

# CITY OF LONG BEACH

DEPARTMENT OF HUMAN RESOURCES

# R-22

333 West Ocean Boulevard 13<sup>th</sup> Floor • Long Beach, CA 90802

November 21, 2006

HONORABLE MAYOR AND CITY COUNCIL  
City of Long Beach  
California

## RECOMMENDATION:

Adopt the attached amended Salary Resolution for Fiscal Year 2007. (Citywide)

## DISCUSSION

The attached amendment to the Salary Resolution incorporates provisions approved in City Council Adopted Budgets and contains changes necessary for the ongoing administrative process of the City. Many of the changes contained in the amendment will facilitate reorganization and consolidation of departmental activities and are consistent with elements of the Financial Strategic Plan previously approved by the City Council. Attachment A summarizes the proposed changes to the Salary Resolution last adopted by the City Council on October 18, 2005.

This item was reviewed by Deputy City Attorney, Christina L. Checél, on November 9, 2006 and by Budget Management Officer, David Wodynski, on November 8, 2006.

## TIMING CONSIDERATIONS

City Council approval of the amended Salary Resolution is requested on November 21, 2006, to ensure implementation of operational changes approved with the Adopted Budget.

## FISCAL IMPACT

There are no significant fiscal impacts from the requested amendment. Appropriation to support these amendments is included in the Fiscal Year 2007 Budget.

SUGGESTED ACTION:

Approve recommendation.

Respectfully submitted,



KEVIN BOYLAN  
DIRECTOR OF HUMAN RESOURCES

KB:KW:sk  
Council Letter FY 2007 Salary.doc

APPROVED:



GERALD R. MILLER  
CITY MANAGER

Attachment

**ATTACHMENT A  
SALARY RESOLUTION AMENDMENT**

R-22

**I. New Title**

| <b>Position Title</b>          | <b>Salary Range</b> |
|--------------------------------|---------------------|
| Performance Management Officer | E00                 |
| Project Development Officer    | E00                 |

**II. Range Adjustments**

| <b>Position Title</b>          | <b>Salary Range</b> |            |
|--------------------------------|---------------------|------------|
|                                | <b>From:</b>        | <b>To:</b> |
| Building Maintenance Engineer  | 540                 | 560        |
| Department Librarian I         | 580                 | 600        |
| Department Librarian II        | 610                 | 630        |
| Library Circulation Supervisor | 460                 | 560        |
| Nurse Practitioner             | 660                 | 670        |
| Planner I                      | 510                 | 530        |
| Planner II                     | 570                 | 590        |
| Planner III                    | 620                 | 640        |
| Planner IV                     | 650                 | 670        |
| Planner V                      | 680                 | 700        |
| Public Health Nurse Supervisor | 620                 | 640        |

**III. Classification and Range Change**

| <b>From:</b>                 |              | <b>To:</b>              |              |
|------------------------------|--------------|-------------------------|--------------|
| <b>Position Title</b>        | <b>Range</b> | <b>Position Title</b>   | <b>Range</b> |
| General Librarian I          | 500          | General Librarian       | 560          |
| General Librarian II         | 550          |                         |              |
| General Librarian I-NC       | M50          | General Librarian-NC    | M66          |
| Identification Technician I  | 510          | Forensic Specialist I   | 520          |
| Identification Technician II | 560          | Forensic Specialist II  | 570          |
|                              |              | Forensic Specialist III | 610          |
| Marina Supervisor            | 510          | Marina Supervisor I     | 510          |
|                              |              | Marina Supervisor II    | 540          |
| Nurse I                      | 560          | Registered Nurse I      | 570          |
| Nurse II                     | 580          | Registered Nurse II     | 590          |
| Public Health Nurse          | 580          | Public Health Nurse I   | 570          |
|                              |              | Public Health Nurse II  | 590          |
|                              |              | Public Health Nurse III | 610          |

#### IV. Title Change

| From                                                        | To                                         |
|-------------------------------------------------------------|--------------------------------------------|
| Manager-Budget Management                                   | Mgr-Performance Management/Budget          |
| Engineering Plan Check Officer                              | Engineering & Development Services Officer |
| Neighborhood Preservation Officer                           | Historic Preservation Officer              |
| Pipeline Welder                                             | Gas Pipeline Welder/Layout Fitter          |
| Superintendent of Community Information                     | Community Information Officer              |
| Superintendent of Contract Management & Revenue Development | Contract Management Officer                |

#### V. Delete Titles

| Position Title                       | Salary Range |
|--------------------------------------|--------------|
| Business Assistance Officer          | E00          |
| Employee Benefits & Services Officer | E00          |
| Equal Employment & ADA Officer       | E00          |
| Special Projects Officer-CD          | E00          |

#### VI. Skill Pay

| Description                                                                                                                                                                                                               | Action                                                |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|
|                                                                                                                                                                                                                           | Add per diem of \$6.40                                |
| Employees of the Police Department in the Records section when regularly assigned to and performing the duties of the Records Supervisor during the supervisors regular days off.                                         |                                                       |
|                                                                                                                                                                                                                           | Add hourly skill pay of \$1.438<br>or \$250 per month |
| Sworn Police personnel, up to and including Lieutenants, when regularly assigned to and performing the duties of Boat Patrol Operators and in possession of a valid Coast Guard Operators License and Towing certificate. |                                                       |

## **VII. Miscellaneous**

### **Change:**

Increase the Executive Salary rate, range E00:

#### **From:**

\$2,500 to \$20,000

#### **To:**

\$2,500 to \$25,000

### **Eliminate Terminal Status:**

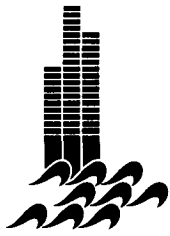
Communications Officer

### **Add:**

Pay range H23

\$8.00 per hour

Parks & Recreation Commission pay of \$100 per meeting, not to exceed \$500 per month.



# City of Long Beach

*Working Together to Serve*

## Memorandum

Date: November 10, 2006  
To: Kevin Boylan, Director of Human Resources  
From: Christina Checél, Deputy City Attorney, Ext. 85104  
Subject: Salary Resolution 2006/07

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LONG BEACH, CA  
06 NOV 16 PM 1:57

Pursuant to your request, the subject document has been prepared and is transmitted for placement on the City Council agenda.

If you have any questions, please do not hesitate to contact me.

CLC:kjm

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#06-05944

1 RESOLUTION NO.

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

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

**SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2006**

**HOURLY / BIWEEKLY**

**EQUIVALENT MONTHLY RATES**

| <b>RANGE</b> | <b>STEP 1</b> | <b>STEP 2</b> | <b>STEP 3</b> | <b>STEP 4</b> | <b>STEP 5</b> | <b>STEP 6</b> | <b>STEP 7</b> |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
|              | 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**

| <b>RANGE</b> | <b>STEP 1</b> | <b>STEP 2</b> | <b>STEP 3</b> | <b>STEP 4</b> | <b>STEP 5</b> | <b>STEP 6</b> | <b>STEP 7</b> |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
|              | 4,266.00      | 4,479.00      | 4,740.00      | 4,982.00      | 5,237.00      | 5,514.00      | 5,804.00      |
| N09          | 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      |
|              | 1,919.00      | 2,015.00      | 2,132.00      | 2,236.00      | 2,352.00      | 2,469.00      | 2,594.00      |
| N16          | 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      |
|              | 2,121.00      | 2,227.00      | 2,357.00      | 2,476.00      | 2,598.00      | 2,732.00      | 2,870.00      |
| N23          | 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      |
|              | 2,257.00      | 2,370.00      | 2,508.00      | 2,633.00      | 2,764.00      | 2,911.00      | 3,084.00      |
| N29          | 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      |
|              | 2,462.00      | 2,585.00      | 2,736.00      | 2,873.00      | 3,044.00      | 3,202.00      | 3,360.00      |
| N33          | 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      |
|              | 2,429.00      | 2,551.00      | 2,699.00      | 2,845.00      | 3,003.00      | 3,159.00      | 3,328.00      |
| N41          | 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      |
|              | 2,807.00      | 2,947.00      | 3,119.00      | 3,274.00      | 3,441.00      | 3,630.00      | 3,803.00      |
| N43          | 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      |
|              | 2,879.00      | 3,023.00      | 3,199.00      | 3,355.00      | 3,526.00      | 3,706.00      | 3,898.00      |
| N45          | 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      |
|              | 3,235.00      | 3,396.00      | 3,594.00      | 3,770.00      | 3,962.00      | 4,165.00      | 4,380.00      |
| N51          | 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      |
|              | 3,097.00      | 3,252.00      | 3,441.00      | 3,617.00      | 3,803.00      | 3,999.00      | 4,200.00      |
| N53          | 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      |
|              | 3,173.00      | 3,332.00      | 3,526.00      | 3,706.00      | 3,898.00      | 4,100.00      | 4,312.00      |
| N54          | 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      |
|              | 3,396.00      | 3,566.00      | 3,773.00      | 3,966.00      | 4,171.00      | 4,388.00      | 4,615.00      |
| N55          | 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      |
|              | 3,566.00      | 3,744.00      | 3,962.00      | 4,165.00      | 4,380.00      | 4,608.00      | 4,846.00      |
| N57          | 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      |
|              | 3,417.00      | 3,587.00      | 3,796.00      | 3,992.00      | 4,197.00      | 4,409.00      | 4,642.00      |
| N60          | 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      |
|              | 3,336.00      | 3,502.00      | 3,706.00      | 3,898.00      | 4,100.00      | 4,312.00      | 4,537.00      |
| N61          | 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      |
|              | 3,413.00      | 3,584.00      | 3,793.00      | 3,988.00      | 4,193.00      | 4,413.00      | 4,636.00      |
| N63          | 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      |
|              | 3,423.00      | 3,594.00      | 3,803.00      | 3,999.00      | 4,200.00      | 4,422.00      | 4,648.00      |
| N65          | 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      |
|              | 3,754.00      | 3,942.00      | 4,171.00      | 4,388.00      | 4,615.00      | 4,854.00      | 5,098.00      |
| N67          | 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**

| <b>RANGE</b> | <b>STEP 1</b> | <b>STEP 2</b> | <b>STEP 3</b> | <b>STEP 4</b> | <b>STEP 5</b> | <b>STEP 6</b> | <b>STEP 7</b> |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
|              | 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**

| <b>RANGE</b> | <b>STEP 1</b> | <b>STEP 2</b> | <b>STEP 3</b> | <b>STEP 4</b> | <b>STEP 5</b> | <b>STEP 6</b> | <b>STEP 7</b> |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
|              | 4,795.00      | 5,047.00      | 5,301.00      | 5,573.00      | 5,862.00      |               |               |
| 070          | 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      |               |               |
| 080          | 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      |               |               |
| 100          | 35.939        |               |               |               |               |               |               |
|              | 2,875.12      |               |               |               |               |               |               |
|              | 6,251.00      |               |               |               |               |               |               |
| 105          | 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      |               |               |
| 110          | 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      |               |               |
| 120          | 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      |               |               |
| 155          | 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      |               |               |
| 170          | 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      |               |               |
| 180          | 43.761        | 46.176        | 48.628        | 51.292        | 54.021        |               |               |
|              | 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      |               |               |
| 185          | 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      |               |               |
| 230          | 9.419         | 9.892         | 10.467        | 10.997        | 11.512        | 12.101        | 12.711        |
|              | 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      |
| 250          | 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      |
|              | 1,721.00      | 1,807.00      | 1,913.00      | 2,002.00      | 2,105.00      | 2,211.00      | 2,317.00      |
| 260          | 10.137        | 10.643        | 11.262        | 11.807        | 12.387        | 12.988        | 13.662        |
|              | 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      |
| 270          | 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      |
|              | 1,802.00      | 1,892.00      | 2,002.00      | 2,105.00      | 2,211.00      | 2,317.00      | 2,434.00      |
| 272          | 10.380        | 10.898        | 11.534        | 12.132        | 12.744        | 13.348        | 14.017        |
|              | 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      |
| 280          | 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      |
|              | 1,849.00      | 1,941.00      | 2,054.00      | 2,158.00      | 2,264.00      | 2,375.00      | 2,496.00      |
| 290          | 10.892        | 11.436        | 12.101        | 12.711        | 13.321        | 13.992        | 14.706        |
|              | 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      |
| 307          | 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      |
|              | 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<br>915.28<br>1,990.00   | 12.013<br>961.04<br>2,089.00   | 12.711<br>1,016.88<br>2,211.00 | 13.321<br>1,065.68<br>2,317.00 | 13.992<br>1,119.36<br>2,434.00 | 14.706<br>1,176.48<br>2,558.00 | 15.441<br>1,235.28<br>2,686.00 |
| 316   | 11.884<br>950.72<br>2,067.00   | 12.478<br>998.24<br>2,170.00   | 13.202<br>1,056.16<br>2,296.00 | 13.839<br>1,107.12<br>2,407.00 | 14.527<br>1,162.16<br>2,527.00 | 15.276<br>1,222.08<br>2,657.00 | 16.052<br>1,284.16<br>2,792.00 |
| 320   | 11.689<br>935.12<br>2,033.00   | 12.273<br>981.84<br>2,135.00   | 12.988<br>1,039.04<br>2,259.00 | 13.662<br>1,092.96<br>2,376.00 | 14.346<br>1,147.68<br>2,495.00 | 15.069<br>1,205.52<br>2,621.00 | 15.830<br>1,266.40<br>2,753.00 |
| 330   | 11.988<br>959.04<br>2,085.00   | 12.588<br>1,007.04<br>2,189.00 | 13.321<br>1,065.68<br>2,317.00 | 13.992<br>1,119.36<br>2,434.00 | 14.706<br>1,176.48<br>2,558.00 | 15.441<br>1,235.28<br>2,686.00 | 16.217<br>1,297.36<br>2,821.00 |
| 336   | 12.458<br>996.64<br>2,167.00   | 13.081<br>1,046.48<br>2,275.00 | 13.839<br>1,107.12<br>2,407.00 | 14.527<br>1,162.16<br>2,527.00 | 15.276<br>1,222.08<br>2,657.00 | 16.052<br>1,284.16<br>2,792.00 | 16.865<br>1,349.20<br>2,933.00 |
| 340   | 12.295<br>983.60<br>2,138.00   | 12.909<br>1,032.72<br>2,245.00 | 13.662<br>1,092.96<br>2,376.00 | 14.346<br>1,147.68<br>2,495.00 | 15.069<br>1,205.52<br>2,621.00 | 15.830<br>1,266.40<br>2,753.00 | 16.626<br>1,330.08<br>2,892.00 |
| 344   | 13.061<br>1,044.88<br>2,272.00 | 13.715<br>1,097.20<br>2,385.00 | 14.516<br>1,161.28<br>2,525.00 | 15.252<br>1,220.16<br>2,653.00 | 16.003<br>1,280.24<br>2,783.00 | 16.827<br>1,346.16<br>2,927.00 | 17.676<br>1,414.08<br>3,074.00 |
| 350   | 12.591<br>1,007.28<br>2,190.00 | 13.220<br>1,057.60<br>2,299.00 | 13.992<br>1,119.36<br>2,434.00 | 14.706<br>1,176.48<br>2,558.00 | 15.441<br>1,235.28<br>2,686.00 | 16.217<br>1,297.36<br>2,821.00 | 17.078<br>1,366.24<br>2,970.00 |
| 352   | 12.838<br>1,027.04<br>2,233.00 | 13.481<br>1,078.48<br>2,345.00 | 14.263<br>1,141.04<br>2,481.00 | 14.991<br>1,199.28<br>2,607.00 | 15.755<br>1,260.40<br>2,740.00 | 16.542<br>1,323.36<br>2,877.00 | 17.410<br>1,392.80<br>3,028.00 |
| 356   | 13.107<br>1,048.56<br>2,280.00 | 13.762<br>1,100.96<br>2,394.00 | 14.565<br>1,165.20<br>2,533.00 | 15.278<br>1,222.24<br>2,657.00 | 16.077<br>1,286.16<br>2,796.00 | 16.884<br>1,350.72<br>2,937.00 | 17.744<br>1,419.52<br>3,086.00 |
| 360   | 12.910<br>1,032.80<br>2,245.00 | 13.556<br>1,084.48<br>2,358.00 | 14.346<br>1,147.68<br>2,495.00 | 15.069<br>1,205.52<br>2,621.00 | 15.830<br>1,266.40<br>2,753.00 | 16.626<br>1,330.08<br>2,892.00 | 17.620<br>1,409.60<br>3,065.00 |
| 361   | 13.159<br>1,052.72<br>2,289.00 | 13.817<br>1,105.36<br>2,403.00 | 14.620<br>1,169.60<br>2,543.00 | 15.366<br>1,229.28<br>2,673.00 | 16.148<br>1,291.84<br>2,809.00 | 16.956<br>1,356.48<br>2,949.00 | 17.846<br>1,427.68<br>3,104.00 |
| 370   | 13.236<br>1,058.88<br>2,302.00 | 13.899<br>1,111.92<br>2,417.00 | 14.706<br>1,176.48<br>2,558.00 | 15.441<br>1,235.28<br>2,686.00 | 16.217<br>1,297.36<br>2,821.00 | 17.078<br>1,366.24<br>2,970.00 | 18.090<br>1,447.20<br>3,146.00 |
| 374   | 13.907<br>1,112.56<br>2,419.00 | 14.602<br>1,168.16<br>2,540.00 | 15.452<br>1,236.16<br>2,688.00 | 16.218<br>1,297.44<br>2,821.00 | 17.031<br>1,362.48<br>2,962.00 | 17.935<br>1,434.80<br>3,119.00 | 19.000<br>1,520.00<br>3,305.00 |
| 380   | 13.560<br>1,084.80<br>2,358.00 | 14.239<br>1,139.12<br>2,477.00 | 15.069<br>1,205.52<br>2,621.00 | 15.830<br>1,266.40<br>2,753.00 | 16.626<br>1,330.08<br>2,892.00 | 17.620<br>1,409.60<br>3,065.00 | 18.542<br>1,483.36<br>3,225.00 |
| 386   | 14.084<br>1,126.72<br>2,450.00 | 14.788<br>1,183.04<br>2,572.00 | 15.651<br>1,252.08<br>2,722.00 | 16.447<br>1,315.76<br>2,861.00 | 17.278<br>1,382.24<br>3,005.00 | 18.322<br>1,465.76<br>3,187.00 | 19.267<br>1,541.36<br>3,351.00 |
| 390   | 13.895<br>1,111.60<br>2,417.00 | 14.591<br>1,167.28<br>2,538.00 | 15.441<br>1,235.28<br>2,686.00 | 16.217<br>1,297.36<br>2,821.00 | 17.078<br>1,366.24<br>2,970.00 | 18.090<br>1,447.20<br>3,146.00 | 18.962<br>1,516.96<br>3,298.00 |
| 391   | 13.998<br>1,119.84<br>2,435.00 | 14.698<br>1,175.84<br>2,556.00 | 15.554<br>1,244.32<br>2,705.00 | 16.334<br>1,306.72<br>2,841.00 | 17.188<br>1,375.04<br>2,989.00 | 18.212<br>1,456.96<br>3,168.00 | 19.101<br>1,528.08<br>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 |
|       | 3,046.00 | 3,199.00 | 3,384.00 | 3,553.00 | 3,734.00 | 3,931.00 | 4,133.00 |
| 482   | 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 |
|       | 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   |
| 486   | 1,459.12 | 1,532.16 | 1,621.20 | 1,702.16 | 1,786.64 | 1,878.56 | 1,975.44 |
|       | 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 |
| 490   | 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 |
|       | 3,227.00 | 3,388.00 | 3,585.00 | 3,765.00 | 3,957.00 | 4,163.00 | 4,378.00 |
| 494   | 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 |
|       | 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   |
| 500   | 1,471.04 | 1,544.48 | 1,634.40 | 1,717.60 | 1,808.16 | 1,901.12 | 2,000.00 |
|       | 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 |
| 504   | 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 |
|       | 3,747.00 | 3,935.00 | 4,163.00 | 4,377.00 | 4,602.00 | 4,841.00 | 5,092.00 |
| 508   | 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 |
|       | 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   |
| 510   | 1,509.04 | 1,584.56 | 1,676.72 | 1,762.56 | 1,853.68 | 1,948.64 | 2,050.96 |
|       | 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 |
| 514   | 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 |
|       | 3,361.00 | 3,529.00 | 3,734.00 | 3,931.00 | 4,133.00 | 4,348.00 | 4,570.00 |
| 520   | 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 |          |          |
|       | 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   |
| 524   | 1,643.68 | 1,725.76 | 1,826.32 | 1,920.72 | 2,020.40 | 2,124.96 | 2,235.36 |
|       | 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 |
| 527   | 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 |
|       | 3,449.00 | 3,621.00 | 3,832.00 | 4,030.00 | 4,237.00 | 4,459.00 | 4,684.00 |
| 530   | 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**

| <b>RANGE</b> | <b>STEP 1</b> | <b>STEP 2</b> | <b>STEP 3</b> | <b>STEP 4</b> | <b>STEP 5</b> | <b>STEP 6</b> | <b>STEP 7</b> |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 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**

| <b>RANGE</b> | <b>STEP 1</b> | <b>STEP 2</b> | <b>STEP 3</b> | <b>STEP 4</b> | <b>STEP 5</b> | <b>STEP 6</b> | <b>STEP 7</b> |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
|              | 4,783.00      | 5,022.00      | 5,314.00      | 5,591.00      | 5,884.00      | 6,192.00      | 6,514.00      |
| 670          | 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      |
|              | 4,903.00      | 5,149.00      | 5,448.00      | 5,736.00      | 6,038.00      | 6,352.00      | 6,681.00      |
| 674          | 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      |
|              | 5,348.00      | 5,615.00      | 5,943.00      | 6,253.00      | 6,580.00      | 6,925.00      | 7,284.00      |
| 680          | 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      |
|              | 5,032.00      | 5,284.00      | 5,591.00      | 5,884.00      | 6,192.00      | 6,514.00      | 6,855.00      |
| 684          | 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      |
|              | 5,349.00      | 5,617.00      | 5,943.00      | 6,254.00      | 6,582.00      | 6,927.00      | 7,286.00      |
| 687          | 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      |
|              | 6,366.00      | 6,736.00      | 7,089.00      | 7,459.00      | 7,850.00      | 8,258.00      | 8,671.00      |
| 690          | 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      |
|              | 5,158.00      | 5,416.00      | 5,731.00      | 6,031.00      | 6,347.00      | 6,677.00      | 7,026.00      |
| 694          | 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      |
|              | 6,071.00      | 6,425.00      | 6,761.00      | 7,115.00      | 7,487.00      | 7,876.00      | 8,269.00      |
| 697          | 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      |
|              | 5,514.00      | 5,790.00      | 6,127.00      | 6,438.00      | 6,778.00      | 7,121.00      | 7,487.00      |
| 700          | 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      |
|              | 5,382.00      | 5,651.00      | 5,934.00      | 6,231.00      | 6,542.00      | 6,869.00      | 7,213.00      |
| 710          | 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      |
|              | 5,526.00      | 5,802.00      | 6,092.00      | 6,397.00      | 6,716.00      | 7,052.00      | 7,405.00      |
| 720          | 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      |
|              | 5,573.00      | 5,852.00      | 6,192.00      | 6,514.00      | 6,855.00      | 7,215.00      | 7,590.00      |
| 724          | 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      |
|              | 6,723.00      | 7,115.00      | 7,487.00      | 7,876.00      | 8,287.00      | 8,719.00      | 9,155.00      |
| 730          | 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      |
|              | 5,713.00      | 5,998.00      | 6,347.00      | 6,677.00      | 7,026.00      | 7,395.00      | 7,779.00      |
| 740          | 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      |
|              | 5,884.00      | 6,178.00      | 6,538.00      | 6,874.00      | 7,232.00      | 7,613.00      | 8,008.00      |
| 747          | 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      |
|              | 6,425.00      | 6,747.00      | 7,140.00      | 7,507.00      | 7,898.00      | 8,313.00      | 8,745.00      |
| 750          | 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      |
|              | 6,031.00      | 6,333.00      | 6,701.00      | 7,046.00      | 7,412.00      | 7,803.00      | 8,208.00      |
| 757          | 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      |
|              | 6,916.00      | 7,318.00      | 7,695.00      | 8,095.00      | 8,521.00      | 8,964.00      | 9,412.00      |
| 760          | 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**

| <b>RANGE</b> | <b>STEP 1</b> | <b>STEP 2</b> | <b>STEP 3</b> | <b>STEP 4</b> | <b>STEP 5</b> | <b>STEP 6</b> | <b>STEP 7</b> |
|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| 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 |

SALARY SCHEDULE

II. PROFESSIONAL SALARY RATES: (Effective April 1, 2000)

| <u>SALARY<br/>RANGE</u> | <u>EQUIVALENT MONTHLY<br/>SALARY RATE</u> |
|-------------------------|-------------------------------------------|
| AOO                     | \$1,500 to \$ 4,500                       |
| BOO                     | 1,500 to 10,000                           |
| COO                     | 2,500 to 12,000                           |
| DOO                     | 5,500 to 14,000                           |

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

III. EXECUTIVE SALARY RATES: (Effective October 1, 2005)

| <u>SALARY<br/>RANGE</u> | <u>EQUIVALENT MONTHLY<br/>SALARY RATE</u> |
|-------------------------|-------------------------------------------|
| EOO                     | \$2,500 to \$25,000                       |

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

IV. MEMBERS OF BOARDS AND COMMISSIONS - COMPENSATION RATE:

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

SALARY  
RANGE

D-11 \$50.00 per each member for each meeting of the Board of Examiners, Appeals, and Condemnation, the Disabled Access Appeals Board, and the Housing Authority Board; not to exceed \$250.00 per month. Absence in fact from a meeting of a Board or Commission, when duly authorized for the purpose of attending a professional conference, meeting, or other official City business, shall not be deemed to be an absence from such Board or Commission meeting for the purpose of this Salary Resolution.

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.

29 Sec. 3. The biweekly salary of any employee of the City  
30 who is originally appointed to any office or position listed in or  
31 created and established in this resolution shall be at Pay Rate  
32 Step 1 of the Salary Range Number of the Salary Schedule  
33 designated herein for such office or position. In those cases  
34 where positions are designated by grade numbers, the biweekly  
35 salaries of such employees shall be computed based upon one of the  
36 pay rates designated for the grade thereof as shall be determined  
37 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

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 (EOO) shall be eligible to participate in and receive  
28 Individual Performance Incentive Compensation, the purpose of

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:

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

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

Sec. 11.

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

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

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

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  $\frac{2}{3}$  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  $\frac{1}{14}$ th of the  
26 amount of the employee's biweekly installment shall be subtracted  
27 for each such day of inactive service.

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

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

| 21 |                       |                             |
|----|-----------------------|-----------------------------|
| 22 | <u>Position Title</u> | <u>Salary<br/>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                         |

|    |                                                |     |
|----|------------------------------------------------|-----|
| 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 |



|    |                                            |                    |
|----|--------------------------------------------|--------------------|
| 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<br>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                |

|    |                                              |     |
|----|----------------------------------------------|-----|
| 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 |

|    |                                 |     |
|----|---------------------------------|-----|
| 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 |

|    |                                           |     |
|----|-------------------------------------------|-----|
| 1  | City Engineer                             | E00 |
| 2  | City Health Officer                       | E00 |
| 3  | City Manager                              | 990 |
| 4  | City Prosecutor                           | 970 |
| 5  | City Safety Officer                       | E00 |
| 6  | City Treasurer/Revenue Officer            | E00 |
| 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                  | E00 |
| 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 | E00 |
| 25 | Communication Specialist I                | 520 |
| 26 | Communication Specialist II               | 560 |
| 27 | Communication Specialist III              | 600 |
| 28 | Communication Specialist IV               | 650 |

|    |                                              |     |
|----|----------------------------------------------|-----|
| 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 |

|    |                                      |     |
|----|--------------------------------------|-----|
| 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 |

|    |                                       |     |
|----|---------------------------------------|-----|
| 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                  | COO |
| 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                | COO |
| 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 |

|    |                                             |                           |
|----|---------------------------------------------|---------------------------|
| 1  | Director of Human Resources                 | EOO                       |
| 2  | Director of Library Services                | EOO                       |
| 3  | Director of Parks, Recreation, and Marine   | EOO                       |
| 4  | Director of Planning and Building           | EOO                       |
| 5  | Director of Public Works                    | EOO                       |
| 6  | Director of Special Events                  | EOO                       |
| 7  | Disaster Management Officer                 | EOO                       |
| 8  | Diversity & Economic Opportunity Officer    | EOO                       |
| 9  | Division Engineer - Oil Properties          | EOO                       |
| 10 | Division Engineer - Public Works            | EOO                       |
| 11 | Election Employee                           | P-28, P-32,<br>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          | EOO                       |
| 25 | Employee Assistance Officer - Police        | EOO                       |
| 26 | Employee Services Assistant                 | 600                       |
| 27 | Employment Services Officer - Civil Service | EOO                       |
| 28 | Energy Conservation Officer                 | EOO                       |



|    |                                               |     |
|----|-----------------------------------------------|-----|
| 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 |

|    |                                                    |     |
|----|----------------------------------------------------|-----|
| 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 |

|    |                                                  |     |
|----|--------------------------------------------------|-----|
| 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 |

|    |                                      |     |
|----|--------------------------------------|-----|
| 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 |

|    |                                   |     |
|----|-----------------------------------|-----|
| 1  | Human Resources Officer           | E00 |
| 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    | B00 |
| 8  | Investigator II                   | 613 |
| 9  | Investigator III                  | 633 |
| 10 | Investment Officer (T)            | E00 |
| 11 | Jail Administrator                | E00 |
| 12 | Lab Assistant I                   | 360 |
| 13 | Lab Assistant II                  | 380 |
| 14 | Lab Assistant III                 | 420 |
| 15 | Laboratory Assistant              | 360 |
| 16 | Laboratory Services Officer       | E00 |
| 17 | Landscape Architect               | 604 |
| 18 | Law Clerk                         | B00 |
| 19 | Law Clerk - City Attorney         | B00 |
| 20 | Law Clerk - City Prosecutor       | B00 |
| 21 | Leasing Officer (T)               | E00 |
| 22 | Legal Administrator - Attorney    | E00 |
| 23 | Legal Assistant (T)               | B00 |
| 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 | B00 |

|    |                                      |     |
|----|--------------------------------------|-----|
| 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 |

|    |                                                 |     |
|----|-------------------------------------------------|-----|
| 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 |

|    |                                         |     |
|----|-----------------------------------------|-----|
| 1  | Manager - Engineering & Construction    | E00 |
| 2  | Manager - Environmental Health          | E00 |
| 3  | Manager - Environmental Services        | E00 |
| 4  | Manager - Fleet Services                | E00 |
| 5  | Manager - Gas Services                  | E00 |
| 6  | Manager - Housing Authority             | E00 |
| 7  | Manager - Housing Services              | E00 |
| 8  | Manager - Human/Social Services         | E00 |
| 9  | Manager - Information Services          | E00 |
| 10 | Manager - Integrated Resources (T)      | E00 |
| 11 | Manager - Library Support Services      | E00 |
| 12 | Manager - Long Beach Unit               | E00 |
| 13 | Manager - Main Library Services         | E00 |
| 14 | Manager - Maintenance Operations        | E00 |
| 15 | Manager - Marine Operations             | E00 |
| 16 | Manager - Neighborhood Services         | E00 |
| 17 | Manager - Neighborhood Library Systems  | E00 |
| 18 | Manager - Oil Operations                | E00 |
| 19 | Manager - Oil Production/Subsidence     | E00 |
| 20 | Manager - Operations and Administration | E00 |
| 21 | Manager - Operations Support            | E00 |
| 22 | Manager - Personnel Operations          | E00 |
| 23 | Manager - Pipeline Construction (T)     | E00 |
| 24 | Manager - Planning Bureau               | E00 |
| 25 | Manager - Planning & Development        | E00 |
| 26 | Manager - Preventive Health             | E00 |
| 27 | Manager - Project Development           | E00 |
| 28 | Manager - Property Services             | E00 |



|    |                                              |     |
|----|----------------------------------------------|-----|
| 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 |

|    |                                      |      |
|----|--------------------------------------|------|
| 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  |

|    |                                      |     |
|----|--------------------------------------|-----|
| 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 |

|    |                                          |      |
|----|------------------------------------------|------|
| 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  |

|    |                                         |     |
|----|-----------------------------------------|-----|
| 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 |

|    |                                         |     |
|----|-----------------------------------------|-----|
| 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 |

|    |                                          |     |
|----|------------------------------------------|-----|
| 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 |

|    |                                     |      |
|----|-------------------------------------|------|
| 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        |

|    |                                              |     |
|----|----------------------------------------------|-----|
| 1  | Senior Accountant                            | 630 |
| 2  | Senior Animal Control Officer                | 490 |
| 3  | Senior Architectural Engineer                | 694 |
| 4  | Senior Auditor                               | B00 |
| 5  | Senior Civil Engineer                        | 694 |
| 6  | Senior Combination Building Inspector        | 574 |
| 7  | Senior Deputy City Attorney                  | D00 |
| 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 |

|    |                                                     |                     |
|----|-----------------------------------------------------|---------------------|
| 1  | SERRF Operations Officer                            | E00                 |
| 2  | Special Investigator - City Manager                 | B00                 |
| 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                                       | B00                 |
| 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,<br>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<br>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 |

|    |                                                 |     |
|----|-------------------------------------------------|-----|
| 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 |

|    |                                                   |     |
|----|---------------------------------------------------|-----|
| 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 |

|    |                                                                    |     |
|----|--------------------------------------------------------------------|-----|
| 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.                                 |     |

| 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,<br>H-30, H-32,<br>H-33, H-34,<br>H-36, H-38,<br>H-39, H-40,<br>H-41, H-42,<br>H-43, H-44,<br>H-45 |
| 13 |                                          |                                                                                                               |
| 14 |                                          |                                                                                                               |
| 15 |                                          |                                                                                                               |
| 16 |                                          |                                                                                                               |
| 17 | Admissions Attendant I - NC (T)          | H-11, H-13,<br>H-15, H-18                                                                                     |
| 18 |                                          |                                                                                                               |
| 19 | Admissions Attendant II - NC (T)         | H-24, H-27,<br>H-37                                                                                           |
| 20 |                                          |                                                                                                               |
| 21 | Admissions Attendant III - NC (T)        | H-31, H-33,<br>H-34, H-35,<br>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                                                                                                          |



|    |                                             |                     |
|----|---------------------------------------------|---------------------|
| 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,<br>H-32 |
| 6  |                                             |                     |
| 7  | Clerical Aide II - NC                       | H-32, H-34,<br>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                 |

|    |                                          |                           |
|----|------------------------------------------|---------------------------|
| 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,<br>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                       |

|    |                                      |                                    |
|----|--------------------------------------|------------------------------------|
| 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,<br>H-20, H-22,<br>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                                |

|    |                                        |           |
|----|----------------------------------------|-----------|
| 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       |

|    |                                                                   |                     |
|----|-------------------------------------------------------------------|---------------------|
| 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,<br>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

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 //

7 //

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

| <u>Position Title</u>                                                                                                                                                                                                            | <u>Skill</u>                                                                               | <u>Additional<br/>Compensation</u>               |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|--------------------------------------------------|
| 1. Non-management<br>classifications in<br>the current Salary<br>Resolution<br>represented by the<br>IAM for all<br>classifications in<br>which the top step<br>hourly rates are<br>equal to or less<br>than Salary Range<br>560 | For regular and<br>frequent use of<br>certified oral and/or<br>written bilingual<br>skills | \$ 0.70<br>per hour<br>or<br>\$ 5.60<br>per diem |

- |    |    |                       |                         |          |
|----|----|-----------------------|-------------------------|----------|
| 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 | 3. | Police Officer,       | For regular and         | \$ 0.80  |
| 21 |    | Police Corporal,      | frequent use of         | per hour |
| 22 |    | Police Sergeant,      | certified oral and/or   | or       |
| 23 |    | Firefighter, Fire     | written bilingual       | \$ 6.40  |
| 24 |    | Captain, Fire         | skills                  | per diem |
| 25 |    | Engineer, Marine      |                         |          |
| 26 |    | Safety Sergeant,      |                         |          |
| 27 |    | Marine Safety         |                         |          |
| 28 |    | 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   |          |



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

- |    |                          |                          |          |
|----|--------------------------|--------------------------|----------|
| 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       |                          |          |
|    | Inspector; Senior        |                          |          |
|    | Electrical               |                          |          |
|    | Inspector; Senior        |                          |          |
|    | Plumbing Inspector;      |                          |          |
|    | Senior Mechanical        |                          |          |
|    | Inspector                |                          |          |

|    |                      |                         |          |
|----|----------------------|-------------------------|----------|
| 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 | \$ 0.50      |
| 2  |                          | and performing duties   | per hour     |
| 3  |                          | as a lead Electrician   | or           |
| 4  |                          | in the Traffic Signal   | \$ 4.00      |
|    |                          | Section                 | per diem     |
| 5  | 22. Equipment Mechanic I | When regularly assigned | \$ 1.00      |
| 6  | and II                   | to the maintenance and  | per hour     |
| 7  |                          | repair of City          | for one      |
| 8  |                          | vehicles, and when      | certificate  |
| 9  |                          | possessing a current    | or           |
| 10 |                          | ASE certification as a  | \$ 1.25      |
| 11 |                          | Master Automotive       | per hour     |
| 12 |                          | and/or Master           | for two      |
| 13 |                          | Medium/Heavy Truck      | certificates |
| 14 |                          | Technician              |              |
| 15 | 23. Equipment Operator   | When regularly assigned | \$ 0.882     |
| 16 | III                      | and performing dredge   | per hour     |
| 17 |                          | lever operator duties   | or           |
| 18 |                          |                         | \$ 7.056     |
| 19 |                          |                         | per diem     |
| 20 | 24. Garage Service       | When driving a vehicle  | \$ 8.00      |
| 21 | Attendant I and II       | requiring a Class A     | per diem     |
| 22 |                          | license                 |              |
| 23 | 25. Gardener I and II    | When required to        | \$ 0.554     |
| 24 |                          | possess a Pesticide     | per hour     |
| 25 |                          | Applicator's license    | or           |
| 26 |                          | and regularly assigned  | \$ 4.43      |
| 27 |                          | Pesticide Applicator    | per diem     |
| 28 |                          | duties                  |              |
| 29 | 26. Gardener II; Park    | When required to        | \$ 0.554     |
| 30 | Crew Supervisor;         | possess an Agricultural | per hour     |
| 31 | Street Landscaping       | Pest Control Advisor's  | or           |
| 32 | Supervisor I and II;     | license and regularly   | \$ 4.43      |
| 33 | Equipment Operator       | assigned advisor duties | per diem     |
| 34 | II                       |                         |              |
| 35 | 27. Gas Crew Utility     | When regularly          | \$ 4.728     |
| 36 | Assistant I              | performing on backhoes, | per diem     |
| 37 |                          | skiploaders with over   |              |
| 38 |                          | one cubic yard bucket   |              |
| 39 |                          | capacity, or trenching  |              |
| 40 |                          | machines                |              |
| 41 |                          | When performing the     | \$ 4.728     |
| 42 |                          | duties of repairing and | per diem     |
| 43 |                          | calibrating instruments |              |
| 44 |                          | used in the detection   |              |
| 45 |                          | of gas leaks            |              |

28. Gas Crew Utility  
Assistant I, II and  
III

When performing heat  
fusion connections on  
underground plastic gas  
pipelines and certified  
in heat fusion by the  
Long Beach Energy  
Department. This per  
diem shall be limited  
to no more than eight  
(8) crewmembers at any  
one time. Assignment  
of this per diem shall  
be at the discretion of  
the Manager of Pipeline  
Construction.

\$ 4.00  
per diem

29. Gas Field Service  
Representative II

Meter proving

\$ 0.265  
per hour

When regularly assigned  
and performing field  
meter setting and  
installation of large  
commercial and  
industrial meters

\$ 0.265  
per hour  
or  
\$ 2.12  
per diem

When regularly assigned  
and performing field  
meter setting and  
installation of  
residential meters (T)

\$ 0.265  
per hour  
or  
\$ 2.12  
per diem

When regularly assigned  
to installing meters of  
300 or more cubic feet  
per hour capacity at  $\frac{1}{2}$   
inch water column  
pressure drop or when  
installing district  
regulator stations

\$ 3.00  
per diem

30. Gas Maintenance  
Supervisor I

When certified and  
performing duties as a  
pipeline welder on an  
as-needed basis

\$ 4.00  
per diem

|    |                                                 |                                                                                                                                                                  |                                       |
|----|-------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------|
| 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 |                                                 | When regularly assigned and performing as general supervisor over Marine and Facility Maintenance                                                                | \$ 2.00 per hour or \$16.00 per diem  |
| 13 |                                                 |                                                                                                                                                                  |                                       |
| 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 | 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                     |
| 21 |                                                 |                                                                                                                                                                  |                                       |
| 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 |                                                 |                                                                                                                                                                  |                                       |

|    |                         |                         |          |
|----|-------------------------|-------------------------|----------|
| 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       |
| 4  |                         | Works and Parks and     | \$ 9.44  |
| 5  |                         | Recreation Departments  | per diem |
| 6  | 39. Maintenance         | When supervising crews  | \$ 0.500 |
| 7  | Assistant III           | or contractors          | per hour |
| 8  |                         | performing custodial    | or       |
| 9  |                         | and/or maintenance      | \$ 4.00  |
| 10 |                         | duties                  | per diem |
| 11 |                         | When regularly assigned | \$ 0.44  |
| 12 |                         | and/or performing lot   | per hour |
| 13 |                         | cleaning crew leader    | or       |
| 14 |                         | duties                  | \$ 3.52  |
| 15 |                         |                         | per diem |
| 16 |                         | When regularly assigned | \$ 0.554 |
| 17 |                         | and/or performing       | per hour |
| 18 |                         | pesticide applicator    | or       |
| 19 |                         | duties                  | \$ 4.43  |
| 20 |                         |                         | per diem |
| 21 |                         | When performing fiber-  | \$ 4.43  |
| 22 |                         | glassing duties for     | per diem |
| 23 |                         | Marine Bureau           |          |
| 24 | 40. Marine Safety       | When certified and      | \$ 0.863 |
| 25 | Sergeant - Boat         | possessing a Coast      | per hour |
| 26 | Operator; Marine        | Guard Operator's        |          |
| 27 | Safety Sergeant;        | license and towing      |          |
| 28 | Marine Safety           | certificate             |          |
|    | Officer                 |                         |          |
|    |                         | When regularly assigned | \$ 0.719 |
|    |                         | and performing as a     | per hour |
|    |                         | member of the dive team |          |
|    |                         | unless serving as Dive  |          |
|    |                         | Master or SWRC          |          |
|    |                         | When regularly assigned | \$ 1.007 |
|    |                         | and performing as the   | per hour |
|    |                         | dive master             |          |
|    |                         | When regularly assigned | \$ 1.007 |
|    |                         | and performing as the   | per hour |
|    |                         | Swift Water Rescue      |          |
|    |                         | Coordinator             |          |
|    | 41. Materials Inspector | When full qualified and | \$ 2.80  |
|    |                         | assigned to perform     | per diem |
|    |                         | deputy inspection work  |          |
|    |                         | 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  |                                                                         |                                                                                                                                                                           |                                        |
| 8  | 44. Motor Sweeper Operator (T)                                          | When regularly assigned and operating a three-wheeled motor sweeper                                                                                                       | \$ 0.25 per hour                       |
| 9  |                                                                         |                                                                                                                                                                           |                                        |
| 10 | 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                       |
| 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 |                                                                         |                                                                                                                                                                           |                                        |
| 20 | 48. Personnel Assistant II                                              | When regularly assigned and performing duties as a section lead person                                                                                                    | \$ 1.00 per hour                       |
| 21 |                                                                         |                                                                                                                                                                           |                                        |
| 22 | 49. Pipeline Welder                                                     | When regularly assigned and performing duties as a pipeline welding shop leadperson                                                                                       | \$ 0.70 per hour                       |
| 23 |                                                                         |                                                                                                                                                                           |                                        |
| 24 |                                                                         |                                                                                                                                                                           |                                        |
| 25 | 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                       |
| 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 |                          | When regularly assigned | \$ 0.70  |
| 13 |                          | and performing help     | per hour |
| 14 |                          | desk duties             |          |
| 15 | 52. Planning Aide,       | When assigned to work   | \$ 5.60  |
| 16 | Assistant Planner I      | the Development Service | per diem |
| 17 | and II and Planner       | Counter and performing  |          |
| 18 | I, II and III            | over-the-counter plan   |          |
| 19 |                          | checking                |          |
| 20 | 53. Plumber              | When regularly assigned | \$ 0.647 |
| 21 |                          | and performing duties   | per hour |
| 22 |                          | as irrigation systems   | or       |
| 23 |                          | plumbing specialist     | \$5.176  |
| 24 |                          |                         | per diem |
| 25 | 54. Police Property &    | When regularly assigned | \$1.50   |
| 26 | Supply Clerk I           | and performing lead     | per hour |
| 27 |                          | duties                  |          |
| 28 | 55. Public Health Nurse; | When regularly assigned | \$ 0.633 |
| 29 | Nurse I and II;          | and performing as a     | per hour |
| 30 | Medical Social           | team leader of a        |          |
| 31 | Worker II; Nutrition     | rehabilitation team or  |          |
| 32 | Aide; Public Health      | specialized clinic or   |          |
| 33 | Nutritionist I;          | STD clinic in the       |          |
| 34 | Community Worker         | Health Department       |          |
| 35 | 56. Public Health        | When regularly assigned | \$ 3.00  |
| 36 | Professional III         | and performing the full | per hour |
| 37 |                          | duties as Director of   |          |
| 38 |                          | the Employee Assistance |          |
| 39 |                          | Program                 |          |
| 40 | 57. Refuse Operator II   | When performing as a    | \$ 4.00  |
| 41 | and III                  | District Trainer        | per diem |
| 42 | 58. School Guard         | When assigned as School | \$ 3.10  |
| 43 |                          | Guard Trainer           | per diem |
| 44 | 59. Security Officer I   | When regularly assigned | \$ 2.085 |
| 45 |                          | and performing in the   | per hour |
| 46 |                          | Police Department's     |          |
| 47 |                          | Traffic Division        |          |

|    |                                                                                                                                |                                                                                                                                                                                                                                                                      |                                                                              |
|----|--------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------|
| 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<br>\$ 0.30 per hour<br>\$ 0.45 per hour<br>\$ 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 |                                                                                                                                |                                                                                                                                                                                                                                                                      |                                                                              |

|    |                        |                         |          |
|----|------------------------|-------------------------|----------|
| 1  | 66. Senior Equipment   | When regularly assigned | \$ 0.437 |
| 2  | Operator               | and operating the       | per hour |
| 3  |                        | cutter head and suction |          |
| 4  |                        | boom on a dredge boat   |          |
| 5  |                        | When possessing a       | \$ 0.56  |
| 6  |                        | certificate for crane   | per hour |
| 7  |                        | operation issued by an  |          |
| 8  |                        | accredited certifying   |          |
| 9  |                        | entity per CCR Title 8  |          |
| 10 |                        | Section 5006.1 and      |          |
| 11 |                        | regularly assigned and  |          |
| 12 |                        | operating a mobile      |          |
| 13 |                        | crane                   |          |
| 14 | 67. Senior Gas Field   | When supervising meter  | \$ 0.288 |
| 15 | Service                | setting operations in   | per hour |
| 16 | Representative (T)     | the field               |          |
| 17 | 68. Street Maintenance | When regularly assigned | \$ 0.50  |
| 18 | Supervisor (T);        | and performing as       | per hour |
| 19 | Painter Supervisor     | general supervisor of   |          |
| 20 |                        | the Traffic             |          |
| 21 |                        | Painting/Marking and    |          |
| 22 |                        | Security sections       |          |
| 23 | 69. Supervising        | When supervising        | \$ 0.50  |
| 24 | Custodian              | contractors performing  | per hour |
| 25 |                        | custodial and/or        |          |
| 26 |                        | maintenance duties in   |          |
| 27 |                        | the Library Services    |          |
| 28 |                        | Department              |          |
| 29 | 70. Tree Trimmer I     | When regularly          | \$ 0.35  |
| 30 | and II (T)             | performing tree         | per hour |
| 31 |                        | trimming duties from    |          |
| 32 |                        | aerial bucket           |          |
| 33 |                        |                         |          |
| 34 |                        |                         |          |
| 35 |                        |                         |          |
| 36 |                        |                         |          |
| 37 | 71. Tree Trimmer I, II | When possessing a       | \$ 0.50  |
| 38 | (T) and Street         | current International   | per hour |
| 39 | Landscaping            | Society of              |          |
| 40 | Supervisor             | Arboriculture           |          |
| 41 |                        | certification as a      |          |
| 42 |                        | Certified Arborist      |          |

|    |                        |                         |          |
|----|------------------------|-------------------------|----------|
| 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.        |          |

|    |                        |                         |          |
|----|------------------------|-------------------------|----------|
| 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   |          |
|    |                        | as determined by the    |          |
|    |                        | Chief of Police         |          |
| 5  |                        | When regularly assigned | \$ 1.438 |
| 6  |                        | to and performing the   | per hour |
| 7  |                        | duties of Boat Patrol   |          |
| 8  |                        | Operators and in        |          |
| 9  |                        | possession of a valid   |          |
| 10 |                        | Coast Guard Operators   |          |
| 11 |                        | License and Towing      |          |
| 12 |                        | Certificate             |          |
| 13 | 77. Police Sergeant    | Helicopter pilot        | \$ 3.305 |
| 14 |                        |                         | per hour |
| 15 |                        | When performing on a    | \$ 2.012 |
| 16 |                        | two-wheeled motorcycle  | per hour |
| 17 | 78. Police Corporal    | When assigned to a one- |          |
| 18 |                        | officer unit in Patrol  |          |
| 19 |                        | between the hours of    |          |
| 20 |                        | 1630 and 0730 an amount |          |
| 21 |                        | equal to 10% of their   |          |
| 22 |                        | current top step of     |          |
| 23 |                        | rank for each hour      |          |
| 24 |                        | worked in a one-Officer |          |
| 25 |                        | unit.                   |          |
| 26 |                        | When assigned by the    |          |
| 27 |                        | Chief of Police to be   |          |
| 28 |                        | 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               |          |

80. Firefighter

When regularly assigned  
and performing Fire  
Prevention inspection  
duties in the Fire  
Prevention Office

\$ 1.150  
per hour  
(0-2 yrs)  
  
\$ 2.300  
per hour  
(2+ yrs)

When certified &  
licensed, fully trained  
and assigned to  
paramedic duty

\$ 1.150  
per hour

When regularly assigned  
and performing the full  
duties of arson  
investigation

\$ 1.150  
per hour  
(0-2 yrs)

An hourly rate when  
added to the hourly  
rate for the top step  
of Firefighter with the  
hourly rate for top  
Incentive Pay with EMT-  
1/D pay will equal top  
step Fire Engineer with  
Incentive Pay. In no  
event will the regular  
salary for an Arson  
Investigator exceed the  
regular salary of a  
Fire Engineer with  
Incentive Pay

(2+ years)

|    |                     |                         |           |
|----|---------------------|-------------------------|-----------|
| 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                 |           |
| 1  | 83. Floor Warden as | Employees who maintain  | \$ 0.50   |
| 2  | specified in the    | current certification   | per hour  |
| 3  | City's Safety &     | and are assigned as a   |           |
| 4  | Health Manual       | Floor Warden in         | or        |
| 5  |                     | accordance with the     |           |
| 6  |                     | Floor Warden Procedure  | \$ 4.00   |
| 7  |                     | of the City's Safety &  | per diem  |
| 8  |                     | Health Manual           |           |
| 9  | 84. Battalion Chief | When serving as the     | \$ 1.696  |
| 10 |                     | Battalion Chief in      | per hour  |
| 11 |                     | charge of the Training  |           |
| 12 |                     | Division, Support       |           |
| 13 |                     | Services or Fire        |           |
| 14 |                     | Inspection              |           |

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

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



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

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.

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

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

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 19<sup>th</sup>  
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

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



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

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.

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 (EOO) 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

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

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

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

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

I hereby certify that the foregoing resolution was adopted by the City Council of the City of Long Beach at its meeting of \_\_\_\_\_, 2006, by the following vote:

Ayes: Councilmembers: \_\_\_\_\_

Noes: Councilmembers: \_\_\_\_\_

Absent: Councilmembers: \_\_\_\_\_

\_\_\_\_\_  
City Clerk

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