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1 RESOLUTION NO. RES-06-0138

2
3 A RESOLUTION OF THE CITY COUNCIL OF THE
4 CITY OF LONG BEACH CONFIRMING, READOPTING AND
5 AMENDING PREVIOUSLY ADOPTED PROVISIONS,
6 CREATING AND ESTABLISHING POSITIONS OF
7 EMPLOYMENT, AND FIXING AND PRESCRIBING THE
8 COMPENSATION FOR THE OFFICERS AND EMPLOYEES OF
9 THE CITY OF LONG BEACH; AND RESCINDING
10 RESOLUTION NO. RES-05-0121 OF THE CITY COUNCIL
11 RELATING THERETO

12
13 WHEREAS, in accordance with the provisions of the City
14 Charter, the City Council, in Resolution No. RES-05-0121, has
15 created and established positions of employment and fixed and
16 prescribed the salaries and compensation of the officers and
17 employees of the City, commencing October 1, 2006; and

18 WHEREAS, it is now the desire of the City Council to
19 confirm, readopt and amend the provisions of Resolution No.
20 C-28309, as amended, and to incorporate the confirmed, readopted
21 and amended provisions into this resolution;

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

24 Section 1. Every person who has been or who hereafter
25 may be duly appointed to an office or position of employment
26 indicated herein, and who is qualified to hold and does hold such
27 office or position from and after the date or dates that the pay
28 rates and compensation prescribed herein shall become effective as

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1 hereinafter provided, or from the date of employment, whichever
2 occurs later, shall receive as full compensation for his/her
3 services, a biweekly salary based on one of the pay rates set
4 forth in the Salary Schedules specified herein for his/her office
5 or position, together with such additional compensation, if any,
6 as provided herein or by applicable ordinance. The method and
7 manner of determination of the pay rate at which the compensation
8 of each officer or employee (hereinafter collectively referred to
9 as "employee" or "employees") shall be fixed as hereinafter
10 provided. Except as otherwise specifically designated, the
11 applicable pay rate indicated in the Salary Schedule in Section 2
12 hereof is intended to be and shall be the basis for determining
13 each employee's biweekly salary.

14 Sec. 2. Pay rates for all offices and positions
15 hereinafter referred to in Section 15 are set forth in Salary
16 Schedules I and IA as set forth in this Section. The pay rates
17 set forth in Salary Schedules I shall be operative on and after
18 12:01 a.m. of October 1, 2006. The pay rate set forth in Salary
19 Schedule IA shall be operative on and after 12:01 a.m. of
20 October 1, 2006.

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SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2006

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
M01	9.055 724.40 1,575.00	9.508 760.64 1,654.00	10.062 804.96 1,750.00	10.571 845.68 1,839.00	11.066 885.28 1,925.00	11.633 930.64 2,023.00	12.220 977.60 2,125.00
M03	9.745 779.60 1,695.00	10.232 818.56 1,780.00	10.826 866.08 1,883.00	11.350 908.00 1,974.00	11.908 952.64 2,071.00	12.485 998.80 2,171.00	13.133 1,050.64 2,284.00
M07	10.469 837.52 1,821.00	10.993 879.44 1,912.00	11.633 930.64 2,023.00	12.220 977.60 2,125.00	12.804 1,024.32 2,227.00	13.449 1,075.92 2,339.00	14.137 1,130.96 2,459.00
M08	10.715 857.20 1,864.00	11.251 900.08 1,957.00	11.908 952.64 2,071.00	12.485 998.80 2,171.00	13.133 1,050.64 2,284.00	13.790 1,103.20 2,398.00	14.485 1,158.80 2,519.00
M10	10.997 879.76 1,913.00	11.547 923.76 2,008.00	12.220 977.60 2,125.00	12.804 1,024.32 2,227.00	13.449 1,075.92 2,339.00	14.137 1,130.96 2,459.00	14.842 1,187.36 2,581.00
M12	11.235 898.80 1,954.00	11.798 943.84 2,052.00	12.485 998.80 2,171.00	13.133 1,050.64 2,284.00	13.790 1,103.20 2,398.00	14.485 1,158.80 2,519.00	15.217 1,217.36 2,647.00
M13	11.523 921.84 2,004.00	12.098 967.84 2,104.00	12.804 1,024.32 2,227.00	13.449 1,075.92 2,339.00	14.137 1,130.96 2,459.00	14.842 1,187.36 2,581.00	15.589 1,247.12 2,711.00
M15	11.819 945.52 2,056.00	12.409 992.72 2,158.00	13.133 1,050.64 2,284.00	13.790 1,103.20 2,398.00	14.485 1,158.80 2,519.00	15.217 1,217.36 2,647.00	15.983 1,278.64 2,780.00
M17	12.103 968.24 2,105.00	12.707 1,016.56 2,210.00	13.449 1,075.92 2,339.00	14.137 1,130.96 2,459.00	14.842 1,187.36 2,581.00	15.589 1,247.12 2,711.00	16.417 1,313.36 2,855.00
M18	12.341 987.28 2,146.00	12.958 1,036.64 2,254.00	13.711 1,096.88 2,385.00	14.409 1,152.72 2,506.00	15.143 1,211.44 2,634.00	15.901 1,272.08 2,766.00	16.736 1,338.88 2,911.00
M19	12.598 1,007.84 2,191.00	13.228 1,058.24 2,301.00	14.001 1,120.08 2,435.00	14.688 1,175.04 2,555.00	15.453 1,236.24 2,688.00	16.230 1,298.40 2,823.00	17.057 1,364.56 2,967.00
M20	12.410 992.80 2,158.00	13.031 1,042.48 2,266.00	13.790 1,103.20 2,398.00	14.485 1,158.80 2,519.00	15.217 1,217.36 2,647.00	15.983 1,278.64 2,780.00	16.937 1,354.96 2,946.00
M21	12.724 1,017.92 2,213.00	13.359 1,068.72 2,324.00	14.137 1,130.96 2,459.00	14.842 1,187.36 2,581.00	15.589 1,247.12 2,711.00	16.417 1,313.36 2,855.00	17.388 1,391.04 3,024.00
M22	12.650 1,012.00 2,200.00	13.283 1,062.64 2,310.00	14.054 1,124.32 2,444.00	14.769 1,181.52 2,569.00	15.522 1,241.76 2,700.00	16.299 1,303.92 2,835.00	17.155 1,372.40 2,984.00
M24	13.035 1,042.80 2,267.00	13.687 1,094.96 2,381.00	14.485 1,158.80 2,519.00	15.217 1,217.36 2,647.00	15.983 1,278.64 2,780.00	16.937 1,354.96 2,946.00	17.824 1,425.92 3,100.00
M26	13.356 1,068.48 2,323.00	14.024 1,121.92 2,439.00	14.842 1,187.36 2,581.00	15.589 1,247.12 2,711.00	16.417 1,313.36 2,855.00	17.388 1,391.04 3,024.00	18.227 1,458.16 3,170.00
M27	13.455 1,076.40 2,340.00	14.129 1,130.32 2,457.00	14.953 1,196.24 2,601.00	15.701 1,256.08 2,731.00	16.522 1,321.76 2,874.00	17.506 1,400.48 3,045.00	18.363 1,469.04 3,194.00
M28	13.694 1,095.52 2,382.00	14.379 1,150.32 2,501.00	15.217 1,217.36 2,647.00	15.983 1,278.64 2,780.00	16.937 1,354.96 2,946.00	17.824 1,425.92 3,100.00	18.706 1,496.48 3,254.00
M30	14.247 1,124.00 2,450.00	14.960 1,184.00 2,560.00	15.830 1,274.00 2,730.00	16.635 1,354.00 2,910.00	17.474 1,434.00 3,090.00	18.527 1,514.00 3,270.00	19.480 1,594.00 3,450.00

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2006

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
	1,139.76	1,196.80	1,266.40	1,330.80	1,397.92	1,482.16	1,558.40
	2,478.00	2,602.00	2,753.00	2,893.00	3,039.00	3,222.00	3,388.00
M31	14.029	14.729	15.589	16.417	17.388	18.227	19.170
	1,122.32	1,178.32	1,247.12	1,313.36	1,391.04	1,458.16	1,533.60
	2,440.00	2,562.00	2,711.00	2,855.00	3,024.00	3,170.00	3,334.00
M34	14.386	15.106	15.983	16.937	17.824	18.706	19.638
	1,150.88	1,208.48	1,278.64	1,354.96	1,425.92	1,496.48	1,571.04
	2,502.00	2,627.00	2,780.00	2,946.00	3,100.00	3,254.00	3,416.00
M35	14.603	15.334	16.226	17.051	17.911	18.990	19.968
	1,168.24	1,226.72	1,298.08	1,364.08	1,432.88	1,519.20	1,597.44
	2,540.00	2,667.00	2,822.00	2,966.00	3,115.00	3,303.00	3,473.00
M36	14.775	15.514	16.417	17.388	18.227	19.170	20.149
	1,182.00	1,241.12	1,313.36	1,391.04	1,458.16	1,533.60	1,611.92
	2,570.00	2,698.00	2,855.00	3,024.00	3,170.00	3,334.00	3,504.00
M37	15.244	16.006	16.937	17.824	18.706	19.638	20.639
	1,219.52	1,280.48	1,354.96	1,425.92	1,496.48	1,571.04	1,651.12
	2,651.00	2,784.00	2,946.00	3,100.00	3,254.00	3,416.00	3,590.00
M38	15.625	16.407	17.361	18.270	19.173	20.129	21.155
	1,250.00	1,312.56	1,388.88	1,461.60	1,533.84	1,610.32	1,692.40
	2,718.00	2,854.00	3,020.00	3,178.00	3,335.00	3,501.00	3,679.00
M42	16.041	16.844	17.824	18.706	19.638	20.639	21.726
	1,283.28	1,347.52	1,425.92	1,496.48	1,571.04	1,651.12	1,738.08
	2,790.00	2,930.00	3,100.00	3,254.00	3,416.00	3,590.00	3,779.00
M46	16.403	17.223	18.227	19.170	20.149	21.178	22.273
	1,312.24	1,377.84	1,458.16	1,533.60	1,611.92	1,694.24	1,781.84
	2,853.00	2,996.00	3,170.00	3,334.00	3,504.00	3,683.00	3,874.00
M47	16.836	17.678	18.706	19.638	20.639	21.726	22.844
	1,346.88	1,414.24	1,496.48	1,571.04	1,651.12	1,738.08	1,827.52
	2,928.00	3,075.00	3,254.00	3,416.00	3,590.00	3,779.00	3,973.00
M50	17.250	18.114	19.170	20.149	21.178	22.273	23.414
	1,380.00	1,449.12	1,533.60	1,611.92	1,694.24	1,781.84	1,873.12
	3,000.00	3,151.00	3,334.00	3,504.00	3,683.00	3,874.00	4,072.00
M52	17.674	18.559	19.638	20.639	21.726	22.844	24.031
	1,413.92	1,484.72	1,571.04	1,651.12	1,738.08	1,827.52	1,922.48
	3,074.00	3,228.00	3,416.00	3,590.00	3,779.00	3,973.00	4,180.00
M62	19.060	20.014	21.178	22.273	23.414	24.644	25.889
	1,524.80	1,601.12	1,694.24	1,781.84	1,873.12	1,971.52	2,071.12
	3,315.00	3,481.00	3,683.00	3,874.00	4,072.00	4,286.00	4,503.00
M63	19.537	20.515	21.692	22.830	23.999	25.260	26.536
	1,562.96	1,641.20	1,735.36	1,826.40	1,919.92	2,020.80	2,122.88
	3,398.00	3,568.00	3,773.00	3,971.00	4,174.00	4,393.00	4,615.00
M66	20.046	21.048	22.273	23.414	24.644	25.889	27.251
	1,603.68	1,683.84	1,781.84	1,873.12	1,971.52	2,071.12	2,180.08
	3,487.00	3,661.00	3,874.00	4,072.00	4,286.00	4,503.00	4,740.00
M68	20.560	21.589	22.844	24.031	25.259	26.550	27.942
	1,644.80	1,727.12	1,827.52	1,922.48	2,020.72	2,124.00	2,235.36
	3,576.00	3,755.00	3,973.00	4,180.00	4,393.00	4,618.00	4,860.00
M78	22.622	23.753	25.137	26.406	27.797	29.215	30.716
	1,809.76	1,900.24	2,010.96	2,112.48	2,223.76	2,337.20	2,457.28
	3,935.00	4,131.00	4,372.00	4,593.00	4,835.00	5,081.00	5,342.00
M88	23.893	25.089	26.550	27.942	29.368	30.899	32.518
	1,911.44	2,007.12	2,124.00	2,235.36	2,349.44	2,471.92	2,601.44
	4,156.00	4,364.00	4,618.00	4,860.00	5,108.00	5,374.00	5,656.00
M90	24.527	25.753	27.251	28.642	30.112	31.703	33.369
	1,962.16	2,060.24	2,180.08	2,291.36	2,408.96	2,536.24	2,669.52

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2006
HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES							
RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
N09	4,266.00	4,479.00	4,740.00	4,982.00	5,237.00	5,514.00	5,804.00
	11.033	11.585	12.260	12.855	13.522	14.196	14.914
	882.64	926.80	980.80	1,028.40	1,081.76	1,135.68	1,193.12
N16	1,919.00	2,015.00	2,132.00	2,236.00	2,352.00	2,469.00	2,594.00
	12.192	12.803	13.549	14.237	14.937	15.706	16.501
	975.36	1,024.24	1,083.92	1,138.96	1,194.96	1,256.48	1,320.08
N23	2,121.00	2,227.00	2,357.00	2,476.00	2,598.00	2,732.00	2,870.00
	12.979	13.628	14.422	15.136	15.894	16.739	17.732
	1,038.32	1,090.24	1,153.76	1,210.88	1,271.52	1,339.12	1,418.56
N29	2,257.00	2,370.00	2,508.00	2,633.00	2,764.00	2,911.00	3,084.00
	14.157	14.865	15.729	16.518	17.501	18.412	19.320
	1,132.56	1,189.20	1,258.32	1,321.44	1,400.08	1,472.96	1,545.60
N33	2,462.00	2,585.00	2,736.00	2,873.00	3,044.00	3,202.00	3,360.00
	13.966	14.665	15.517	16.359	17.263	18.164	19.137
	1,117.28	1,173.20	1,241.36	1,308.72	1,381.04	1,453.12	1,530.96
N41	2,429.00	2,551.00	2,699.00	2,845.00	3,003.00	3,159.00	3,328.00
	16.138	16.946	17.932	18.823	19.786	20.870	21.868
	1,291.04	1,355.68	1,434.56	1,505.84	1,582.88	1,669.60	1,749.44
N43	2,807.00	2,947.00	3,119.00	3,274.00	3,441.00	3,630.00	3,803.00
	16.554	17.382	18.393	19.292	20.273	21.310	22.412
	1,324.32	1,390.56	1,471.44	1,543.36	1,621.84	1,704.80	1,792.96
N45	2,879.00	3,023.00	3,199.00	3,355.00	3,526.00	3,706.00	3,898.00
	18.599	19.528	20.662	21.676	22.777	23.949	25.184
	1,487.92	1,562.24	1,652.96	1,734.08	1,822.16	1,915.92	2,014.72
N51	3,235.00	3,396.00	3,594.00	3,770.00	3,962.00	4,165.00	4,380.00
	17.805	18.697	19.786	20.794	21.868	22.992	24.150
	1,424.40	1,495.76	1,582.88	1,663.52	1,749.44	1,839.36	1,932.00
N53	3,097.00	3,252.00	3,441.00	3,617.00	3,803.00	3,999.00	4,200.00
	18.245	19.159	20.273	21.310	22.412	23.575	24.794
	1,459.60	1,532.72	1,621.84	1,704.80	1,792.96	1,886.00	1,983.52
N54	3,173.00	3,332.00	3,526.00	3,706.00	3,898.00	4,100.00	4,312.00
	19.526	20.502	21.694	22.804	23.980	25.227	26.532
	1,562.08	1,640.16	1,735.52	1,824.32	1,918.40	2,018.16	2,122.56
N55	3,396.00	3,566.00	3,773.00	3,966.00	4,171.00	4,388.00	4,615.00
	20.500	21.525	22.777	23.949	25.184	26.492	27.863
	1,640.00	1,722.00	1,822.16	1,915.92	2,014.72	2,119.36	2,229.04
N57	3,566.00	3,744.00	3,962.00	4,165.00	4,380.00	4,608.00	4,846.00
	19.645	20.626	21.825	22.954	24.132	25.350	26.687
	1,571.60	1,650.08	1,746.00	1,836.32	1,930.56	2,028.00	2,134.96
N60	3,417.00	3,587.00	3,796.00	3,992.00	4,197.00	4,409.00	4,642.00
	19.178	20.137	21.310	22.412	23.575	24.794	26.083
	1,534.24	1,610.96	1,704.80	1,792.96	1,886.00	1,983.52	2,086.64
N61	3,336.00	3,502.00	3,706.00	3,898.00	4,100.00	4,312.00	4,537.00
	19.625	20.606	21.805	22.931	24.108	25.374	26.655
	1,570.00	1,648.48	1,744.40	1,834.48	1,928.64	2,029.92	2,132.40
N63	3,413.00	3,584.00	3,793.00	3,988.00	4,193.00	4,413.00	4,636.00
	19.682	20.665	21.868	22.992	24.150	25.426	26.723
	1,574.56	1,653.20	1,749.44	1,839.36	1,932.00	2,034.08	2,137.84
N65	3,423.00	3,594.00	3,803.00	3,999.00	4,200.00	4,422.00	4,648.00
	21.583	22.662	23.980	25.227	26.532	27.908	29.312
	1,726.64	1,812.96	1,918.40	2,018.16	2,122.56	2,232.64	2,344.96
N67	3,754.00	3,942.00	4,171.00	4,388.00	4,615.00	4,854.00	5,098.00
	23.253	24.414	25.837	27.137	28.571	30.020	31.601
	1,860.24	1,953.12	2,066.96	2,170.96	2,285.68	2,401.60	2,528.08
	4,044.00	4,246.00	4,494.00	4,720.00	4,969.00	5,221.00	5,496.00

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2006

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
N69	21.169	22.227	23.521	24.744	26.005	27.336	28.770
	1,693.52	1,778.16	1,881.68	1,979.52	2,080.40	2,186.88	2,301.60
	3,682.00	3,866.00	4,091.00	4,304.00	4,523.00	4,755.00	5,004.00
N70	22.479	23.601	24.978	26.258	27.611	29.044	30.552
	1,798.32	1,888.08	1,998.24	2,100.64	2,208.88	2,323.52	2,444.16
	3,910.00	4,105.00	4,344.00	4,567.00	4,802.00	5,052.00	5,314.00
N72	21.737	22.823	24.150	25.426	26.723	28.127	29.552
	1,738.96	1,825.84	1,932.00	2,034.08	2,137.84	2,250.16	2,364.16
	3,781.00	3,970.00	4,200.00	4,422.00	4,648.00	4,892.00	5,140.00
N73	22.706	23.842	25.227	26.532	27.908	29.312	30.846
	1,816.48	1,907.36	2,018.16	2,122.56	2,232.64	2,344.96	2,467.68
	3,949.00	4,147.00	4,388.00	4,615.00	4,854.00	5,098.00	5,365.00
N77	22.315	23.431	24.794	26.083	27.396	28.835	30.304
	1,785.20	1,874.48	1,983.52	2,086.64	2,191.68	2,306.80	2,424.32
	3,881.00	4,075.00	4,312.00	4,537.00	4,765.00	5,015.00	5,271.00
N80	24.020	25.221	26.687	28.050	29.524	31.018	32.623
	1,921.60	2,017.68	2,134.96	2,244.00	2,361.92	2,481.44	2,609.84
	4,178.00	4,387.00	4,642.00	4,879.00	5,135.00	5,395.00	5,674.00
N81	23.407	24.577	26.005	27.336	28.770	30.238	31.814
	1,872.56	1,966.16	2,080.40	2,186.88	2,301.60	2,419.04	2,545.12
	4,071.00	4,275.00	4,523.00	4,755.00	5,004.00	5,259.00	5,533.00
N83	23.455	24.627	26.064	27.393	28.832	30.290	31.856
	1,876.40	1,970.16	2,085.12	2,191.44	2,306.56	2,423.20	2,548.48
	4,079.00	4,283.00	4,533.00	4,764.00	5,015.00	5,268.00	5,541.00
N84	23.494	24.671	26.107	27.442	28.870	30.321	31.924
	1,879.52	1,973.68	2,088.56	2,195.36	2,309.60	2,425.68	2,553.92
	4,086.00	4,291.00	4,541.00	4,773.00	5,021.00	5,274.00	5,552.00
N87	24.053	25.256	26.723	28.127	29.552	31.081	32.716
	1,924.24	2,020.48	2,137.84	2,250.16	2,364.16	2,486.48	2,617.28
	4,184.00	4,393.00	4,648.00	4,892.00	5,140.00	5,406.00	5,690.00
N89	24.678	25.912	27.419	28.850	30.316	31.892	33.559
	1,974.24	2,072.96	2,193.52	2,308.00	2,425.28	2,551.36	2,684.72
	4,292.00	4,507.00	4,769.00	5,018.00	5,273.00	5,547.00	5,837.00
N92	25.316	26.583	28.127	29.552	31.081	32.716	34.425
	2,025.28	2,126.64	2,250.16	2,364.16	2,486.48	2,617.28	2,754.00
	4,403.00	4,624.00	4,892.00	5,140.00	5,406.00	5,690.00	5,987.00
N94	27.238	28.602	30.267	31.807	33.476	35.226	37.071
	2,179.04	2,288.16	2,421.36	2,544.56	2,678.08	2,818.08	2,965.68
	4,737.00	4,975.00	5,264.00	5,532.00	5,822.00	6,127.00	6,448.00
N96	27.886	29.280	30.984	32.573	34.297	36.096	37.974
	2,230.88	2,342.40	2,478.72	2,605.84	2,743.76	2,887.68	3,037.92
	4,850.00	5,093.00	5,389.00	5,665.00	5,965.00	6,278.00	6,605.00
S01	14.160	15.734	16.516	17.512	18.381	19.307	
	1,132.80	1,258.72	1,321.28	1,400.96	1,470.48	1,544.56	
	2,463.00	2,737.00	2,873.00	3,046.00	3,197.00	3,358.00	
S02	22.812	23.995	25.235	26.534	27.955		
	1,824.96	1,919.60	2,018.80	2,122.72	2,236.40		
	3,968.00	4,173.00	4,389.00	4,615.00	4,862.00		
S03	21.712						
	1,736.96						
	3,776.00						
S04	23.223						
	1,857.84						
	4,039.00						
S05	25.805	27.241	28.715	30.292	31.953		

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2006

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
	2,064.40	2,179.28	2,297.20	2,423.36	2,556.24		
	4,488.00	4,738.00	4,994.00	5,269.00	5,558.00		
S06	24.122	25.468	26.849	28.318	29.872		
	1,929.76	2,037.44	2,147.92	2,265.44	2,389.76		
	4,196.00	4,430.00	4,670.00	4,925.00	5,196.00		
S07	27.568	29.019	30.477	32.044	33.702		
	2,205.44	2,321.52	2,438.16	2,563.52	2,696.16		
	4,795.00	5,047.00	5,301.00	5,573.00	5,862.00		
S08	28.928	30.511	32.168	33.863	35.676		
	2,314.24	2,440.88	2,573.44	2,709.04	2,854.08		
	5,031.00	5,307.00	5,595.00	5,890.00	6,205.00		
S09	31.762	33.333	35.010	36.738	38.590		
	2,540.96	2,666.64	2,800.80	2,939.04	3,087.20		
	5,524.00	5,798.00	6,089.00	6,390.00	6,712.00		
S10	35.939						
	2,875.12						
	6,251.00						
S11	29.268	30.892	32.655	34.457	36.403		
	2,341.44	2,471.36	2,612.40	2,756.56	2,912.24		
	5,091.00	5,373.00	5,680.00	5,993.00	6,332.00		
S12	32.797	34.521	36.408	38.359	41.736		
	2,623.76	2,761.68	2,912.64	3,068.72	3,338.88		
	5,704.00	6,004.00	6,332.00	6,672.00	7,259.00		
S13	35.222	37.023	38.957	40.940	43.070		
	2,817.76	2,961.84	3,116.56	3,275.20	3,445.60		
	6,126.00	6,439.00	6,776.00	7,121.00	7,491.00		
S14	35.632	37.670	39.738	41.959	44.289		
	2,850.56	3,013.60	3,179.04	3,356.72	3,543.12		
	6,197.00	6,552.00	6,912.00	7,298.00	7,703.00		
S15	38.896	41.037	43.225	45.548	48.004		
	3,111.68	3,282.96	3,458.00	3,643.84	3,840.32		
	6,765.00	7,138.00	7,518.00	7,922.00	8,349.00		
S16	41.648	43.941	46.283	48.817	51.419		
	3,331.84	3,515.28	3,702.64	3,905.36	4,113.52		
	7,244.00	7,643.00	8,050.00	8,491.00	8,943.00		
010	13.996	15.551	16.324	17.308	18.167	19.083	
	1,119.68	1,244.08	1,305.92	1,384.64	1,453.36	1,526.64	
	2,433.96	2,704.38	2,838.81	3,009.93	3,159.31	3,318.61	
030	22.812	23.995	25.235	26.534	27.955		
	1,824.96	1,919.60	2,018.80	2,122.72	2,236.40		
	3,968.00	4,173.00	4,389.00	4,615.00	4,862.00		
045	21.712						
	1,736.96						
	3,776.00						
046	23.223						
	1,857.84						
	4,039.00						
050	25.805	27.241	28.715	30.292	31.953		
	2,064.40	2,179.28	2,297.20	2,423.36	2,556.24		
	4,488.00	4,738.00	4,994.00	5,269.00	5,558.00		
055	24.122	25.468	26.849	28.318	29.872		
	1,929.76	2,037.44	2,147.92	2,265.44	2,389.76		
	4,196.00	4,430.00	4,670.00	4,925.00	5,196.00		
060	27.568	29.019	30.477	32.044	33.702		
	2,205.44	2,321.52	2,438.16	2,563.52	2,696.16		

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2006
HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES							
RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
070	4,795.00	5,047.00	5,301.00	5,573.00	5,862.00		
	28.928	30.511	32.168	33.863	35.676		
080	2,314.24	2,440.88	2,573.44	2,709.04	2,854.08		
	5,031.00	5,307.00	5,595.00	5,890.00	6,205.00		
100	31.762	33.333	35.010	36.738	38.590		
	2,540.96	2,666.64	2,800.80	2,939.04	3,087.20		
105	5,524.00	5,798.00	6,089.00	6,390.00	6,712.00		
	35.939						
110	2,875.12						
	6,251.00						
115	29.268	30.892	32.655	34.457	36.403		
	2,341.44	2,471.36	2,612.40	2,756.56	2,912.24		
120	5,091.00	5,373.00	5,680.00	5,993.00	6,332.00		
	32.797	34.521	36.408	38.359	41.736		
125	2,623.76	2,761.68	2,912.64	3,068.72	3,338.88		
	5,704.00	6,004.00	6,332.00	6,672.00	7,259.00		
130	35.222	37.023	38.957	40.940	43.070		
	2,817.76	2,961.84	3,116.56	3,275.20	3,445.60		
135	6,126.00	6,439.00	6,776.00	7,121.00	7,491.00		
	35.632	37.670	39.738	41.959	44.289		
140	2,850.56	3,013.60	3,179.04	3,356.72	3,543.12		
	6,197.00	6,552.00	6,912.00	7,298.00	7,703.00		
145	38.896	41.037	43.225	45.548	48.004		
	3,111.68	3,282.96	3,458.00	3,643.84	3,840.32		
150	6,765.00	7,138.00	7,518.00	7,922.00	8,349.00		
	43.761	46.176	48.628	51.292	54.021		
155	3,500.88	3,694.08	3,890.24	4,103.36	4,321.68		
	7,611.00	8,031.00	8,458.00	8,921.00	9,396.00		
160	41.648	43.941	46.283	48.817	51.419		
	3,331.84	3,515.28	3,702.64	3,905.36	4,113.52		
165	7,244.00	7,643.00	8,050.00	8,491.00	8,943.00		
	9.419	9.892	10.467	10.997	11.512	12.101	12.711
170	753.52	791.36	837.36	879.76	920.96	968.08	1,016.88
	1,638.00	1,721.00	1,821.00	1,913.00	2,002.00	2,105.00	2,211.00
175	9.896	10.390	10.997	11.512	12.101	12.711	13.321
	791.68	831.20	879.76	920.96	968.08	1,016.88	1,065.68
180	1,721.00	1,807.00	1,913.00	2,002.00	2,105.00	2,211.00	2,317.00
	10.137	10.643	11.262	11.807	12.387	12.988	13.662
185	810.96	851.44	900.96	944.56	990.96	1,039.04	1,092.96
	1,763.00	1,851.00	1,959.00	2,054.00	2,154.00	2,259.00	2,376.00
190	10.359	10.878	11.512	12.101	12.711	13.321	13.992
	828.72	870.24	920.96	968.08	1,016.88	1,065.68	1,119.36
195	1,802.00	1,892.00	2,002.00	2,105.00	2,211.00	2,317.00	2,434.00
	10.380	10.898	11.534	12.132	12.744	13.348	14.017
200	830.40	871.84	922.72	970.56	1,019.52	1,067.84	1,121.36
	1,805.00	1,895.00	2,006.00	2,110.00	2,217.00	2,322.00	2,438.00
205	10.628	11.158	11.808	12.408	13.015	13.656	14.348
	850.24	892.64	944.64	992.64	1,041.20	1,092.48	1,147.84
210	1,849.00	1,941.00	2,054.00	2,158.00	2,264.00	2,375.00	2,496.00
	10.892	11.436	12.101	12.711	13.321	13.992	14.706
215	871.36	914.88	968.08	1,016.88	1,065.68	1,119.36	1,176.48
	1,894.00	1,989.00	2,105.00	2,211.00	2,317.00	2,434.00	2,558.00
220	11.820	12.412	13.134	13.770	14.487	15.210	15.977
	945.60	992.96	1,050.72	1,101.60	1,158.96	1,216.80	1,278.16
225	2,056.00	2,159.00	2,284.00	2,395.00	2,520.00	2,645.00	2,779.00

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2006

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
310	11.441	12.013	12.711	13.321	13.992	14.706	15.441
	915.28	961.04	1,016.88	1,065.68	1,119.36	1,176.48	1,235.28
316	1,990.00	2,089.00	2,211.00	2,317.00	2,434.00	2,558.00	2,686.00
	11.884	12.478	13.202	13.839	14.527	15.276	16.052
320	950.72	998.24	1,056.16	1,107.12	1,162.16	1,222.08	1,284.16
	2,067.00	2,170.00	2,296.00	2,407.00	2,527.00	2,657.00	2,792.00
320	11.689	12.273	12.988	13.662	14.346	15.069	15.830
	935.12	981.84	1,039.04	1,092.96	1,147.68	1,205.52	1,266.40
330	2,033.00	2,135.00	2,259.00	2,376.00	2,495.00	2,621.00	2,753.00
	11.988	12.588	13.321	13.992	14.706	15.441	16.217
330	959.04	1,007.04	1,065.68	1,119.36	1,176.48	1,235.28	1,297.36
	2,085.00	2,189.00	2,317.00	2,434.00	2,558.00	2,686.00	2,821.00
336	12.458	13.081	13.839	14.527	15.276	16.052	16.865
	996.64	1,046.48	1,107.12	1,162.16	1,222.08	1,284.16	1,349.20
340	2,167.00	2,275.00	2,407.00	2,527.00	2,657.00	2,792.00	2,933.00
	12.295	12.909	13.662	14.346	15.069	15.830	16.626
340	983.60	1,032.72	1,092.96	1,147.68	1,205.52	1,266.40	1,330.08
	2,138.00	2,245.00	2,376.00	2,495.00	2,621.00	2,753.00	2,892.00
344	13.061	13.715	14.516	15.252	16.003	16.827	17.676
	1,044.88	1,097.20	1,161.28	1,220.16	1,280.24	1,346.16	1,414.08
350	2,272.00	2,385.00	2,525.00	2,653.00	2,783.00	2,927.00	3,074.00
	12.591	13.220	13.992	14.706	15.441	16.217	17.078
350	1,007.28	1,057.60	1,119.36	1,176.48	1,235.28	1,297.36	1,366.24
	2,190.00	2,299.00	2,434.00	2,558.00	2,686.00	2,821.00	2,970.00
352	12.838	13.481	14.263	14.991	15.755	16.542	17.410
	1,027.04	1,078.48	1,141.04	1,199.28	1,260.40	1,323.36	1,392.80
356	2,233.00	2,345.00	2,481.00	2,607.00	2,740.00	2,877.00	3,028.00
	13.107	13.762	14.565	15.278	16.077	16.884	17.744
356	1,048.56	1,100.96	1,165.20	1,222.24	1,286.16	1,350.72	1,419.52
	2,280.00	2,394.00	2,533.00	2,657.00	2,796.00	2,937.00	3,086.00
360	12.910	13.556	14.346	15.069	15.830	16.626	17.620
	1,032.80	1,084.48	1,147.68	1,205.52	1,266.40	1,330.08	1,409.60
361	2,245.00	2,358.00	2,495.00	2,621.00	2,753.00	2,892.00	3,065.00
	13.159	13.817	14.620	15.366	16.148	16.956	17.846
361	1,052.72	1,105.36	1,169.60	1,229.28	1,291.84	1,356.48	1,427.68
	2,289.00	2,403.00	2,543.00	2,673.00	2,809.00	2,949.00	3,104.00
370	13.236	13.899	14.706	15.441	16.217	17.078	18.090
	1,058.88	1,111.92	1,176.48	1,235.28	1,297.36	1,366.24	1,447.20
374	2,302.00	2,417.00	2,558.00	2,686.00	2,821.00	2,970.00	3,146.00
	13.907	14.602	15.452	16.218	17.031	17.935	19.000
374	1,112.56	1,168.16	1,236.16	1,297.44	1,362.48	1,434.80	1,520.00
	2,419.00	2,540.00	2,688.00	2,821.00	2,962.00	3,119.00	3,305.00
380	13.560	14.239	15.069	15.830	16.626	17.620	18.542
	1,084.80	1,139.12	1,205.52	1,266.40	1,330.08	1,409.60	1,483.36
386	2,358.00	2,477.00	2,621.00	2,753.00	2,892.00	3,065.00	3,225.00
	14.084	14.788	15.651	16.447	17.278	18.322	19.267
386	1,126.72	1,183.04	1,252.08	1,315.76	1,382.24	1,465.76	1,541.36
	2,450.00	2,572.00	2,722.00	2,861.00	3,005.00	3,187.00	3,351.00
390	13.895	14.591	15.441	16.217	17.078	18.090	18.962
	1,111.60	1,167.28	1,235.28	1,297.36	1,366.24	1,447.20	1,516.96
391	2,417.00	2,538.00	2,686.00	2,821.00	2,970.00	3,146.00	3,298.00
	13.998	14.698	15.554	16.334	17.188	18.212	19.101
391	1,119.84	1,175.84	1,244.32	1,306.72	1,375.04	1,456.96	1,528.08
	2,435.00	2,556.00	2,705.00	2,841.00	2,989.00	3,168.00	3,322.00
400	14.245	14.958	15.830	16.626	17.620	18.542	19.459

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2006

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
	1,139.60	1,196.64	1,266.40	1,330.08	1,409.60	1,483.36	1,556.72
	2,478.00	2,602.00	2,753.00	2,892.00	3,065.00	3,225.00	3,384.00
404	15.169	15.927	16.855	17.698	18.752	19.730	20.701
	1,213.52	1,274.16	1,348.40	1,415.84	1,500.16	1,578.40	1,656.08
	2,638.00	2,770.00	2,932.00	3,078.00	3,262.00	3,432.00	3,600.00
406	14.821	15.561	16.469	17.304	18.178	19.272	20.265
	1,185.68	1,244.88	1,317.52	1,384.32	1,454.24	1,541.76	1,621.20
	2,578.00	2,707.00	2,864.00	3,010.00	3,162.00	3,352.00	3,525.00
410	14.594	15.323	16.217	17.078	18.090	18.962	19.944
	1,167.52	1,225.84	1,297.36	1,366.24	1,447.20	1,516.96	1,595.52
	2,538.00	2,665.00	2,821.00	2,970.00	3,146.00	3,298.00	3,469.00
419	15.411	16.181	17.121	18.052	19.050	20.043	21.117
	1,232.88	1,294.48	1,369.68	1,444.16	1,524.00	1,603.44	1,689.36
	2,680.00	2,814.00	2,978.00	3,140.00	3,313.00	3,486.00	3,673.00
420	14.966	15.713	16.626	17.620	18.542	19.459	20.430
	1,197.28	1,257.04	1,330.08	1,409.60	1,483.36	1,556.72	1,634.40
	2,603.00	2,733.00	2,892.00	3,065.00	3,225.00	3,384.00	3,553.00
422	15.074	15.828	16.748	17.757	18.679	19.603	20.588
	1,205.92	1,266.24	1,339.84	1,420.56	1,494.32	1,568.24	1,647.04
	2,622.00	2,753.00	2,913.00	3,088.00	3,249.00	3,410.00	3,581.00
426	15.191	15.951	16.881	17.737	18.633	19.754	20.772
	1,215.28	1,276.08	1,350.48	1,418.96	1,490.64	1,580.32	1,661.76
	2,642.00	2,774.00	2,936.00	3,085.00	3,241.00	3,436.00	3,613.00
430	15.371	16.138	17.078	18.090	18.962	19.944	20.959
	1,229.68	1,291.04	1,366.24	1,447.20	1,516.96	1,595.52	1,676.72
	2,673.00	2,807.00	2,970.00	3,146.00	3,298.00	3,469.00	3,645.00
440	15.858	16.651	17.620	18.542	19.459	20.430	21.470
	1,268.64	1,332.08	1,409.60	1,483.36	1,556.72	1,634.40	1,717.60
	2,758.00	2,896.00	3,065.00	3,225.00	3,384.00	3,553.00	3,734.00
442	15.971	16.769	17.744	18.664	19.583	20.547	21.592
	1,277.68	1,341.52	1,419.52	1,493.12	1,566.64	1,643.76	1,727.36
	2,778.00	2,917.00	3,086.00	3,246.00	3,406.00	3,574.00	3,755.00
443	16.265	17.078	18.071	19.154	20.148	21.198	22.212
	1,301.20	1,366.24	1,445.68	1,532.32	1,611.84	1,695.84	1,776.96
	2,829.00	2,970.00	3,143.00	3,331.00	3,504.00	3,687.00	3,863.00
450	16.281	17.095	18.090	18.962	19.944	20.959	22.032
	1,302.48	1,367.60	1,447.20	1,516.96	1,595.52	1,676.72	1,762.56
	2,832.00	2,973.00	3,146.00	3,298.00	3,469.00	3,645.00	3,832.00
454	17.290	18.154	19.211	20.166	21.196	22.358	23.426
	1,383.20	1,452.32	1,536.88	1,613.28	1,695.68	1,788.64	1,874.08
	3,007.00	3,157.00	3,341.00	3,507.00	3,687.00	3,889.00	4,074.00
460	16.687	17.521	18.542	19.459	20.430	21.470	22.602
	1,334.96	1,401.68	1,483.36	1,556.72	1,634.40	1,717.60	1,808.16
	2,902.00	3,047.00	3,225.00	3,384.00	3,553.00	3,734.00	3,931.00
464	18.268	19.180	20.295	21.286	22.371	23.514	24.729
	1,461.44	1,534.40	1,623.60	1,702.88	1,789.68	1,881.12	1,978.32
	3,177.00	3,336.00	3,530.00	3,702.00	3,891.00	4,090.00	4,301.00
466	17.242	18.104	19.160	20.110	21.120	22.193	23.349
	1,379.36	1,448.32	1,532.80	1,608.80	1,689.60	1,775.44	1,867.92
	2,999.00	3,149.00	3,332.00	3,498.00	3,673.00	3,860.00	4,061.00
467	19.924	20.920	22.136	23.222	24.401	25.655	26.980
	1,593.92	1,673.60	1,770.88	1,857.76	1,952.08	2,052.40	2,158.40
	3,465.00	3,639.00	3,850.00	4,039.00	4,244.00	4,462.00	4,693.00
470	17.064	17.917	18.962	19.944	20.959	22.032	23.171
	1,365.12	1,433.36	1,516.96	1,595.52	1,676.72	1,762.56	1,853.68

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2006

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
480	2,968.00	3,116.00	3,298.00	3,469.00	3,645.00	3,832.00	4,030.00
	17.514	18.390	19.459	20.430	21.470	22.602	23.764
	1,401.12	1,471.20	1,556.72	1,634.40	1,717.60	1,808.16	1,901.12
482	3,046.00	3,199.00	3,384.00	3,553.00	3,734.00	3,931.00	4,133.00
	18.100	19.005	20.110	21.120	22.193	23.349	24.557
	1,448.00	1,520.40	1,608.80	1,689.60	1,775.44	1,867.92	1,964.56
486	3,148.00	3,306.00	3,498.00	3,673.00	3,860.00	4,061.00	4,271.00
	18.239	19.152	20.265	21.277	22.333	23.482	24.693
	1,459.12	1,532.16	1,621.20	1,702.16	1,786.64	1,878.56	1,975.44
490	3,172.00	3,331.00	3,525.00	3,701.00	3,884.00	4,084.00	4,295.00
	17.948	18.844	19.944	20.959	22.032	23.171	24.358
	1,435.84	1,507.52	1,595.52	1,676.72	1,762.56	1,853.68	1,948.64
491	3,122.00	3,278.00	3,469.00	3,645.00	3,832.00	4,030.00	4,237.00
	18.552	19.479	20.612	21.649	22.749	23.933	25.171
	1,484.16	1,558.32	1,648.96	1,731.92	1,819.92	1,914.64	2,013.68
494	3,227.00	3,388.00	3,585.00	3,765.00	3,957.00	4,163.00	4,378.00
	19.075	20.028	21.196	22.277	23.426	24.631	25.874
	1,526.00	1,602.24	1,695.68	1,782.16	1,874.08	1,970.48	2,069.92
500	3,318.00	3,483.00	3,687.00	3,875.00	4,074.00	4,284.00	4,500.00
	18.388	19.306	20.430	21.470	22.602	23.764	25.000
	1,471.04	1,544.48	1,634.40	1,717.60	1,808.16	1,901.12	2,000.00
504	3,198.00	3,358.00	3,553.00	3,734.00	3,931.00	4,133.00	4,348.00
	20.133	21.139	22.371	23.514	24.729	26.013	27.359
	1,610.64	1,691.12	1,789.68	1,881.12	1,978.32	2,081.04	2,188.72
507	3,502.00	3,677.00	3,891.00	4,090.00	4,301.00	4,524.00	4,759.00
	21.546	22.622	23.937	25.164	26.461	27.836	29.278
	1,723.68	1,809.76	1,914.96	2,013.12	2,116.88	2,226.88	2,342.24
508	3,747.00	3,935.00	4,163.00	4,377.00	4,602.00	4,841.00	5,092.00
	21.961	23.060	24.401	25.655	26.980	28.380	29.848
	1,756.88	1,844.80	1,952.08	2,052.40	2,158.40	2,270.40	2,387.84
510	3,820.00	4,011.00	4,244.00	4,462.00	4,693.00	4,936.00	5,191.00
	18.863	19.807	20.959	22.032	23.171	24.358	25.637
	1,509.04	1,584.56	1,676.72	1,762.56	1,853.68	1,948.64	2,050.96
514	3,281.00	3,445.00	3,645.00	3,832.00	4,030.00	4,237.00	4,459.00
	21.677	22.762	24.082	25.327	26.629	27.973	29.448
	1,734.16	1,820.96	1,926.56	2,026.16	2,130.32	2,237.84	2,355.84
520	3,770.00	3,959.00	4,189.00	4,405.00	4,632.00	4,865.00	5,122.00
	19.325	20.292	21.470	22.602	23.764	25.000	26.276
	1,546.00	1,623.36	1,717.60	1,808.16	1,901.12	2,000.00	2,102.08
523	3,361.00	3,529.00	3,734.00	3,931.00	4,133.00	4,348.00	4,570.00
	24.078	25.346	26.651	28.038	29.467		
	1,926.24	2,027.68	2,132.08	2,243.04	2,357.36		
524	4,188.00	4,408.00	4,635.00	4,877.00	5,125.00		
	20.546	21.572	22.829	24.009	25.255	26.562	27.942
	1,643.68	1,725.76	1,826.32	1,920.72	2,020.40	2,124.96	2,235.36
527	3,574.00	3,752.00	3,971.00	4,176.00	4,393.00	4,620.00	4,860.00
	21.653	22.736	24.061	25.304	26.600	27.998	29.412
	1,732.24	1,818.88	1,924.88	2,024.32	2,128.00	2,239.84	2,352.96
530	3,766.00	3,954.00	4,185.00	4,401.00	4,626.00	4,870.00	5,116.00
	19.829	20.820	22.032	23.171	24.358	25.637	26.931
	1,586.32	1,665.60	1,762.56	1,853.68	1,948.64	2,050.96	2,154.48
534	3,449.00	3,621.00	3,832.00	4,030.00	4,237.00	4,459.00	4,684.00
	21.089	22.144	23.431	24.636	25.877	27.244	28.634
	1,687.12	1,771.52	1,874.48	1,970.88	2,070.16	2,179.52	2,290.72
	3,668.00	3,851.00	4,075.00	4,285.00	4,501.00	4,739.00	4,980.00

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2006

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
540	20.338	21.356	22.602	23.764	25.000	26.276	27.620
	1,627.04	1,708.48	1,808.16	1,901.12	2,000.00	2,102.08	2,209.60
	3,537.00	3,714.00	3,931.00	4,133.00	4,348.00	4,570.00	4,804.00
547	23.815	25.006	26.461	27.836	29.278	30.795	32.344
	1,905.20	2,000.48	2,116.88	2,226.88	2,342.24	2,463.60	2,587.52
	4,142.00	4,349.00	4,602.00	4,841.00	5,092.00	5,356.00	5,626.00
550	20.852	21.895	23.171	24.358	25.637	26.931	28.350
	1,668.16	1,751.60	1,853.68	1,948.64	2,050.96	2,154.48	2,268.00
	3,627.00	3,808.00	4,030.00	4,237.00	4,459.00	4,684.00	4,931.00
554	24.911	26.156	27.678	29.072	30.609	32.160	33.853
	1,992.88	2,092.48	2,214.24	2,325.76	2,448.72	2,572.80	2,708.24
	4,333.00	4,549.00	4,814.00	5,056.00	5,324.00	5,594.00	5,888.00
560	21.389	22.458	23.764	25.000	26.276	27.620	29.067
	1,711.12	1,796.64	1,901.12	2,000.00	2,102.08	2,209.60	2,325.36
	3,720.00	3,906.00	4,133.00	4,348.00	4,570.00	4,804.00	5,056.00
564	23.358	24.526	25.955	27.304	28.696	30.165	31.747
	1,868.64	1,962.08	2,076.40	2,184.32	2,295.68	2,413.20	2,539.76
	4,063.00	4,266.00	4,514.00	4,749.00	4,991.00	5,247.00	5,522.00
567	23.380	24.549	25.979	27.310	28.717	30.208	31.777
	1,870.40	1,963.92	2,078.32	2,184.80	2,297.36	2,416.64	2,542.16
	4,066.00	4,270.00	4,518.00	4,750.00	4,995.00	5,254.00	5,527.00
570	21.921	23.017	24.358	25.637	26.931	28.350	29.797
	1,753.68	1,841.36	1,948.64	2,050.96	2,154.48	2,268.00	2,383.76
	3,813.00	4,003.00	4,237.00	4,459.00	4,684.00	4,931.00	5,183.00
574	23.291	24.455	25.877	27.244	28.634	30.138	31.664
	1,863.28	1,956.40	2,070.16	2,179.52	2,290.72	2,411.04	2,533.12
	4,051.00	4,253.00	4,501.00	4,739.00	4,980.00	5,242.00	5,507.00
577	25.054	26.307	27.836	29.278	30.795	32.344	34.036
	2,004.32	2,104.56	2,226.88	2,342.24	2,463.60	2,587.52	2,722.88
	4,358.00	4,576.00	4,841.00	5,092.00	5,356.00	5,626.00	5,920.00
580	22.500	23.625	25.000	26.276	27.620	29.067	30.553
	1,800.00	1,890.00	2,000.00	2,102.08	2,209.60	2,325.36	2,444.24
	3,913.00	4,109.00	4,348.00	4,570.00	4,804.00	5,056.00	5,314.00
582	27.097	28.486	29.939	31.510	33.116		
	2,167.76	2,278.88	2,395.12	2,520.80	2,649.28		
	4,713.00	4,955.00	5,207.00	5,480.00	5,760.00		
583	26.183	27.520	28.924	30.446	31.995		
	2,094.64	2,201.60	2,313.92	2,435.68	2,559.60		
	4,554.00	4,787.00	5,031.00	5,295.00	5,565.00		
584	24.623	25.855	27.359	28.780	30.231	31.818	33.438
	1,969.84	2,068.40	2,188.72	2,302.40	2,418.48	2,545.44	2,675.04
	4,283.00	4,497.00	4,759.00	5,006.00	5,258.00	5,534.00	5,816.00
590	23.071	24.226	25.637	26.931	28.350	29.797	31.326
	1,845.68	1,938.08	2,050.96	2,154.48	2,268.00	2,383.76	2,506.08
	4,013.00	4,214.00	4,459.00	4,684.00	4,931.00	5,183.00	5,448.00
593	29.485	30.960	32.507	34.133	35.838		
	2,358.80	2,476.80	2,600.56	2,730.64	2,867.04		
	5,128.00	5,385.00	5,654.00	5,937.00	6,233.00		
594	26.504	27.830	29.448	30.953	32.576	34.228	35.996
	2,120.32	2,226.40	2,355.84	2,476.24	2,606.08	2,738.24	2,879.68
	4,610.00	4,840.00	5,122.00	5,384.00	5,666.00	5,953.00	6,261.00
597	25.826	27.120	28.696	30.165	31.747	33.364	35.104
	2,066.08	2,169.60	2,295.68	2,413.20	2,539.76	2,669.12	2,808.32
	4,492.00	4,717.00	4,991.00	5,247.00	5,522.00	5,803.00	6,106.00
600	23.649	24.831	26.276	27.620	29.067	30.553	32.143

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2006

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
	1,891.92	1,986.48	2,102.08	2,209.60	2,325.36	2,444.24	2,571.44
	4,113.00	4,319.00	4,570.00	4,804.00	5,056.00	5,314.00	5,591.00
604	26.383	27.923	29.346	30.887	32.450	34.127	35.833
	2,110.64	2,233.84	2,347.68	2,470.96	2,596.00	2,730.16	2,866.64
	4,589.00	4,857.00	5,104.00	5,372.00	5,644.00	5,936.00	6,232.00
607	26.429	27.970	29.399	30.928	32.485	34.200	35.909
	2,114.32	2,237.60	2,351.92	2,474.24	2,598.80	2,736.00	2,872.72
	4,597.00	4,865.00	5,113.00	5,379.00	5,650.00	5,948.00	6,246.00
610	24.239	25.452	26.931	28.350	29.797	31.326	32.981
	1,939.12	2,036.16	2,154.48	2,268.00	2,383.76	2,506.08	2,638.48
	4,216.00	4,427.00	4,684.00	4,931.00	5,183.00	5,448.00	5,736.00
613	30.960	32.507	34.133	35.838	37.632		
	2,476.80	2,600.56	2,730.64	2,867.04	3,010.56		
	5,385.00	5,654.00	5,937.00	6,233.00	6,545.00		
614	27.056	28.629	30.133	31.658	33.299	35.048	36.801
	2,164.48	2,290.32	2,410.64	2,532.64	2,663.92	2,803.84	2,944.08
	4,706.00	4,979.00	5,241.00	5,506.00	5,792.00	6,096.00	6,401.00
620	24.856	26.099	27.620	29.067	30.553	32.143	33.829
	1,988.48	2,087.92	2,209.60	2,325.36	2,444.24	2,571.44	2,706.32
	4,323.00	4,539.00	4,804.00	5,056.00	5,314.00	5,591.00	5,884.00
623	28.924	30.446	31.995	33.662	35.426		
	2,313.92	2,435.68	2,559.60	2,692.96	2,834.08		
	5,031.00	5,295.00	5,565.00	5,855.00	6,162.00		
624	26.443	27.765	29.380	30.913	32.484	34.172	35.959
	2,115.44	2,221.20	2,350.40	2,473.04	2,598.72	2,733.76	2,876.72
	4,599.00	4,829.00	5,110.00	5,377.00	5,650.00	5,943.00	6,254.00
627	27.936	29.331	31.037	32.608	34.297	36.098	37.984
	2,234.88	2,346.48	2,482.96	2,608.64	2,743.76	2,887.84	3,038.72
	4,859.00	5,101.00	5,398.00	5,671.00	5,965.00	6,278.00	6,607.00
630	25.516	26.792	28.350	29.797	31.326	32.981	34.715
	2,041.28	2,143.36	2,268.00	2,383.76	2,506.08	2,638.48	2,777.20
	4,438.00	4,660.00	4,931.00	5,183.00	5,448.00	5,736.00	6,038.00
633	32.447	34.069	35.774	37.559	39.444		
	2,595.76	2,725.52	2,861.92	3,004.72	3,155.52		
	5,643.00	5,926.00	6,222.00	6,533.00	6,860.00		
634	27.127	28.483	30.138	31.664	33.304	35.055	36.886
	2,170.16	2,278.64	2,411.04	2,533.12	2,664.32	2,804.40	2,950.88
	4,718.00	4,954.00	5,242.00	5,507.00	5,793.00	6,097.00	6,416.00
640	26.162	27.470	29.067	30.553	32.143	33.829	35.603
	2,092.96	2,197.60	2,325.36	2,444.24	2,571.44	2,706.32	2,848.24
	4,550.00	4,778.00	5,056.00	5,314.00	5,591.00	5,884.00	6,192.00
644	31.559	33.397	35.099	36.939	38.870	40.906	42.952
	2,524.72	2,671.76	2,807.92	2,955.12	3,109.60	3,272.48	3,436.16
	5,489.00	5,809.00	6,105.00	6,425.00	6,761.00	7,115.00	7,471.00
645	31.751	33.372	35.113	36.950	38.891		
	2,540.08	2,669.76	2,809.04	2,956.00	3,111.28		
	5,522.00	5,804.00	6,107.00	6,427.00	6,764.00		
647	32.152	34.023	35.767	37.661	39.637	41.697	43.782
	2,572.16	2,721.84	2,861.36	3,012.88	3,170.96	3,335.76	3,502.56
	5,592.00	5,918.00	6,221.00	6,550.00	6,894.00	7,252.00	7,615.00
650	26.816	28.157	29.797	31.326	32.981	34.715	36.521
	2,145.28	2,252.56	2,383.76	2,506.08	2,638.48	2,777.20	2,921.68
	4,664.00	4,897.00	5,183.00	5,448.00	5,736.00	6,038.00	6,352.00
660	27.498	28.873	30.553	32.143	33.829	35.603	37.453
	2,199.84	2,309.84	2,444.24	2,571.44	2,706.32	2,848.24	2,996.24

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2006

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
670	4,783.00	5,022.00	5,314.00	5,591.00	5,884.00	6,192.00	6,514.00
	28.192	29.602	31.326	32.981	34.715	36.521	38.410
	2,255.36	2,368.16	2,506.08	2,638.48	2,777.20	2,921.68	3,072.80
674	4,903.00	5,149.00	5,448.00	5,736.00	6,038.00	6,352.00	6,681.00
	30.750	32.286	34.169	35.952	37.834	39.816	41.882
	2,460.00	2,582.88	2,733.52	2,876.16	3,026.72	3,185.28	3,350.56
680	5,348.00	5,615.00	5,943.00	6,253.00	6,580.00	6,925.00	7,284.00
	28.931	30.378	32.143	33.829	35.603	37.453	39.411
	2,314.48	2,430.24	2,571.44	2,706.32	2,848.24	2,996.24	3,152.88
684	5,032.00	5,284.00	5,591.00	5,884.00	6,192.00	6,514.00	6,855.00
	30.756	32.294	34.172	35.959	37.843	39.824	41.891
	2,460.48	2,583.52	2,733.76	2,876.72	3,027.44	3,185.92	3,351.28
687	5,349.00	5,617.00	5,943.00	6,254.00	6,582.00	6,927.00	7,286.00
	36.604	38.730	40.758	42.888	45.136	47.482	49.855
	2,928.32	3,098.40	3,260.64	3,431.04	3,610.88	3,798.56	3,988.40
690	6,366.00	6,736.00	7,089.00	7,459.00	7,850.00	8,258.00	8,671.00
	29.655	31.138	32.948	34.675	36.494	38.390	40.397
	2,372.40	2,491.04	2,635.84	2,774.00	2,919.52	3,071.20	3,231.76
694	5,158.00	5,416.00	5,731.00	6,031.00	6,347.00	6,677.00	7,026.00
	34.906	36.939	38.870	40.906	43.046	45.282	47.545
	2,792.48	2,955.12	3,109.60	3,272.48	3,443.68	3,622.56	3,803.60
697	6,071.00	6,425.00	6,761.00	7,115.00	7,487.00	7,876.00	8,269.00
	31.701	33.287	35.226	37.016	38.970	40.943	43.049
	2,536.08	2,662.96	2,818.08	2,961.28	3,117.60	3,275.44	3,443.92
700	5,514.00	5,790.00	6,127.00	6,438.00	6,778.00	7,121.00	7,487.00
	30.946	32.493	34.119	35.824	37.616	39.496	41.471
	2,475.68	2,599.44	2,729.52	2,865.92	3,009.28	3,159.68	3,317.68
710	5,382.00	5,651.00	5,934.00	6,231.00	6,542.00	6,869.00	7,213.00
	31.769	33.358	35.026	36.777	38.616	40.547	42.574
	2,541.52	2,668.64	2,802.08	2,942.16	3,089.28	3,243.76	3,405.92
720	5,526.00	5,802.00	6,092.00	6,397.00	6,716.00	7,052.00	7,405.00
	32.042	33.645	35.603	37.453	39.411	41.482	43.637
	2,563.36	2,691.60	2,848.24	2,996.24	3,152.88	3,318.56	3,490.96
724	5,573.00	5,852.00	6,192.00	6,514.00	6,855.00	7,215.00	7,590.00
	38.654	40.906	43.046	45.282	47.648	50.128	52.634
	3,092.32	3,272.48	3,443.68	3,622.56	3,811.84	4,010.24	4,210.72
730	6,723.00	7,115.00	7,487.00	7,876.00	8,287.00	8,719.00	9,155.00
	32.844	34.486	36.494	38.390	40.395	42.518	44.728
	2,627.52	2,758.88	2,919.52	3,071.20	3,231.60	3,401.44	3,578.24
740	5,713.00	5,998.00	6,347.00	6,677.00	7,026.00	7,395.00	7,779.00
	33.829	35.520	37.589	39.522	41.579	43.768	46.040
	2,706.32	2,841.60	3,007.12	3,161.76	3,326.32	3,501.44	3,683.20
747	5,884.00	6,178.00	6,538.00	6,874.00	7,232.00	7,613.00	8,008.00
	36.943	38.791	41.049	43.162	45.408	47.798	50.278
	2,955.44	3,103.28	3,283.92	3,452.96	3,632.64	3,823.84	4,022.24
750	6,425.00	6,747.00	7,140.00	7,507.00	7,898.00	8,313.00	8,745.00
	34.675	36.409	38.529	40.510	42.617	44.862	47.190
	2,774.00	2,912.72	3,082.32	3,240.80	3,409.36	3,588.96	3,775.20
757	6,031.00	6,333.00	6,701.00	7,046.00	7,412.00	7,803.00	8,208.00
	39.761	42.074	44.242	46.543	48.993	51.538	54.114
	3,180.88	3,365.92	3,539.36	3,723.44	3,919.44	4,123.04	4,329.12
760	6,916.00	7,318.00	7,695.00	8,095.00	8,521.00	8,964.00	9,412.00
	35.747	37.535	39.411	41.482	43.637	45.820	48.110
	2,859.76	3,002.80	3,152.88	3,318.56	3,490.96	3,665.60	3,848.80
	6,217.00	6,528.00	6,855.00	7,215.00	7,590.00	7,969.00	8,368.00

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2006

HOURLY / BIWEEKLY
EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
764	44.064	46.629	48.959	51.406	53.978	56.677	59.509
	3,525.12	3,730.32	3,916.72	4,112.48	4,318.24	4,534.16	4,760.72
	7,664.00	8,110.00	8,515.00	8,941.00	9,388.00	9,858.00	10,350.00
770	37.739	39.628	41.609	43.794	46.070	48.374	50.792
	3,019.12	3,170.24	3,328.72	3,503.52	3,685.60	3,869.92	4,063.36
	6,564.00	6,892.00	7,237.00	7,617.00	8,013.00	8,414.00	8,834.00
777	36.362	38.181	40.406	42.488	44.696	47.047	49.489
	2,908.96	3,054.48	3,232.48	3,399.04	3,575.68	3,763.76	3,959.12
	6,324.00	6,641.00	7,028.00	7,390.00	7,774.00	8,183.00	8,608.00
787	40.867	42.909	45.408	47.798	50.278	52.903	55.660
	3,269.36	3,432.72	3,632.64	3,823.84	4,022.24	4,232.24	4,452.80
	7,108.00	7,463.00	7,898.00	8,313.00	8,745.00	9,201.00	9,681.00
940	55.739						
	4,459.12						
	9,695.00						
950	60.224						
	4,817.92						
	10,475.00						
960	80.861						
	6,468.88						
	14,064.00						
970	85.007						
	6,800.56						
	14,785.00						
980	104.578						
	8,366.24						
	18,189.00						
990	100.994						
	8,079.52						
	17,566.00						

SALARY SCHEDULE IA - EFFECTIVE OCTOBER 1, 2006
HOURLY PAY RATES

RANGE RATE

RANGE	RATE
H09	5.860
H11	6.764
H12	6.764
H13	6.605
H15	6.995
H16	7.114
H17	7.305
H18	7.383
H19	7.503
H20	7.627
H22	7.893
H23	8.000
H24	8.261
H25	8.524
H26	9.267
H27	9.278
H28	9.546
H29	9.928
H30	10.300
H31	10.685
H32	11.079
H33	11.581
H34	12.093
H35	12.724
H36	13.355
H37	14.109
H38	14.885
H39	15.517
H40	16.158
H41	17.824
H42	18.706
H43	19.638
H44	20.639
H45	21.726
H60	36.284
H61	43.542
H62	50.797
P16	7.402
P24	8.524
P25	8.950
P26	9.267
P27	9.397
P28	9.930
P32	11.525
P34	12.580
P36	13.894
P39	16.142

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1 D-12 Pursuant to Section 2.21.050 of the Long
2 Beach Municipal Code, compensation for the
3 City's representative to the Board of
4 Directors of the Metropolitan Water
5 District of Southern California shall be
6 at the rate of \$100.00 per day for any
7 day that the representative/director
8 attends a meeting of the MWD Board, a
9 committee of the MWD Board or both, not
10 to exceed \$500.00 per calendar month.

11 D-14 \$100 per each member for each meeting
12 attended of the Board of Harbor Commissioners;
13 Board of Water Commissioners; Civil Service
14 Commission; the City Planning Commission, Parks &
15 Recreation Commission, and the Redevelopment
16 Agency Board, not to exceed
17 \$500.00 per calendar month. Absence in fact
18 from a meeting of a Board or Commission when
19 duly authorized for the purpose of attending
20 a professional conference, meeting, or other
21 official City business, shall not be deemed
22 to be an absence from such Board or Commission
23 meeting for the purpose of this Salary
24 Resolution.

25 V. ELECTED OFFICIALS:

26 The City Auditor, City Prosecutor, City Attorney, City
27 Council and Mayor shall, upon retirement, be provided with a
28 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.

Sec. 3. The biweekly salary of any employee of the City
who is originally appointed to any office or position listed in or
created and established in this resolution shall be at Pay Rate
Step 1 of the Salary Range Number of the Salary Schedule
designated herein for such office or position. In those cases
where positions are designated by grade numbers, the biweekly
salaries of such employees shall be computed based upon one of the
pay rates designated for the grade thereof as shall be determined
from time to time by the appropriate appointing authority. The

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

8 Sec. 4.

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

26 B. Employees covered by an existing Memorandum of
27 Understanding with the Long Beach Police Officers Association,
28 Long Beach Firefighters Association, the City Attorneys

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

15 C. Employees hired on or after April 1, 2001, who are
16 covered by an existing Memorandum of Understanding with the
17 International Association of Machinists and Aerospace Workers, the
18 Long Beach Association of Confidential Employees, and the Long
19 Beach Association of Engineering Employees, who, receive a Meets
20 Job Requirements rating on the majority of the rating factors on
21 the most recently completed Employee Performance Appraisal form,
22 and who have served an initial six-month period of employment in a
23 position at a pay rate designated as Pay Rate Step 1 in the Salary
24 Schedule established by Section 2 of this resolution, the salary
25 of such employee shall be at the applicable pay rate designated as
26 Pay Rate Step 2; after a second six-month period of satisfactory
27 performance of employment, the salary of such employee shall be at
28 the applicable pay rate designated as Pay Rate Step 3; and after

1 another six-month period of satisfactory performance Pay Rate
2 Step 4. Thereafter, the pay rate of such employee shall
3 successively be at the applicable pay rate respectively designated
4 as Pay Rate 5, 6, or 7 upon his/her successive completion of a
5 one-year period of employment at the preceding pay rate. If the
6 initial salary of any employee has been specifically designated at
7 a pay rate other than Pay Rate Step 1, 2, or 3, his or her pay
8 rate thereafter, shall, upon his or her successful completion of a
9 one-year period of employment at that pay rate, be at the next
10 successively higher applicable Pay Rate Step.

11 Employees hired prior to April 1, 2001, who are covered
12 by an existing Memorandum of Understanding with the International
13 Association of Machinists and Aerospace Workers, the Long Beach
14 Association of Confidential Employees, and the Long Beach
15 Association of Engineering Employees, will continue their step
16 advancement in accordance with the step placement in effect on
17 that date, but subject to the performance provisions set forth
18 above.

19 Sec. 5. As to those positions for which there is an "H"
20 pay rate specified as well as the regular pay rate, the appointing
21 authority may specify, at the time of making an appointment or at
22 any time thereafter, that the appointee to such position is to be
23 paid at the "H" rate or at a regular pay rate.

24 Sec. 6.

25 A. Commencing on October 1, 2001, all employees in the
26 positions of Lifeguard-Seasonal and Lifeguard-Hourly shall, be
27 eligible for advancement to the next successively higher Pay Rate
28 Step, as follows: For the purpose of computing eligibility for

1 advancement from Pay Rate Step 1 to Pay Rate Step 2, an employee
2 in the position of Lifeguard - Seasonal, or Lifeguard - Hourly,
3 must successfully complete the Lifeguard Recruit Academy
4 (approximately 80 hours). For the purpose of computing
5 eligibility for advancement from Pay Rate Step 2 to Pay Rate Step
6 3, the amount of six hundred hours actually paid to such an
7 employee in the position of Lifeguard-Seasonal or Lifeguard-Hourly
8 shall be considered as the equivalent of a six-month period of
9 employment, and the amount of eight hundred hours actually paid to
10 such an employee shall be considered for the purposes of computing
11 eligibility for advancement from Pay Rate Steps 3, 4 and 5 to the
12 next successively higher Pay Rate Step.

13 An employee in the position of Lifeguard-Seasonal or
14 Lifeguard-Hourly who has attained certification as an Emergency
15 Medical Technician (EMT) shall be advanced to the next
16 successively higher Pay Rate Step with no loss of hours previously
17 earned toward a step increase. Any Lifeguard-Seasonal or
18 Lifeguard-Hourly employee who fails to recertify shall be reduced
19 to the next successively lower Pay Rate Step with no loss of hours
20 previously earned toward a step increase.

21 B. Any Ambulance Operator that has successfully served
22 1,044 Scheduled Work Hours at Salary Range P-24 shall be placed at
23 Salary Range P-25. Any Ambulance Operator that has successfully
24 served 2,088 Scheduled Work Hours at Salary Range P-25 shall be
25 placed at Salary Range P-27. Overtime is excluded from the
26 Scheduled Work Hour calculation.

27 Sec. 7. Subject to the City Council's power by resolu-
28 tion to set the pay rates of any employee at one of the pay rates

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

25 Sec. 8.

26 A. The provisions of this resolution relating to
27 assignment of employees to Pay Rate Steps and to automatic pay
28 step advancement shall not apply to employees in positions which

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

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

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

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

20 C. For the City Attorney's Office, the City Auditor's
21 Office and the City Prosecutor's Office only, each employee
22 assigned to the Executive Salary Range (EOO) or to the
23 Professional Salary Range (A00 through D00) shall be eligible to
24 participate and receive Individual Performance Incentive
25 Compensation. It shall be in the exclusive discretion of the
26 elected appointing authority to determine which among their
27 eligible employees will participate in Individual Performance
28 Incentive Compensation.

1 At or near the commencement of the applicable
2 fiscal year, the elected appointing authority or a designee shall
3 establish a written performance plan for each employee selected to
4 participate. The performance plan shall establish performance
5 objectives or targeted results for the ensuing fiscal year or
6 remaining portion thereof. Outstanding achievement in attaining
7 the established objectives or targeted results, or distinguished
8 performance in a specific project or program shall qualify the
9 employee for Individual Performance Incentive Compensation. That
10 amount of such compensation paid to any single employee shall not
11 exceed Three Thousand Five Hundred Dollars per fiscal year. The
12 actual amount to be paid an eligible employee shall be determined
13 by the elected appointing authority and will be based on the
14 employee's performance under the previously approved employee
15 performance plan.

16 Sec. 9.

17 A. Effective on July 1, 1990, the City shall continue
18 to pay to the Public Employees' Retirement System, on behalf of
19 each employee represented by the IAM, the Long Beach Association
20 of Confidential Employees, Long Beach Association of Engineering
21 Employees, the City Attorneys Association, the City Prosecutors
22 Association, management and unrepresented employees an amount
23 equal to 7/7ths of each such individual employee's normal
24 retirement contributions.

25 B. In 1989-90, the City, after meeting and conferring
26 with its employees, entered into a so-called two-tiered contract
27 with the Public Employees' Retirement System. Under that
28 contract:

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

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

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

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

26 3. All eligible employees in positions represented by
27 the IAM, the Long Beach Association of Confidential Employees,
28 Long Beach Association of Engineering Employees, the City

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

- 5 a. 2.7% at 55 retirement formula;
 - 6 b. 5% cost of living provision;
 - 7 c. Final compensation based upon the average monthly
8 pay rate for the highest period of twelve
9 consecutive months;
 - 10 d. Post-retirement Survivor Allowance; and
- 11 Should an employee hired under this new program
12 terminate prior to retirement and elect to receive his/her
13 retirement contribution from PERS, it is intended that the City
14 shall pay to the employee two percent (2%) of the employee's
15 regular compensation, plus applicable interest earned by the City.
16 Regular compensation does not include overtime, employer
17 contributions to deferred compensation, or other forms of
18 compensation not subject to PERS.

19 For members of Long Beach Police Officers Association,
20 the above shall apply for new employees hired under the PERS
21 retirement guidelines which became effective April 21, 1990.

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

- 1 a. 2.7% at 55 retirement formula;
- 2 b. 2.0% cost of living provision;
- 3 c. Final compensation based upon the average monthly
- 4 pay rate for the highest period of thirty-six
- 5 consecutive months; and
- 6 d. Post-retirement Survivor Allowance.

7 Sec. 10. All salaries and wages provided in this
8 resolution shall be computed and payable in biweekly installments,
9 and such installments shall be paid every other Friday in
10 accordance with and in continuation of the schedule of biweekly
11 pay periods and paydays established and commenced by the
12 provisions of Section 4 of Resolution No. C-22338.

13 Sec. 11.

14 A. The compensation for all City employees shall be as
15 prescribed and expressed herein on a per-hour rate basis. The
16 amount of the biweekly installment payable to any employee shall
17 be computed by multiplying the employee's pay rate per hour by the
18 number of hours or fraction of hours for which pay is actually
19 due. The hourly pay rate shall include any additional
20 compensation applicable.

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

27 C. When an employee is absent for any reason other than
28 one of the permitted absences authorized by Section 1.06 of the

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1 Personnel Ordinance, said employee is not entitled to receive the
2 full amount of his or her installment of pay for the biweekly pay
3 period during which said absence occurred. The amount of pay that
4 said employee shall receive for such pay period, except for Fire
5 Department safety personnel, Marine Safety Sergeants, and Marine
6 Safety Officers assigned to platoon duty subject to the provisions
7 of Subsection D below, shall be computed by multiplying the
8 employee's applicable hourly pay rate by the number of hours or
9 fraction of hours for which pay is actually due.

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

28

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

6 Sec. 12. Every person holding any office or position of
7 employment with said City shall perform such duties as are
8 indicated by the title of such office or position and as are
9 usually incident to such office or position and those that are
10 assigned by his/her immediate superior; and all such duties are to
11 be performed in aid of the proper and efficient administration of
12 local government.

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

25 Sec. 14.

26 A. An employee temporarily assigned to perform duties
27 not ordinarily attached to his/her position for the purpose of
28 training and development pursuant to Section 63(3) of the Civil

1 Service Rules and Regulations will be compensated at the salary
2 rate fixed and prescribed by this resolution for the position
3 involving the duties to which temporary assignment has been made
4 and at the step most closely approximating the pay rate of the
5 employee immediately prior to the temporary assignment provided
6 that in no event shall the pay rate for the temporary assignment
7 exceed the employee's pay rate immediately prior to the temporary
8 assignment.

9 B. An employee temporarily assigned to perform duties
10 not ordinarily attached to his/her position, for the purpose of
11 rehabilitation or the recovery from a medical condition that has
12 been certified by the City Health Officer, pursuant to Section
13 63(5) of the Civil Service Rules and Regulations, will be
14 compensated at the salary rate fixed and prescribed by this
15 resolution for the position involving the duties to which
16 temporary assignment has been made and at the step most closely
17 approximating the pay rate of the employee immediately prior to
18 the temporary assignment provided that in no event shall the pay
19 rate for the temporary assignment exceed the employee's pay rate
20 immediately prior to the temporary assignment.

21 C. An employee temporarily assigned to perform duties
22 not ordinarily attached to his/her position pursuant to Sections
23 63(3) or 63(5) of the Civil Service Rules and Regulations, which
24 temporary assignment results in a lower hourly pay rate, may be Y-
25 rated (pay rate frozen) until such time as the top step of the
26 employee's new position is equal to or surpasses the employee's Y-
27 rate.

28

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

10 Sec. 15. There are hereby created and established the
11 offices and positions set forth and listed hereinafter and, except
12 as otherwise provided in this resolution, the compensation for
13 each office and position is hereby fixed and prescribed at one of
14 the pay rates within the Salary Ranges set forth in the Salary
15 Schedules in Section 2, which pay rates are indicated opposite
16 each listed office and position by a Salary Range Number, together
17 with such additional compensation, if any, as provided herein or
18 by applicable ordinance.

19 POSITION TITLES AND
20 ASSIGNED SALARY RANGE NUMBERS

22 <u>Position Title</u>	<u>Salary Range No.</u>
23 Accountant I	490
24 Accountant II	540
25 Accountant III	590
26 Accounting Clerk I	340
27 Accounting Clerk II	370
28 Accounting Clerk III	400

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1	Accounting Operations Officer	E00
2	Accounting Technician	440
3	Administrative Aide I	430
4	Administrative Aide II	460
5	Administrative Analyst I	570
6	Administrative Analyst II	600
7	Administrative Analyst III	630
8	Administrative Assistant - City Manager	E00
9	Administrative Officer	E00
10	Administrative Officer - Airport	E00
11	Administrative Officer - Civil Service	E00
12	Administrative Officer - Commercial Services	E00
13	Administrative Officer - Community Development	E00
14	Administrative Officer - Engineering	E00
15	Administrative Officer - Fleet	E00
16	Administrative Officer - Gas (T)	E00
17	Administrative Officer - General Services	E00
18	Administrative Officer - Library Services	E00
19	Administrative Officer - Oil Properties	E00
20	Administrative Officer - Planning and Building	E00
21	Administrative Officer - Police	E00
22	Administrative Officer - Public Health (T)	E00
23	Administrative Officer - Public Works	E00
24	Administrative Officer - Towing (T)	E00
25	Administrative Services Officer	E00
26	Airport Operations Assistant I	360
27	Airport Operations Assistant II	410
28	Airport Operations Specialist I	510

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1	Airport Operations Specialist II	540
2	Airport Public Affairs Assistant	540
3	Airport Public Affairs Officer	E00
4	Alternative Fuels Coordinator	570
5	Ambulance Operator	P-24, P-25 P-27
6		
7	Animal Control Officer I	410
8	Animal Control Officer II	430
9	Animal Control Officer III	490
10	Animal Control Services Officer	E00
11	Animal Health Technician	420
12	Aquatics Supervisor I	460
13	Aquatics Supervisor II	500
14	Aquatics Supervisor III	510
15	Aquatics Supervisor IV	540
16	Assistant Administrative Analyst I	470
17	Assistant Administrative Analyst II	530
18	Assistant Buyer I	420
19	Assistant Buyer II	460
20	Assistant Chief of Police	E00
21	Assistant City Attorney	E00
22	Assistant City Auditor	E00
23	Assistant City Clerk	E00
24	Assistant City Manager	E00
25	Assistant City Prosecutor	E00
26	Assistant Community Development Analyst I	470
27	Assistant Community Development Analyst II	530
28	Assistant Fire Chief	E00

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1	Assistant General Manager/Chief Gas Engineer	E00
2	Assistant Planner I	510
3	Assistant Planner II	570
4	Assistant to the City Manager	E00
5	Assistant Traffic Signal Technician I	390
6	Assistant Traffic Signal Technician II	430
7	Audit Analyst	B00
8	Audit Manager	C00
9	Auto Firefighter (R)	055
10	Automated Systems Officer	E00
11	Automatic Sprinkler Control Technician	440
12	Battalion Chief	185
13	Body and Fender Mechanic - Painter I	480
14	Body and Fender Mechanic - Painter II	500
15	Budget Management Officer	E00
16	Building Inspection Officer	E00
17	Building Maintenance Engineer	560
18	Building Services Supervisor	430
19	Business Development Officer	E00
20	Business Information Technology Officer	E00
21	Business Information Systems Officer	E00
22	Business Services Officer	E00
23	Business Systems Specialist I	530
24	Business Systems Specialist II	570
25	Business Systems Specialist III	610
26	Business Systems Specialist IV	650
27	Business Systems Specialist V	690
28	Business Systems Specialist VI	730

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1	Business Systems Specialist VII	770
2	Buyer I	540
3	Buyer II	610
4	Capital Project Coordinator (T)	640
5	Capital Project Coordinator I	640
6	Capital Project Coordinator II	660
7	Capital Project Coordinator III	690
8	Carpenter	480
9	Carpenter Supervisor	510
10	Case Manager I	250
11	Case Manager II	340
12	Case Manager III	380
13	Cement Finisher I	430
14	Cement Finisher II	450
15	Chief Building Inspector	684
16	Chief Clerk of Records (R)	090
17	Chief Construction Inspector	684
18	Chief Investigator	B00
19	Chief of Police	E00
20	Chief Surveyor	674
21	City Attorney	980
22	City Auditor	960
23	City Clerk	950
24	City Clerk Analyst	630
25	City Clerk Assistant	390
26	City Clerk Bureau Manager	E00
27	City Clerk Specialist	560
28	City Controller	E00

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1	City Engineer	EOO
2	City Health Officer	EOO
3	City Manager	990
4	City Prosecutor	970
5	City Safety Officer	EOO
6	City Treasurer/Revenue Officer	EOO
7	Civil Engineer	644
8	Civil Engineering Assistant	514
9	Civil Engineering Associate	594
10	Claims Investigator/Representative I (T)	593
11	Clerk I	260
12	Clerk II	290
13	Clerk III	320
14	Clerk Supervisor	440
15	Clerk Typist I	320
16	Clerk Typist II	350
17	Clerk Typist III	380
18	Clerk Typist IV	410
19	Clerk Typist V (T)	440
20	Code Enforcement Officer	EOO
21	Combination Building Inspector	534
22	Combination Building Inspector Aide I	374
23	Combination Building Inspector Aide II	404
24	Commercial and Retail Development Officer	EOO
25	Communication Specialist I	520
26	Communication Specialist II	560
27	Communication Specialist III	600
28	Communication Specialist IV	650

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1	Communication Specialist V	690
2	Communication Specialist VI	730
3	Communication Specialist VII	770
4	Communications Center Coordinator	650
5	Communications Center Supervisor	580
6	Communications Dispatcher I	460
7	Communications Dispatcher II	490
8	Communications Dispatcher III	520
9	Communications Dispatcher IV	550
10	Communications Officer	E00
11	Community Development Analyst I	570
12	Community Development Analyst II	600
13	Community Development Analyst III	630
14	Community Development Clerical Assistant I	320
15	Community Development Clerical Assistant II	350
16	Community Development Clerical Assistant III	380
17	Community Development Technician I	370
18	Community Development Technician II	400
19	Community Development Technician III	430
20	Community Development Technician IV	460
21	Community Development Specialist I	470
22	Community Development Specialist II	530
23	Community Development Specialist III	570
24	Community Development Specialist IV	600
25	Community Development Specialist V	630
26	Community Information Officer	E00
27	Community Information Specialist I	350
28	Community Information Specialist II	390

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1	Community Relations Assistant I (T)	370
2	Community Relations Assistant II (T)	460
3	Community Services Officer	E00
4	Community Services Supervisor	540
5	Community Services Supervisor II (T)	540
6	Community Worker	320
7	Construction Inspector I	534
8	Construction Inspector II	574
9	Construction Services Officer	E00
10	Contract Management Officer	E00
11	Contracts Officer (T)	E00
12	Contracts Officer - Fleet	E00
13	Corrosion Control Supervisor	584
14	Councilmanic Secretary	470
15	Counselor I	250
16	Counselor II	450
17	Criminalist I	570
18	Criminalist II	640
19	Criminalist III	680
20	Cultural Program Supervisor	540
21	Curator	520
22	Customer Relations Officer	E00
23	Customer Service Representative I	330
24	Customer Service Representative II	360
25	Customer Service Representative III	400
26	Customer Services Officer	E00
27	Customer Services Supervisor I	480
28	Customer Services Supervisor II (T)	510

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1	Customer Support Officer	E00
2	Data Administrative Officer	E00
3	Data Center Officer	E00
4	Data Processing Assistant	410
5	Data Security Administrator	E00
6	Department Librarian I	600
7	Department Librarian II	630
8	Department Safety Officer	E00
9	Deputy Chief of Police	E00
10	Deputy City Attorney	C00
11	Deputy City Auditor	E00
12	Deputy City Clerk I	530
13	Deputy City Clerk II	550
14	Deputy City Manager	E00
15	Deputy City Prosecutor	C00
16	Deputy Director - Civil Service	E00
17	Deputy Fire Chief	E00
18	Desktop Computing Officer	E00
19	Detention Officer I	430
20	Detention Officer II	490
21	Development Project Manager I	630
22	Development Project Manager II	660
23	Development Project Manager III	680
24	Director of Community Development	E00
25	Director of Financial Management	E00
26	Director of Long Beach Gas & Oil	E00
27	Director of Technology Services	E00
28	Director of Health and Human Services	E00

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1	Director of Human Resources	E00
2	Director of Library Services	E00
3	Director of Parks, Recreation, and Marine	E00
4	Director of Planning and Building	E00
5	Director of Public Works	E00
6	Director of Special Events	E00
7	Disaster Management Officer	E00
8	Diversity & Economic Opportunity Officer	E00
9	Division Engineer - Oil Properties	E00
10	Division Engineer - Public Works	E00
11	Election Employee	P-28, P-32, P-34, P-36
12		
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 Medical Educator	B00
23	Emergency Medical Education Coordinator	B00
24	Emergency Medical Services Officer	E00
25	Employee Assistance Officer - Police	E00
26	Employee Services Assistant	600
27	Employment Services Officer - Civil Service	E00
28	Energy Conservation Officer	E00

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1	Engineering Aide I	307
2	Engineering Aide II	344
3	Engineering Aide III	419
4	Engineering & Development Services Officer	E00
5	Engineering Technician I	464
6	Engineering Technician II	504
7	Environmental Health Specialist I	480
8	Environmental Health Specialist II	540
9	Environmental Health Specialist III	560
10	Environmental Health Specialist IV	590
11	Environmental Planning Officer (T)	E00
12	Environmental Service Supervisor I	440
13	Environmental Service Supervisor II	500
14	Environmental Service Supervisor III	550
15	Epidemiologist	520
16	Epidemiologist - Supervisor	590
17	Equipment Mechanic I	480
18	Equipment Mechanic II	500
19	Equipment Operator I	370
20	Equipment Operator II	410
21	Equipment Operator III	440
22	Events Coordinator I	470
23	Events Coordinator II	530
24	Executive Assistant	E00
25	Executive Assistant/Mayor and Council	E00
26	Executive Director - Civil Service	E00
27	Executive Secretary - Confidential	B00
28	Executive Secretary to Assistant City Manager	E00

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1	Executive Secretary to City Manager	E00
2	Facilities Management Officer	E00
3	Financial Services Officer	E00
4	Financial Services Officer - Community Development	E00
5	Financial Systems Officer	E00
6	Fingerprint Classifier	430
7	Fire Boat Operator	105
8	Fire Captain	155
9	Fire Chief	E00
10	Fire Engineer	105
11	Firefighter	055
12	Firefighter Trainee	B00
13	Fire Recruit	045
14	Fleet Finance Officer (T)	E00
15	Fleet Services Supervisor	530
16	Forensic Specialist I	520
17	Forensic Specialist II	570
18	Forensic Specialist III	610
19	Garage Service Attendant I	370
20	Garage Service Attendant II	390
21	Garage Service Attendant III	450
22	Gardener I	360
23	Gardener II	390
24	Gas Crew Utility Assistant I	400
25	Gas Crew Utility Assistant II	420
26	Gas Crew Utility Assistant III	450
27	Gas Distribution Supervisor I	540
28	Gas Distribution Supervisor II	590

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1	Gas Field Service Representative I	380
2	Gas Field Service Representative II	420
3	Gas Field Service Representative III	450
4	Gas Instrument Technician	490
5	Gas Maintenance Supervisor I	540
6	Gas Maintenance Supervisor II	590
7	Gas Marketing Engineer	E00
8	Gas Measurement Assistant	470
9	Gas Orifice Meter Technician I (T)	440
10	Gas Orifice Meter Technician II (T)	460
11	Gas Pipeline Welder/Layout Fitter	520
12	Gas Supply & Business Officer	E00
13	General Librarian	560
14	General Librarian I (T)	500
15	General Librarian II (T)	550
16	General Maintenance Assistant	410
17	General Maintenance Supervisor I	470
18	General Maintenance Supervisor II	510
19	General Superintendent - Fleet Services	E00
20	General Superintendent - Park/Marine Maintenance	E00
21	General Superintendent - Recreation	E00
22	General Superintendent of Operations	E00
23	Geographic Information Systems Analyst I	527
24	Geographic Information Systems Analyst II	564
25	Geographic Information Systems Analyst III	597
26	Geographic Information Systems Technician I	460
27	Geographic Information Systems Technician II	500
28	Geologist (T)	747

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1	Geologist I	747
2	Geologist II	787
3	Grants Accounting Officer	E00
4	Handwriting Examiner - Miscellaneous	640
5	Handwriting Examiner - Safety	070
6	Hazardous Materials Specialist I	560
7	Hazardous Materials Specialist II	590
8	Hazardous Waste Coordinator	590
9	Hazardous Waste Operations Officer	E00
10	Health Educator I	310
11	Health Educator II	450
12	Helicopter Mechanic	530
13	Historic Sites Officer	E00
14	Homeless Services Officer	E00
15	Housing Aide I	350
16	Housing Aide II	380
17	Housing Assistance Coordinator	550
18	Housing Assistance Officer	E00
19	Housing Development Officer	E00
20	Housing Operations Officer	E00
21	Housing Rehabilitation Counselor	550
22	Housing Rehabilitation Officer (T)	E00
23	Housing Rehabilitation Supervisor I	580
24	Housing Rehabilitation Supervisor II	610
25	Housing Specialist I	400
26	Housing Specialist II	430
27	Housing Specialist III	460
28	Human Dignity Officer	E00

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1	Human Resources Officer	EOO
2	Identification Technician I (T)	510
3	Identification Technician II (T)	560
4	Institutional Cook	390
5	Intelligence Analyst	610
6	Investigator I	593
7	Investigator - City Prosecutor	BOO
8	Investigator II	613
9	Investigator III	633
10	Investment Officer (T)	EOO
11	Jail Administrator	EOO
12	Lab Assistant I	360
13	Lab Assistant II	380
14	Lab Assistant III	420
15	Laboratory Assistant	360
16	Laboratory Services Officer	EOO
17	Landscape Architect	604
18	Law Clerk	BOO
19	Law Clerk - City Attorney	BOO
20	Law Clerk - City Prosecutor	BOO
21	Leasing Officer (T)	EOO
22	Legal Administrator - Attorney	EOO
23	Legal Assistant (T)	BOO
24	Legal Assistant I	460
25	Legal Assistant II	480
26	Legal Assistant III	530
27	Legal Assistant IV	550
28	Legal Assistant - City Prosecutor	BOO

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1	Legal Assistant - Subrogation	B00
2	Legal Office Assistant	386
3	Legal Records Assistant	356
4	Legal Office Specialist	406
5	Legal Records Supervisor	443
6	Legal Records Specialist	386
7	Legal Records Management Coordinator	583
8	Legal Secretary I	386
9	Legal Secretary II	406
10	Legal Stenographer I	316
11	Legal Stenographer II	336
12	Legal Stenographer III	356
13	Legislative Assistant	510
14	Liability Claims Assistant I	410
15	Liability Claims Assistant II	460
16	Library Aide	270
17	Library Circulation Supervisor	560
18	Library Clerk I	330
19	Library Clerk II	370
20	Library Clerk III	400
21	Library Clerk IV	430
22	Library Youth Services Officer	E00
23	License Inspector I	450
24	License Inspector II	470
25	Licensed Vocational Nurse	440
26	Lifeguard - Seasonal (T)	010
27	Locksmith	480
28	Machinist	490

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1	Maintenance Aide I	230
2	Maintenance Aide II	260
3	Maintenance Assistant I	290
4	Maintenance Assistant II	330
5	Maintenance Assistant III	360
6	Maintenance Supervisor	500
7	Maintenance Supervisor I	470
8	Maintenance Supervisor II	510
9	Management Assistant	470
10	Manager - Accounting	E00
11	Manager - Administration	E00
12	Manager - Administration, Planning & Facilities	E00
13	Manager - Administrative and Financial Services	E00
14	Manager - Airport	E00
15	Manager - Animal Control (T)	E00
16	Manager - Automated Services	E00
17	Manager - Performance Management/Budget	E00
18	Manager - Business Information Services	E00
19	Manager - Business Operations	E00
20	Manager - Business Operations & Gas Supply (T)	E00
21	Manager - Business Relations	E00
22	Manager - Commercial Services	E00
23	Manager - Community Enrichment	E00
24	Manager - Community Recreation	E00
25	Manager - Economic Development	E00
26	Manager - Electric Generation	E00
27	Manager - Energy Recovery	E00
28	Manager - Engineering Services (T)	E00

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1	Manager - Engineering & Construction	EOO
2	Manager - Environmental Health	EOO
3	Manager - Environmental Services	EOO
4	Manager - Fleet Services	EOO
5	Manager - Gas Services	EOO
6	Manager - Housing Authority	EOO
7	Manager - Housing Services	EOO
8	Manager - Human/Social Services	EOO
9	Manager - Information Services	EOO
10	Manager - Integrated Resources (T)	EOO
11	Manager - Library Support Services	EOO
12	Manager - Long Beach Unit	EOO
13	Manager - Main Library Services	EOO
14	Manager - Maintenance Operations	EOO
15	Manager - Marine Operations	EOO
16	Manager - Neighborhood Services	EOO
17	Manager - Neighborhood Library Systems	EOO
18	Manager - Oil Operations	EOO
19	Manager - Oil Production/Subsidence	EOO
20	Manager - Operations and Administration	EOO
21	Manager - Operations Support	EOO
22	Manager - Personnel Operations	EOO
23	Manager - Pipeline Construction (T)	EOO
24	Manager - Planning Bureau	EOO
25	Manager - Planning & Development	EOO
26	Manager - Preventive Health	EOO
27	Manager - Project Development	EOO
28	Manager - Property Services	EOO

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1	Manager - Public Health	E00
2	Manager - Public Service	E00
3	Manager - Public Works Operations	E00
4	Manager - Recreation Services	E00
5	Manager - Redevelopment	E00
6	Manager - Risk Management (T)	E00
7	Manager - Special Events & Filming	E00
8	Manager - Support Services	E00
9	Manager - Technology Infrastructure Services	E00
10	Manager - Telecommunications (T)	E00
11	Manager - Towing (T)	E00
12	Manager - Traffic and Transportation	E00
13	Manager - Workers' Compensation	E00
14	Manager - Workforce Development	E00
15	Marina Agent I	320
16	Marina Agent II	360
17	Marina Agent III	410
18	Marina Supervisor I	510
19	Marina Supervisor II	540
20	Marina Supervisor (T)	480
21	Marine Safety Captain	120
22	Marine Safety Chief	E00
23	Marine Safety Lieutenant	080
24	Marine Safety Officer	030
25	Marine Safety Sergeant	060
26	Marine Safety Sergeant - Boat Operator	060
27	Marketing Officer	E00
28	Master Mechanic (R)	185

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1	Materials Inspector	514
2	Materials Testing Chemist	524
3	Mechanical Engineer	644
4	Mechanical Engineering Associate	594
5	Mechanical Equipment Stock Clerk I	380
6	Mechanical Equipment Stock Clerk II	430
7	Mechanical Equipment Stock Clerk III	490
8	Mechanical Supervisor I	530
9	Mechanical Supervisor II	560
10	Medical Assistant I	250
11	Medical Assistant II	370
12	Medical Social Worker I	490
13	Medical Social Worker II	530
14	Members of Boards and Commissions	D-11
15	Messenger/Mail Clerk I (T)	300
16	Messenger/Mail Clerk II (T)	370
17	Microbiologist I	540
18	Microbiologist II	570
19	Microbiologist III	610
20	Microbiologist Supervisor	580
21	Microfilm Technician	420
22	Minute Clerk	410
23	Motor Sweeper Operator	440
24	Historic Preservation Officer	E00
25	Neighborhood Improvement Officer	E00
26	Neighborhood Resource Officer	E00
27	Neighborhood Services Specialist I	400
28	Neighborhood Services Specialist II	430

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1	Neighborhood Services Specialist III	460
2	Noise Abatement Specialist I	500
3	Noise Abatement Specialist II	530
4	Nurse I (T)	550
5	Nurse II (T)	570
6	Nurse Practitioner	670
7	Nursing Services Officer	E00
8	Nutrition Aide (T)	300
9	Nutrition Aide I	310
10	Nutrition Aide II	360
11	Nutrition Services Officer	E00
12	Occupancy Specialist I	390
13	Occupancy Specialist II	420
14	Occupancy Specialist III	450
15	Occupational Health Services Officer	E00
16	Office Manager - Prosecutor	B00
17	Office Services Assistant I	310
18	Office Services Assistant II	340
19	Office Services Assistant III	370
20	Office Services Officer	E00
21	Office Services Supervisor	500
22	Office Specialist - Prosecutor	B00
23	Office Systems Officer	E00
24	Offset Press Operator I	390
25	Offset Press Operator II	420
26	Oil Field Gauger I	504
27	Oil Field Gauger II	507
28	Oil Properties Accounting Officer	E00

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1	Operations Officer - Airport	E00
2	Operations Officer - Building and Safety	E00
3	Outreach Worker I	260
4	Outreach Worker II	380
5	Page (T)	H-16
6	Painter I	440
7	Painter II	460
8	Painter Supervisor	500
9	Paralegal	B00
10	Park Development Officer	E00
11	Park Maintenance Supervisor	500
12	Park Naturalist	470
13	Park Ranger I	430
14	Park Ranger II	490
15	Parking Control Checker I	360
16	Parking Control Checker II	390
17	Parking Control Supervisor	490
18	Parking Meter Technician I	420
19	Parking Meter Technician II	470
20	Parking Operations Officer	E00
21	Payroll/Personnel Assistant I	350
22	Payroll/Personnel Assistant II	380
23	Payroll/Personnel Assistant III	420
24	Payroll Specialist I	460
25	Payroll Specialist II	500
26	Performance Management Officer	E00
27	Personnel Analyst I	570
28	Personnel Analyst II	600

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1	Personnel Analyst III	630
2	Personnel Analyst I - Civil Service	570
3	Personnel Analyst II - Civil Service	600
4	Personnel Analyst III - Civil Service	630
5	Personnel Analyst I - Human Resources	570
6	Personnel Analyst II - Human Resources	600
7	Personnel Analyst III - Human Resources	630
8	Personnel Assistant (Conf.) I	430
9	Personnel Assistant (Conf.) II	460
10	Personnel Assistant (Conf.) III	500
11	Petroleum Engineer (T)	747
12	Petroleum Engineer I	747
13	Petroleum Engineer II	787
14	Petroleum Engineering Assistant	607
15	Petroleum Engineering Associate	697
16	Petroleum Engineering Associate I	607
17	Petroleum Engineering Associate II	697
18	Petroleum Engineering Technician	504
19	Petroleum Operations Coordinator I	750
20	Petroleum Operations Coordinator II	777
21	Photographer	470
22	Physicians Assistant	800
23	Plan Checker - Electrical	634
24	Plan Checker - Fire Prevention	634
25	Plan Checker - Mechanical	634
26	Plan Checker - Plumbing	634
27	Planner I	530
28	Planner II	590

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1	Planner III	640
2	Planner IV	670
3	Planner V	700
4	Planning Aide	440
5	Planning Officer	E00
6	Plasterer	480
7	Plumber	500
8	Plumber Supervisor	550
9	Plumbing Inspector	534
10	Police Administration Bureau Chief	E00
11	Police Captain (R)	180
12	Police Commander	E00
13	Police Community Relations Officer	E00
14	Police Corporal	100
15	Police Information & Technology Officer	E00
16	Police Inspector (R)	110
17	Police Lieutenant	170
18	Police Officer	050
19	Police Planning and Research Officer	E00
20	Police Property and Supply Clerk	430
21	Police Property and Supply Clerk I	430
22	Police Property and Supply Clerk II	500
23	Police Records Administrator	E00
24	Police Recruit	046
25	Police Sergeant	110
26	Police Services Assistant I	380
27	Police Services Assistant II	430
28	Police Services Assistant III	470

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1	Police Systems Supervisor	440
2	Police Woman (R)	050
3	Polygraph Examiner - Miscellaneous	640
4	Polygraph Examiner - Safety	070
5	Power Equipment Repair Mechanic I	430
6	Power Equipment Repair Mechanic II	460
7	Power Equipment Repair Mechanic III	500
8	Prevention Services Officer	E00
9	Principal Building Inspector	624
10	Principal Construction Inspector	624
11	Principal Deputy City Attorney	E00
12	Principal Geological Drafting Technician	624
13	Programmer	480
14	Programmer - Analyst I	520
15	Programmer - Analyst II	570
16	Programmer - Analyst III	610
17	Programmer - Analyst IV	650
18	Programmer - Analyst V	690
19	Programmer - Analyst VI	730
20	Program Specialist - City Manager	B00
21	Project Development Officer	E00
22	Project Management Officer	E00
23	Property Management Specialist I	460
24	Property Management Specialist II	520
25	Protection Aide	272
26	Public/Government Affairs Manager	E00
27	Public Health Associate I	250
28	Public Health Associate II	380

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1	Public Health Associate III	540
2	Public Health Nurse I	570
3	Public Health Nurse II	590
4	Public Health Nurse III	610
5	Public Health Nurse Supervisor	640
6	Public Health Nutritionist I	500
7	Public Health Nutritionist II	550
8	Public Health Nutritionist III	600
9	Public Health Physician	800
10	Public Health Professional I	550
11	Public Health Professional II	590
12	Public Health Professional III	620
13	Public Health Registrar	380
14	Public Information Officer	E00
15	Public Works Supervisor	500
16	Purchasing Agent	E00
17	Real Estate Officer	E00
18	Real Estate Technician I	430
19	Real Estate Technician II	460
20	Records Manager - City Clerk	580
21	Recreation Assistant	390
22	Recreation Leader/Specialist IX (T)	H-39
23	Recreation Leader/Specialist X (T)	H-40
24	Recreation Superintendent	E00
25	Recruitment Officer - Civil Service	E00
26	Recycling Specialist I	470
27	Recycling Specialist II	530
28	Recycling & Sustainability Officer	E00

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1	Redevelopment Administrator	E00
2	Redevelopment Finance Officer (T)	E00
3	Redevelopment Project Officer	E00
4	Refuse Field Investigator	440
5	Refuse Operator I	370
6	Refuse Operator II	400
7	Refuse Operator III	430
8	Refuse Supervisor	500
9	Registered Nurse I	570
10	Registered Nurse II	590
11	Rehabilitation Services Officer	E00
12	Reprographics Assistant (T)	350
13	Risk Manager	E00
14	Safety Specialist I	530
15	Safety Specialist I - Conf	530
16	Safety Specialist II	590
17	Safety Specialist II - Conf	590
18	School Guard	H-26, H-28
19	Secretary	410
20	Secretary to the City Auditor	486
21	Secretary to the City Attorney	520
22	Secretary to the Executive Director - Civil Service	450
23	Secretary to the Mayor	590
24	Security Officer I	352
25	Security Officer II	382
26	Security Officer III	430
27	Security Officer IV	490
28	Security Officer V (T)	550

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1	Senior Accountant	630
2	Senior Animal Control Officer	490
3	Senior Architectural Engineer	694
4	Senior Auditor	800
5	Senior Civil Engineer	694
6	Senior Combination Building Inspector	574
7	Senior Deputy City Attorney	800
8	Senior Electrical Inspector	574
9	Senior Engineering Technician I	547
10	Senior Engineering Technician II	577
11	Senior Equipment Operator	490
12	Senior Geological Drafting Technician	567
13	Senior Geologist	787
14	Senior Legal Secretary I	443
15	Senior Legal Secretary II	466
16	Senior Mechanical Engineer	694
17	Senior Mechanical Inspector	574
18	Senior Minute Clerk	450
19	Senior Payroll/Personnel Assistant (T)	460
20	Senior Petroleum Engineer (T)	787
21	Senior Petroleum Engineering Associate (T)	747
22	Senior Plumbing Inspector	574
23	Senior Records Clerk	570
24	Senior Structural Engineer	687
25	Senior Survey Technician	508
26	Senior Surveyor	627
27	Senior Traffic Engineer	694
28	Senior Workers' Compensation Claims Examiner	645

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1	SERRF Operations Officer	E00
2	Special Investigator - City Manager	BOO
3	Special Projects Officer	E00
4	Special Projects Officer - Engineering	E00
5	Special Projects Officer - Financial Management (T)	E00
6	Special Projects Officer - Housing	E00
7	Special Projects Officer - Public Service	E00
8	Special Projects Officer - Public Works	E00
9	Staff Auditor	BOO
10	Stock and Receiving Clerk	330
11	Storekeeper I	380
12	Storekeeper II	430
13	Storm Drain Maintenance Crew Leader	440
14	Storm Drain Maintenance Crew Member I	380
15	Storm Drain Maintenance Crew Member II	400
16	Storm Drain Plant Mechanic	440
17	Storm Water Program Officer	E00
18	Street Landscaping Supervisor I	500
19	Street Landscaping Supervisor II	530
20	Street Maintenance Supervisor	500
21	Street Maintenance Supervisor I	500
22	Street Maintenance Supervisor II	540
23	Structural Engineer	647
24	Structural Engineer Associate	594
25	Student Worker	H-15, H-17, H-99
26		
27	Superintendent - Administrative Services (T)	E00
28	Superintendent - Airport Operations	E00

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

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1	Superintendent - Structural Services	E00
2	Superintendent - Towing & Lien Sales	E00
3	Superintendent - Warehouse/Inventory Operations	E00
4	Supervising Custodian (T)	370
5	Supervising Deputy City Prosecutor	C00
6	Supervising Park Ranger	540
7	Supervising Senior Legal Secretary	482
8	Supervising Workers' Compensation Secretary	470
9	Supervisor - Facilities Maintenance	580
10	Supervisor - Stores and Property	490
11	Supervisor - Waste Operations	550
12	Support Projects Officer	E00
13	Survey Technician	467
14	Surveyor	554
15	Systems Analyst I	500
16	Systems Analyst II	560
17	Systems Support Specialist I	530
18	Systems Support Specialist II	570
19	Systems Support Specialist III	610
20	Systems Support Specialist IV	650
21	Systems Support Specialist V	690
22	Systems Support Specialist VI	730
23	Systems Support Specialist VII	770
24	Systems Technician I	440
25	Systems Technician II	480
26	Systems Technician III	520
27	Systems Technician IV	570
28	Technical Aide	280

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1	Technical Assistant	400
2	Technical Services Officer - Library Services (T)	E00
3	Technical Services Administrator	E00
4	Technical Support Officer	E00
5	Telecommunications Officer	E00
6	Traffic Engineer	644
7	Traffic Engineering Aide I	454
8	Traffic Engineering Aide II	494
9	Traffic Engineering Associate I	514
10	Traffic Engineering Associate II	594
11	Traffic Painter I	400
12	Traffic Painter II	420
13	Traffic Signal Coordinator	600
14	Traffic Signal Technician I	530
15	Traffic Signal Technician II	570
16	Transportation Planning Officer	E00
17	Transportation Programming Officer	E00
18	Transportation Programs Planner	620
19	Treasury Operations Officer	E00
20	Tree Trimmer I	400
21	Tree Trimmer II	430
22	Urban Design Officer	E00
23	Utilities Systems Operator	450
24	Utility Services Officer	E00
25	Vector Control Specialist I	420
26	Vector Control Specialist II	460
27	Video Communications Officer	E00
28	Victim's Advocate - City Prosecutor	B00

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1	Visual Arts Specialist I	430
2	Visual Arts Specialist II	470
3	Voice and Data Communications Officer	E00
4	Waste Management Officer (T)	E00
5	Welder	490
6	Wireless Communications Officer	E00
7	Workers' Compensation Administrative Assistant	B00
8	Workers' Compensation Claims Assistant	523
9	Workers' Compensation Claims Examiner	582
10	Workers' Compensation Office Assistant I	350
11	Workers' Compensation Office Assistant II	410
12	Workforce Development Officer	E00
13	Workforce Development Supervisor I	670
14	Workforce Development Supervisor II (T)	690
15	X-ray Technician	450
16	Youth Services Coordinator	E00
17	Zoning Officer	E00

18 In accordance with Section 3(8) of the Civil Service
19 Rules and Regulations of the City of Long Beach, adopted in
20 conformity with Section 1102(a)(8) of the Charter of the City of
21 Long Beach, there are hereby created and established the non-
22 career (NC) positions set forth and listed hereinafter and the
23 compensation of each non-career position is hereby fixed and
24 prescribed at one of the pay rates set forth in the Salary
25 Schedules in Section 2 hereof, which pay rates are indicated
26 opposite each listed non-career position by a Salary Range Number,
27 together with such additional compensation, if any, as provided
28 herein or by applicable ordinance.

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1	<u>NON-CAREER (NC) POSITION TITLES</u>	
2	<u>AND ASSIGNED SALARY RANGE NUMBERS</u>	
3		
4	<u>Position Title</u>	<u>Salary Range No.</u>
5	Accountant I - NC	M47
6	Accountant II - NC	M62
7	Accounting Clerk I - NC	M15
8	Accounting Clerk II - NC	M21
9	Accounting Clerk III - NC	M28
10	Administrative Analyst I - NC	M68
11	Administrative Analyst II - NC	M78
12	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
13		
14		
15		
16		
17	Admissions Attendant I - NC (T)	H-11, H-13, H-15, H-18
18		
19	Admissions Attendant II - NC (T)	H-24, H-27, H-37
20		
21	Admissions Attendant III - NC (T)	H-31, H-33, H-34, H-35, H-36, M15
22		
23	Airport Operations Assistant I - NC	M17
24	Ambulance Operator - NC	H-25
25	Animal Control Officer I - NC	M27
26	Animal License Inspector NC	H-29, H-31
27	Assistant Band Conductor - NC	H-61
28	Band Conductor - NC	H-62

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1	Carpenter - NC	M47
2	Civil Engineer - NC	N94
3	Civil Engineering Assistant - NC	N57
4	Civil Engineering Associate - NC	N80
5	Clerical Aide I - NC	H-28, H-30, H-32
6		
7	Clerical Aide II - NC	H-32, H-34, H-36
8		
9	Clerk I - NC	M03
10	Clerk II - NC	M07
11	Clerk III - NC	M12
12	Clerk Typist I - NC	M12
13	Clerk Typist II - NC	M17
14	Clerk Typist III - NC	M24
15	Combination Building Inspector - NC	N63
16	Combination Building Inspector Aide I - NC	N23
17	Combination Building Inspector Aide II - NC	N29
18	Communications Dispatcher I - NC	M42
19	Communications Dispatcher II - NC	M47
20	Community Worker - NC	M12
21	Computer Operator I - NC	M37
22	Customer Service Representative I - NC	M13
23	Customer Service Representative II - NC	M20
24	Data Entry Operator I - NC	M13
25	Data Entry Operator II - NC	M17
26	Electrician - NC	M52
27	Engineering Aide I - NC	N09
28	Engineering Aide II - NC	N16

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1	Engineering Aide III - NC	N33
2	Engineering Technician I -NC	464
3	Engineering Technician II - NC	504
4	Equipment Mechanic I - NC	M46
5	Equipment Mechanic II - NC	M50
6	Equipment Operator I - NC	M21
7	Equipment Operator II - NC	M31
8	Equipment Operator III - NC	M37
9	Fire Safety Specialist - NC (non-safety)	055
10	Garage Service Attendant I - NC	M21
11	Gardener I - NC	M20
12	Gas Field Service Representative I - NC	M24
13	General Librarian I - NC	M66
14	Groundskeeper I - NC	M07
15	Groundskeeper II - NC	M13
16	Identification Officer - NC	050
17	Identification Technician II - NC	M66
18	Institutional Cook - NC	M26
19	Laboratory Assistant - NC	M20
20	Library Aide - NC	H-18, H-20, H-22, H-24
21		
22	Library Clerk I - NC	M13
23	Library Clerk II - NC	M21
24	Library Clerk III - NC	M28
25	Library Clerk IV - NC	M36
26	Licensed Vocational Nurse - NC	M36
27	Lifeguard - Hourly - NC	010, H-99
28	Maintenance Aide I - NC	M01

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1	Maintenance Aide II - NC	M03
2	Maintenance Assistant I - NC	M07
3	Maintenance Assistant II - NC	M13
4	Maintenance Assistant III - NC	M20
5	Marine Aide - NC	M12
6	Medical Social Worker - NC	M47
7	Messenger/Mail Clerk I - NC	M08
8	Microbiologist - NC	M62
9	Microbiologist Trainee - NC	H-42
10	Motor Sweeper Operator - NC	M37
11	Musician - NC	H-60
12	Nurse I - NC	M62
13	Nurse II - NC	M66
14	Nurse Practitioner - NC	M88
15	Nutrition Aide - NC	M10
16	Page - NC	H-16, H-18, H-20, H-22, H-24
17		
18	Painter I - NC	M37
19	Park Ranger I - NC	M36
20	Parking Control Checker I - NC	M18
21	Parking Meter Technician I - NC	M31
22	Parking Operations Attendant I - NC	M07
23	Parking Operations Attendant II - NC	M12
24	Personnel Analyst I - NC	M68
25	Personnel Analyst II - NC	M78
26	Personnel Assistant I - NC	M42
27	Personnel Assistant II - NC	M52
28	Planner I - NC	M52

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1	Planner II - NC	M68
2	Planning Aide - NC	M36
3	Plumber - NC	M52
4	Police Cadet - NC	H-36
5	Police Investigator - NC	050
6	Police Officer - NC	050
7	Police Services Assistant I - NC	M24
8	Pool Lifeguard I - NC	H-32
9	Pool Lifeguard II - NC	H-34
10	Principal Building Inspector - NC	N87
11	Public Health Nurse - NC	M66
12	Public Health Physician - NC	B00
13	Public Health Professional - NC	B00
14	Recreation Leader/Specialist I - NC	H-12, 260
15	Recreation Leader/Specialist II - NC	H-19, 300
16	Recreation Leader/Specialist III - NC	H-25, 330
17	Recreation Leader/Specialist IV - NC	H-28, 360
18	Recreation Leader/Specialist V - NC	H-32
19	Recreation Leader/Specialist VI - NC	H-34
20	Recreation Leader/Specialist VII - NC	H-36
21	Recreation Leader/Specialist VIII - NC	H-38
22	Recreation Leader/Specialist IX - NC	H-39
23	Recreation Leader/Specialist X - NC	H-40
24	Refuse Operator I - NC	370
25	Refuse Operator II - NC	400
26	Security Officer I - NC	M18
27	Security Officer II - NC	M30
28	Senior Civil Engineer - NC	N94

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1	Senior Combination Building Inspector - NC	N72
2	Senior Engineering Technician I - NC	547
3	Senior Engineering Technician II - NC	577
4	Structural Engineering Associate - NC	N80
5	Student Worker - NC	H-15, H-17, H-99
6		
7	Traffic Engineering Aide I - NC	N41
8	X-ray Technician I - NC	M37
9	Youth Trainee I - NC	H-99
10	//	
11	Youth Trainee II - NC	H-17
12	Youth Trainee III - NC	H-24
13	Youth Trainee IV - NC	H-27

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

1 incumbent department head, assistant department head, bureau head
2 or division head is unable to perform the duties of his/her
3 position and such an assignment is necessary for the efficient
4 and effective operation of the department, bureau or division.
5 During the time the employee is so assigned and is performing in
6 said acting capacity, the employee shall be entitled to receive
7 the compensation designated by the City Manager or the
8 appropriate appointing authority at one of the salary rates fixed
9 and prescribed by this resolution for the position to which said
10 employee is assigned.

11 Sec. 17. When an employee classified in one of the
12 following positions is regularly assigned to perform and does
13 perform the occupational skill described in the column hereof
14 designated "Skill", said employee shall be paid on a per diem,
15 hourly rate or one-time payment (bonus) basis, as indicated
16 herein, the amount of additional compensation set forth in the
17 column designated "Additional Compensation" opposite the
18 described skill. The additional compensation prescribed herein
19 shall be paid to the employee at an hourly rate only if said
20 employee is assigned to regularly perform said occupational skill
21 on a daily basis. If an employee is not regularly assigned to
22 perform said occupational skill on a daily basis, then the
23 additional compensation prescribed herein shall be paid at a per
24 diem rate, and said per diem skill pay shall be paid only for
25 each work day that said employee actually performs said
26 occupational skill, and such employee is not entitled to receive
27 and shall not be paid per diem skill pay for any day that said
28 employee does not work or is absent from work on a permitted

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1 absence. For purposes of this Section, any employee in a non-
2 career position shall receive skill pay in the same manner as
3 prescribed for a comparable employee in the classified career
4 service and need not be specifically designated in the following
5 table(s) unless there is no comparable classified position.

6 //

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8 //

9 //

10 //

11 The following skill notes shall be effective on and
12 after April 1, 2000:

13			Additional
14	<u>Position Title</u>	<u>Skill</u>	<u>Compensation</u>
15	1. Non-management	For regular and	\$ 0.70
16	classifications in	frequent use of	per hour
17	the current Salary	certified oral and/or	or
18	Resolution	written bilingual	\$ 5.60
19	represented by the	skills	per diem
20	IAM for all		
21	classifications in		
22	which the top step		
23	hourly rates are		
24	equal to or less		
25	than Salary Range		
26	560		
27			
28			

1	2.	Non-management	For regular and	\$ 0.60
2		classifications	frequent use of	per hour
3		represented by the	certified oral and/or	or
4		Long Beach	written bilingual	\$ 4.80
5		Association of	skills	per diem
6		Engineering		
7		Employees with a		
8		base hourly rate of		
9		\$21.050 or lower and		
10		Long Beach		
11		Association of		
12		Confidential		
13		Employees for all		
14		classifications in		
15		which the top step		
16		hourly rates are		
17		equal to or less		
18		than Salary Range		
19		560		
20				
21	3.	Police Officer,	For regular and	\$ 0.80
22		Police Corporal,	frequent use of	per hour
23		Police Sergeant,	certified oral and/or	or
24		Firefighter, Fire	written bilingual	\$ 6.40
25		Captain, Fire	skills	per diem
26		Engineer, Marine		
27		Safety Sergeant,		
28		Marine Safety		
		Sergeant-Boat		
		Operator and Marine		
		Safety Officer		
	4.	Classifications in	When required to work	\$ 4.00
		Skilled and General	on ladders, mechanical	per diem
		Services Bargaining	devices, etc., placing	
		Units	employee at heights	
			over 40 feet (excludes	
			Window Washers and Tree	
			Trimmers)	
	5.	Animal Control	When regularly assigned	\$ 6.00
		Officer II	and performing the	per diem
			duties of a Senior	
			Animal Control Officer	
			or an Animal Control	
			Officer III during the	
			Senior Animal Control	
			Officer's or an Animal	
			Control Officer III's	
			regularly scheduled	
			days off. This skill	
			pay may not be combined	
			with Higher Class Pay	

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1	6.	Automatic Sprinkler Control Technician	When regularly assigned and performing telemetry duties to monitor, adjust, and troubleshoot irrigation systems	\$12.00 per diem
2				
3				
4				
5	7.	Clerk Supervisor, Clerk Typist I, II, III and V	When regularly assigned to and performing duties in the day shift of the Police Department Records Division	\$ 0.30 per hour
6				
7				
8			When regularly assigned to and performing duties in the swing shift of the Police Department Records Division	\$ 0.60 per hour
9				
10				
11				
12			When regularly assigned to and performing duties in the night shift of the Police Department Records Division	\$ 0.90 per hour
13				
14				
15	8.	Clerk Typist I, II and III	For regular and frequent use of certified short-hand skills	\$ 0.30 per hour
16				
17				
18			When regularly assigned to the Police Department Personnel Division. This Skill Pay may not be used in conjunction with Skill Pay #563.	\$ 0.70 per hour
19				
20				
21	9.	Clerk Typist III	Employees of the Police in the Records Section when regularly assigned to and performing the duties of the Records Supervisor during the supervisors regular days off	\$ 6.40 per diem
22				
23				
24				
25				
26	10.	Carpenter Supervisor; Painter Supervisor; General Maintenance Supervisor II	When regularly assigned and performing as general supervisor of the Carpentry-Field, Carpentry-Shop, Paint and Welding sections	\$ 2.00 per hour
27				
28				

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1	11. Carpenter	When regularly assigned	\$10.00
2	Supervisor, Painter	and performing as	per diem
3	Supervisor, General	supervisor of three or	
4	Maintenance	more sections in the	
5	Supervisor II,	Structural Division of	
6	Mechanical	the Public Service	
	Supervisor,	Bureau	
	Electrical		
	Supervisor, Plumber		
	Supervisor		
7	12. Combination Building	When registered by the	\$ 0.50
8	Inspector;	International	per hour
9	Electrical	Conference of Building	
10	Inspector; Plumbing	Officials and	\$ 0.75
11	Inspector;	recertified on an	per hour
12	Combination Building	annual basis in	
13	Inspector Aide I and	accordance with	\$ 1.00
14	II; Senior	Planning and Building	per hour
15	Combination Building	Department regulations	
16	Inspector; Sr.	(\$0.50 per hour for one	\$ 1.25
	Electrical	specialty	per hour
	Inspector; Sr.	certification, \$0.75	
	Plumbing Inspector;	for two, \$1.00 for	
	Sr. Mechanical	three, up to a maximum	
	Inspector; Principal	of \$1.25 per hour for	
	Building Inspector;	four special	
	Chief Building	certifications)	
	Inspector		
17	13. Combination Building	Counter plan checking	\$ 5.60
18	Inspector Aide I and		per diem
19	II; Combination		
20	Building Inspector;		
21	Senior Combination		
22	Building Inspector;		
23	Principal Building		
24	Inspector; Senior		
25	Electrical		
26	Inspector; Senior		
27	Plumbing Inspector;		
28	Senior Mechanical		
	Inspector		

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1	14. Communications	When regularly assigned	\$ 7.50
2	Dispatcher IV	to and performing the	per diem
3		duties of a	
4		Communications Center	
5		Supervisor during the	
6		Communications Center	
7		Supervisor's regularly	
8		scheduled days off.	
9		This skill pay may not	
10		be combined with Higher	
11		Class Pay	
12	15. Construction	When fully qualified to	\$ 0.50
13	Inspector I;	perform deputy	per hour
14	Construction	inspection work and	
15	Inspector II;	while possessing valid	\$ 0.75
16	Principal	deputy inspector cards	per hour
17	Construction	in specified fields of	
18	Inspector; Chief	expertise (\$0.50 per	\$ 1.00
19	Construction	hour for one deputy	per hour
20	Inspector	inspector card, \$0.75	
21		per hour for two cards,	\$ 1.25
22		\$1.00 per hour for	per hour
23		three cards, up to a	
24		maximum of \$1.25 per	
25		hour for four cards)	
26	16. Construction	When performing field	\$ 3.97
27	Inspector II	district supervisory	per diem
28		duties	
29	17. Construction	When regularly assigned	\$ 1.418
30	Inspector II	and performing as	per hour
31		supervisor over all Gas	or
32		Construction Inspection	\$11.344
33		activities	per diem
34	18. Customer Service	When performing meter	\$ 0.472
35	Representative II	rereads	per hour
36	19. Customer Service	When regularly assigned	\$ 1.00
37	Representative III	and performing duties	per hour
38		as a section lead	
39		person	
40		When working "Hotline	\$0.586
41		Desk"	per hour
42	20. Customer Service	When regularly assigned	\$ 1.63
43	Supervisor	and performing as	per hour
44		supervisor for License	
45		Inspectors	

1	21. Electrician	When regularly assigned and performing duties as a lead Electrician in the Traffic Signal Section	\$ 0.50 per hour or \$ 4.00 per diem
2			
3			
4			
5	22. Equipment Mechanic I and II	When regularly assigned to the maintenance and repair of City vehicles, and when possessing a current ASE certification as a Master Automotive and/or Master Medium/Heavy Truck Technician	\$ 1.00 per hour for one certificate or \$ 1.25 per hour for two certificates
6			
7			
8			
9			
10			
11	23. Equipment Operator III	When regularly assigned and performing dredge lever operator duties	\$ 0.882 per hour or \$ 7.056 per diem
12			
13			
14	24. Garage Service Attendant I and II	When driving a vehicle requiring a Class A license	\$ 8.00 per diem
15			
16	25. Gardener I and II	When required to possess a Pesticide Applicator's license and regularly assigned Pesticide Applicator duties	\$ 0.554 per hour or \$ 4.43 per diem
17			
18			
19	26. Gardener II; Park Crew Supervisor; Street Landscaping Supervisor I and II; Equipment Operator II	When required to possess an Agricultural Pest Control Advisor's license and regularly assigned advisor duties	\$ 0.554 per hour or \$ 4.43 per diem
20			
21			
22			
23	27. Gas Crew Utility Assistant I	When regularly performing on backhoes, skiploaders with over one cubic yard bucket capacity, or trenching machines	\$ 4.728 per diem
24			
25			
26			
27		When performing the duties of repairing and calibrating instruments used in the detection of gas leaks	\$ 4.728 per diem
28			

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1	28. Gas Crew Utility	When performing heat	\$ 4.00
2	Assistant I, II and	fusion connections on	per diem
3	III	underground plastic gas	
4		pipelines and certified	
5		in heat fusion by the	
6		Long Beach Energy	
7		Department. This per	
8		diem shall be limited	
9	29. Gas Field Service	to no more than eight	
10	Representative II	(8) crewmembers at any	
11		one time. Assignment	
12		of this per diem shall	
13		be at the discretion of	
14		the Manager of Pipeline	
15		Construction.	
16		Meter proving	\$ 0.265
17			per hour
18		When regularly assigned	\$ 0.265
19		and performing field	per hour
20		meter setting and	or
21		installation of large	\$ 2.12
22		commercial and	per diem
23		industrial meters	
24		When regularly assigned	\$ 0.265
25		and performing field	per hour
26		meter setting and	or
27		installation of	\$ 2.12
28		residential meters (T)	per diem
		When regularly assigned	
		to installing meters of	
		300 or more cubic feet	
		per hour capacity at $\frac{1}{2}$	
		inch water column	\$ 3.00
		pressure drop or when	per diem
		installing district	
		regulator stations	
22	30. Gas Maintenance	When certified and	\$ 4.00
23	Supervisor I	performing duties as a	per diem
24		pipeline welder on an	
25		as-needed basis	

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1	31. Gas Measurement Assistant	When assigned to a rotating shift that includes day, swing and graveyard shifts in a 35-day period	\$ 4.00 per diem
2			
3			
4		When regularly assigned and performing lead duties	\$6.00 per diem
5			
6	32. Gas Orifice Meter Technician I and II (T)	When performing complex repairs of telemetering devices	\$ 7.50 per diem
7			
8	33. General Maintenance Assistant (T)	When regularly performing specialized marina maintenance work	\$ 0.635 per hour
9			
10	34. General Maintenance Supervisor II	When regularly assigned and performing as supervisor over skilled crafts	\$ 1.00 per hour or \$ 8.00 per diem
11			
12			
13		When regularly assigned and performing as general supervisor over Marine and Facility Maintenance	\$ 2.00 per hour or \$16.00 per diem
14			
15			
16	35. Housing Specialist II	When regularly assigned as floater/trainer. Skill pay expires on September 30, 2003.	\$ 0.50 per hour
17			
18	36. Housing Specialist III	When regularly assigned to and performing the duties of trainer or portability specialist	\$ 0.50 per hour
19			
20			
21	37. Lifeguard-Hourly NC; Lifeguard-Seasonal (T)	When certified as an Emergency Medical Technician (EMT) and re-certified as required by law, and having completed 1200 or more hours at Salary Range 010, Step 6	\$ 0.668 per hour
22			
23			
24			
25		When regularly assigned and/or performing the duties of a deck hand	\$ 0.432 per hour or \$ 3.46 per diem
26			
27			
28			

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1	38. Maintenance	When performing as a	\$ 1.18
2	Assistant II and III	refuse packer truck	per hour
3		operator for the Public	or
		Works and Parks and	\$ 9.44
		Recreation Departments	per diem
4	39. Maintenance	When supervising crews	\$ 0.500
5	Assistant III	or contractors	per hour
6		performing custodial	or
		and/or maintenance	\$ 4.00
		duties	per diem
7		When regularly assigned	\$ 0.44
8		and/or performing lot	per hour
9		cleaning crew leader	or
		duties	\$ 3.52
			per diem
10		When regularly assigned	\$ 0.554
11		and/or performing	per hour
12		pesticide applicator	or
		duties	\$ 4.43
			per diem
13		When performing fiber-	\$ 4.43
14		glassing duties for	per diem
		Marine Bureau	
15	40. Marine Safety	When certified and	\$ 0.863
16	Sergeant - Boat	possessing a Coast	per hour
17	Operator; Marine	Guard Operator's	
	Safety Sergeant;	license and towing	
	Marine Safety	certificate	
	Officer		
18		When regularly assigned	\$ 0.719
19		and performing as a	per hour
20		member of the dive team	
		unless serving as Dive	
		Master or SWRC	
21		When regularly assigned	\$ 1.007
22		and performing as the	per hour
		dive master	
23		When regularly assigned	\$ 1.007
24		and performing as the	per hour
		Swift Water Rescue	
		Coordinator	
25	41. Materials Inspector	When full qualified and	\$ 2.80
26		assigned to perform	per diem
27		deputy inspection work	
28		and while possessing a	
		valid deputy inspector	
		card	

1	42. Marine Safety Officer; Lifeguard-Hourly-NC; Lifeguard-Seasonal (T)	When performing the duties of a Junior Lifeguard Instructor	\$ 4.50 per diem
2			
3			
4	43. Mechanical Supervisor II; Electrical Supervisor; Plumber Supervisor	When regularly assigned and performing as general supervisor of the HVAC, Electrical, Street Lighting and Plumbing sections	\$ 1.00 per hour
5			
6			
7	44. Motor Sweeper Operator (T)	When regularly assigned and operating a three-wheeled motor sweeper	\$ 0.25 per hour
8			
9	45. Payroll/Personnel Assistant I, II, and III	When regularly assigned to the Police Department Personnel Division. This Skill Pay may not be used in conjunction with Skill Pay #563	\$ 0.70 per hour
10			
11			
12			
13	46. Payroll/Personnel Assistant III	When supervising payroll and personnel functions at Police Department	\$ 1.157 per hour or \$ 9.256 per diem
14			
15			
16	47. Personnel Analyst I-II	When assigned to and performing table customization, configuration and maintenance in the HRMS System	\$12.00 per diem
17			
18			
19	48. Personnel Assistant II	When regularly assigned and performing duties as a section lead person	\$ 1.00 per hour
20			
21			
22	49. Pipeline Welder	When regularly assigned and performing duties as a pipeline welding shop leadperson	\$ 0.70 per hour
23			
24	50. Plan Checker	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	\$ 3.00 per diem
25			
26			
27			
28			

1	51. Planner II, III	When regularly assigned	\$ 0.70
2	(consolidated IV, V)	and performing special	per hour
3		project duties related	
4		to the development of	
5		sustainability policy,	
6		the creation of a	
7		Sustainable Development	
8		Board, and the	
9		provision of technical	
10		assistance related to	
11		environmental policy	
12	52. Planning Aide,	When regularly assigned	\$ 0.70
13	Assistant Planner I	and performing help	per hour
14	and II and Planner	desk duties	
15	I, II and III		
16		When assigned to work	\$ 5.60
17		the Development Service	per diem
18		Counter and performing	
19		over-the-counter plan	
20		checking	
21	53. Plumber	When regularly assigned	\$ 0.647
22		and performing duties	per hour
23		as irrigation systems	or
24		plumbing specialist	\$5.176
25			per diem
26	54. Police Property &	When regularly assigned	\$1.50
27	Supply Clerk I	and performing lead	per hour
28		duties	
29	55. Public Health Nurse;	When regularly assigned	\$ 0.633
30	Nurse I and II;	and performing as a	per hour
31	Medical Social	team leader of a	
32	Worker II; Nutrition	rehabilitation team or	
33	Aide; Public Health	specialized clinic or	
34	Nutritionist I;	STD clinic in the	
35	Community Worker	Health Department	
36	56. Public Health	When regularly assigned	\$ 3.00
37	Professional III	and performing the full	per hour
38		duties as Director of	
39		the Employee Assistance	
40		Program	
41	57. Refuse Operator II	When performing as a	\$ 4.00
42	and III	District Trainer	per diem
43	58. School Guard	When assigned as School	\$ 3.10
44		Guard Trainer	per diem
45	59. Security Officer I	When regularly assigned	\$ 2.085
46		and performing in the	per hour
47		Police Department's	
48		Traffic Division	

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1	60. Security Officer II	When regularly assigned the responsibility of patrolling Marina slips and basins between the hours of 8:00 p.m. and 4:00 a.m.	\$ 0.433 per hour
2			
3			
4			
5		When assigned to and performing as School Guard Supervisor	\$ 4.00 per diem
6			
7	61. Security Officer III	When regularly assigned to the Police Department Marine Patrol and performing the duties of a Security Officer IV during the Security Officer IV's regularly scheduled days off. This skill pay may not be combined with Higher Class Pay	\$ 4.54 per diem
8			
9			
10			
11			
12			
13	62. Security Officer III-IV (T), Detention Officer I-II	When assigned to and performing "jailer" duties	\$ 1.50 per hour
14			
15			
16	63. Senior Civil Engineer	When possessing a California Structural Engineers License and assigned to perform structural engineering plan checking	\$ 5.00 per diem
17			
18			
19	64. Senior Combination Building Inspector; Senior Electrical Inspector; Senior Plumbing Inspector; Senior Mechanical Inspector	When registered by the International Conference of Building Officials and re-certified on an annual basis in accordance with Planning and Building Department regulations (\$0.15 per hour for each ICBO specialty certification up to a maximum of \$0.60 per hour)	\$ 0.15 per hour \$ 0.30 per hour \$ 0.45 per hour \$ 0.60 per hour
20			
21			
22			
23			
24			
25			
26	65. Senior Engineering Technician I	When regularly assigned and performing architectural design	\$ 9.70 per diem
27			
28			

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1	66. Senior Equipment Operator	When regularly assigned and operating the cutter head and suction boom on a dredge boat	\$ 0.437 per hour
2			
3			
4		When possessing a certificate for crane operation issued by an accredited certifying entity per CCR Title 8 Section 5006.1 and regularly assigned and operating a mobile crane	\$ 0.56 per hour
5			
6			
7			
8	67. Senior Gas Field Service Representative (T)	When supervising meter setting operations in the field	\$ 0.288 per hour
9			
10	68. Street Maintenance Supervisor (T); Painter Supervisor	When regularly assigned and performing as general supervisor of the Traffic Painting/Marking and Security sections	\$ 0.50 per hour
11			
12			
13			
14	69. Supervising Custodian	When supervising contractors performing custodial and/or maintenance duties in the Library Services Department	\$ 0.50 per hour
15			
16			
17	70. Tree Trimmer I and II (T)	When regularly performing tree trimming duties from aerial bucket	\$ 0.35 per hour
18			
19			
20			
21			
22			
23	71. Tree Trimmer I, II (T) and Street Landscaping Supervisor	When possessing a current International Society of Arboriculture certification as a Certified Arborist	\$ 0.50 per hour
24			
25			
26			
27			
28			

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1	72. Tree Trimmer I, II	When possessing a	\$ 4.43
2	(T)	Pesticide Applicator	per diem
3		license and regularly	
4		assigned pesticide	
5		applicator duties	
6	73. Welder	When regularly assigned	\$ 4.50
7		and performing duties	per diem
8		as a lead welder	
9	74. Window Washer I	When performing window	\$ 3.60
10	and II (T)	washing duties from	per diem
11		swinging or electric	
12		scaffolds or bosun	
13		chairs	
14	75. Police Officer	Helicopter pilot	\$ 3.305
15			per hour
16		Helicopter observer	\$ 1.580
17			per hour
18		When performing on a	\$ 2.012
19		two-wheeled motorcycle	per hour
20		When regularly assigned	
21		to a one-officer unit	
22		in Patrol between the	
23		hours of 1630 and 0730	
24		an amount equal to 10%	
25		of their current top	
26		step of rank for each	
27		hour worked in a one-	
28		Officer unit.	
		When assigned by the	
		Chief of Police to be	
		Field Training Officer	
		an amount equal to 10%	
		of the current top step	
		of Police Officer for	
		each hour worked in	
		that assignment. Field	
		Training Officers will	
		be assigned to train	
		Police Officers during	
		the 12 month probation	
		period. However, for	
		lateral transfers, said	
		assignment period shall	
		be determined by the	
		Chief of Police.	

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1	76. Police Officer;	When regularly assigned	\$ 1.725
2	Police Sergeant;	to and performing	per hour
3	Police Corporal;	administrative and/or	
4	Police Lieutenant	investigative duties in	
		the Police Department	
5		as determined by the	
6		Chief of Police	
7		When regularly assigned	\$ 1.438
8		to and performing the	per hour
9		duties of Boat Patrol	
10	77. Police Sergeant	Operators and in	
11		possession of a valid	
12		Coast Guard Operators	
13		License and Towing	
14		Certificate	
15		Helicopter pilot	\$ 3.305
16			per hour
17		When performing on a	\$ 2.012
18		two-wheeled motorcycle	per hour
19	78. Police Corporal	When assigned to a one-	
20		officer unit in Patrol	
21		between the hours of	
22		1630 and 0730 an amount	
23		equal to 10% of their	
24		current top step of	
25		rank for each hour	
26		worked in a one-Officer	
27		unit.	
28		When assigned by the	
		Chief of Police to be	
		Field Training Officer	
		an amount equal to 10%	
		of the current top step	
		of Police Corporal for	
		each hour worked in	
		that assignment. Field	
		Training Officers will	
		be assigned to train	
		Police Officers during	
		the 12 month probation	
		period. However, for	
		lateral transfers, said	
		assignment period shall	
		be determined by the	
		Chief of Police.	
26	79. Fire Boat Operator	When in possession of a	\$ 1.438
27		valid 100-ton license	per hour
28		and regularly assigned	
		to operating an 88-foot	
		fire boat	

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1	80. Firefighter	When regularly assigned	\$ 1.150
2		and performing Fire	per hour
3		Prevention inspection	(0-2 yrs)
4		duties in the Fire	
5		Prevention Office	\$ 2.300
6			per hour
7			(2+ yrs)
8		When certified &	\$ 1.150
9		licensed, fully trained	per hour
10		and assigned to	
11		paramedic duty	
12		When regularly assigned	\$ 1.150
13		and performing the full	per hour
14		duties of arson	(0-2 yrs)
15		investigation	
16		An hourly rate when	(2+ years)
17		added to the hourly	
18		rate for the top step	
19		of Firefighter with the	
20		hourly rate for top	
21		Incentive Pay with EMT-	
22		1/D pay will equal top	
23		step Fire Engineer with	
24		Incentive Pay. In no	
25		event will the regular	
26		salary for an Arson	
27		Investigator exceed the	
28		regular salary of a	
		Fire Engineer with	
		Incentive Pay	

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1	81. Fire Captain	When serving as the	\$ 1.150
2		Dispatch Supervisor	per hour
3			(0-2 yrs)
4			\$ 2.300
5			per hour
6			(2+ yrs)
7		When serving as the	\$ 1.294
8		Paramedic and Emergency	per hour
9		Medical Coordinator	(0-2 yrs)
10			\$ 2.300
11			per hour
12			(2+ yrs)
13	82. Fire Engineer	When regularly assigned	\$ 1.150
14		to Fire Prevention	per hour
15		duties or when serving	(0-2 yrs)
16		as the Training Officer	\$ 2.300
17		in the Training	per hour
18		Division	(2+ yrs)
19			\$ 0.575
20		When regularly assigned	per hour
21		to an 88-foot fire boat	
22		as Fire Engineer	
23			\$ 0.173
24		When regularly assigned	per hour
25		to apparatus other than	
26		a fire boat and in	
27		possession of the	
28		required California	
		State Emergency	
		Apparatus Operator's	
		License	
19	83. Floor Warden as	Employees who maintain	\$ 0.50
20	specified in the	current certification	per hour
21	City's Safety &	and are assigned as a	
22	Health Manual	Floor Warden in	or
23		accordance with the	\$ 4.00
24		Floor Warden Procedure	per diem
25		of the City's Safety &	
26		Health Manual	
27	84. Battalion Chief	When serving as the	\$ 1.696
28		Battalion Chief in	per hour
		charge of the Training	
		Division, Support	
		Services or Fire	
		Inspection	

Sec. 18. A Firefighter-Paramedic Step 5 with a minimum of one or two years of service as Firefighter-Paramedic with Long

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1 Beach Fire Department and who completes the Los Angeles County
2 recertification exam while serving as a Paramedic in the Long
3 Beach Fire Department shall be compensated at an hourly rate of
4 \$4.140 if any one of the following criteria is met:

5 A. Eligible for and receiving Top Incentive Pay under
6 Incentive Pay Programs I or II in the current MOU between the
7 City and the Long Beach Firefighters Association, or

8 B. Completed a minimum of five years' service as a
9 Long Beach Firefighter-Paramedic and has a minimum of ten years'
10 experience as a paid full-time Firefighter or Paramedic with the
11 Long Beach and/or other professional paid Fire Department, or

12 C. Meets the requirements for education under
13 Incentive Pay Program II (d), (1), (2) with the required number
14 of paid full-time years of service with Long Beach and/or other
15 professional paid public safety agency as a paid full-time Public
16 Safety Officer as defined by the Public Employees Retirement
17 System.

18 Sec. 19. The method of computation of the amount of
19 additional compensation to be paid to an employee for overtime
20 worked shall be in accordance with and pursuant to the applicable
21 definitions, conditions, and requirements of the Personnel
22 Ordinance and in accordance with and pursuant to the Fair Labor
23 Standards Act (FLSA), except that the additional compensation for
24 overtime exempt from FLSA shall not include uncontrolled standby
25 amounts in the computation.

26 Sec. 20. Subject to the requirements and conditions of
27 Section 4.06 of the Personnel Ordinance relating to the
28 availability of funds, every employee who shall consent to forego

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

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

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

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

22 In addition to the absent time provided in Subsection
23 (e) of Section 4.01 of the Personnel Ordinance all unrepresented
24 employees who receive a jury summons will be provided paid
25 release time up to eighty (80) hours per calendar year when
26 required to serve jury duty. Employees must inform their
27 supervisor immediately to accommodate work schedule changes.
28 Employees who are on jury service will have their work schedule

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1 changed to the day shift for each day they are on jury service
2 and are scheduled to work. Employees dismissed from jury service
3 in time to arrive at work at least 2 hours prior to the
4 completion of the shift must report back to work.

5 Additionally, all unrepresented employees shall be entitled
6 to the same domestic partner provisions for sick leave and
7 bereavement leave as is contained in the Memorandum of
8 Understanding with the International Association of Machinists.

9 In addition to the absent time provided in Subsection (e) of
10 Section 4.01 of the Personnel Ordinance, Police Sergeants
11 assigned to Arrest Review and Communications Center and Police
12 Officers, Police Corporals and Police Sergeants assigned to
13 Business Desk on October 1, 1997, will have the option of
14 receiving:

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

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

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1 Sec. 22. Employees of the City of Long Beach with the
2 position title of City Manager, City Clerk, Office Manager - City
3 Prosecutor, and Management Assistant, and positions with the
4 designated salary ranges of COO, DOO, and EOO, are hereby
5 designated as being eligible to be granted executive leave by the
6 appropriate appointing authority or department head, in
7 accordance with and pursuant to the provisions of Section 4.10 of
8 the City Personnel Ordinance. In addition to the five days
9 granted to eligible employees in Section 4.10 of the Personnel
10 Ordinance, the appointing authority may grant up to eighty
11 additional hours executive leave per calendar year for management
12 employees.

13 Sec. 23. In addition to the compensation provided by
14 Section 15 hereof, a night shift differential of eighty cents
15 (\$0.80) per hour shall be paid to any permanent full-time
16 employee in the IAM bargaining units whose regular schedule
17 requires said employee to work between the hours of 6:00 p.m. and
18 6:00 a.m., provided that:

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

24 B. The employee works between the hours of 6:00 p.m.
25 and 6:00 a.m. as part of a "split shift." Split shift is defined
26 as: a shift of eight or more non-continuous work hours in a
27 single day, separated by a break of at least three non-working
28 hours during said shift. Such employee shall be paid the night

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1 shift differential established by this Section only for each hour
2 actually worked between the hours of 6:00 p.m. and 6:00 a.m.

3 Sec. 24. Sworn personnel of the Police Department who
4 may be called upon to use firearms in the performance of their
5 duties and who on a qualifying schedule prescribed by the Chief
6 of Police attain a required degree of proficiency in marksmanship
7 shall receive additional compensation as herein provided.

8	Marksman	\$ 4.00 per month
9	Sharpshooter	8.00 per month
10	Expert	16.00 per month
11	Master	32.00 per month

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

23 Sec. 25. All Firefighters, Auto Firefighters ®), Fire
24 Boat Operators, Fire Engineers, Police Officers and
25 Identification Officers (T) employed by the City shall be
26 entitled to receive, in addition to the compensation set forth in
27 this solution for such positions, an incentive payment under
28 either one of the two Incentive Pay Programs hereinafter provided

1 for the Fire Department and the Police Department.

2 A. Police Department Incentive Pay Program I

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

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

15 B. Police Department Incentive Pay Program II

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

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

1 C. Police Department - Education Pay

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

6 AA Degree \$175 per month

7 BA/BS Degree \$350 per month

8 MA Degree \$450 per month

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

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

15 D. Fire Department Incentive Pay Program I

16 1. The amount of \$0.604 per hour shall be paid as
17 additional compensation to each Firefighter and Auto Firefighter
18 (R) who has completed five years of service as a Firefighter in
19 the Fire Department, and who has in addition successfully passed
20 a departmental examination and has a satisfactory employment
21 record as determined by a Fire Department Examining Board; or

22 2. The amount of \$1.495 per hour shall be paid as
23 additional compensation to each Firefighter and Auto Firefighter
24 (R) who has the same qualifications as set forth in 1 above and
25 has completed ten years of service as a Firefighter or Auto
26 Firefighter(R) in the Fire Department.

27 E. Fire Department Incentive Pay Program II

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

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1 additional compensation to each Firefighter and Auto Firefighter
2 (R) who has obtained an Associate of Arts Degree (sixty or more
3 semester units) in courses in fire science, administration or
4 similar approved fields from an accredited institution, and has
5 completed four years of service as a Firefighter in the First
6 Department; or the amount of \$1.495 per hour shall be paid as
7 additional compensation to each Firefighter and Auto Firefighter
8 (R) who has obtained the required Associate of Arts Degree
9 described above and has completed five years of service as a
10 Firefighter in the Fire Department; or

11 2. The amount of \$1.495 per hour shall be paid as
12 additional compensation to each Firefighter and Auto Firefighter
13 (R) who has obtained a Bachelor of Arts or Bachelor of Science
14 Degree (120 or more semester units) in the fields and at the
15 institutions described in 1 above and has completed four years of
16 service as a Firefighter in the Fire Department; or

17 3. The amount of \$0.701 per hour shall be paid as
18 additional compensation to each Fire Boat Operator and Fire
19 Engineer who has obtained an Associate of Arts Degree (sixty or
20 more semester units) in fire science, administration or similar
21 approved fields from an accredited institution or who has
22 obtained a Bachelor of Arts or Bachelor of Science Degree (one
23 hundred and twenty or more semester units) in the fields and at
24 the institutions described in 1 above; or

25 4. The amount of \$0.701 per hour shall be paid as
26 additional compensation to each Fire Engineer and Fire Boat
27 Operator who is certified in diesel driving and has completed
28 five years of service as a Fire Engineer or Fire Boat Operator

1 and who has not less than fifteen semester units in the fields
2 and at the institutions described in 1 above and who does not
3 otherwise qualify for incentive pay.

4 5. The amount of \$0.748 per hour shall be paid as
5 additional compensation to each Firefighter and Marine Safety
6 Officer having compensation under C.2 and D.2 when certified
7 through the State of California as an Emergency Medical
8 Technician I (EMT-1).

9 F. Fire Department Education Pay

10 1. Deputy Fire Chiefs and Assistant Fire Chiefs who
11 possess a Bachelor Degree shall receive \$500 per month in
12 additional compensation.

13 Sec. 26.

14 A. Each employee represented by the International
15 Association of Machinists and Aerospace Workers, the Long Beach
16 Association of Confidential Employees, and the Long Beach
17 Association of Engineering Employees, who is required to perform
18 the full range of duties in a higher-level classification or
19 grade level position that is vacant, up to and including division
20 manager, shall be paid an additional seventy-five cents (\$0.75)
21 per hour providing the following conditions are met:

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

26 2. The higher-level duties performed must be
27 those of a permanent budgeted position that is vacant, either
28 temporarily because of absence or reassignment of the regular

1 employee or vacant due to resignation, termination or other such
2 action.

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

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

10 B. Each employee in the classification of
11 Communication Dispatcher II shall receive \$1.86 per hour for each
12 hour assigned to and performing training duties.

13 Sec. 27. In lieu of coverage under the health
14 insurance program provided by the City for employees holding
15 permanent full-time positions, each employee in a permanent part-
16 time position (as defined in the Personnel Ordinance), shall, for
17 every one hundred and seventy-four hours worked by such permanent
18 part-time employee be paid four hundred dollars effective October
19 1, 2003.

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

25 Sec. 28.

26 A. Employees of the City, including employees of the
27 Harbor Department and Water Department, shall, during the time
28 that they actually hold an office or position of employment with

1 the City, be entitled to receive as additional compensation such
2 group life insurance benefits as may be provided from time to
3 time in a policy or policies of insurance obtained by the City.

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

14 C. Employees in the classification of Deputy City
15 Attorney shall receive as additional compensation a One Hundred
16 Fifty Thousand Dollar life insurance policy and long-term and
17 short-term disability insurance currently provided to management
18 employees in the City. Employees represented by the City
19 Attorneys Association, except as noted above, shall receive as
20 additional compensation a Fifty Thousand Dollar Life Insurance
21 Policy and shall be entitled, at their discretion, to participate
22 in the program for long-term and short-term disability insurance
23 currently provided to the Deputy City Attorneys. Employees who
24 elect to participate shall pay the full cost of premiums.
25 Employees in the classification of Audit Manager shall receive as
26 additional compensation a One Hundred Thousand Dollar life
27 insurance policy, long-term and short-term disability insurance,
28 and in-hospital indemnity benefits. Employees in the

1 classification of Senior Auditor, Staff Auditor, and Audit
2 Analyst shall receive long-term and short-term disability
3 insurance. Employees in the classification of Deputy City
4 Prosecutor shall receive as additional compensation a One Hundred
5 Fifty Thousand Dollar life insurance policy and long-term and
6 short-term disability insurance. Employees represented by the
7 City Prosecutors Association, except as noted above, shall
8 receive as additional compensation a Fifty Thousand Dollar life
9 insurance policy.

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

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

18 F. If an employee represented by the IAM is killed on
19 the job because of violence in the workplace, the City shall
20 continue to provide health insurance and dental insurance
21 benefits as follows:

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

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

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

1 Sec. 29. Employees of the City, including employees of
2 the Harbor Department and Water Department, shall receive as
3 additional compensation such insurance benefits for bodily injury
4 or death incurred by such employees while traveling on the
5 official business of the City of Long Beach or its boards,
6 commissions or committees as may be provided from time to time in
7 a master policy or policies of travel insurance as may be
8 obtained by the City pursuant to Section 3121 of the California
9 Government Code.

10 Sec. 30. Pursuant to the provisions of Section 53240
11 of the California Government Code, an employee may receive the
12 cost of replacing or repairing property such as eyeglasses,
13 hearing aids, dentures, watches, or articles of clothing when
14 loss or damage occurs in the line of duty and is not attributable
15 to the employee's negligence. If the items are damaged beyond
16 repair, the actual value of such items may be paid. The value of
17 such items shall be determined as of the time of loss or damage.
18 In the event of such loss or damage, the employee seeking
19 recovery shall file a request for reimbursement in writing with
20 his/her department head and the request shall be processed in
21 accordance with the applicable administrative regulations of the
22 City.

23 Sec. 31. Employees requiring transportation in
24 connection with the performance of their duties for the City, may
25 be assigned a City-owned vehicle by the City manager or
26 appropriate appointing authority; or, in the alternative, with
27 the approval of the City Manager or appropriate appointing
28 authority, an employee may receive, by way of reimbursement, the

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1 cost of transportation incurred in the performance of his/her
2 duties. On and after October 1, 1999, reimbursement, at the
3 discretion of the City Manager or appropriate appointing
4 authority, may be paid to such employees upon the basis of any of
5 the following computations:

6 A. Actual cost of transportation per month for public
7 transportation; or

8 B. For use of a privately-owned vehicle used for
9 official City business;

10 1. Effective October 1, 2003, \$0.365 cents per mile
11 for authorized mileage actually driven by an employee on official
12 City business;

13 2. A flat monthly allowance in such sum as may be
14 determined by the City Manager or appropriate appointing
15 authority, but not to exceed Four Hundred and fifty dollars per
16 month. Said monthly allowance is hereby determined to constitute
17 reimbursement for the expenditures and costs of operating and
18 maintaining such vehicle, including its availability, as required
19 for the performance of such official City business; or

20 3. A flat rate of One Hundred and twenty-five dollars
21 per month plus ten cents per mile for all authorized mileage
22 actually driven by the employee on official City business;
23 provided, that in each instance, said employee procures and
24 maintains in full force and effect, bodily injury and property
25 damage insurance from a company or companies authorized to do
26 business in the State of California, with minimum coverages as
27 prescribed by the City Manager or the appropriate appointing
28 authority at all times while said privately-owned vehicle is used

1 for official City business.

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

8 Sec. 32. An employee of the Long Beach Police
9 Department who, with the authorization and at the request of the
10 City Manager or the Chief of Police, furnishes a privately owned
11 police service dog and uses said dog in connection with the
12 performance of his/her patrol and law enforcement duties with the
13 Police Department, may be paid in the amount and in the manner
14 set forth herein as reimbursement of costs and expenses incurred
15 by said employee in connection with furnishing said dog for use
16 in the performance of his/her official duties with the City.
17 Reimbursement may, at the discretion and with the approval of the
18 City Manager or the Chief of Police, be paid to such employee as
19 specified herein, provided that during the period for which
20 reimbursement is paid hereunder:

21 A. Said employee keeps, maintains and furnishes a
22 fully trained and duly certified police service dog for use in
23 connection with the performance of his/her patrol and law
24 enforcement duties with the Police Department; and said police
25 service dog is actually used by the employee in the performance
26 of his/her official duties with the Long Beach Police Department.

27 B. Effective October 1, 2003, the biweekly cost and
28 expense reimbursement will be one hundred seventy-two dollars and

1 fifth cents. An employee will be paid the reimbursement for any
2 biweekly pay period during which the employee furnishes and uses
3 the dog for City services, including vacation and holidays. If
4 the employee does not use the dog for a majority of a period, the
5 reimbursement will not be paid.

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

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

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

25 Sec. 33. Employees of the City may, pursuant to and in
26 accordance with the provisions of this resolution and the
27 administrative rules, regulations and policies promulgated and
28 issued by the City Manager, authorize deductions to be made from

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1 their salaries or wages for purposes authorized by the provisions
2 of Article 6 of Chapter 1 of Division 4 of Title 1, and Articles
3 1, 1.5 and 2 of Chapter 2 of Part 1 of Division 2 of Title 5 of
4 the California Government Code, except that such deductions for
5 payment of dues or other services provided by any employee
6 organization or association shall be only as provided by a valid
7 existing contract between the City and said employee organization
8 or association.

9 Sec. 34. Employees of the City may, pursuant to and in
10 accordance with the provisions of this resolution and the
11 Administrative Regulations issued by the City Manager, be awarded
12 with additional compensation for suggestions made that result in
13 measurable monetary savings to the City. Such awards shall not
14 exceed ten percent of the anticipated first year savings after
15 adoption of the suggestion; provided, however, that the maximum
16 award shall not exceed five thousand dollars.

17 Sec. 35. Notwithstanding any other provision of this
18 Salary Resolution, each appointing authority may, within his or
19 her sole discretion, provide as a part of an employee's annual
20 compensation, additional compensation to the employee for
21 relocation and moving expenses actually and necessarily incurred
22 to accept a position with the City of Long Beach, if the
23 appointing authority determines that such additional compensation
24 is required as a necessary inducement for the acceptance of
25 employment with the City. Said additional compensation must be
26 provided within three years from the employee's appointment date.

27 Sec. 36. Except as otherwise provided in this
28 resolution and any other applicable Federal or State laws, rules

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

18 Sec. 37. Effective July 1, 1995, and every July 1
19 thereafter, the annual salary ranges of all elected officials
20 will be adjusted in accordance with the provisions of Section 203
21 of the City Charter.

22 Sec. 38. On and after December 1, 2003, the City shall
23 pay a maximum amount of six hundred dollars per month toward the
24 cost of health, dental, and life insurance benefits for each
25 eligible employee represented by the IAM, the Long Beach
26 Association of Confidential Employees, the Long Beach Association
27 of Engineering Employees, the City Attorneys Association, the
28 City Prosecutors Association, the Long Beach Firefighters

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

4 Sec. 39. Effective on October 1, 1997, each employee
5 designated as being represented by the IAM, the Long Beach
6 Association of Confidential Employees, and the Long Beach
7 Association of Engineering Employees, shall be compensated at a
8 rate of seventy-five cents per hour for each full hour of standby
9 duty as defined in the Memoranda of Understanding between the
10 City and the aforementioned employee organizations.

11 Sec. 40. Permanent full-time or permanent part-time
12 employees who are enrolled in an accredited job and/or career-
13 related college or university study program during off-duty hours
14 are eligible to receive tuition reimbursement in accordance with
15 the following schedule:

16 Effective October 1, 1999:

17 Semester/Quarter Payment Schedule

18 1.0 through 5.9 semester units	\$ 375.00
19 1.0 through 7.9 quarter units	\$ 375.00
20 6.0 or more semester units	\$ 400.00
21 8.0 or more quarter units	\$ 400.00
22 Community College	\$ 120.00
23 Total maximum per fiscal year	\$ 800.00

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

28 Sec. 41. Effective January 1, 1998, the City shall

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

11 Sec. 42. Management employees in the position of
12 Superintendent - Marine Safety shall be eligible to participate
13 in the same deferred compensation matching program as afforded to
14 employees in professional classifications of the Long Beach
15 Lifeguard Association.

16 Sec. 43. The compensation prescribed herein shall
17 remain in effect until superseded by the City Council, to reflect
18 adjustments in compensation provided for in applicable memoranda
19 of understanding and as otherwise prescribed by the City Council
20 for employees not covered by memoranda of understanding.

21 Sec. 44. Effective July 1, 1992, employees of the
22 City, including employees of the Water Department, who are
23 eligible and volunteer to participate in the City's Trip
24 Reduction Incentive Program as prescribed by the City's Trip
25 Reduction Plan and current Participation Guidelines are eligible
26 for monthly award drawings if they participate at least twelve
27 days per month.

28

1 Participants with at least eight days per month
2 commuting by means other than a motorized vehicle shall also be
3 eligible for a monthly award drawing.

4 Sec. 45. Employees who are laid off and eligible for
5 benefits under the Consolidated Omnibus Budget Reconciliation Act
6 (COBRA) shall have the premiums for the benefits they are
7 entitled to under COBRA paid by the City for the first six months
8 after their layoff.

9 Sec. 46. Effective as of July 1, 1996, the governing
10 body of the City of Long Beach shall implement Government Code
11 Section 20636(c)(4) pursuant to Section 20691 by paying and
12 reporting the value of Employer Paid Member Contributions (EPMC)
13 for all unrepresented management and executive secretarial
14 employees paid pursuant to Executive Salary Rates (E00) of the
15 City's Salary Schedule and the City Attorney, City Auditor, City
16 Prosecutor, City Manager and City Clerk. For such employees, the
17 City elects to pay seven percent (7%) or nine percent (9%) of
18 employees' compensation, depending on whether said employees are
19 classified as safety or miscellaneous, earnable as Employer Paid
20 Member Contributions (EPMC) and report the same percent of
21 compensation earnable, excluding special compensation pursuant to
22 Government Code Section 20636(c)(4) as additional compensation.

23 Sec. 47. Effective as of September 26, 1998, the
24 governing body of the City of Long Beach shall implement
25 Government Code Section 20636(c)(4) pursuant to Section 20691 by
26 paying and reporting the value of Employer Paid Member
27 Contributions (EPMC) for employees represented by the Long Beach
28 Firefighters Association, Local 372, International Association of

1 Fire Fighters, AFL-CIO, and the Long Beach Lifeguard Association.
2 For such employees, the City elects to pay nine percent (9%) of
3 employees' compensation, earnable as Employer Paid Member
4 Contributions (EPMC) and report the same percent of compensation
5 earnable, excluding special compensation pursuant to Government
6 Code Section 20636(c)(4) as additional compensation.

7 Sec. 48. Effective June 30, 2001, the governing body
8 of the City of Long Beach shall implement Government Code Section
9 20636(c)(4) pursuant to Section 20691 by paying and reporting the
10 value of Employer Paid Member Contribution (EPMC) for all
11 employees represented by the Long Beach Police Officer
12 Association. For such employees, the City elects to pay nine
13 percent (9%) of employees' compensation, earnable as EPMC and
14 report at the same percent of compensation earnable, excluding
15 special compensation pursuant to Government Code Section
16 20636(c)(4) as additional compensation.

17 Effective January 1, 1999, the governing body of the
18 City of Long Beach shall implement Government Code Section
19 20636(c)(4) pursuant to Section 20691 by paying and reporting the
20 value of EPMC for all employees represented by the International
21 Association of Machinists, the Long Beach Association of
22 Confidential Employees, the Long Beach City Attorney's
23 Association, the Long Beach City Prosecutor's Association, and
24 the unrepresented, non-management employees. For such employees,
25 the City elects to pay seven percent (7%) or nine percent (9%) of
26 employees' compensation, depending upon whether said employees
27 are safety or miscellaneous, earnable as EPMC and report the same
28 percent of compensation earnable, excluding special compensation

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1 pursuant to Government Code Section 20636(c)(4) as additional
2 compensation.

3 Effective September 8, 2001, the governing body of the
4 City of Long Beach shall implement Government Code Section
5 20636(c)(4) pursuant to Section 20691 by paying and reporting the
6 value of Employer Paid Member Contributions (EPMC) for employees
7 represented by the Long Beach Association of Engineering
8 Employees. For such employees, the City elects to pay seven (7%)
9 percent or nine (9%) percent of employees' compensation,
10 depending on whether said employees are classified as safety or
11 miscellaneous, earnable as EPMC and report the same percent of
12 compensation earnable, excluding special compensation pursuant to
13 Government Code Section 20636(c)(4) as additional compensation.

14 Sec. 49. Employees in the Classification of Refuse
15 Operator are eligible to participate in the Refuse Incentive
16 Program. Employees may earn five dollars per hour (paid on a
17 daily basis) for each additional load collected over and beyond
18 the baseline load during the employees' regularly scheduled
19 workday. Employees must meet the qualifying criteria, baseline
20 loads, and exclusions defined under the Refuse Incentive Program.

21 Sec. 50. Employees in the Professional unit
22 represented by the International Association of Machinists and
23 Aerospace Workers, pursuant to and in accordance with this
24 resolution and policies and procedures issued by the Director of
25 Human Resources, shall be eligible for additional compensation of
26 \$200 per month when he/she attains a professional certification
27 or license which: has been issued by a state or national
28 recognized professional organization; is appropriate to the

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1 employees classification; exceeds the requirements for the
2 position; is subject to periodic renewal through recertification,
3 testing and continuing education; and has been authorized by the
4 Director of Human Resources.

5 Sec. 51. This resolution shall be known as the "Salary
6 Resolution" and may be so cited and referred to as such.

7 Sec. 52. Resolution Number RES-05-0121 is hereby
8 rescinded and superseded by this resolution.

9 Sec. 53. This resolution shall take effect immediately
10 upon its adoption by the City Council, and the City Clerk shall
11 certify the vote adopting this resolution. It shall thereupon be
12 deemed operative as of 12:01 a.m. on October 1, 2006, except as
13 may otherwise be provided by specific provisions of this
14 resolution.

15 I hereby certify that the foregoing resolution was
16 adopted by the City Council of the City of Long Beach at its
17 meeting of November 21, 2006, by the following vote:

18 Ayes: Councilmembers: B. Lowenthal, S. Lowenthal,
19 DeLong, O'Donnell, Richardson,
20 Reyes Uranga, Lerch.

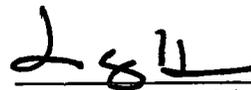
21 _____
22 Noes: Councilmembers: None.

23 _____
24 Absent: Councilmembers: Schipske, Gabelich.

25 _____

26 _____

27 _____



City Clerk

28 CLC:kjm 11/17/06 #06-05944
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