00
400	18.230	19.141	20.258	21.278	22.548	23.728	24.902
	1,458.40	1,531.28	1,620.64	1,702.24	1,803.84	1,898.24	1,992.16
	3,171.00	3,329.00	3,523.00	3,701.00	3,922.00	4,127.00	4,331.00
404	19.907	20.903	22.121	23.227	24.611	25.894	27.167
	1,592.56	1,672.24	1,769.68	1,858.16	1,968.88	2,071.52	2,173.36
	3,462.00	3,636.00	3,847.00	4,040.00	4,281.00	4,504.00	4,725.00
406	18.966	19.912	21.076	22.145	23.262	24.663	25.934
	1,517.28	1,592.96	1,686.08	1,771.60	1,860.96	1,973.04	2,074.72
	3,299.00	3,463.00	3,666.00	3,852.00	4,046.00	4,290.00	4,511.00
410	18.676	19.608	20.753	21.855	23.150	24.265	25.523
	1,494.08	1,568.64	1,660.24	1,748.40	1,852.00	1,941.20	2,041.84
	3,248.00	3,410.00	3,610.00	3,801.00	4,026.00	4,220.00	4,439.00
419	19.636	20.618	21.815	23.001	24.273	25.537	26.907
	1,570.88	1,649.44	1,745.20	1,840.08	1,941.84	2,042.96	2,152.56
	3,415.00	3,586.00	3,794.00	4,001.00	4,222.00	4,442.00	4,680.00
420	19.153	20.106	21.278	22.548	23.728	24.902	26.147
	1,532.24	1,608.48	1,702.24	1,803.84	1,898.24	1,992.16	2,091.76
	3,331.00	3,497.00	3,701.00	3,922.00	4,127.00	4,331.00	4,548.00
422	19.289	20.256	21.431	22.725	23.905	25.086	26.346
	1,543.12	1,620.48	1,714.48	1,818.00	1,912.40	2,006.88	2,107.68
	3,355.00	3,523.00	3,727.00	3,953.00	4,158.00	4,363.00	4,582.00
426	19.440	20.414	21.604	22.698	23.845	25.278	26.581
	1,555.20	1,633.12	1,728.32	1,815.84	1,907.60	2,022.24	2,126.48
	3,381.00	3,551.00	3,758.00	3,948.00	4,147.00	4,397.00	4,623.00
430	19.669	20.653	21.855	23.150	24.265	25.523	26.821
	1,573.52	1,652.24	1,748.40	1,852.00	1,941.20	2,041.84	2,145.68
	3,421.00	3,592.00	3,801.00	4,026.00	4,220.00	4,439.00	4,665.00
440	20.296	21.309	22.548	23.728	24.902	26.147	27.476
	1,623.68	1,704.72	1,803.84	1,898.24	1,992.16	2,091.76	2,198.08
	3,530.00	3,706.00	3,922.00	4,127.00	4,331.00	4,548.00	4,779.00
442	20.438	21.458	22.708	23.882	25.061	26.294	27.631
	1,635.04	1,716.64	1,816.64	1,910.56	2,004.88	2,103.52	2,210.48
	3,555.00	3,732.00	3,950.00	4,154.00	4,359.00	4,573.00	4,806.00
443	20.815	21.855	23.126	24.511	25.785	27.129	28.423
	1,665.20	1,748.40	1,850.08	1,960.88	2,062.80	2,170.32	2,273.84
	3,620.00	3,801.00	4,022.00	4,263.00	4,485.00	4,719.00	4,944.00
450	20.836	21.877	23.150	24.265	25.523	26.821	28.194

## SALARY SCHEDULE I - EFFECTIVE JUNE 10, 2017

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
	1,666.88	1,750.16	1,852.00	1,941.20	2,041.84	2,145.68	2,255.52
	3,624.00	3,805.00	4,026.00	4,220.00	4,439.00	4,665.00	4,904.00
454	22.692	23.825	25.212	26.466	27.818	29.343	30.746
	1,815.36	1,906.00	2,016.96	2,117.28	2,225.44	2,347.44	2,459.68
	3,947.00	4,144.00	4,385.00	4,603.00	4,838.00	5,104.00	5,348.00
460	21.356	22.421	23.728	24.902	26.147	27.476	28.924
	1,708.48	1,793.68	1,898.24	1,992.16	2,091.76	2,198.08	2,313.92
	3,714.00	3,900.00	4,127.00	4,331.00	4,548.00	4,779.00	5,031.00
464	23.276	24.440	25.859	27.121	28.504	29.961	31.511
	1,862.08	1,955.20	2,068.72	2,169.68	2,280.32	2,396.88	2,520.88
	4,048.00	4,251.00	4,498.00	4,717.00	4,958.00	5,211.00	5,481.00
466	22.065	23.168	24.519	25.733	27.027	28.401	29.880
	1,765.20	1,853.44	1,961.52	2,058.64	2,162.16	2,272.08	2,390.40
	3,838.00	4,030.00	4,265.00	4,476.00	4,701.00	4,940.00	5,197.00
467	26.149	27.455	29.051	30.477	32.025	33.670	35.409
	2,091.92	2,196.40	2,324.08	2,438.16	2,562.00	2,693.60	2,832.72
	4,548.00	4,775.00	5,053.00	5,301.00	5,570.00	5,856.00	6,159.00
470	21.835	22.927	24.265	25.523	26.821	28.194	29.651
	1,746.80	1,834.16	1,941.20	2,041.84	2,145.68	2,255.52	2,372.08
	3,798.00	3,988.00	4,220.00	4,439.00	4,665.00	4,904.00	5,157.00
480	21.747	22.834	24.162	25.369	26.659	28.065	29.508
	1,739.76	1,826.72	1,932.96	2,029.52	2,132.72	2,245.20	2,360.64
	3,782.00	3,971.00	4,202.00	4,412.00	4,637.00	4,881.00	5,132.00
482	23.163	24.320	25.733	27.027	28.401	29.880	31.424
	1,853.04	1,945.60	2,058.64	2,162.16	2,272.08	2,390.40	2,513.92
	4,029.00	4,230.00	4,476.00	4,701.00	4,940.00	5,197.00	5,466.00
486	23.342	24.509	25.934	27.230	28.579	30.050	31.601
	1,867.36	1,960.72	2,074.72	2,178.40	2,286.32	2,404.00	2,528.08
	4,060.00	4,263.00	4,511.00	4,736.00	4,971.00	5,227.00	5,496.00
490	22.968	24.117	25.523	26.821	28.194	29.651	31.171
	1,837.44	1,929.36	2,041.84	2,145.68	2,255.52	2,372.08	2,493.68
	3,995.00	4,195.00	4,439.00	4,665.00	4,904.00	5,157.00	5,422.00
491	23.742	24.927	26.377	27.702	29.112	30.628	32.210
	1,899.36	1,994.16	2,110.16	2,216.16	2,328.96	2,450.24	2,576.80
	4,129.00	4,336.00	4,588.00	4,818.00	5,063.00	5,327.00	5,602.00
494	25.034	26.285	27.818	29.236	30.746	32.326	33.958
	2,002.72	2,102.80	2,225.44	2,338.88	2,459.68	2,586.08	2,716.64
	4,354.00	4,572.00	4,838.00	5,085.00	5,348.00	5,622.00	5,906.00
500	23.531	24.705	26.147	27.476	28.924	30.411	31.994
	1,882.48	1,976.40	2,091.76	2,198.08	2,313.92	2,432.88	2,559.52
	4,093.00	4,297.00	4,548.00	4,779.00	5,031.00	5,289.00	5,565.00
504	25.653	26.936	28.504	29.961	31.511	33.145	34.861
	2,052.24	2,154.88	2,280.32	2,396.88	2,520.88	2,651.60	2,788.88
	4,462.00	4,685.00	4,958.00	5,211.00	5,481.00	5,765.00	6,063.00
507	27.454	28.823	30.500	32.063	33.717	35.469	37.306
	2,196.32	2,305.84	2,440.00	2,565.04	2,697.36	2,837.52	2,984.48
	4,775.00	5,013.00	5,305.00	5,577.00	5,864.00	6,169.00	6,489.00
508	28.820	30.265	32.025	33.670	35.409	37.246	39.173
	2,305.60	2,421.20	2,562.00	2,693.60	2,832.72	2,979.68	3,133.84
	5,013.00	5,264.00	5,570.00	5,856.00	6,159.00	6,478.00	6,813.00
510	24.138	25.346	26.821	28.194	29.651	31.171	32.808
	1,931.04	2,027.68	2,145.68	2,255.52	2,372.08	2,493.68	2,624.64
	4,198.00	4,408.00	4,665.00	4,904.00	5,157.00	5,422.00	5,706.00
514	27.620	29.004	30.685	32.271	33.931	35.642	37.522
	2,209.60	2,320.32	2,454.80	2,581.68	2,714.48	2,851.36	3,001.76
	4,804.00	5,045.00	5,337.00	5,613.00	5,902.00	6,199.00	6,526.00
520	24.730	25.966	27.476	28.924	30.411	31.994	33.627
	1,978.40	2,077.28	2,198.08	2,313.92	2,432.88	2,559.52	2,690.16
	4,301.00	4,516.00	4,779.00	5,031.00	5,289.00	5,565.00	5,849.00
523	29.609	31.171	32.776	34.479	36.238		
	2,368.72	2,493.68	2,622.08	2,758.32	2,899.04		
	5,150.00	5,422.00	5,701.00	5,997.00	6,303.00		
524	26.964	28.311	29.961	31.509	33.144	34.861	36.670
	2,157.12	2,264.88	2,396.88	2,520.72	2,651.52	2,788.88	2,933.60
	4,690.00	4,924.00	5,211.00	5,480.00	5,765.00	6,063.00	6,378.00
527	27.590	28.971	30.658	32.241	33.894	35.674	37.476
	2,207.20	2,317.68	2,452.64	2,579.28	2,711.52	2,853.92	2,998.08
	4,799.00	5,039.00	5,332.00	5,608.00	5,895.00	6,205.00	6,518.00
530	25.377	26.642	28.194	29.651	31.171	32.808	34.463
	2,030.16	2,131.36	2,255.52	2,372.08	2,493.68	2,624.64	2,757.04
	4,414.00	4,634.00	4,904.00	5,157.00	5,422.00	5,706.00	5,994.00
534	27.676	29.062	30.752	32.333	33.962	35.756	37.579

SALARY SCHEDULE I - EFFECTIVE JUNE 10, 2017

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
540	2,214.08	2,324.96	2,460.16	2,586.64	2,716.96	2,860.48	3,006.32
	4,814.00	5,055.00	5,349.00	5,624.00	5,907.00	6,219.00	6,536.00
	26.027	27.328	28.924	30.411	31.994	33.627	35.344
547	2,082.16	2,186.24	2,313.92	2,432.88	2,559.52	2,690.16	2,827.52
	4,527.00	4,753.00	5,031.00	5,289.00	5,565.00	5,849.00	6,147.00
	30.344	31.861	33.717	35.469	37.306	39.238	41.213
550	2,427.52	2,548.88	2,697.36	2,837.52	2,984.48	3,139.04	3,297.04
	5,278.00	5,542.00	5,864.00	6,169.00	6,489.00	6,825.00	7,168.00
	26.685	28.019	29.651	31.171	32.808	34.463	36.281
554	2,134.80	2,241.52	2,372.08	2,493.68	2,624.64	2,757.04	2,902.48
	4,641.00	4,873.00	5,157.00	5,422.00	5,706.00	5,994.00	6,310.00
	32.692	34.326	36.325	38.154	40.172	42.207	44.430
560	2,615.36	2,746.08	2,906.00	3,052.32	3,213.76	3,376.56	3,554.40
	5,686.00	5,970.00	6,318.00	6,636.00	6,987.00	7,341.00	7,728.00
	27.373	28.740	30.411	31.994	33.627	35.344	37.196
564	2,189.84	2,299.20	2,432.88	2,559.52	2,690.16	2,827.52	2,975.68
	4,761.00	4,999.00	5,289.00	5,565.00	5,849.00	6,147.00	6,469.00
	29.763	31.251	33.070	34.791	36.564	38.435	40.452
567	2,381.04	2,500.08	2,645.60	2,783.28	2,925.12	3,074.80	3,236.16
	5,177.00	5,435.00	5,752.00	6,051.00	6,360.00	6,685.00	7,036.00
	30.684	32.218	34.095	35.842	37.689	39.645	41.704
570	2,454.72	2,577.44	2,727.60	2,867.36	3,015.12	3,171.60	3,336.32
	5,337.00	5,604.00	5,930.00	6,234.00	6,555.00	6,895.00	7,254.00
	28.053	29.453	31.171	32.808	34.463	36.281	38.132
574	2,244.24	2,356.24	2,493.68	2,624.64	2,757.04	2,902.48	3,050.56
	4,879.00	5,123.00	5,422.00	5,706.00	5,994.00	6,310.00	6,632.00
	30.568	32.094	33.962	35.756	37.579	39.553	41.555
577	2,445.44	2,567.52	2,716.96	2,860.48	3,006.32	3,164.24	3,324.40
	5,317.00	5,582.00	5,907.00	6,219.00	6,536.00	6,879.00	7,228.00
	31.923	33.520	35.469	37.306	39.238	41.213	43.368
580	2,553.84	2,681.60	2,837.52	2,984.48	3,139.04	3,297.04	3,469.44
	5,552.00	5,830.00	6,169.00	6,489.00	6,825.00	7,168.00	7,543.00
	28.795	30.233	31.994	33.627	35.344	37.196	39.098
582	2,303.60	2,418.64	2,559.52	2,690.16	2,827.52	2,975.68	3,127.84
	5,008.00	5,258.00	5,565.00	5,849.00	6,147.00	6,469.00	6,800.00
	33.323	35.031	36.817	38.749	40.724		
583	2,665.84	2,802.48	2,945.36	3,099.92	3,257.92		
	5,796.00	6,093.00	6,404.00	6,740.00	7,083.00		
	32.200	33.844	35.571	37.441	39.347		
584	2,576.00	2,707.52	2,845.68	2,995.28	3,147.76		
	5,600.00	5,886.00	6,187.00	6,512.00	6,844.00		
	31.373	32.943	34.861	36.671	38.520	40.542	42.607
590	2,509.84	2,635.44	2,788.88	2,933.68	3,081.60	3,243.36	3,408.56
	5,457.00	5,730.00	6,063.00	6,378.00	6,700.00	7,051.00	7,411.00
	29.524	31.003	32.808	34.463	36.281	38.132	40.088
593	2,361.92	2,480.24	2,624.64	2,757.04	2,902.48	3,050.56	3,207.04
	5,135.00	5,392.00	5,706.00	5,994.00	6,310.00	6,632.00	6,972.00
	36.260	38.074	39.976	41.976	44.073		
594	2,900.80	3,045.92	3,198.08	3,358.08	3,525.84		
	6,307.00	6,622.00	6,953.00	7,301.00	7,666.00		
	33.771	35.462	37.522	39.439	41.508	43.612	45.864
597	2,701.68	2,836.96	3,001.76	3,155.12	3,320.64	3,488.96	3,669.12
	5,874.00	6,168.00	6,526.00	6,860.00	7,219.00	7,585.00	7,977.00
	32.908	34.556	36.564	38.435	40.452	42.512	44.729
600	2,632.64	2,764.48	2,925.12	3,074.80	3,236.16	3,400.96	3,578.32
	5,724.00	6,010.00	6,360.00	6,685.00	7,036.00	7,394.00	7,780.00
	30.263	31.778	33.627	35.344	37.196	39.098	41.135
604	2,421.04	2,542.24	2,690.16	2,827.52	2,975.68	3,127.84	3,290.80
	5,264.00	5,527.00	5,849.00	6,147.00	6,469.00	6,800.00	7,155.00
	34.626	36.646	38.514	40.537	42.588	44.789	47.028
607	2,770.08	2,931.68	3,081.12	3,242.96	3,407.04	3,583.12	3,762.24
	6,022.00	6,374.00	6,699.00	7,051.00	7,407.00	7,790.00	8,180.00
	34.685	36.708	38.582	40.590	42.635	44.884	47.128
610	2,774.80	2,936.64	3,086.56	3,247.20	3,410.80	3,590.72	3,770.24
	6,033.00	6,385.00	6,711.00	7,060.00	7,415.00	7,807.00	8,197.00
	31.018	32.570	34.463	36.281	38.132	40.088	42.207
613	2,481.44	2,605.60	2,757.04	2,902.48	3,050.56	3,207.04	3,376.56
	5,395.00	5,665.00	5,994.00	6,310.00	6,632.00	6,972.00	7,341.00
	38.074	39.976	41.976	44.073	46.280		
614	3,045.92	3,198.08	3,358.08	3,525.84	3,702.40		
	6,622.00	6,953.00	7,301.00	7,666.00	8,049.00		
	33.799	35.764	37.643	39.547	41.598	43.782	45.972

## SALARY SCHEDULE I - EFFECTIVE JUNE 10, 2017

RANGE	HOURLY / BIWEEKLY EQUIVALENT MONTHLY RATES						
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
	2,703.92	2,861.12	3,011.44	3,163.76	3,327.84	3,502.56	3,677.76
5,879.00	6,220.00	6,547.00	6,878.00	7,235.00	7,615.00	7,996.00	
620	31.808	33.399	35.344	37.196	39.098	41.135	43.290
2,544.64	2,671.92	2,827.52	2,975.68	3,127.84	3,290.80	3,463.20	
5,532.00	5,809.00	6,147.00	6,469.00	6,800.00	7,155.00	7,529.00	
623	34.186	35.985	37.814	39.786	41.869		
2,734.88	2,878.80	3,025.12	3,182.88	3,349.52			
5,946.00	6,259.00	6,577.00	6,920.00	7,282.00			
624	34.704	36.438	38.559	40.570	42.633	44.849	47.192
2,776.32	2,915.04	3,084.72	3,245.60	3,410.64	3,587.92	3,775.36	
6,036.00	6,338.00	6,707.00	7,056.00	7,415.00	7,801.00	8,208.00	
627	35.596	37.373	39.547	41.548	43.701	45.997	48.398
2,847.68	2,989.84	3,163.76	3,323.84	3,496.08	3,679.76	3,871.84	
6,191.00	6,500.00	6,878.00	7,226.00	7,601.00	8,000.00	8,418.00	
630	32.653	34.286	36.281	38.132	40.088	42.207	44.424
2,612.24	2,742.88	2,902.48	3,050.56	3,207.04	3,376.56	3,553.92	
5,679.00	5,963.00	6,310.00	6,632.00	6,972.00	7,341.00	7,727.00	
633	39.902	41.897	43.992	46.190	48.508		
3,192.16	3,351.76	3,519.36	3,695.20	3,880.64			
6,940.00	7,287.00	7,651.00	8,034.00	8,437.00			
634	35.601	37.382	39.553	41.555	43.709	46.008	48.410
2,848.08	2,990.56	3,164.24	3,324.40	3,496.72	3,680.64	3,872.80	
6,192.00	6,502.00	6,879.00	7,228.00	7,602.00	8,002.00	8,420.00	
640	33.478	35.154	37.196	39.098	41.135	43.290	45.561
2,678.24	2,812.32	2,975.68	3,127.84	3,290.80	3,463.20	3,644.88	
5,823.00	6,114.00	6,469.00	6,800.00	7,155.00	7,529.00	7,924.00	
644	40.213	42.555	44.723	47.067	49.527	52.123	54.729
3,217.04	3,404.40	3,577.84	3,765.36	3,962.16	4,169.84	4,378.32	
6,994.00	7,402.00	7,779.00	8,186.00	8,614.00	9,066.00	9,519.00	
645	39.046	41.040	43.182	45.441	47.825		
3,123.68	3,283.20	3,454.56	3,635.28	3,826.00			
6,791.00	7,138.00	7,511.00	7,903.00	8,318.00			
647	42.197	44.652	46.940	49.427	52.021	54.723	57.459
3,375.76	3,572.16	3,755.20	3,954.16	4,161.68	4,377.84	4,596.72	
7,339.00	7,766.00	8,164.00	8,597.00	9,048.00	9,518.00	9,994.00	
650	34.317	36.034	38.132	40.088	42.207	44.424	46.737
2,745.36	2,882.72	3,050.56	3,207.04	3,376.56	3,553.92	3,738.96	
5,969.00	6,267.00	6,632.00	6,972.00	7,341.00	7,727.00	8,129.00	
660	35.189	36.950	39.098	41.135	43.290	45.561	47.928
2,815.12	2,956.00	3,127.84	3,290.80	3,463.20	3,644.88	3,834.24	
6,120.00	6,427.00	6,800.00	7,155.00	7,529.00	7,924.00	8,336.00	
670	36.077	37.882	40.088	42.207	44.424	46.737	49.153
2,886.16	3,030.56	3,207.04	3,376.56	3,553.92	3,738.96	3,932.24	
6,275.00	6,589.00	6,972.00	7,341.00	7,727.00	8,129.00	8,549.00	
674	38.412	40.332	42.684	44.910	47.263	49.737	52.319
3,072.96	3,226.56	3,414.72	3,592.80	3,781.04	3,978.96	4,185.52	
6,681.00	7,015.00	7,424.00	7,811.00	8,220.00	8,651.00	9,100.00	
680	37.023	38.875	41.135	43.290	45.561	47.928	50.434
2,961.84	3,110.00	3,290.80	3,463.20	3,644.88	3,834.24	4,034.72	
6,439.00	6,761.00	7,155.00	7,529.00	7,924.00	8,336.00	8,772.00	
684	40.363	42.383	44.849	47.192	49.666	52.265	54.979
3,229.04	3,390.64	3,587.92	3,775.36	3,973.28	4,181.20	4,398.32	
7,020.00	7,372.00	7,801.00	8,208.00	8,638.00	9,090.00	9,562.00	
687	46.640	49.349	51.931	54.647	57.511	60.501	63.525
3,731.20	3,947.92	4,154.48	4,371.76	4,600.88	4,840.08	5,082.00	
8,112.00	8,583.00	9,032.00	9,505.00	10,003.00	10,523.00	11,049.00	
690	37.949	39.847	42.163	44.374	46.701	49.128	51.696
3,035.92	3,187.76	3,373.04	3,549.92	3,736.08	3,930.24	4,135.68	
6,600.00	6,931.00	7,333.00	7,718.00	8,123.00	8,545.00	8,991.00	
694	44.476	47.067	49.527	52.123	54.848	57.698	60.582
3,558.08	3,765.36	3,962.16	4,169.84	4,387.84	4,615.84	4,846.56	
7,736.00	8,186.00	8,614.00	9,066.00	9,540.00	10,035.00	10,537.00	
697	40.393	42.414	44.884	47.165	49.654	52.168	54.853
3,231.44	3,393.12	3,590.72	3,773.20	3,972.32	4,173.44	4,388.24	
7,025.00	7,377.00	7,807.00	8,203.00	8,636.00	9,074.00	9,541.00	
700	39.603	41.580	43.661	45.842	48.135	50.543	53.072
3,168.24	3,326.40	3,492.88	3,667.36	3,850.80	4,043.44	4,245.76	
6,888.00	7,232.00	7,594.00	7,973.00	8,372.00	8,791.00	9,231.00	
710	40.653	42.689	44.824	47.063	49.418	51.888	54.480
3,252.24	3,415.12	3,585.92	3,765.04	3,953.44	4,151.04	4,358.40	
7,071.00	7,425.00	7,796.00	8,186.00	8,595.00	9,025.00	9,476.00	
720	41.004	43.054	45.561	47.928	50.434	53.084	55.841

SALARY SCHEDULE I - EFFECTIVE JUNE 10, 2017

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
	3,280.32	3,444.32	3,644.88	3,834.24	4,034.72	4,246.72	4,467.28
	7,132.00	7,488.00	7,924.00	8,336.00	8,772.00	9,233.00	9,712.00
724	49.252	52.123	54.848	57.698	60.712	63.873	67.066
	3,940.16	4,169.84	4,387.84	4,615.84	4,856.96	5,109.84	5,365.28
	8,566.00	9,066.00	9,540.00	10,035.00	10,560.00	11,109.00	11,665.00
730	42.029	44.131	46.701	49.128	51.694	54.410	57.238
	3,362.32	3,530.48	3,736.08	3,930.24	4,135.52	4,352.80	4,579.04
	7,310.00	7,676.00	8,123.00	8,545.00	8,991.00	9,463.00	9,955.00
740	43.290	45.454	48.104	50.575	53.208	56.009	58.919
	3,463.20	3,636.32	3,848.32	4,046.00	4,256.64	4,480.72	4,713.52
	7,529.00	7,906.00	8,367.00	8,796.00	9,254.00	9,742.00	10,248.00
747	47.071	49.427	52.305	54.997	57.857	60.903	64.063
	3,765.68	3,954.16	4,184.40	4,399.76	4,628.56	4,872.24	5,125.04
	8,187.00	8,597.00	9,097.00	9,566.00	10,063.00	10,593.00	11,142.00
750	44.374	46.593	49.307	51.840	54.535	57.409	60.388
	3,549.92	3,727.44	3,944.56	4,147.20	4,362.80	4,592.72	4,831.04
	7,718.00	8,104.00	8,576.00	9,016.00	9,485.00	9,985.00	10,503.00
757	50.662	53.609	56.373	59.304	62.425	65.669	68.951
	4,052.96	4,288.72	4,509.84	4,744.32	4,994.00	5,253.52	5,516.08
	8,812.00	9,324.00	9,805.00	10,315.00	10,857.00	11,422.00	11,993.00
760	45.748	48.035	50.434	53.084	55.841	58.634	61.565
	3,659.84	3,842.80	4,034.72	4,246.72	4,467.28	4,690.72	4,925.20
	7,957.00	8,355.00	8,772.00	9,233.00	9,712.00	10,198.00	10,708.00
764	56.145	59.414	62.382	65.500	68.778	72.217	75.824
	4,491.60	4,753.12	4,990.56	5,240.00	5,502.24	5,777.36	6,065.92
	9,765.00	10,334.00	10,850.00	11,392.00	11,962.00	12,561.00	13,188.00
770	48.294	50.713	53.247	56.042	58.955	61.904	64.997
	3,863.52	4,057.04	4,259.76	4,483.36	4,716.40	4,952.32	5,199.76
	8,400.00	8,820.00	9,261.00	9,747.00	10,254.00	10,767.00	11,305.00
777	46.533	48.860	51.709	54.371	57.199	60.207	63.330
	3,722.64	3,908.80	4,136.72	4,349.68	4,575.92	4,816.56	5,066.40
	8,093.00	8,498.00	8,994.00	9,457.00	9,949.00	10,472.00	11,015.00
787	52.073	54.674	57.857	60.903	64.063	67.409	70.921
	4,165.84	4,373.92	4,628.56	4,872.24	5,125.04	5,392.72	5,673.68
	9,057.00	9,509.00	10,063.00	10,593.00	11,142.00	11,724.00	12,335.00
940	67.043						
	5,363.44						
	11,661.00						
950	72.344						
	5,787.52						
	12,583.00						
960	99.205						
	7,936.40						
	17,255.00						
970	104.292						
	8,343.36						
	18,139.00						
980	133.333						
	10,666.64						
	23,190.00						
990	127.478						
	10,198.24						
	22,172.00						

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

SALARY SCHEDULE IA - EFFECTIVE JUNE 10, 2017  
HOURLY PAY RATES

RANGE                      RATE

H17	9.408
H18	9.450
H19	9.602
H20	9.760
H22	10.103
H23	10.238
H24	10.572
H25	10.909
H26	11.860
H27	11.873
H28	12.217
H29	12.705
H30	13.179
H31	13.673
H32	14.179
H33	14.820
H34	15.476
H35	16.282
H36	17.091
H37	18.056
H38	19.049
H39	19.857
H40	20.676
H41	19.676
H42	20.246
H43	21.680
H44	22.786
H45	23.984
H46	25.730
H49	30.263
H52	34.796
H54	37.819
H57	42.352
H60	46.432
H61	55.720
H62	65.005
P16	9.472
P24	10.909
P25	11.456
P26	11.860
P27	12.026
P28	12.707
P32	12.108
P34	13.216
P36	14.597
P39	20.657

\* \* \* \* \* END OF PM4392-1 \* \* \* \* \*  
TOTAL RECORDS = 46



SALARY SCHEDULE

II. PROFESSIONAL SALARY RATES: (Effective October 1, 2014)

<u>SALARY RANGE</u>	<u>EQUIVALENT MONTHLY SALARY RATE</u>
A00	\$1,500 to \$ 4,500
B00	\$1,500 to \$12,000
C00	\$2,500 to \$16,000
D00	\$5,500 to \$18,000

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

III. EXECUTIVE SALARY RATES: (Effective October 1, 2016)

<u>SALARY RANGE</u>	<u>EQUIVALENT MONTHLY SALARY RATE</u>
E00	\$4,000 to \$25,000

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

IV. MEMBERS OF BOARDS AND COMMISSIONS - COMPENSATION RATE:

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

SALARY RANGE

- D-11 \$50.00 per each member for each meeting of the Board of Examiners, Appeals, and Condemnation, the Disabled Access Appeals Board, and the Housing Authority Board; not to exceed \$250.00 per month. Absence in fact from a meeting of a Board or Commission, when duly authorized for the purpose of attending a professional conference, meeting, or other official City business, shall not be deemed to be an absence from such Board or Commission meeting for the purpose of this Salary Resolution.
- D-12 Pursuant to Section 2.21.050 of the Long Beach Municipal Code, compensation for the City's representative to the Board of Directors of the Metropolitan Water District of Southern California shall be at the rate of \$100.00 per day for any day that the representative/director attends a meeting of the MWD Board, a committee of the MWD Board or both, not to exceed

\$500.00 per calendar month.

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

V. ELECTED OFFICIALS:

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

The rate of compensation for each member of the City Council shall be twenty-five percent of that provided for the City Mayor under Subsection (a) of Section 203 of the City Charter.

<u>Salary Range</u>	<u>Rate</u>	<u>(Effective July 1, 2017)</u>
D10	\$17.093	

City Council Members that use personal cellular phones in the conduct of City business are eligible to receive a cellular phone stipend. A monetary stipend in the amount of \$80.00 is provided to City Council Members who are approved to use their personal cellular phone for City-related business.

**SKILL PAYS**

<b>CLASSIFICATION</b>	<b>CODE</b>	<b>SKILL</b>	<b>HRLY</b>	<b>OR</b>	<b>Per Diem</b>
<i>ANIMAL CONTROL OFFICER II</i>		When regularly assigned to and performing the duties of Sr Animal Control Officer. May not be combined with Higher Class Pay.			\$6.000
<i>ASST PLANNER I-II</i>		When assigned to work the Development Service Counter and performing over-the-counter plan checking.			\$5.600
<i>AUTOMATIC SPRINKLER CNTRL TECH</i>		When regularly assigned and performing telemetry duties to monitor, adjust, and troubleshoot irrigation systems.			\$12.000
<i>CARPENTER SUPERVISOR</i>		When regularly assigned and performing as supervisor of three or more sections in the Structural Division of the Public Service Bureau.			\$10.000
<i>CIVIL ENGINEER</i>		When possessing a California Structural Engineers License and assigned to perform structural engineering duties.			\$10.000
<i>Classifications in the current Salary Resolution in the Skilled &amp; General Bargaining Units</i>					
		When required to work on ladders, mechanical devices, etc. placing employees at heights over 40 ft. (excludes Window Washers and Tree Trimmers).			\$4.000
<i>Classifications in the current Salary Resolution in the Long Beach Firefighters Association Units</i>					
		When certified as Paramedic Preceptor and assigned to train Paramedic Trainees (10% top step Firefighter). (Amount listed x hours worked)			\$3.955
<i>CLERK TYPIST III</i>		Employees of the Police in the Records Section when regularly assigned to and performing the duties of the Records Supervisor during the supervisor's regular days off.			\$6.400
<i>COMB BLDG INSP AIDE I-II</i> <i>COMB BLDG INSPECTOR</i>		Counter plan checking.			\$6.400
<i>CONSTRUCTION INSPECTOR II</i>		When performing field district supervisory duties.			\$5.000
<i>ELECTRICAL SUPERVISOR</i>		When regularly assigned and performing as supervisor of three or more sections in the			\$10.000

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		Structural Division of the Public Service Bureau.			
FIRE CAPTAIN		When certified and temporarily assigned from qualified relief to work as a Rescue Boat Captain (1.5% of top step Firefighter). (Amount listed x hours worked).			\$0.570
FIRE CAPTAIN FIRE ENGINEER FIREFIGHTER		When certified and temporarily assigned from qualified relief to the Urban Search and Rescue station or Hazardous Materials station (1.5% of top step Firefighter). (Amount listed x hours worked).			\$0.570
		When certified and temporarily assigned from qualified relief to the Aircraft Rescue and Firefighting station (0.5% top step Firefighter). (Amount listed x hours worked).			\$0.190
GARAGE SERVICE ATTENDANT I-II		When driving a vehicle requiring a Class A License.			\$8.000
GAS FIELD SERVICE REP II		When regularly assigned to installing meters of 300 or more cubic feet per hour capacity at 1/2-inch water column pressure drop or when installing district regulator stations.			\$3.000
GAS MAINTENANCE SUPERVISOR I		When certified and performing duties as a pipeline welder on an as-needed basis.			\$4.000
GENERAL MAINT SUPERVISOR II		When regularly assigned and performing as supervisor of three or more sections in the Structural Division of the Public Service Bureau.			\$10.000
LIFEGUARD-HRLY-NC		When performing the duties of a Junior Lifeguard Instructor.			\$5.000
		When performing the duties as a lead Junior Lifeguard Coordinator.			\$12.500
MAINTENANCE ASSISTANT III		When performing fiber-glassing duties for			\$4.430

**SKILL PAYS**

<b>CLASSIFICATION</b>	<b>CODE</b>	<b>SKILL</b>	<b>HRLY</b>	<b>OR</b>	<b>Per Diem</b>
		Marine Bureau.			
<b>MARINE SAFETY OFFICER</b>		When performing the duties of a Junior Lifeguard Instructor.			\$4.500
		When performing the duties as a lead Junior Lifeguard Coordinator.			\$12.500
<b>MARINE SAFETY SERGEANT</b>		When performing the duties of a Junior Lifeguard Instructor.			\$4.500
		When performing the duties as a lead Junior Lifeguard Coordinator.			\$12.500
<b>MATERIALS INSPECTOR</b>		When fully qualified and assigned to perform deputy inspection work and while possessing a valid deputy inspector card.			\$2.800
<b>MECHANICAL SUPERVISOR</b>		When regularly assigned and performing as supervisor of three or more sections in the Structural Division of the Public Service Bureau.			\$10.000
<b>PAINTER SUPERVISOR</b>		When regularly assigned and performing as supervisor of three or more sections in the Structural Division of the Public Service Bureau.			\$10.000
<b>PERSONNEL ANALYST I-II-CONF</b>		When assigned to and performing table customization, configuration, and maintenance in the HRMS System.			\$12.000
<b>PLAN CHECKER</b>					
<b>PLAN CHECKER-ELECTRICAL I-II</b>					
<b>PLAN CHECKER-FIRE PREVENTION</b>					
<b>PLAN CHECKER-FIRE PREVENTION I-II</b>					
<b>PLAN CHECKER-MECHANICAL</b>					
<b>PLAN CHECKER-MECHANICAL I-II</b>					
<b>PLAN CHECKER-PLUMBING</b>					
<b>PLAN CHECKER-PLUMBING I-II</b>					
		When appropriately certified in the discipline of plumbing, mechanical or electrical inspection and assigned to perform as a Plan Checker in more than one specialty area.			\$4.000
<b>PLANNER I-III</b>					
<b>PLANNING AIDE</b>		When assigned to work the Development Service Counter and performing over-the-counter plan checking.			\$5.600

**SKILL PAYS**

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

**SKILL PAYS**

<i>CLASSIFICATION</i>	<i>CODE</i>	<i>SKILL</i>	<i>HRLY</i>	<i>OR</i>	<i>Per Diem</i>
<i>WELDER</i>		When regularly assigned and performing duties as a lead welder.			\$4.500

**SKILL PAYS**

<b>CLASSIFICATION</b>	<b>CODE</b>	<b>SKILL</b>	<b>HRLY</b>	<b>OR</b>	<b>Per Diem</b>
<i>CLERK TYPIST I-III</i>	501	For regular and frequent use of certified shorthand skills.	\$0.300		
<i>CHIEF BUILDING INSPECTOR</i>					
<i>COMB BLDG INSP AIDE I-II</i>					
<i>COMB BLDG INSPECTOR</i>					
<i>ELECTRICAL INSPECTOR</i>					
<i>PLAN CHECKER-ELECTRICAL</i>					
<i>PLAN CHECKER-ELECTRICAL I-II</i>					
<i>PLAN CHECKER-FIRE PREVENTION</i>					
<i>PLAN CHECKER-FIRE PREVENTION I-II</i>					
<i>PLAN CHECKER-MECHANICAL</i>					
<i>PLAN CHECKER-MECHANICAL I-II</i>					
<i>PLAN CHECKER-PLUMBING</i>					
<i>PLAN CHECKER-PLUMBING I-II</i>					
<i>PLUMBING INSPECTOR</i>					
<i>PRINCIPAL BUILDING INSPECTOR</i>					
<i>SENIOR COMBINATION BLDG INSP</i>					
<i>SENIOR ELECTRICAL INSPECTOR</i>					
<i>SENIOR MECHANICAL INSPECTOR</i>					
<i>SENIOR PLUMBING INSPECTOR</i>	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.250		
<i>CHIEF CONSTRUCTION INSPECTOR</i>					
<i>CONSTRUCTION INSPECTOR I-II</i>					
<i>PRINCIPAL CONSTRUCTION INSPCTR</i>	505	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$.75 per hour for one deputy inspector card, \$1.00 per hour for two cards,	\$0.750		



**SKILL PAYS**

<b>CLASSIFICATION</b>	<b>CODE</b>	<b>SKILL</b>	<b>HRLY</b>	<b>OR</b>	<b>Per Diem</b>
		\$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).			
	506	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.000		
	507	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.250		
<b>CONSTRUCTION INSPECTOR II</b>					
	512	When regularly assigned and performing as supervisor over all Gas Construction Inspection activities.	\$1.418		
<b>CUSTOMER SERVICE REP II</b>					
	513	When performing meter rereads.	\$0.472		
<b>CUSTOMER SERVICE REP III</b>					
	514	When regularly assigned and performing duties as a section lead person.	\$1.000		
	515	When working Hotline Desk.	\$0.586		
<b>GENERAL MAINTENANCE ASSISTANT</b>					
	520	When regularly performing specialized marina maintenance work (T).	\$0.635		
<b>MAINTENANCE ASSISTANT II-III</b>					
	522	When regularly assigned and operating heavy equipment as a refuse packer truck operator for Public Works or Parks, Recreation and Marine department.	\$1.180		
<b>MAINTENANCE ASSISTANT III SUPERVISING CUSTODIAN</b>					
	523	When supervising crews or contractors performing custodial and/or maintenance duties.	\$0.500		
<b>MAINTENANCE ASSISTANT III</b>					
	524	When regularly assigned and/or performing lot cleaning crew leader duties.	\$0.440		
	525	When regularly assigned and/or performing on dual axle packing units with a capacity of 16 yards or more.	\$1.210		
<b>GARDENER I MAINTENANCE ASSISTANT III</b>					
	526	When required to possess a Pesticide	\$0.554		

**SKILL PAYS**

<b>CLASSIFICATION</b>	<b>CODE</b>	<b>SKILL</b>	<b>HRLY</b>	<b>OR</b>	<b>Per Diem</b>
		Applicator's license and regularly assigned Pesticide Applicator duties.			
<b>MOTOR SWEEPER OPERATOR</b>					
	527	When regularly assigned and operating heavy equipment on a three-wheeled motor sweeper (T).	\$0.250		
<b>GAS PIPELINE WLDR/LAYOUT FTR</b>					
	528	When regularly assigned and performing duties as a pipeline welding shop lead person.	\$0.700		
<b>PLUMBER</b>					
	529	When regularly assigned and performing duties as irrigation systems plumbing specialist.	\$0.647		
<b>COMMUNITY WORKER I</b>					
<b>MEDICAL SOCIAL WORKER II</b>					
<b>NUTRITION AIDE</b>					
<b>NUTRITION AIDE I-II</b>					
<b>PUBLIC HEALTH NURSE</b>					
<b>PUBLIC HEALTH NURSE I-III</b>					
<b>PUBLIC HEALTH NUTRITIONIST I</b>					
<b>REGISTERED NURSE I-II</b>					
	530	When regularly assigned and performing as a team leader of a rehabilitation team or specialized clinic or STD clinic in the Health Department.	\$0.633		
<b>SPECIAL SERVICES OFFICER II</b>					
	534	When regularly assigned to patrol marina slips and basins between the hours of 8:00 p.m. and 4:00 a.m.	\$0.433		
<b>COMB BLDG INSP AIDE I-II</b>					
<b>COMB BLDG INSPECTOR</b>					
<b>ELECTRICAL INSPECTOR</b>					
<b>SENIOR COMBINATION BLDG INSP</b>					
<b>SENIOR ELECTRICAL INSPECTOR</b>					
<b>CHIEF BUILDING INSPECTOR</b>					
<b>PLUMBING INSPECTOR</b>					
<b>PRINCIPAL BUILDING INSPECTOR</b>					
<b>SENIOR MECHANICAL INSPECTOR</b>					
<b>SENIOR PLUMBING INSPECTOR</b>					
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$0.750		
	536	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for	\$1.000		

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		four special certifications).			
	537	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.250		
<b>SENIOR EQUIPMENT OPERATOR</b>					
	538	When regularly assigned and operating specialized equipment such as the cutter head and suction boom in a dredge boat.	\$0.437		
<b>TREE TRIMMER I-II</b>					
	541	When regularly performing tree trimming duties from an aerial bucket (T).	\$0.350		
<b>ELECTRICIAN</b>					
	543	When regularly assigned and performing duties as a lead Electrician in the Traffic Signal Section.	\$0.604		
<i>Non-management classifications in the Skilled &amp; General Bargaining Units.</i>					
	547	When regularly assigned to and possessing Certification issued by an Accredited Certifying Entity per CCR Title 8 Section 5006.1 for crane Operations.	\$0.560		
<i>Non-management classifications in the current Salary Resolution represented by the IAM and the LB Association of Confidential Employees.</i>					
	560	For regular and frequent use of certified oral and/or written bilingual skills.	\$0.700		
<b>GARDENER II</b>					
<b>EQUIPMENT OPERATOR II</b>					
<b>PARK MAINTENANCE SUPERVISOR</b>					
<b>STREET LANDSCAPING SUPVR I-II</b>					
	561	When required to possess an Agricultural Pest Control Advisors license and regularly assigned advisor duties.	\$0.554		
<b>PAYROLL/PERSONNEL ASST III</b>					
	563	When supervising payroll & personnel functions at Police Department (T).	\$1.157		
<b>COMB BLDG INSP AIDE I-II</b>					
<b>COMB BLDG INSPECTOR</b>					
<b>ELECTRICAL INSPECTOR</b>					
<b>PLAN CHECKER-ELECTRICAL</b>					
<b>PLAN CHECKER-ELECTRICAL I-II</b>					
<b>PLAN CHECKER-FIRE PREVENTION</b>					
<b>PLAN CHECKER-FIRE PREVENTION I-II</b>					
<b>PLAN CHECKER-MECHANICAL</b>					
<b>PLAN CHECKER-MECHANICAL I-II</b>					

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
PLAN CHECKER-PLUMBING PLAN CHECKER-PLUMBING I-II SENIOR COMBINATION BLDG INSP SENIOR ELECTRICAL INSPECTOR CHIEF BUILDING INSPECTOR PLUMBING INSPECTOR PRINCIPAL BUILDING INSPECTOR SENIOR MECHANICAL INSPECTOR SENIOR PLUMBING INSPECTOR	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.500		
CHIEF CONSTRUCTION INSPECTOR CONSTRUCTION INSPECTOR I-II PRINCIPAL CONSTRUCTION INSPCTR	565	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.500		
COMB BLDG INSP AIDE I-II COMB BLDG INSPECTOR ELECTRICAL INSPECTOR SENIOR COMBINATION BLDG INSP SENIOR ELECTRICAL INSPECTOR CHIEF BUILDING INSPECTOR PLUMBING INSPECTOR PRINCIPAL BUILDING INSPECTOR SENIOR MECHANICAL INSPECTOR SENIOR PLUMBING INSPECTOR	567	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.500		
GENERAL MAINT SUPERVISOR II CARPENTER SUPERVISOR PAINTER SUPERVISOR	568	When regularly assigned and performing as general supervisor of the Carpentry-Field, Carpentry-Shop, Paint & Welding sections or Marine & Facility Maintenance.	\$2.000		
MECHANICAL SUPERVISOR II ELECTRICAL SUPERVISOR					

**SKILL PAYS**

<b>CLASSIFICATION</b>	<b>CODE</b>	<b>SKILL</b>	<b>HRLY</b>	<b>OR</b>	<b>Per Diem</b>
<b>PLUMBER SUPERVISOR</b>	570	When regularly assigned and performing as a general supervisor of the HVAC, Electrical, Street Lighting and Plumbing Sections.	\$1.000		
<b>PAINTER SUPERVISOR</b>					
<b>STREET MAINTENANCE SUPERVISOR</b>					
<b>STREET MAINTENANCE SUPVR I-II</b>	572	When regularly assigned and performing as general supervisor of the Traffic Painting/Marking and Security sections.	\$0.500		
<b>EQUIPMENT OPERATOR III</b>	573	When regularly assigned and operating heavy/specialized equipment as a dredge level operator.	\$0.882		
<b>GENERAL MAINT SUPERVISOR II</b>	574	When regularly assigned and performing as general supervisor over skilled crafts.	\$1.000		
<b>SPECIAL SERVICES OFFICER I-V</b>	588	When assigned to and performing jailer duties	\$2.500		
<b>SPECIAL SERVICES OFFICER I</b>	589	When regularly assigned & performing in the Police Dept Traffic Division (T-4/1/01).	\$2.085		
<i>Non-management classifications represented by the LB Assoc. of Engineering Employees</i>					
	590	For regular and frequent use of certified oral and/or written bilingual skills.	\$0.600		
<b>PLUMBER</b>	596	When possessing a Los Angeles County Department of Health Cross Connection Tester Certificate.	\$0.450		
<b>ENVIRONMENTAL HEALTH SPEC III-IV</b>					
<b>PLUMBER SUPERVISOR</b>	597	When possessing a University of Southern California Foundation for Cross Connection Control and Hydraulic Research certificate as a Specialist in Cross Connection Control or equivalent.	\$0.600		
<b>PERSONNEL ASST II-CONF</b>	598	When regularly assigned and performing duties as a section lead person for employee health insurance programs.	\$2.000		
<b>BATTALION CHIEF</b>					
<b>FIRE BOAT PILOT</b>					
<b>FIRE CAPTAIN</b>					
<b>FIREFIGHTER</b>					
<b>LIFEGUARD-HRLY-NC</b>					
<b>MARINE SAFETY OFFICER</b>					
<b>MARINE SAFETY SERGEANT</b>					

**SKILL PAYS**

<b>CLASSIFICATION</b>	<b>CODE</b>	<b>SKILL</b>	<b>HRLY</b>	<b>OR</b>	<b>Per Diem</b>
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MARINE SAFETY SERGEANT-BT-OP  
 POLICE CORPORAL  
 POLICE LIEUTENANT  
 POLICE OFFICER  
 POLICE SERGEANT

599		For regular and frequent use of certified oral and/or written bilingual skills.	\$0.800		
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*Eligible classifications in the current Salary Resolution  
 in the Police Officers Association Unit*

600		Helicopter Pilot, 8.60 percent (8.6%) of Step 5 Police Officer.	\$3.723		
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601		When routinely and consistently assigned as a Co-pilot or on a crew for air missions.	\$1.779		
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602		When performing on a two-wheeled motorcycle, 5.23% of Step 5 Police Officer.	\$2.264		
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603		When regularly assigned to and performing administrative and/or investigative duties in the Police Department as determined by the Chief of Police. (4.49% of Step 5 Police Officer)	\$1.944		
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610		Police Officers who are routinely and consistently assigned to handle, train and board a duly certified police service dog and uses said dog in connection with the performance of his/her patrol and law enforcement duties with the Police Department shall receive 5.23% of Step 5 Police Officer base hourly rate.	\$2.264		
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611		Compensation to eligible classifications when regularly assigned to and performing the duties of Boat Patrol Operator and in possession of a valid Coast Guard Operators License & Towing certificate.	\$1.438		
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612		Compensation to eligible classifications when regularly assigned to and performing the duties of Boat Patrol Operations and in possession of a valid Basic Boat Operations certificate.	\$0.719		
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613		When regularly assigned to patrol within the Port Security Unit, 5.23% of Step 5 Police Officer base hourly rate. Not eligible to receive any other skill pay associated with responsibilities on the Port Security Unit, one-man car pay or FTO pay when receiving Port Security Assignment Pay.	\$2.264		
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		When regularly assigned to a one officer unit in Patrol between the hours of 1630 and 0730, an amount equal to 10% of Step 5 Police Officer for each hour worked in a one Officer unit.	\$4.459		
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		When assigned by the Chief of Police to be Field Training Officer, an amount equal to 10% top step of Police Officer for each hour worked in that assignment. Field Training Officers will be assigned to train Police Officers during the	\$4.727		
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**SKILL PAYS**

<b>CLASSIFICATION</b>	<b>CODE</b>	<b>SKILL</b>	<b>HRLY</b>	<b>OR</b>	<b>Per Diem</b>
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		12-month probation period. However, for lateral transfers, said assignment period shall be determined by the Chief of Police.			
	620	Compensation to eligible classifications who have obtained a degree of Associate of Arts from a fully accredited Institution. (2.75% of Step 5 Police Officer)	\$1.190		
	621	Compensation to eligible classifications who have obtained a degree of Bachelor of Arts or Bachelor of Science from a fully accredited Institution. (5% of Step 5 Police Officer)	\$2.164		
	622	Compensation to eligible classifications who have obtained a Masters degree from a fully accredited college or university. (6.5% of Step 5 Police Officer)	\$2.814		
	623	Compensation to eligible classifications who have completed 60 or more semester units toward a BA or BS from a fully accredited college or university. (2.75% of Step 5 Police Officer)	\$1.190		
	631	Compensation to eligible police classifications who have fifteen (15) years of service as a Police Officer with the City of Long Beach or as a lateral Transfer to a Police Officer with prior California Law enforcement experience. (5% Step 6 Police Officer)	\$2.273		
	683	Compensation to eligible classifications who received P.O.S.T. Intermediate Certificate pay prior to October 1, 2011. Officers may not receive both education and POST pay simultaneously.	\$1.495		
	684	Compensation to eligible classifications who have obtained a P.O.S.T Advanced Certificate. (7.5% of Step 5 Police Officer)	\$3.247		

*Eligible classifications in the current Salary Resolution  
in the Long Beach Firefighters Association Unit*

	700	When in possession of a valid 100-ton license and regularly assigned to operating an 88-foot fire boat.	\$2.300		
	703	After being licensed through the State of CA and accredited by the local emergency svcs agency and while fully trained and assigned to paramedic duty; or (see Sec. 18) 16% top step Firefighter.	\$6.328		
	720	When regularly assigned to a specialized fire boat as a Fire Engineer.	\$0.920		
	712	When regularly assigned and performing the full duties of an arson investigator. (16% top step Firefighter per hour. Will increase with Firefighter base pay).	\$6.328		
	721	When regularly assigned to apparatus other than a single function specialized fire boat & in	\$0.173		

**SKILL PAYS**

<b>CLASSIFICATION</b>	<b>CODE</b>	<b>SKILL</b>	<b>HRLY</b>	<b>OR</b>	<b>Per Diem</b>
		possession of the required California State Emergency Apparatus Operator's License.			
	722	When certified and permanently assigned to the Urban Search and Rescue (USAR) program station. (6% of top step Firefighter per hour. Will increase with Firefighter base pay).	\$2.373		
	723	When certified and assigned as qualified relief coverage to the USAR program. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay).	\$1.780		
	724	When permanently assigned as an instructor and training coordinator at an Urban Search and Rescue program station. (2.5% of top step Firefighter per hour. Will increase with Firefighter base pay.) Location exceptions may be approved by Fire Chief. Limited to two employees per shift.	\$0.989		
	725	When certified and permanently assigned to the Hazardous Materials (HAZMAT) program station. (6% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$2.373		
	726	When certified and assigned as qualified relief coverage to the HAZMAT program. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay).	\$1.780		
	727	When certified and permanently assigned to the Hazardous Materials (HAZMAT) program station. (2.5% of top step Firefighter per hour. Will increase with Firefighter base pay).	\$0.989		
	728	When certified and permanently assigned to the Aircraft Rescue and Firefighting program station. (5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$2.373		
	729	When certified and assigned as qualified relief coverage to the Aircraft Rescue and Firefighting. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay).	\$1.780		
	730	Compensation to eligible fire classifications who has ten (10) years of service as a Firefighter with the City of Long Beach or bargaining unit members who have prior California firefighting experience as a full-time career sworn firefighter with the State of California Firefighter One certification. (5% of top step Firefighter base hourly rate)	\$1.977		
	731	Compensation to eligible fire classifications who has fifteen (15) years of service as a Firefighter with the City of Long Beach or bargaining unit members who have prior California firefighting experience as a full-time career sworn firefighter with the State of California Firefighter One certification. (10% of top step Firefighter base hourly rate)	\$3.955		



**SKILL PAYS**

<b>CLASSIFICATION</b>	<b>CODE</b>	<b>SKILL</b>	<b>HRLY</b>	<b>OR</b>	<b>Per Diem</b>
	732	When certified and permanently assigned to a Rescue Boat, the Paramedic Coordinator, the Public Information Officer, the Training Captain, or the Fire Prevention Captain. (6% of top step Firefighter per hour. Will increase with Firefighter base pay).	\$2.373		
	733	When certified and assigned as qualified relief for a Rescue Boat Captain. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay).	\$1.780		
	734	Cap QR2	\$0.593		
	735	When regularly assigned to a non-platoon schedule in Fire Prevention, Community Services, Support Services, Operations, Disaster Management, or Administration.	\$2.300		
	736	When regularly assigned to a non-platoon schedule in Fire Prevention, Community Services, Operations, Disaster Management, or Administration and is a qualified relief.	\$0.593		
	737	When certified and permanently assigned to perform Fire Prevention duties.	\$1.977		
	738	Compensation to eligible fire classifications who has fifteen (20) years of service as a Firefighter with the City of Long Beach or bargaining unit members who have prior California firefighting experience as a full-time career sworn firefighter with the State of California Firefighter One certification. (15% of top step Firefighter base hourly rate)	\$5.932		
	747	When certified and permanently assigned to perform Fire Boat Operations duties (6% of top step Firefighter hourly rate).	\$2.373		
	748	When certified and assigned as qualified relief coverage to the Fire Boat Operations. (4.5% of top step Firefighter hourly rate).	\$1.780		
	749	Compensation to eligible fire classifications who have at least six (6) years of experience, and who have satisfied State of California Fire Marshall Fire Fighter II certification standards and obtained a Fire Fighter II certification. (3% of top step Firefighter hourly rate)	\$1.186		
	750	When possessing Strike Team Leader certificate. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay).	\$0.593		
	751	When possessing a certificate for USAR but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention, Fire Boat Operations).	\$0.593		
	752	When possessing a certificate for HAZMAT	\$0.593		

**SKILL PAYS**

<b>CLASSIFICATION</b>	<b>CODE</b>	<b>SKILL</b>	<b>HRLY</b>	<b>OR</b>	<b>Per Diem</b>
		but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention, Fire Boat Operations).			
	753	When possessing a certificate for ARFF but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention, Fire Boat Operations).	\$0.593		
	754	When possessing a certificate for Fire Prevention but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention, Fire Boat Operations).	\$0.593		
	755	When possessing a certificate for but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention, Fire Boat Operations).	\$0.593		
	756	When possessing a certificate for Public Information Officer but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention, Fire Boat Operations).	\$0.593		
	757	When possessing a certificate for Instructor/ Training (Fire Instructor II) but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention, Fire Boat Operations).	\$0.593		
	758	When possessing a certificate for Fire Boat Operations but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention, Fire Boat Operations).	\$0.593		
	784	Compensation to eligible classifications who have obtained a degree of Associate of Arts, or 60 or more equivalent semester units in courses in fire science, administration, and similar approved fields from an accredited institution (4.5% of top step firefighter hourly rate)	\$1.780		
	786	Compensation to eligible classifications who have obtained a degree of Bachelor of Arts	\$2.076		

**SKILL PAYS**

<b>CLASSIFICATION</b>	<b>CODE</b>	<b>SKILL</b>	<b>HRLY</b>	<b>OR</b>	<b>Per Diem</b>
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or Bachelor of Science, or Bachelor of Vocational Education from an accredited college or university in fire science, administration or similar approved fields. (5.25% of top step firefighter hourly rate)

787		Compensation to eligible classifications who have obtained a Masters degree from an accredited college or university in fire science, administration or similar approved fields. (6% of top step firefighter hourly rate)	\$2.373		
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*Eligible classifications in the current Salary Resolution in the Long Beach Lifeguards Association Unit*

800		When certified as an Emergency Medical Technician (EMT) and recertified as required by law, and having completed 1200 or more hours at Salary Range 010, Step 6.	\$1.102		
801		When certified and possessing a Coast Guard Operator's license and towing certificate.	\$1.438		
802		Compensation to dive team members when assigned to routinely and consistently perform hazardous activities to implement health and safety procedures. (This pay may not be used in conjunction with Swift Water Rescue Coordinator pay or Dive Team Coordinator pay).	\$1.150		
803		When regularly assigned to and performing as the Dive Team Coordinator in a lead or supervisory role.	\$1.438		
804		When regularly assigned and performing as the Swift Water Rescue Coordinator.	\$1.438		
807		Compensation to eligible classifications who have obtained sixty (60) or more semester units in courses in administration or similar approved fields from an accredited Institution.	\$0.604		
808		Compensation to eligible classifications who have obtained a degree of Associate of Arts in administration or similar approved fields from an accredited Institution.	\$1.725		
809		Compensation to eligible classifications who have obtained a degree of Bachelor of Arts or Bachelor of Science in courses in administration or similar approved fields from an accredited Institution.	\$2.012		
810		Compensation to eligible classifications who have obtained a Masters degree from an accredited college or university in administration or similar approved fields.	\$2.300		
811		When the classification of Marine Safety Captain is assigned to perform in an administrative capacity.	\$1.150		

*Non-management classifications as specified in the City's Safety and Health Manual represented by eligible bargaining units.*

812		Employees who maintain current certification and are assigned as a Floor Warden in	\$0.500		
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**SKILL PAYS**

<b>CLASSIFICATION</b>	<b>CODE</b>	<b>SKILL</b>	<b>HRLY</b>	<b>OR</b>	<b>Per Diem</b>
		accordance with the Floor Warden Procedure of the City's Safety & Health Manual.			
<b>CONSTRUCTION INSPECTOR I-II</b>					
<b>CORROSION CONTROL SUPERVISOR</b>					
<b>PRINCIPAL CONSTRUCTION INSPCTR</b>					
	813	When possessing an American Welding Society certificate for gas pipeline welding inspections or a National Association of Corrosion Engineers certificate. (\$.75 per hour for one specialty certificate, up to a maximum of \$1.00 per hour for two certifications).	\$0.750		
	814	When possessing an American Welding Society certificate for gas pipeline welding inspections or a National Association of Corrosion Engineers certificate. (\$.75 per hour for one specialty certificate, up to a maximum of \$1.00 per hour for two certifications).	\$1.000		
<b>MARINE SAFETY OFFICER</b>					
	815	For the attainment of EMT-D certification.	\$1.121		
<b>HELICOPTER MECHANIC</b>					
<b>FLEET SERVICES SUPERVISOR II</b>					
	849	When possessing a FAA-issued Inspection Authorization License.	\$2.890		
<b>GAS CONSTRUCTION WORKER II</b>					
<b>GAS FIELD SERVICE REP II</b>					
	850	When possessing a Long Beach Gas & Oil meter installation/reinstallation certification for up to a 400 class meter.	\$0.350		
<b>GAS FIELD SERVICE REP II</b>					
	851	When possessing a SoCal Gas (or equivalent) Appliance Technology certification, or a Regulator Technician certification.	\$0.500		
<b>GAS CONSTRUCTION WORKER II</b>					
	852	When possessing a SoCal Gas (or equivalent) Leakage Survey or Pressure Control certification, or Long Beach Gas & Oil Valve Inspection and Maintenance certification, or a NACE Basic Level Certification.	\$0.500		
<b>CONSTRUCTION INSPECTOR I-II</b>					
<b>GAS CONSTRUCTION WORKER II</b>					
<b>GAS CONSTRUCTION WORKER III</b>					
<b>GAS FIELD SERVICE REP II</b>					
<b>PRINCIPAL CONSTRUCTION INSPCTR</b>					
<b>SENIOR EQUIPMENT OPERATOR</b>					
	853	When possessing the classification appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan certifications for journey level.	\$2.000		

**SKILL PAYS**

<b>CLASSIFICATION</b>	<b>CODE</b>	<b>SKILL</b>	<b>HRLY</b>	<b>OR</b>	<b>Per Diem</b>
<b>GAS CONSTRUCTION WORKER III</b>					
<b>GAS FIELD SERVICE REP III</b>					
	854	When possessing the classification appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan certifications for advanced level.	\$0.600		
<b>GAS FIELD SERVICE REP III</b>					
	855	When possessing a Long Beach Gas & Oil meter installation/reinstallation certification for commercial meters or multimeter sets of 5 or more, or a SoCal Gas (or equivalent) Appliance Technology certification or a Regulator Troubleshooting certification.	\$0.550		
<b>GAS CONSTRUCTION WORKER III</b>					
	856	When possessing a Long Beach Gas & Oil meter installation/reinstallation certification for commercial meters or multimeter sets of 5 or more, or a SoCal Gas (or equivalent) Leakage Survey certification, or a Long Beach Gas & Oil Pressure Control certification for 6" and above PC fittings, or a NACE Tester-level certification or a Fusion Trainer/Inspector certification from a gas pipeline industry recognized agency, or when performing DOT record-keeping for Valve Maintenance.	\$0.550		
<b>GAS MAINTENANCE SUPERVISOR I-II</b>					
	857	When possessing a Fusion Trainer/Inspector certification from a gas pipeline industry-recognized agency or a NACE Tester-level certification, or a Gas Pipeline Welding Inspections certification from an API-certified welding instructor.	\$0.200		
<b>GAS DISTRIBUTION SUPERVISOR I-II</b>					
	858	When possessing a Flow Computer Unit Operation and Maintenance and BTU Transmitter Operations and Maintenance certifications, or a SoCal Gas (or equivalent) Appliance Technology certification (or equivalent) Appliance Technology certification,	\$0.200		
<b>PARK RANGER I-II</b>					
<b>SPECIAL SERVICES OFFICER I-V</b>					
	859	When assigned by the Department Head to train new personnel as part of a structured training plan.	\$2.250		
<b>REFUSE OPERATOR I-III</b>					
	860	Frontloader-Single Driver	\$1.500		
<b>SPECIAL SERVICES OFFICER I-V</b>					
	866	When assigned to patrol within the Airport, Marine Patrol or Long Beach City College (LBCC).	\$1.500		
<b>CLERK TYPIST I-III</b>					
<b>PAYROLL/PERSONNEL ASST I-III</b>					
	873	When regularly performing Payroll/Personnel	\$0.700		

**SKILL PAYS**

<b>CLASSIFICATION</b>	<b>CODE</b>	<b>SKILL</b>	<b>HRLY</b>	<b>OR</b>	<b>Per Diem</b>
		Asst duties for the Police Department (May not be used in conjunction with skill pay 563.)			
<i>POLICE PROPERTY &amp; SPLY CLRK I-II</i>	874	When regularly assigned and performing lead Duties.	\$1.500		
<i>PLANNER IV-V</i>	875	When regularly assigned and performing help desk duties.	\$1.800		
	876	When assigned and performing special project duties related to the development of sustainability policy, the creation of a Sustainable Development Board, and the provision of technical assistance related to environmental policy.	\$0.700		
<i>PUBLIC HLTH PROFESSIONAL III</i>	878	When regularly assigned and performing the full duties as Director of the Employee Assistance Program.	\$3.000		
<i>CUSTOMER SVCS SUPERVISOR I</i>	879	When regularly assigned and performing as supervisor for License Inspectors.	\$1.630		
<i>PARK MAINTENANCE SUPERVISOR</i>					
<i>STREET LANDSCAPING SUPVR I-II</i>					
<i>STREET MAINTENANCE SUPERVISOR</i>					
<i>STREET MAINTENANCE SUPVR I-II</i>	888	When supervising Senior Equipment Operators.	\$1.350		
<i>FLEET SERVICES SUPERVISOR</i>					
<i>FLEET SERVICES SUPERVISOR I-II</i>					
<i>EQUIPMENT MECHANIC I-II</i>	893	When regularly assigned to the maintenance and repair of City vehicles, or as supervisor to Equipment Mechanics within the Fleet Maintenance Division, and possessing two ASE Master certifications.	\$2.000		
<i>FLEET SERVICES SUPERVISOR</i>					
<i>FLEET SERVICES SUPERVISOR I-II</i>					
<i>EQUIPMENT MECHANIC I-II</i>					
<i>SUPERVISOR-STORES &amp; PROPERTY</i>	893	When regularly assigned to the maintenance and repair of City vehicles, or as supervisor to Equipment Mechanics within the Fleet Maintenance Division, and possessing two ASE Master certifications.	\$2.000		
	894	When regularly assigned to the maintenance and repair of City vehicles, or as supervisor to Equipment Mechanics within the Fleet Maintenance Division, and possessing one ASE Master certification, or for Supervisor-Stores and Property when possessing ASE Parts certification.	\$1.000		

**SKILL PAYS**

<b>CLASSIFICATION</b>	<b>CODE</b>	<b>SKILL</b>	<b>HRLY</b>	<b>OR</b>	<b>Per Diem</b>
<i>CLERK SUPERVISOR</i> <i>CLERK TYPIST I-III</i> <i>CLERK TYPIST V</i>	895	When regularly assigned to night shift at the Police Department.	\$1.200		
	896	When regularly assigned to swing shift at the Police Department.	\$0.900		
	897	When regularly assigned to day shift at the Police Department.	\$0.600		
<i>HOUSING SPECIALIST III</i>	898	When regularly assigned to and performing the duties of trainer or portability specialist.	\$0.500		
<i>PARK MAINTENANCE SUPERVISOR</i> <i>STREET LANDSCAPING SUPVR I-II</i> <i>STREET MAINTENANCE SUPERVISOR</i> <i>STREET MAINTENANCE SUPVR I-II</i> <i>TREE TRIMMER I-II</i>	899	When possessing a current International Society of Arboriculture certification as a Certified Arborist.	\$0.500		