

CITY OF LONG BEACH

DEPARTMENT OF FINANCIAL MANAGEMENT

BH-1

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

September 6, 2016

HONORABLE MAYOR AND CITY COUNCIL
City of Long Beach
California

RECOMMENDATION:

Receive and discuss an overview of the Proposed Fiscal Year 2017 budgets for the following Departments: Harbor, Water, and Civil Service; and,

Receive supporting documentation into the record, conclude the public hearing and take the actions necessary to adopt the Fiscal Year 2017 budget as listed in Attachment A. (Citywide)

DISCUSSION

On August 1, 2016, the City Manager's Proposed Budget for Fiscal Year 2017 (FY 17) was delivered by Mayor Garcia to the City Council and community with recommended amendments for consideration. Budget meetings were set for March 8, August 2, August 9, August 16, August 23, September 6, and September 13, along with five Budget Oversight Committee (BOC) meetings, and ten community meetings at which the FY 17 Proposed Budget was discussed. We are pleased to report that through the scheduled hearings, BOC and community meetings, there have been 22 separate opportunities for public feedback, deliberation and input. In addition, this year, the City has solicited input through the Budget Priority Survey to obtain feedback on what the City's General Fund priorities should be. The survey was promoted, along with OpenLB, which shows the budget visually, on the City's website, through Twitter and Facebook, and at the community meetings.

At the conclusion of the hearings, the City Council will amend the proposed budget as it deems appropriate, and adopt the proposed budget as amended. Since the publication of the FY 17 Proposed Budget, updated estimates of revenue and expense, which primarily address technical corrections, are listed by fund and department in Attachments B, C and D to this letter. The reasons are discussed at the end of this letter.

There are three Ordinances in Attachment A. The first Ordinance approves Resolution No. WD-1357 (A-3), which establishes the rates and charges for the water and sewer service, and the second is the Appropriations Ordinance (A-16), which officially adopts the FY 17 budget and authorizes expenditures in conformance with the adopted budget. In order for these two Ordinances to become effective October 1, 2016, the City Council

must first declare an emergency to exist before adopting each Ordinance (A-2 and A-15). The third Ordinance amends the Departmental Organization of the City (A-12). There are also five Resolutions that provide for approval of the budget for the Harbor Department (A-1), the budget for the Water Department (A-4), the Master Fees and Charges Schedule (A-5), establish the Gann Appropriations Limit (A-9), and amend Salary Resolution (A-13). There will also be motions that request approvals for the following: the FY 17 Capital Improvement Program (A-6); FY 17 Budget for the Long Beach Community Investment Company (A-7); the Harbor Revenue Fund Transfer (A-8); the Mayor's Recommendations (A-10); the Budget Oversight Committee (BOC) Recommendations (A-11); and a motion amending the Proposed FY 17 Budget (A-14).

This matter was reviewed by City Attorney Charles Parkin on August 24, 2016.

TIMING CONSIDERATIONS

In accordance with the Long Beach City Charter, the FY 17 budget must be adopted by September 15, 2016. Should the City Council fail to adopt the budget by that date, the City Manager's FY 17 Proposed Budget will be deemed the budget for the 2017 fiscal year. The Mayor has five calendar days from City Council adoption of the budget to use his veto authority. The City Council would then have until September 30, 2016, to override veto action by the Mayor with a two-thirds supermajority vote (six Councilmembers).

FISCAL IMPACT

The City Charter requires that the Appropriations Ordinance shall govern and control the expenditure and commitment amounts stated therein relating to the City's departments, offices and agencies during each fiscal year. The total Proposed FY 17 budget for all departments and funds is \$3,097,225,448, which comprises \$2,610,195,313 in new appropriation and \$487,030,135, in estimated carry-over from FY 16 for multi-year grants and projects.

The Appropriations Ordinance, included as Attachment A-16 to this letter, totals \$2,200,333,310 for all funds except Harbor, Sewer, and Water, and \$2,203,622,682, for all departments except Harbor and Water. The \$3,289,372 difference between funds and departments in the Appropriations Ordinance is due to general City indirect costs budgeted in the Financial Management Department, but charged to the Harbor, Water and Sewer funds, which are not included in the Appropriations Ordinance by fund.

The proposed Harbor, Water and Sewer fund budgets are in separate City Council Resolutions included as Attachment A-1 and A-4 to this letter, respectively, and total \$897,411,822. The Board of Harbor Commissioners adopted the budget for the Harbor Department by minute order on May 23, 2016. The Board of Water Commissioners adopted the budget for the Water Department by Resolution on June 16, 2016.

User fees and charges in the Master Fees and Charges Schedule as Attachment A-5 have been adjusted due to changes in service and other factors. For details regarding these proposed new fees, deletions and adjustments, please see the List of Proposed Fees Adjustments for FY 17 that has been incorporated as Exhibit C to the Master Fees and Charges Resolution.

Other requested City Council actions include approval of the FY 17 One-Year Capital Improvement Program (CIP) budget, included in Attachment A-6, which is contained in the Appropriations Ordinance. The Planning Commission, at its meeting of August 18, 2016, approved the CIP for FY 17 as conforming to the General Plan.

The City Council is also requested to adopt the Resolution, included as Attachment A-9, establishing the Gann Appropriations Limit (Limit) for general purpose expenditures. In November 1979, the voters of the State of California approved Proposition 4, also known as the Gann Initiative (Initiative). The Initiative places certain limits on the amount of tax revenue that can be appropriated each fiscal year. The Limit is based on actual appropriations during FY 79 and prevents overspending proceeds of taxes. Only those revenues which are considered as "proceeds of taxes" are subject to the Limit. The Limit is recalculated each fiscal year based on certain inflation and population factors provided by the State. The Proposed Budget includes tax revenue estimates that are at 46.60 percent of the 2016-2017 Appropriations Limit and, therefore, does not exceed the Limit. This calculation is reviewed by the City Auditor for conformance to the law.

A motion is also being requested to amend the Departmental Organization Ordinance, included as Attachment A-12. This amendment incorporates changes to departments, bureaus, and divisions for FY 17. These organizational changes are necessary to implement changes reflected in the Proposed FY 17 budget. (A redline version is also provided). A motion is also being requested to adopt the Salary Resolution, included as Attachment A-13.

After the City Manager delivered the FY 17 Proposed Budget to the Mayor, technical adjustments were made to the budget. These changes are generally not substantive and are shown in Attachment B, C and D of this letter. The Housing Development Fund (SR 135) had a technical correction to reduce budgeted revenue by \$9.8 million to reflect removing the one-time revenue received in FY 16 for the Successor Agency's loan repayments to the Housing Development Fund. Also, there was a technical correction of \$19.2 million in the Employee Benefits Fund (IS 391) to account for the pass-through of employee benefits for FY 17, which reflects updates to budgeted overhead costs since FY 16, such as PERS changes that are impacted by FTE changes and cost trends as reflected in the Proposed Budget. Finally, there was a realignment of general administrative support in the amount of \$415,216 for capital projects that was moved from the Capital Projects Fund (CP 201) to the General Fund (GF). These costs are offset by revenue from CIP overhead rate applied to capital projects, resulting in zero net impact to either fund. The remaining changes were minor technical adjustments made to various funds and departments in order to align the budget with grants and/or revenues.

HONORABLE MAYOR AND CITY COUNCIL

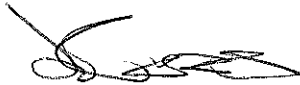
September 6, 2016

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SUGGESTED ACTION:

Approve recommendation

Respectfully submitted,



JOHN GROSS
DIRECTOR OF FINANCIAL MANAGEMENT

JG/LE/RAG/aoc
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ATTACHMENTS

APPROVED:



PATRICK H. WEST
CITY MANAGER

List of Requested Fiscal Year 2017 Budget Adoption Actions

1. Adopt the Resolution approving the FY 17 budget for the Long Beach Harbor Department as adopted by the Board of Harbor Commissioners on May 23, 2016. (A-1)
2. Declare an emergency to exist. (A-2)
3. Declare the Ordinance approving the Resolution No. WD-1357 establishing the rates and charges for water and sewer service to all customers, as adopted by the Board of Water Commissioners on June 16, 2016, as an Emergency Ordinance, read, and adopted as read and laid over to the next regular meeting of the City Council for final reading. (A-3)
4. Adopt the Resolution approving the FY 17 budget of the Long Beach Water Department as adopted by the Board of Water Commissioners on June 16, 2016. (A-4)
5. Adopt the Resolution amending the Master Fee and Charges Schedule for specified City services for Citywide fees and charges for the City of Long Beach. (A-5)
6. Approve the FY 17 One-Year Capital Improvement Program. (A-6)
7. Adopt a motion approving the FY 17 budget for the Long Beach Community Investment Company (formerly known as the Long Beach Housing Development Company) in the amount of \$11,385,370. (A-7)
8. Adopt a motion approving the estimated transfer of \$17,772,000 from the Harbor Revenue Fund to the Tidelands Operating Fund. (A-8)
9. Adopt the Resolution establishing the Gann Appropriations Limit (Limit) for FY 17 pursuant to Article XIII (B) of the California Constitution. (A-9)
10. Adopt the Mayor's proposed budget recommendations, as amended, to the FY 17 Proposed Budget. (A-10)
11. Adopt the Budget Oversight Committee's proposed funding recommendations, as amended, to the FY 17 Proposed Budget. (A-11)
12. Declare the Ordinance amending the Departmental Organization Ordinance read the first time and laid over to the next regular meeting of the City Council for final reading. (A-12)
13. Adopt the amended Salary Resolution for FY 17. (A-13)
14. Adopt a motion amending the proposed FY 17 budget. (A-14)
15. Declare an emergency to exist. (A-15)
16. Declare the Appropriations Ordinance for FY 17, creating and establishing the funds of the Municipal Government and appropriating money to and authorizing expenditures from said funds and for said fiscal year as an Emergency Ordinance, read, and adopted as read and laid over to the next regular meeting of the City Council for final reading. (A-16)

FISCAL YEAR 2017 APPROPRIATIONS ORDINANCE BY FUND
 (Does not include Harbor, Water and Sewer Funds)

<u>FUND</u>	<u>FY 17 PROPOSED EXPENDITURES</u>	<u>CHANGES</u>	<u>FY 16 ESTIMATED CARRYOVER*</u>	<u>FY 17 APPROPRIATIONS</u>
GENERAL FUND**	469,730,388	415,216	-	470,145,604
UPLAND OIL FUND	7,094,773	-	-	7,094,773
GENERAL GRANTS FUND	7,775,064	119,135	13,547,564	21,441,764
POLICE & FIRE PUBLIC SAFETY OIL PROD ACT FUND	3,573,474	-	-	3,573,474
HEALTH FUND	43,052,210	-	25,907,012	68,959,222
PARKING & BUSINESS AREA IMPROVEMENT FUND	7,970,420	-	-	7,970,420
SPECIAL ADVERTISING & PROMOTION FUND	8,382,412	-	-	8,382,412
HOUSING DEVELOPMENT FUND	13,612,862	-	16,991,437	30,604,299
BELMONT SHORE PARKING METER FUND	830,891	-	-	830,891
BUSINESS ASSISTANCE FUND	704,289	-	1,329,289	2,033,578
COMMUNITY DEVELOPMENT GRANTS FUND	20,162,053	-	14,739,083	34,901,136
GASOLINE TAX STREET IMPROVEMENT FUND	10,577,854	-	28,669,284	39,247,138
TRANSPORTATION FUND	20,749,066	-	22,517,111	43,266,176
CAPITAL PROJECTS FUND	38,352,829	(8,903)	63,714,316	102,058,242
CIVIC CENTER FUND	9,435,785	-	13,401,669	22,837,455
GENERAL SERVICES FUND	41,720,130	48,506	27,299,750	69,068,386
FLEET SERVICES FUND	59,276,203	-	3,753,043	63,029,247
INSURANCE FUND	42,610,539	-	-	42,610,539
EMPLOYEE BENEFITS FUND	248,827,267	19,164,874	-	267,992,141
TIDELANDS FUNDS	108,841,316	-	171,561,695	280,403,011
TIDELAND OIL REVENUE FUND	64,159,027	-	-	64,159,027
RESERVE FOR SUBSIDENCE	-	-	-	-
DEVELOPMENT SERVICES FUND	21,123,554	-	1,775,100	22,898,654
GAS FUND	88,869,666	-	18,713,913	107,583,579
GAS PREPAY FUND	39,706,428	-	-	39,706,428
AIRPORT FUND	44,978,685	-	32,575,783	77,554,468
REFUSE/RECYCLING FUND	47,154,322	-	93,886	47,248,208
SERRF FUND	51,032,196	-	-	51,032,196
SERRF JPA FUND	11,202,424	-	-	11,202,424
TOWING FUND	5,437,193	-	-	5,437,193
HOUSING AUTHORITY FUND	70,011,281	-	134,871	70,146,151
SUCCESSOR AGENCY	74,023,058	-	30,305,323	104,328,382
CUPA FUND	1,987,120	-	5	1,987,126
DEBT SERVICE FUND	10,599,566	-	-	10,599,566
TOTAL	1,693,564,346	19,738,829	487,030,135	2,200,333,310

*Carryover of multi-year grants and CIP funds.

**The first available additional FY 16 year-end General Fund surplus above \$1.1 million of up to \$500,000 will be automatically appropriated in the FY 17 Public Works Budget for the Belmont Beach and Aquatics Center.

FISCAL YEAR 2017 APPROPRIATIONS ORDINANCE BY DEPARTMENT
(Does not include Harbor and Water)

<u>DEPARTMENT</u>	<u>FY 17 PROPOSED EXPENDITURES</u>	<u>CHANGES</u>	<u>FY 16 ESTIMATED CARRYOVER*</u>	<u>FY 17 APPROPRIATIONS</u>
MAYOR AND COUNCIL	5,407,574	-	(0)	5,407,574
CITY ATTORNEY	10,252,267	-	-	10,252,267
CITY AUDITOR	3,085,313	-	-	3,085,313
CITY CLERK	2,728,419	-	-	2,728,419
CITY MANAGER	12,646,684	119,135	120,708,656	133,474,474
CITY PROSECUTOR	5,191,418	-	463,114	5,654,532
CIVIL SERVICE	2,649,249	-	-	2,649,249
AIRPORT	44,570,978	-	32,575,783	77,146,761
DISASTER PREPAREDNESS & EMERGENCY COMMUNICATIONS	12,037,748	(33,600)	66,278	12,070,426
DEVELOPMENT SERVICES	122,107,144	-	59,214,613	181,321,757
ECONOMIC & PROPERTY DEVELOPMENT	27,003,413	-	5,603,499	32,606,912
FINANCIAL MANAGEMENT**	506,182,586	19,458,878	1,945,731	527,587,196
FIRE	106,444,081	33,600	5,727,270	112,204,951
HEALTH AND HUMAN SERVICES	114,102,849	-	26,370,733	140,473,582
HUMAN RESOURCES	11,351,658	-	-	11,351,658
LIBRARY SERVICES	13,425,103	-	1,109,260	14,534,363
LONG BEACH GAS AND OIL	207,793,350	-	18,687,068	226,480,418
PARKS, RECREATION AND MARINE	56,485,913	-	54,269,455	110,755,368
POLICE	216,456,274	-	3,068,959	219,525,233
PUBLIC WORKS***	177,048,751	112,309	129,919,968	307,081,028
TECHNOLOGY & INNOVATION	39,882,945	48,506	27,299,750	67,231,201
TOTAL	1,696,853,718	19,738,829	487,030,135	2,203,622,682

*Carryover of multi-year grants and CIP funds.

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

***The first available additional FY 16 year-end General Fund surplus above \$1.1 million of up to \$500,000 will be automatically appropriated in the FY 17 Public Works Budget for the Belmont Beach and Aquatics Center.

FISCAL YEAR 2017 REVENUES BY FUND
(Does not include Harbor, Water and Sewer Funds)

<u>FUND</u>	<u>FY 17 PROPOSED REVENUES</u>	<u>CHANGES</u>	<u>FY 17 PROPOSED BUDGETED REVENUES</u>
GENERAL FUND	459,044,680	415,216	459,459,896
UPLAND OIL FUND	7,276,260	-	7,276,260
GENERAL GRANTS FUND	7,775,064	119,135	7,894,199
POLICE & FIRE PUBLIC SAFETY OIL PROD ACT FUND	3,136,590	-	3,136,590
HEALTH FUND	43,096,998	-	43,096,998
PARKING & BUSINESS AREA IMPROVEMENT FUND	7,968,757	-	7,968,757
SPECIAL ADVERTISING & PROMOTION FUND	9,741,650	-	9,741,650
HOUSING DEVELOPMENT FUND	11,598,238	(9,764,486)	1,833,752
BELMONT SHORE PARKING METER FUND	701,734	-	701,734
BUSINESS ASSISTANCE FUND	677,838	-	677,838
COMMUNITY DEVELOPMENT GRANTS FUND	20,481,641	-	20,481,641
GASOLINE TAX STREET IMPROVEMENT FUND	11,105,956	-	11,105,956
TRANSPORTATION FUND	21,373,040	-	21,373,040
CAPITAL PROJECTS FUND	38,006,750	-	38,006,750
CIVIC CENTER FUND	9,509,131	-	9,509,131
GENERAL SERVICES FUND	41,028,080	-	41,028,080
FLEET SERVICES FUND	37,730,841	-	37,730,841
INSURANCE FUND	48,155,895	-	48,155,895
EMPLOYEE BENEFITS FUND	247,461,743	19,718,644	267,180,387
TIDELANDS FUNDS	106,687,256	201	106,687,457
TIDELAND OIL REVENUE FUND	64,100,959	-	64,100,959
RESERVE FOR SUBSIDENCE	1,480,000	-	1,480,000
DEVELOPMENT SERVICES FUND	24,396,065	-	24,396,065
GAS FUND	92,820,208	-	92,820,208
GAS PREPAY FUND	41,475,391	-	41,475,391
AIRPORT FUND	47,566,705	-	47,566,705
REFUSE/RECYCLING FUND	43,707,331	-	43,707,331
SERRF FUND	51,715,036	-	51,715,036
SERRF JPA FUND	11,250,285	-	11,250,285
TOWING FUND	5,691,849	-	5,691,849
HOUSING AUTHORITY FUND	69,221,942	-	69,221,942
SUCCESSOR AGENCY	75,610,413	-	75,610,413
CUPA FUND	1,607,180	59,687	1,666,867
DEBT SERVICE FUND	10,356,482	-	10,356,482
TOTAL	1,673,557,988	10,548,397	1,684,106,386

RESOLUTION NO.

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

WHEREAS, in accordance with the provisions of the City Charter, the City Council, in Resolution No. RES-15-0114 adopted on September 15, 2015, amended, created and established positions of employment and fixed and prescribed the salaries and compensation of the officers and employees of the City, commencing on September 15, 2015; and

WHEREAS, it is now the desire of the City Council to confirm, readopt, amend and restate the provisions of Resolution No. RES-15-0114, as amended, and to incorporate the confirmed, readopted and amended provisions into this resolution;

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

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

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Section 1. TITLE

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

Section 2. ESTABLISHMENT OF OFFICES, POSITIONS AND COMPENSATION

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

Section 3. POSITION COMPENSATION DESIGNATION

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

Section 4. POSITION DUTIES

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

Section 5. ESTABLISHMENT OF PAY PERIODS AND PAY DAYS

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

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

4 **Section 6. EMPLOYMENT COMPENSATION**

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

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

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

23 **Section 8. COMPENSATION COMPUTATION**

24 A. Hourly

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

1 pay rate shall include any additional compensation applicable.

2 B. 56-Hour Equivalent

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

7 C. Unpermitted Absences

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

16 D. Platoon Pay Reduction

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

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

2 E. Platoon Overtime

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

7 **Section 9. PAY DEDUCTION AUTHORIZATION**

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

16 **Section 10. SALARY SCHEDULES**

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

20 **Section 11. PAY RATES**

21 The biweekly salary of any employee of the City who is originally appointed to any office
22 or position listed in or created and established in this resolution shall be at Pay Rate Step
23 1 of the Salary Range Number of the Salary Schedule designated herein for such office
24 or position. In those cases, where positions are designated by grade numbers, the
25 biweekly salaries of such employees shall be computed based upon one of the pay rates
26 designated for the grade thereof as shall be determined from time to time by the
27 appropriate appointing authority. The City Council may, however, by resolution,
28 specifically designate that the pay rate of any employee is fixed at some other pay rate

1 included within said Salary Schedule, without limitation as to grade or numerical
2 designation. The appropriate appointing authority may designate the initial Pay Rate
3 Step or increment of any employee under his/her jurisdiction within the Salary Range
4 established herein for said employee's position.

5 **Section 12. "H" RATES**

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

10 **Section 13. PAY RATE PROGRESSION**

11 A. Seven-Step Pay Rate Progression

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

25 B. Five-Step Pay Rate Progression

26 Employees covered by an existing Memorandum of Understanding with the
27 Long Beach Police Officers Association, Long Beach Firefighters Association, the City
28 Attorneys Association or the City Prosecutors Association, who have served an initial six-

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

11 C. Lifeguards-Seasonal and Lifeguards-Hrly

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

24 An employee in the position of Lifeguard-Seasonal or Lifeguard-Hourly who
25 has attained certification as an Emergency Medical Technician (EMT) shall be advanced
26 to the next successively higher Pay Rate Step with no loss of hours previously earned
27 toward a step increase. Any Lifeguard-Seasonal or Lifeguard-Hourly employee who fails
28 to recertify shall be reduced to the next successively lower Pay Rate Step with no loss of

1 hours previously earned toward a step increase.

2 D. Ambulance Operator

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

8 **Section 14. PAY FOR PERFORMANCE**

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

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

28 A. Salary Ranges

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

19 B. Merit Increases and Performance Incentive Compensation

20 In addition to and apart from any merit increase provided in Paragraph A.,
21 and except as provided for in Subsection 15.C, each officer or employee assigned to the
22 Executive Salary Range (E00) shall be eligible to participate in and receive Individual
23 Performance Incentive Compensation, the purpose of which is to compensate
24 management employees for distinguished and outstanding performance for the periods
25 for which said Performance Incentive Compensation is paid and in further anticipation of
26 continued distinguished and outstanding performance in subsequent periods.

27 At or near the commencement of the applicable fiscal year, an eligible
28 employee and the City Manager or his designee shall develop and establish a written and

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

9 C. City Attorney's Office, the City Auditor's Office and the City
10 Prosecutor's Office

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

17 At or near the commencement of the applicable fiscal year, the elected
18 appointing authority or a designee shall establish a written performance plan for each
19 employee selected to participate. The performance plan shall establish performance
20 objectives or targeted results for the ensuing fiscal year or remaining portion thereof.
21 Outstanding achievement in attaining the established objectives or targeted results, or
22 distinguished performance in a specific project or program shall qualify the employee for
23 Individual Performance Incentive Compensation. That amount of such compensation
24 paid to any single employee shall not exceed Three Thousand Five Hundred Dollars per
25 fiscal year. The actual amount to be paid to an eligible employee shall be determined by
26 the elected appointing authority and will be based on the employee's performance under
27 the previously approved employee performance plan.

28 **Section 16. ELECTED OFFICIALS ANNUAL ADJUSTMENT**

1 Effective July 1, 1995, and every July 1 thereafter, the annual salary ranges of all elected
2 officials and the City Clerk will be adjusted in accordance with the provisions of Section
3 203 of the City Charter.

4 **Section 17. PROMOTIONS**

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

24 **Section 18. OVERTIME**

25 The method of computation of the amount of additional compensation to be paid to an
26 employee for overtime worked shall be in accordance with and pursuant to the applicable
27 definitions, conditions, and requirements of the Personnel Ordinance and in accordance
28 with and pursuant to the Fair Labor Standards Act (FLSA), except that the additional

1 compensation for overtime exempt from FLSA shall not include uncontrolled standby
2 amounts in the computation.

3 **Section 19. VACATION PAY-OFF**

4 Subject to the requirements and conditions of Section 4.06 of the Personnel Ordinance
5 relating to the availability of funds, every employee who shall consent to forego and shall
6 forego the taking of any annual vacation or portion thereof at the request of his/her
7 department head and also of the City Manager or other appropriate appointing authority
8 as provided in the Personnel Ordinance shall be paid as additional compensation a sum
9 computed by multiplying the hourly rate of compensation prescribed by this resolution for
10 the position held by said employee by the number of vacation hours which the employee
11 shall forego. For members of the Fire Department on platoon duty, compensation is
12 computed by multiplying the number of vacation hours by two-thirds of the hourly rate.
13 Work performed by the employee during said vacation period shall not be considered as
14 overtime or "extra time worked" as provided in the Personnel Ordinance.

15 **Section 20. IN-LIEU HOLIDAY PAY**

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

27 Cash payment for any properly authorized, accumulated and/or carried over
28 unused "in lieu of holiday" time off shall be made only upon an employee's termination of

1 employment with the City or when an employee is on a leave of absence pending the
2 approval of an application for ordinary or service-connected disability retirement which
3 has been filed by the employee or by the City on behalf of the employee. The amount of
4 such additional compensation to be paid shall be computed by multiplying the employee's
5 hourly rate of compensation prescribed by this resolution for the position held by said
6 employee by the number of unused "in lieu of holiday hours" to which the employee is
7 entitled.

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

15 **Section 21. JURY DUTY**

16 All employees who receive a jury summons and are required to service jury
17 duty will be provided paid release time in accordance with the applicable Memorandum of
18 Understanding. Unrepresented Miscellaneous employees will be provided paid release
19 time up to 80 hours when required to serve jury duty. Employees must inform their
20 supervisor immediately to accommodate work schedule changes. Employees who are
21 on jury service will have their work schedule changed to the day shift for each day they
22 are on jury service and are scheduled to work. Employees dismissed from jury service in
23 time to arrive at work at least 2 hours prior to the completion of the shift must report back
24 to work.

25 **Section 22. BEREAVEMENT LEAVE**

26 In addition to the immediate family members provided in Section 2.09 of the
27 Personnel Ordinance, great-grandfather and great-grandmother are defined as
28 immediate family members. Additionally, all unrepresented employees shall be entitled

1 to the same domestic partner provisions for sick leave and bereavement leave as is
2 contained in the Memorandum of Understanding with the International Association of
3 Machinists.

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

5 As provided in Subsection (g) of Section 4.01 of the Personnel Ordinance,
6 Police Sergeants assigned to Arrest Review and Communications Center and Police
7 Officers, Police Corporals and Police Sergeants assigned to Business Desk on October
8 1, 1997, will have the option of receiving:

- 9 A. One extra holiday per month, or
10 B. One thousand dollars annually, to be prorated monthly and paid on
11 the first pay period ending after December 1 of each year. The option may be selected
12 once per year. The benefit will be prorated for persons entering or leaving the
13 assignment. (For purposes of proration, if at least fifty percent of the month is served in
14 the assignment, the full month shall be counted. If less than fifty percent is served, the
15 month shall not be counted.)
16 C. Eligibility for the above-mentioned benefits shall terminate at the time
17 the employee leaves the position. Any employee newly assigned to any of the above-
18 referenced positions on or after October 1, 1997, shall not be eligible to receive either the
19 holiday or cash payment benefits.

20 **Section 24. EXECUTIVE LEAVE**

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

1 **Section 25. TEMPORARY ASSIGNMENTS**

2 A. Training and Development

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

9 B. Rehabilitation or Recovery from a Medical Condition

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

17 C. Y-Rate

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

23 D. Refuse Career Development Program

24 The Y-rate shall apply to employees in the positions of Refuse Operator I, II
25 and III who participate in the Refuse Career Development Program and are transferred
26 for training purposes pursuant to Section 63(3). Upon completion of training and when
27 permanently transferred to the position in which training was completed, the hourly pay
28 rate of Refuse Operator I, II and III will continue to be Y-rated until such time as the top

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Long Beach, CA 90802-4664

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

2 **Section 26. ACTING PAY**

3 The City Manager may assign an employee of the City to perform as the acting
4 department head, assistant department head, bureau head or division head of any
5 department under the City Manager's supervision and control, whenever a vacancy
6 occurs in any of such positions or when the City Manager determines that the incumbent
7 department head, assistant department head, bureau head or division head is unable to
8 perform the duties of his/her position, and such an assignment is necessary for the
9 efficient and effective operation of the department, bureau or division. The appropriate
10 appointing authority of any department not under the jurisdiction of the City Manager may
11 assign an employee of that department to perform as the acting department head,
12 assistant department head, bureau head or division head whenever a vacancy occurs in
13 any of such positions or when said appointing authority determines that the incumbent
14 department head, assistant department head, bureau head or division head is unable to
15 perform the duties of his/her position and such an assignment is necessary for the
16 efficient and effective operation of the department, bureau or division. During the time
17 the employee is so assigned and is performing in said acting capacity, the employee shall
18 be entitled to receive the compensation designated by the City Manager or the
19 appropriate appointing authority at one of the salary rates fixed and prescribed by this
20 resolution for the position to which said employee is assigned.

21 **Section 27. HIGHER CLASSIFICATION PAY**

22 A. International Association of Machinists and Aerospace Workers

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

- 28 1. The higher-level duties performed must be those of a permanent

1 budgeted position that is vacant, either temporarily because of absence or reassignment
2 of the regular employee or vacant due to resignation, termination or other such action.

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

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

8 B. Long Beach Association of Confidential Employees and Long Beach
9 Association of Engineering Employees

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

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

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

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

24 4. The temporary appointment to the higher classification must be
25 approved by both the Department Head or designee and the Director of Human
26 Resources.

27 C. Public Safety Dispatchers

28 Each employee in the classification of Public Safety Dispatcher II shall

1 receive special pay equivalent to the difference between top step Public Safety
2 Dispatcher II and Public Safety Dispatcher III for each hour assigned to and performing
3 training duties.

4 D. Police Officer Association

5 Each employee represented by the Police Officers Association who is
6 designated by the Chief of Police or designee to act in a higher level position for a period
7 exceeding 14 days in any 365-day period shall receive a 5% increase over their existing
8 pay (including skill and incentive pays), but in no event more than the top step of the rank
9 above them.

10 1. Employees who are assigned to the higher level position will be paid
11 time and one half at the 5% increased rate if they are required to work over time while in
12 the higher level position.

13 **Section 28. SKILL PAY**

14 When an employee classified in one of the positions listed in Attachment C is regularly
15 assigned to perform and does perform the occupational skill described in the column
16 hereof designated "Skill", said employee shall be paid on a per diem, hourly rate or one-
17 time payment (bonus) basis, as indicated herein, the amount of additional compensation
18 set forth in the column opposite the described skill. The additional compensation
19 prescribed herein shall be paid to the employee at an hourly rate only if said employee is
20 assigned to regularly perform said occupational skill on a daily basis. If an employee is
21 not regularly assigned to perform said occupational skill on a daily basis, then the
22 additional compensation prescribed herein shall be paid at a per diem rate, and said per
23 diem skill pay shall be paid only for each work day that said employee actually performs
24 said occupational skill, and such employee is not entitled to receive and shall not be paid
25 per diem skill pay for any day that said employee does not work or is absent from work
26 on a permitted absence. The per diem rate shall be the hourly rate times the number of
27 regular hours an employee works in a day. For purposes of this Section, any employee
28 in a non-career position shall receive skill pay in the same manner as prescribed for a

1 comparable employee in the classified career service and need not be specifically
2 designated in the following table(s) unless there is no comparable classified position.

3 The skill notes listed in Attachment C shall be effective on and after April 1,
4 2000.

5 **Section 29. NIGHT SHIFT DIFFERENTIAL**

6 In addition to the compensation provided by Section 3 hereof, a night shift differential of
7 one dollar and twenty-five cents (\$1.25) per hour shall be paid to any permanent full-time
8 employee represented by the International Association of Machinists and Aerospace
9 Workers, the Long Beach Association of Confidential Employees, and the Long Beach
10 Association of Engineering Employees bargaining units whose regular schedule requires
11 said employee to work between the hours of 6:00 p.m. and 6:00 a.m., provided that:

12 **A. Night Shift**

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

17 **B. Split-Shift**

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

23 **Section 30. STANDBY PAY**

24 Effective on October 1, 2011, each employee designated as being represented by the
25 International Association of Machinists and Aerospace Workers, the Long Beach
26 Association of Confidential Employees, and the Long Beach Association of Engineering
27 Employees, shall be compensated at a rate of one dollar and fifty cents (\$1.50) per hour
28 for each full hour of standby duty as defined in the Memoranda of Understanding

1 between the City and the aforementioned employee organizations.

2 **Section 31. MARKSMANSHIP PAY**

3 Sworn personnel of the Police Department (to include sworn managers), Special
4 Services Officers and Park Rangers who may be called upon to use firearms in the
5 performance of their duties and who on a qualifying schedule prescribed by the Chief of
6 Police attain a required degree of proficiency in marksmanship shall receive additional
7 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 the calendar year
13 immediately following the prescribed qualification period in which said employee has
14 demonstrated his/her proficiency as herein provided to the satisfaction of the Chief of
15 Police. Such compensation may be paid in an aggregate lump sum for the qualifying
16 period. The determination of the Chief of Police on all scoring is final and conclusive.
17 The City shall not be entitled to a refund in the event employment is terminated by death
18 or otherwise during the period for which a lump sum payment has been made. The
19 weapon used to qualify shall be an approved handgun as authorized by the Police
20 Department.

21 **Section 32. Canine (K-9) PAY**

22 An employee of the Long Beach Police Department who, with the authorization and at the
23 request of the City Manager or the Chief of Police, furnishes a privately owned police
24 service dog and uses said dog in connection with the performance of his/her patrol and
25 law enforcement duties with the Police Department, may be paid in the amount and in the
26 manner hereunder:

27 A. Requirements

28 Police Officers who are routinely and consistently assigned to handle, train

1 and board a duly certified police service dog in connection with the performance of
2 his/her patrol and law enforcement duties with the Police Department shall receive 3.63%
3 of top step Police Officer base hourly rate.

4 B. Fair Labor Standards Act Compliance

5 For the purpose of complying with the Fair Labor Standards Act, to
6 accommodate employees for the handling of police service dogs off duty, the parties
7 have agreed to the following terms and conditions: of the biweekly payment, the handler
8 will be deemed to have spent six (6) hours off duty every fourteen (14) calendar days and
9 will be paid for six (6) hours at the overtime rate at time and one-half (1.5) of the current
10 state minimum wage, to feed, exercise, clean and maintain the police service dog.

11 C. Reimbursement

12 In addition to the payment provided in the preceding paragraphs A. and B.,
13 the City will reimburse an employee for veterinarian costs for an on-the-job injury to
14 police service dogs. Reimbursement is at the discretion and approval of the City Manager
15 or the Chief of Police. The City will continue to provide liability insurance for on-duty/off-
16 duty purposes at current levels.

17 **Section 33. INCENTIVE PAY**

18 All Firefighter Association and Police Officers Association represented employees
19 employed by the City shall be entitled to receive, in addition to the compensation set forth
20 in this resolution for such positions, an incentive payment under either one of the
21 Incentive Pay Programs hereinafter provided for the Fire Department and the Police
22 Department.

23 A. Police Department Incentive Pay Program

24 1. The amount of \$1.495 per hour shall be paid as additional
25 compensation to represented employees of the Police Officers Association who received
26 POST II (Intermediate) pay prior to October 1, 2011. This pay will be grandfathered and
27 officers will continue to receive the \$1.495 per hour they were receiving prior to the
28 discontinuation of the POST II (Intermediate) pay.

1 2. The amount of \$1.150 per hour shall be paid as additional
2 compensation to eligible represented employees of the Police Officers' Association who
3 have the POST Advanced certificate and do not receive POST II (Intermediate) pay.

4 3. Represented members of the Police Officers' Association may not
5 receive both education and POST pay simultaneously.

6 B. Police Department - Education Pay

7 1. Effective October 1, 2011, all Police Officers Association-
8 represented employees are eligible to receive the following equivalent monthly rate for
9 the indicated degrees from a fully accredited college or university:

10 AA Degree	\$200 per month
11 BA/BS Degree	\$375 per month
12 MA Degree	\$475 per month

13 Effective October 1, 2011, all Police Officers Association represented
14 employees are eligible to receive \$200 per month for either an AA Degree or for 60 units
15 completed towards a BA/BS Degree at a fully accredited college or university.

16 Officers eligible for education pay are not eligible to receive incentive pay.

17 2. Police Commanders and Deputy Chiefs who possess a California
18 Commission on Police Officer Standards and Training (POST) Management Certificate
19 shall receive \$500 per month in additional compensation.

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

23 C. Police Department Physical Fitness Program

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

28 D. Fire Department Education Pay

1 1. The amount of \$1.725 per hour shall be paid as additional
2 compensation to each Firefighter, Fire Engineer, Fire Boat Operator, Fire Captain, and
3 Battalion Chief who has obtained the required Associate of Arts Degree (sixty or more
4 semester units) in courses in fire science, administration or similar approved fields from
5 an accredited institution; or

6 2. The amount of \$2.012 per hour shall be paid as additional
7 compensation to each Firefighter, Fire Engineer, Fire Boat Operator, Fire Captain, and
8 Battalion Chief who has obtained a Bachelor of Arts or Bachelor of Science Degree (120
9 or more semester units) in the fields and at the institutions described in 1 above; or

10 3. The amount of \$2.300 per hour shall be paid as additional
11 compensation to each Firefighter, Fire Engineer, Fire Boat Operator, Fire Captain, and
12 Battalion Chief who has obtained a Masters of Arts or Masters of Science Degree in the
13 fields and at the institutions described in 1 above.

14 4. The amount of \$0.604 per hour shall be paid as additional
15 compensation to each Marine Safety Officer, Marine Safety Sergeant, Marine Safety Boat
16 Operator, and Marine Safety Captain who have obtained sixty (60) or more semester
17 units in course administration, or similar approved fields from an accredited institution; or

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

22 6. The amount of \$2.012 per hour shall be paid as additional
23 compensation to each Marine Safety Officer, Marine Safety Sergeant, Marine Safety Boat
24 Operator, and Marine Safety Captain who have obtained a Bachelor of Arts or Bachelor
25 of Science Degree in fields of administration or similar approved fields from an accredited
26 institution; or

27 7. The amount of \$2.300 per hour shall be paid as additional
28 compensation to each Marine Safety Officer, Marine Safety Sergeant, Marine Safety Boat

1 Operator, and Marine Safety Captain who has obtained a Master's degree in
2 administration or similar approved fields from an accredited institution.

3 8. Deputy Fire Chiefs, Assistant Fire Chiefs, and the Marine Safety
4 Chief who possess a Bachelor Degree shall receive \$500 per month in additional
5 compensation.

6 E. Police Department Longevity Pay

7 1. Effective October 1, 2006, five percent (5%) of top step Police Officer
8 base hourly rate for ten (10) years of service as a Police Officer with the City of Long Beach
9 will be added to the Long Beach Police Officers Association member's hourly rate;

10 2. Effective October 1, 2007, an additional five percent (5%) of top step
11 Police Officer base hourly rate for fifteen (15) years of service as a Police Officer with the
12 City of Long Beach will be added to the Long Beach Police Officers Association member's
13 hourly rate;

14 3. Long Beach Police Officers Association bargaining unit members
15 hired as lateral Police Officers who have prior California law enforcement experience are
16 eligible for longevity pay, as described in paragraphs (1) and (2) above, for each full month
17 worked. Credit will be given for prior experience as a Highway Patrol Officer, Deputy
18 Sheriff, Municipal Police Officer, State Police Officer, or other law enforcement experience
19 as determined by the Chief of Police to be equivalent as long as the member possessed a
20 Basic POST Certificate issued by the State of California in the performance of those duties;

21 4. Long Beach Police Officers Association bargaining unit members
22 hired as lateral Police Officers with prior law enforcement experience outside of California
23 equivalent to the experience described in paragraph (3), are eligible for credit for
24 longevity pay, as described in paragraphs (1) and (2) above, for each full month worked if
25 they possess a Basic Course Waiver (BCW) issued by the California Commission on
26 Peace Officer Standards and Training and the experience is determined to be equivalent
27 by the Chief of Police.

28 5. Long Beach Police Officers Association bargaining unit members

1 who have prior law enforcement experience outside of the state of California, but who do
2 not possess a Basic Course Waiver (BCW) may be eligible for credit for longevity pay as
3 described in paragraphs (1) and (2) above for each full month worked if the Chief of
4 Police determines that their experience is equivalent to that referred to in paragraph (3)
5 above.

6 6. Police Commanders and Deputy Chiefs shall be eligible for five
7 percent (5%) of top step Police Officer base hourly rate for ten (10) years but less than
8 fifteen (15) years of service as a Police Officer with the City of Long Beach. This
9 percentage will be added to the employee's hourly rate.

10 7. Police Commanders and Deputy Chiefs shall be eligible for an
11 additional five percent (5%) of top step Police Officer of base hourly rate for fifteen (15)
12 years of service as a Police Officer with the City of Long Beach. This percentage will be
13 added to the employee's hourly rate.

14 F. Fire Department Longevity Pay

15 1. Effective January 1, 2008, ten percent (10%) of top step Firefighter
16 base hourly rate for fifteen (15) years or more of service as a Firefighter with the City of
17 Long Beach will be added to the Long Beach Firefighters Association member's hourly
18 rate.

19 2. Effective January 1, 2009, five percent (5%) of top step Firefighter
20 base hourly rate for ten (10) years but less than fifteen 15 years of service as a
21 Firefighter with the City of Long Beach will be added to the Long Beach Firefighters
22 Association member's hourly rate.

23 3. Long Beach Firefighters Association bargaining unit members who
24 have prior California firefighting experience as full-time career sworn firefighters with the
25 State of California Firefighter One certification are eligible for credit for longevity pay, as
26 described in paragraphs (1) and (2) above, for each full month worked. Credit will be
27 given for prior experience as a firefighter with the State of California, a California city or
28 county fire department or fire protection district, or other firefighting experience as

1 determined by the Fire Chief to be equivalent as long as the member possessed a
2 Firefighter One certification issued by the State of California in the performance of those
3 duties.

4 4. Long Beach Firefighters Association bargaining unit members hired
5 with prior firefighting experience outside of California, including military firefighting
6 service, equivalent to the experience described in paragraph (3), are eligible for credit for
7 longevity pay, as described in paragraphs (1) and (2) above, for each full month worked if
8 the experience and certification is determined to be equivalent by the Fire Chief.

9 5. Assistant Chiefs and Deputy Chiefs shall be eligible for five (5%) of
10 top step Firefighter base hourly rate for ten (10) years of service but less than fifteen (15)
11 years of service as a Firefighter within the City of Long Beach. This percentage will be
12 added to the employee's hourly rate.

13 6. Assistant Chiefs and Deputy Chiefs shall be eligible for an additional
14 five percent (5%) of top step Firefighter base hourly rate for fifteen (15) years of service
15 as a Firefighter with the City of Long Beach. This percentage will be added to the
16 employee's hourly rate.

17 G. Fire Department Wellness Program

18 1. Effective January 1, 2009, all Long Beach Firefighter Association and
19 Long Beach Management Association represented sworn Fire employees are eligible to
20 participate in the Wellness Program. Employees who have fully participated during the
21 prior calendar year will receive \$100 per month in the subsequent year. Employees must
22 requalify each year.

23 2. Effective January 1, 2010, all Long Beach Firefighter Association and
24 Long Beach Management Association represented sworn Fire employees who achieve
25 the agreed upon benchmarks or better will receive an additional \$100 per month.
26 Employees must requalify each year.

27 **Section 34. REFUSE INCENTIVE PROGRAM**

28 Employees in the Classification of Refuse Operator are eligible to participate in the

1 Refuse Incentive Program. Employees may earn the equivalent of two (2) hours at the
2 overtime rate or seven dollars and fifty cents (\$7.50) per hour, whichever is greater, (paid
3 on a daily basis) for each additional load collected over and beyond the baseline load
4 during the employees' regularly scheduled workday. Employees must meet the
5 qualifying criteria, baseline loads, and exclusions defined under the Refuse Incentive
6 Program.

7 **Section 35. PROFESSIONAL CERTIFICATION PAY**

8 Employees in the Professional unit represented by the International Association of
9 Machinists and Aerospace Workers, pursuant to and in accordance with this resolution
10 and policies and procedures issued by the Director of Human Resources, shall be eligible
11 for additional compensation of \$200 per month when he/she attains a professional
12 certification or license which: has been issued by a state or nationally recognized
13 professional organization; is appropriate to the employees classification; exceeds the
14 requirements for the position; is subject to periodic renewal through recertification, testing
15 and continuing education; and has been authorized by the Director of Human Resources.

16 **Section 36. CELLULAR PHONE STIPEND**

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

21 **Section 37. UNIFORM ALLOWANCE**

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

25	Firefighters	\$ 3.850
26	Lifeguards	\$ 1.080
27	Miscellaneous	\$ 5.880
28	Police Officers	\$14.380

1 Security Officers \$ 8.650

2 **Section 38. EMPLOYEE SUGGESTION AWARDS**

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

9 **Section 39. RELOCATION COMPENSATION**

10 Notwithstanding any other provision of this Salary Resolution, each appointing authority
11 may, within his or her sole discretion, provide as a part of an employee's annual
12 compensation, additional compensation to the employee for relocation and moving
13 expenses actually and necessarily incurred to accept a position with the City of Long
14 Beach, if the appointing authority determines that such additional compensation is
15 required as a necessary inducement for the acceptance of employment with the City.
16 Said additional compensation must be provided within three years from the employee's
17 appointment date.

18 **Section 40. TUITION REIMBURSEMENT**

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

22 Effective October 1, 1999:

23 Semester/Quarter Payment Schedule

24 1.0 through 5.9 semester units	\$ 375.00
25 1.0 through 7.9 quarter units	\$ 375.00
26 6.0 or more semester units	\$ 400.00
27 8.0 or more quarter units	\$ 400.00
28 Community College	\$ 120.00

1 Total maximum per fiscal year \$ 800.00

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

5 **Section 41. DAMAGED PERSONAL PROPERTY REIMBURSEMENT**

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

15 **Section 42. TRANSPORTATION**

16 Employees requiring transportation in connection with the performance of their duties for
17 the City, may be assigned a City-owned vehicle by the City Manager or appropriate
18 appointing authority; or, in the alternative, with the approval of the City Manager or
19 appropriate appointing authority, an employee may receive, by way of reimbursement,
20 the cost of transportation incurred in the performance of his/her duties. On and after
21 October 1, 1999, reimbursement, at the discretion of the City Manager or appropriate
22 appointing authority, may be paid to such employees upon the basis of any of the
23 following computations:

24 A. Public Transportation

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

26 B. Privately Owned Vehicle

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

28 1. Effective October 1, 2008, the Internal Revenue Service rate per mile

1 for authorized mileage actually driven by an employee on official City business;

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

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

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

18 **Section 43. CITY TRIP REDUCTION PLAN**

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

25 **Section 44. HEALTH INSURANCE**

26 On and after December 1, 2004, the City shall pay a maximum amount of seven hundred
27 ninety six dollars per month toward the cost of health, dental, and life insurance benefits
28 for each eligible employee represented by the International Association of Machinists and

1 Aerospace Workers, the Long Beach Association of Confidential Employees, the Long
2 Beach Association of Engineering Employees, the City Attorneys Association, the City
3 Prosecutors Association, the Long Beach Firefighters Association, the Long Beach Police
4 Officers Association, the Long Beach Lifeguard Association, the Long Beach
5 Management Association, the Long Beach Supervisors Employees Association, and
6 each eligible employee not represented by an employee organization.

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

10 Adjustments in the monthly maximum shall be effective at the beginning of the
11 month in which the City health plan annual premium rate change adopted by City Council
12 is implemented.

13 **Section 45. IN-LIEU HEALTH INSURANCE PAY**

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

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

23 **Section 46. CONSOLIDATED OMINBUS BUDGET**
24 **RECONCILIATION ACT (COBRA)**

25 Employees who are laid off and eligible for benefits under the Consolidated Omnibus
26 Budget Reconciliation Act (COBRA) shall have the premiums for the benefits they are
27 entitled to under COBRA paid by the City for the first six months after their layoff.

28 **Section 47. LIFE INSURANCE**

1 A. City Employees

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

7 B. Elected/Appointed/Executive/Professional

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

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

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

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

6 D. Confidential Employees

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

10 E. City Council

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

14 F. International Association of Machinists and Aerospace Workers

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

- 18 1. For the surviving spouse until his/her remarriage, death, or Medicare
19 eligibility, whatever occurs first;
- 20 2. For the surviving children until their 19th birthday, or until age 26, if a
21 full-time student in an accredited college or university.

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

23 **Section 48. ACCIDENTAL DEATH OR INJURY INSURANCE**

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

1 City pursuant to Section 3121 of the California Government Code.

2 **Section 49. RETIREMENT**

3 A. City Payment of Employee Portion

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

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

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

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

22 In accordance with the Resolution approved by the City Council on
23 February 15, 2011, employees represented by the City Attorney's Association, the City
24 Prosecutors' Association and unrepresented management employees in the City
25 Auditor's Office hired by the City on or after February 26, 2011, shall pay the full amount
26 of each such individual employee's normal retirement contributions.

27 Effective December 17, 2011, employees represented by the City
28 Attorneys' Association and the City Prosecutors' Association shall pay the full amount of

1 each such individual employee's normal retirement contribution.

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

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

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

22 B. Tiers

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

26 1. All eligible employees in positions represented by the Long Beach
27 Lifeguard Association and the Long Beach Firefighters Association employed on or prior
28 to October 7, 1989, and employees in positions represented by the Long Beach Police

1 Officers Association employed on or prior to April 21, 1990, shall be provided the
2 opportunity for the following CalPERS benefits:

- 3 a. 3.0% at 50 retirement formula;
- 4 b. 5.0% cost of living provision;
- 5 c. Final compensation based on the average monthly pay rate for the
6 highest period of twelve consecutive months; and
- 7 d. Post-retirement Survivor Allowance.

8 2. All eligible new employees in positions represented by the Long
9 Beach Lifeguard Association and the Long Beach Firefighters Association employed after
10 October 7, 1989, and all eligible new employees in positions represented by the Long
11 Beach Police Officers Association employed after April 21, 1990, shall be provided the
12 opportunity for the following CalPERS retirement benefits:

- 13 a. 3.0% at 50 retirement formula;
- 14 b. 2.0% cost of living provision;
- 15 c. Final compensation based upon the average monthly pay rate for the
16 highest period of twelve consecutive months; and
- 17 d. Post-retirement Survivor Allowance.

18 Should an employee represented by the Long Beach Police Officers'
19 Association hired under Tier II, terminate prior to retirement and elect to receive his/her
20 retirement contribution from CalPERS, it is intended that the City shall pay to the
21 employee two percent (2%) of the employee's regular compensation for that service
22 worked between April 21, 1990 through June 29, 2001. Regular compensation includes
23 applicable wages, skill pay, incentive pay, etc., but does not include overtime, employer
24 contributions to deferred compensation, or other forms of compensation not subject to
25 CalPERS.

26 3. All eligible new employees in positions represented by the Long
27 Beach Management Association (safety managers only), Long Beach Firefighters
28 Association Local 372, and the Long Beach Police Officers Association employed after

1 August 3, 2012, shall be provided the opportunity for the following CalPERS retirement
2 benefits:

- 3 a. 2.0% at 50 retirement formula;
- 4 b. 2.0% cost of living provision;
- 5 c. Final compensation will be based upon a three-year average; and
- 6 d. Post-retirement Survivor Allowance.

7 4. In accordance with the Public Employees' Pension Reform Act of
8 2013 (PEPRA), all new eligible employees in positions represented by the Long Beach
9 Management Association (safety managers only), Long Beach Firefighters Association
10 Local 372, Long Beach Lifeguard Association and the Long Beach Police Officers
11 Association employed on or after January 1, 2013, shall be provided the opportunity for
12 the following CalPERS retirement benefits:

- 13 a. 2.7% at 57 retirement formula;
- 14 b. 2% cost of living provision;
- 15 c. Final compensation based upon the average monthly pay rate for the
16 highest three-year compensation period; and
- 17 d. Post-retirement Survivor Allowance.

18 5. All eligible employees in positions represented by the International
19 Association of Machinists and Aerospace Workers, the Long Beach Association of
20 Confidential Employees, Long Beach Association of Engineering Employees, the City
21 Attorneys Association, and the City Prosecutors Association, and all other eligible City
22 employees employed on or prior to October 21, 1989, shall be provided the opportunity
23 for the following CalPERS retirement benefits:

- 24 a. 2.7% at 55 retirement formula;
- 25 b. 5.0% cost of living provision;
- 26 c. Final compensation based upon the average monthly pay rate for the
27 highest period of twelve consecutive months;
- 28 d. Post-retirement Survivor Allowance; and

1 6. All eligible miscellaneous employees in positions represented by the
2 International Association of Machinists and Aerospace Workers, the Long Beach
3 Association of Confidential Employees, Long Beach Association of Engineering
4 Employees, the City Attorneys Association, and the City Prosecutors Association, and all
5 other eligible unrepresented miscellaneous and unrepresented management City
6 employees employed after October 21, 1989, shall be provided the opportunity for the
7 following CalPERS retirement benefits:

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

13 7. All eligible miscellaneous employees in positions represented by the
14 International Association of Machinists and Aerospace Workers, the Long Beach
15 Association of Confidential Employees, Long Beach Association of Engineering
16 Employees, the City Attorneys Association, the City Prosecutors Association, the Long
17 Beach Management Association and all other eligible miscellaneous City employees
18 employed after September 30, 2006, shall be provided the opportunity for the following
19 PERS retirement benefits:

- 20 a. 2.5% at 55 retirement formula;
- 21 b. 2.0% cost of living provision;
- 22 c. Final compensation based upon the average monthly pay rate for the
23 highest period of twelve consecutive months; and
- 24 d. Post-retirement Survivor Allowance.

25 8. In accordance with the Public Employees' Pension Reform Act of
26 2013 (PEPRA), all new eligible miscellaneous employees in positions represented by the
27 International Association of Machinists and Aerospace Workers, the Long Beach
28 Association of Confidential Employees, Long Beach Association of Engineering

1 Employees, the City Attorneys Association, the City Prosecutors Association, the Long
2 Beach Management Association, unrepresented miscellaneous employees,
3 unrepresented management employees and all other eligible miscellaneous City
4 employees employed on or after January 1, 2013, shall be provided the opportunity for
5 the following PERS retirement benefits:

- 6 a. 2.0% at 62 retirement formula;
- 7 b. 2.0% cost of living provision;
- 8 c. Final compensation based upon the average monthly pay rate for the
9 highest three-year compensation period; and
- 10 d. Post-retirement Survivor Allowance.
- 11 9. In the event of any inconsistency or conflict between the provisions

12 of this resolution and the California Public Employees' Retirement Law regarding such
13 adjustments in retirement benefits due to any inadvertence, oversight, or clerical error, it
14 is intended that the provisions in the California Public Employees' Retirement law shall
15 supersede the provisions of this resolution, and such adjustments to retirement benefits
16 shall be deemed to have been correctly included herein, effective as of the applicable
17 effective date, and such matters shall be subsequently corrected by appropriate action.

18 **Section 50. DEFERRED COMPENSATION**

19 Effective January 1, 2007, the City shall contribute a nine hundred dollar payment for
20 mandatory enrollment in deferred compensation for every employee in a position
21 represented by the City Attorneys Association, the City Prosecutors Association and the
22 Long Beach Association of Confidential Employees. The amount of deferred
23 compensation shall not be considered compensation for purposes of overtime, vacation,
24 sick leave and other similar calculations. The City does not warrant, guarantee, or
25 represent in any way that said contributions are not subject to State or Federal taxes in
26 whole or in part.

27 **Section 51. DEFERRED COMPENSATION-MARINE SAFETY**

28 Management employees in the position of Marine Safety Chief shall be eligible to

1 participate in the same deferred compensation matching program as afforded to
2 employees in professional classifications of the Long Beach Lifeguard Association.

3 **Section 52. MEMORANDA OF UNDERSTANDING CONFLICTS**

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

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

19 This resolution shall be deemed operative as of 12:01 a.m. on October 1, 2016, except
20 as may otherwise be provided by specific provisions of this resolution, and the City Clerk
21 shall certify the vote adopting this resolution.

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28

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

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I hereby certify that the foregoing resolution was adopted by the City Council of the City of Long Beach at its meeting of _____, 20____, by the following vote:

Ayes: Councilmembers: _____

Noes: Councilmembers: _____

Absent: Councilmembers: _____

City Clerk

**ATTACHMENT A
SALARY RESOLUTION AMENDMENT FY17**

City Manager –

A. Newly added classification:

<u>New Title</u>	<u>Salary Range</u>
Public Affairs Officer	E00

Disaster Preparedness & Emergency Communication –

A. Newly added classification:

<u>New Title</u>	<u>Salary Range</u>
Communications Center Officer	E00

Development Services -

A. Title Change:

<u>From</u>	<u>To</u>
Manager – Housing Services	Manager – Housing & Neighborhood Services

B. Newly added classification:

<u>New Title</u>	<u>Salary Range</u>
Manager – Code Enforcement	E00

Financial Management Department –

A. Newly added classification:

<u>New Title</u>	<u>Salary Range</u>
Labor Compliance Officer	E00

Health & Human Services –

A. Newly added classifications:

<u>New Title</u>	<u>Salary Range</u>
Manager – Collective Impact and Operations	E00
Housing Administrative Program Officer	E00

B. Title Change:

<u>From</u>	<u>To</u>
Manager – Human/Social Services	Manager – Human Services
Environmental Protection & Oversight Officer	Environmental Health Operations Officer
Housing Assistance Officer	Housing Operations Program Officer

Human Resources -

A. BRING SALARY RESOLUTION IN LINE WITH MOU'S PREVIOUSLY SIGNED & APPROVED BY CITY COUNCIL AND OTHER LEGAL REQUIREMENTS.

Legislative –

A. Newly added classifications:

<u>New Title</u>	<u>Salary Range</u>
Legislative Aide	460
Legislative Clerk	380

Library -

A. Add New H Range Levels:

<u>Title</u>	<u>H Range</u>
Library Aide - NC	H-30, H-36, H-37

B. Newly added classification:

New Title
Senior Librarian

Salary Range
630

C. Terminal classification:

Title
Department Librarian I and II

Long Beach Airport –

A. Newly added classification:

New Title
Deputy Director – Airport

Salary Range
E00

Long Beach Gas & Oil -

A. Add New Grade Level:

New Title
Gas Field Technician III

Salary Range
560

B. Range change:

Gas Field Technician I
Gas Field Technician II

<u>From</u>	<u>To</u>
500	520
550	540

Parks, Recreation & Marine –

A. Newly added classification:

New Title
Deputy Director – Parks, Recreation & Marine

Salary Range
E00

Technology & Innovation Department –

A. Newly added classification:

New Title
Cyber Security Officer

Salary Range
E00

ATTACHMENT A

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

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

ATTACHMENT A

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Long Beach, CA 90802-4664

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

ATTACHMENT A

1	Automated Systems Officer	E00
2	Automatic Sprinkler Control Technician	440
3	Battalion Chief	185
4	Body and Fender Mechanic - Painter I	480
5	Body and Fender Mechanic - Painter II	500
6	Budget Analysis Officer	E00
7	Budget Management Officer	E00
8	Building Inspections Officer	E00
9	Building Maintenance Engineer	540
10	Building Services Supervisor	430
11	Business Development Officer	E00
12	Business Information Technology Officer	E00
13	Business Information Systems Officer	E00
14	Business Services Officer	E00
15	Business Systems Specialist I	530
16	Business Systems Specialist II	570
17	Business Systems Specialist III	610
18	Business Systems Specialist IV	650
19	Business Systems Specialist V	690
20	Business Systems Specialist VI	730
21	Business Systems Specialist VII	770
22	Buyer I	540
23	Buyer II	610
24	Capital Project Coordinator (T)	640
25	Capital Project Coordinator I	640
26	Capital Project Coordinator II	660
27	Capital Project Coordinator III	690
28	Capital Project Coordinator IV	750

ATTACHMENT A

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Long Beach, CA 90802-4664

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

ATTACHMENT A

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1	City Manager	990
2	City Mayor	940
3	City Prosecutor	970
4	City Safety Officer	E00
5	City Traffic Engineer	E00
6	City Treasurer	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 (T)	410
19	Clerk Typist V (T)	440
20	Clinical Services Officer	E00
21	Code Enforcement Officer	E00
22	Combination Building Inspector	534
23	Combination Building Inspector Aide I	374
24	Combination Building Inspector Aide II	404
25	Commercial and Retail Development Officer	E00
26	Communication Specialist I	520
27	Communication Specialist II	560
28	Communication Specialist III	600

ATTACHMENT A

1	Communication Specialist IV	650
2	Communication Specialist V	690
3	Communication Specialist VI	730
4	Communication Specialist VII	770
5	Communications Center Coordinator	660
6	Communications Center Officer	E00
7	Communications Center Supervisor	590
8	Community Development Analyst I (T)	570
9	Community Development Analyst II (T)	600
10	Community Development Analyst III (T)	630
11	Community Development Clerical Assistant I	320
12	Community Development Clerical Assistant II	350
13	Community Development Clerical Assistant III	380
14	Community Development Technician I (T)	370
15	Community Development Technician II (T)	400
16	Community Development Technician III (T)	430
17	Community Development Technician IV (T)	460
18	Community Development Specialist I (T)	470
19	Community Development Specialist II (T)	530
20	Community Development Specialist III (T)	570
21	Community Development Specialist IV (T)	600
22	Community Development Specialist V (T)	630
23	Community Information Officer	E00
24	Community Information Specialist I	350
25	Community Information Specialist II	390
26	Community Program Specialist I	470
27	Community Program Specialist II	530
28	Community Program Specialist III	570

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ATTACHMENT A

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

ATTACHMENT A

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

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

ATTACHMENT A

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

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

ATTACHMENT A

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 333 West Ocean Boulevard, 11th Floor
 Long Beach, CA 90802-4664

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

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 Operations Officer	E00
8	Environmental Health Specialist I	480
9	Environmental Health Specialist II	540
10	Environmental Health Specialist III	560
11	Environmental Health Specialist IV	590
12	Environmental Planning Officer (T)	E00
13	Environmental Service Supervisor I	440
14	Environmental Service Supervisor II	500
15	Environmental Service Supervisor III	550
16	Environmental Specialist Associate	594
17	Epidemiologist	520
18	Epidemiologist - Supervisor	590
19	Equipment Mechanic I	480
20	Equipment Mechanic II	500
21	Equipment Operator I	370
22	Equipment Operator II	410
23	Equipment Operator III	440
24	Events Coordinator I	470
25	Events Coordinator II	530
26	Executive Assistant	E00
27	Executive Assistant – City Attorney	E00
28	Executive Assistant/Mayor and Council (T)	E00

ATTACHMENT A

1	Executive Director - Civil Service	E00
2	Executive Director of the Regional Workforce Investment Board	E00
3	Executive Assistant - Confidential	B00
4	Executive Assistant to Assistant City Manager	E00
5	Executive Assistant to City Manager	E00
6	Facilities Management Officer	E00
7	Financial Controls Analyst	630
8	Financial Management Analyst I	630
9	Financial Management Analyst II	660
10	Financial Services Officer	E00
11	Financial Services Officer - Community Development (T)	E00
12	Financial Systems Integration Officer	E00
13	Fingerprint Classifier	430
14	Fire Boat Operator	105
15	Fire Captain	155
16	Fire Chief	E00
17	Fire Engineer	105
18	Firefighter	055
19	Firefighter Trainee	B00
20	Fire Recruit	045
21	Fleet Finance Officer (T)	E00
22	Fleet Services Supervisor I	550
23	Fleet Services Supervisor II	620
24	Forensic Specialist I	530
25	Forensic Specialist II	580
26	Forensic Specialist Supervisor	630
27	Forensic Science Services Administrator	E00
28	Garage Service Attendant I	370

ATTACHMENT A

1	Garage Service Attendant II	390
2	Garage Service Attendant II – Towing	410
3	Garage Service Attendant III	450
4	Gardener I	360
5	Gardener II	390
6	Gas Construction Worker I	410
7	Gas Construction Worker II	430
8	Gas Construction Worker III	482
9	Gas Distribution Supervisor I	580
10	Gas Distribution Supervisor II	620
11	Gas Field Service Representative I	390
12	Gas Field Service Representative II	430
13	Gas Field Service Representative III	482
14	Gas Field Technician I	520
15	Gas Field Technician II	540
16	Gas Field Technician III	560
17	Gas Instrument Technician I	500
18	Gas Instrument Technician II	550
19	Gas Maintenance Supervisor I	580
20	Gas Maintenance Supervisor II	620
21	Gas Marketing Engineer	E00
22	Gas Measurement Assistant	470
23	Gas Orifice Meter Technician I (T)	440
24	Gas Orifice Meter Technician II (T)	460
25	Gas Pipeline Compliance Officer	E00
26	Gas Pipeline Welder/Layout Fitter	560
27	Gas Supply Officer	E00
28	General Liability Claims Adjuster I	523

ATTACHMENT A

1	General Liability Claims Adjuster II	582
2	General Liability Claims Adjuster III	645
3	General Librarian	560
4	General Librarian I (T)	500
5	General Librarian II (T)	550
6	General Maintenance Assistant	410
7	General Maintenance Supervisor I	470
8	General Maintenance Supervisor II	510
9	General Superintendent – Development Services	E00
10	General Superintendent - Fleet Services	E00
11	General Superintendent - Park/Marine Maintenance	E00
12	General Superintendent - Recreation	E00
13	General Superintendent of Operations	E00
14	Geographic Information Systems Analyst I	527
15	Geographic Information Systems Analyst II	564
16	Geographic Information Systems Analyst III	597
17	Geographic Information Systems Technician I	460
18	Geographic Information Systems Technician II	500
19	Geologist (T)	747
20	Geologist I	747
21	Geologist II	787
22	Grants Accounting Officer	E00
23	Handwriting Examiner - Miscellaneous	640
24	Handwriting Examiner - Safety	070
25	Hazardous Materials Specialist I	560
26	Hazardous Materials Specialist II	590
27	Hazardous Waste Coordinator	590
28	Hazardous Waste Operations Officer (T)	E00

ATTACHMENT A

1	Health Educator I	310
2	Health Educator II	450
3	Health Promotion Officer	E00
4	Helicopter Mechanic	580
5	Historic Sites Officer	E00
6	Homeless Services Officer	E00
7	Housing Aide I	350
8	Housing Aide II	380
9	Housing Administrative Program Officer	E00
10	Housing Assistance Coordinator	550
11	Housing Development Officer	E00
12	Housing Operations Officer	E00
13	Housing Operations Program Officer	E00
14	Housing Rehabilitation Counselor	550
15	Housing Rehabilitation Officer	E00
16	Housing Rehabilitation Supervisor I	580
17	Housing Rehabilitation Supervisor II	610
18	Housing Specialist I	400
19	Housing Specialist II	430
20	Housing Specialist III	460
21	Human Dignity Officer	E00
22	Human Resources Officer	E00
23	Institutional Cook	390
24	Inspection Services Officer (T)	E00
25	Intelligence Analyst	610
26	Investigator I	593
27	Investigator - City Prosecutor	B00
28	Investigator II	613

ATTACHMENT A

OFFICE OF THE CITY ATTORNEY
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1	Investigator III	633
2	Investment Officer (T)	E00
3	Jail Administrator	E00
4	Lab Assistant I	360
5	Lab Assistant II	380
6	Lab Assistant III	420
7	Labor Compliance Officer	E00
8	Laboratory Assistant	360
9	Laboratory Services Officer	E00
10	Landscape Architect	604
11	Law Clerk	B00
12	Law Clerk - City Attorney	B00
13	Law Clerk - City Prosecutor	C00
14	Legal Administrative Assistant	B00
15	Legal Administrator - Attorney	E00
16	Legal Assistant (T)	B00
17	Legal Assistant I	460
18	Legal Assistant II	480
19	Legal Assistant III	530
20	Legal Assistant IV	550
21	Legal Assistant - Subrogation	B00
22	Legal Assistant - Supervisor	B00
23	Legal Office Assistant	386
24	Legal Records Assistant	356
25	Legal Office Specialist	406
26	Legal Records Supervisor	443
27	Legal Records Specialist	386
28	Legal Records Management Coordinator	583

ATTACHMENT A

1	Legal Secretary I	386
2	Legal Secretary II	406
3	Legal Stenographer I	316
4	Legal Stenographer II	336
5	Legal Stenographer III	356
6	Legal Systems Support Specialist	B00
7	Legal Technologist-City Prosecutor	B00
8	Legislative Aide	460
9	Legislative Clerk	380
10	Legislative Assistant	B00
11	Liability Claims Assistant I	410
12	Liability Claims Assistant II	460
13	Library Aide	270
14	Library Circulation Supervisor	560
15	Library Clerk I	330
16	Library Clerk II	370
17	Library Clerk III	400
18	Library Clerk IV	430
19	Library Youth Services Officer	E00
20	License Inspector I	450
21	License Inspector II	470
22	Licensed Vocational Nurse	440
23	Lifeguard - Seasonal (T)	010
24	Locksmith	480
25	Machinist	490
26	Maintenance Aide I	230
27	Maintenance Aide II	260
28	Maintenance Assistant I	290

OFFICE OF THE CITY ATTORNEY
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ATTACHMENT A

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

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

ATTACHMENT A

1	Manager - Pipeline Construction (T)	E00
2	Manager - Planning Bureau	E00
3	Manager - Planning & Development	E00
4	Manager - Preventive Health	E00
5	Manager - Project Development	E00
6	Manager - Property Services	E00
7	Manager - Public Service	E00
8	Manager - Public Works Operations	E00
9	Manager - Recreation Services	E00
10	Manager - Redevelopment	E00
11	Manager - Risk Management (T)	E00
12	Manager - Risk and Occupational Health Services	E00
13	Manager - Special Events & Filming	E00
14	Manager - Support Services	E00
15	Manager - Technology Infrastructure Services	E00
16	Manager - Telecommunications (T)	E00
17	Manager - Towing (T)	E00
18	Manager - Traffic and Transportation	E00
19	Manager - Workers' Compensation	E00
20	Manager - Workforce Development	E00
21	Marina Agent I	320
22	Marina Agent II	360
23	Marina Agent III	410
24	Marina Supervisor I	510
25	Marina Supervisor II	570
26	Marina Supervisor (T)	510
27	Marine Safety Captain	120
28	Marine Safety Chief	E00

ATTACHMENT A

1	Marine Safety Lieutenant	080
2	Marine Safety Officer	030
3	Marine Safety Sergeant	060
4	Marine Safety Sergeant - Boat Operator	060
5	Marketing Officer	E00
6	Master Mechanic (R)	185
7	Materials Inspector	514
8	Materials Testing Chemist	524
9	Mechanical Engineer	644
10	Mechanical Engineering Associate	594
11	Mechanical Equipment Stock Clerk I	380
12	Mechanical Equipment Stock Clerk II	430
13	Mechanical Equipment Stock Clerk III	490
14	Mechanical Supervisor I (T)	530
15	Mechanical Supervisor	600
16	Medical Assistant I	250
17	Medical Assistant II	370
18	Medical Social Worker I	490
19	Medical Social Worker II	530
20	Members of Boards and Commissions	D-11
21	Messenger/Mail Clerk I (T)	300
22	Messenger/Mail Clerk II (T)	370
23	Microbiologist I	540
24	Microbiologist II	570
25	Microbiologist III	610
26	Microbiologist Supervisor	580
27	Microfilm Technician	420
28	Minute Clerk	410

ATTACHMENT A

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1	Motor Sweeper Operator	450
2	Historic Preservation Officer	E00
3	Neighborhood Improvement Officer	E00
4	Neighborhood Resource Officer	E00
5	Neighborhood Services Specialist I	400
6	Neighborhood Services Specialist II	430
7	Neighborhood Services Specialist III	460
8	Noise Abatement Officer	E00
9	Noise Abatement Specialist I	500
10	Noise Abatement Specialist II	530
11	Nurse I (T)	550
12	Nurse II (T)	570
13	Nurse Practitioner	670
14	Nursing Services Officer	E00
15	Nutrition Aide (T)	300
16	Nutrition Aide I	310
17	Nutrition Aide II	360
18	Nutrition Services Officer	E00
19	Occupancy Specialist I	390
20	Occupancy Specialist II	420
21	Occupancy Specialist III	450
22	Occupational Health Services Officer	E00
23	Office Manager - Prosecutor	B00
24	Office Services Assistant I	310
25	Office Services Assistant II	340
26	Office Services Assistant III	370
27	Office Services Officer	E00
28	Office Services Supervisor	500

ATTACHMENT A

1	Office Specialist - Prosecutor	B00
2	Office Systems Officer	E00
3	Offset Press Operator I	390
4	Offset Press Operator II	420
5	Oil Field Gauger I	504
6	Oil Field Gauger II	507
7	Oil Properties Accounting Officer (T)	E00
8	Operations Officer - Building and Safety	E00
9	Outreach Worker I	260
10	Outreach Worker II	380
11	Page (T)	H-16
12	Painter I	440
13	Painter II	460
14	Painter Supervisor	500
15	Paralegal	B00
16	Park Development Officer	E00
17	Park Maintenance Supervisor	520
18	Park Naturalist	470
19	Park Ranger I	440
20	Park Ranger II	500
21	Parking Control Checker I	370
22	Parking Control Checker II	400
23	Parking Control Supervisor	500
24	Parking Meter Technician I	420
25	Parking Meter Technician II	470
26	Parking Operations Officer (T)	E00
27	Payroll/Personnel Assistant I	350
28	Payroll/Personnel Assistant II	380

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ATTACHMENT A

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1	Payroll/Personnel Assistant III	420
2	Payroll Specialist I	460
3	Payroll Specialist II	500
4	Performance Management Officer	E00
5	Permit Center Supervisor	534
6	Permit Technician I	404
7	Permit Technician II	405
8	Personnel Analyst I	570
9	Personnel Analyst II	600
10	Personnel Analyst III	630
11	Personnel Analyst I - Civil Service	570
12	Personnel Analyst II - Civil Service	600
13	Personnel Analyst III - Civil Service	630
14	Personnel Analyst I - Human Resources	570
15	Personnel Analyst II - Human Resources	600
16	Personnel Analyst III - Human Resources	630
17	Personnel Assistant (Conf.) I	430
18	Personnel Assistant (Conf.) II	460
19	Personnel Assistant (Conf.) III	500
20	Petroleum Engineer (T)	747
21	Petroleum Engineer I	747
22	Petroleum Engineer II	787
23	Petroleum Engineering Assistant	607
24	Petroleum Engineering Associate	697
25	Petroleum Engineering Associate I	607
26	Petroleum Engineering Associate II	697
27	Petroleum Engineering Technician	504
28	Petroleum Operations Coordinator I	750

ATTACHMENT A

1	Petroleum Operations Coordinator II	777
2	Photographer	470
3	Physicians Assistant	B00
4	Plan Checker - Electrical I	634
5	Plan Checker - Electrical II	674
6	Plan Checker - Fire Prevention I	634
7	Plan Checker - Fire Prevention II	674
8	Plan Checker - Mechanical I	634
9	Plan Checker - Mechanical II	674
10	Plan Checker - Plumbing I	634
11	Plan Checker - Plumbing II	674
12	Planner I	530
13	Planner II	590
14	Planner III	640
15	Planner IV	670
16	Planner V	700
17	Planning Aide	440
18	Planning Officer	E00
19	Plasterer	480
20	Plumber	500
21	Plumber Supervisor	550
22	Plumbing Inspector	534
23	POA President – Police Officer	140
24	POA President – Police Sergeant	150
25	POA President – Police Lieutenant	160
26	Police Administration Bureau Chief	E00
27	Police Captain (R)	180
28	Police Commander	E00

ATTACHMENT A

1	Police Community Relations Officer (T)	E00
2	Police Corporal	100
3	Police Information & Technology Officer	E00
4	Police Inspector (R)	110
5	Police Lieutenant	170
6	Police Officer	050
7	Police Planning and Research Officer	E00
8	Police Property and Supply Clerk	430
9	Police Property and Supply Clerk I	430
10	Police Property and Supply Clerk II	500
11	Police Records Administrator	E00
12	Police Recruit	046
13	Police Sergeant	110
14	Police Services Specialist I	390
15	Police Services Specialist II	440
16	Police Services Specialist III	480
17	Police Systems Supervisor	440
18	Police Woman (R)	050
19	Polygraph Examiner - Miscellaneous	640
20	Polygraph Examiner - Safety	070
21	Power Equipment Repair Mechanic I	430
22	Power Equipment Repair Mechanic II	460
23	Power Equipment Repair Mechanic III	500
24	Principal Building Inspector	624
25	Principal Construction Inspector	624
26	Principal Deputy City Attorney	E00
27	Principal Geological Drafting Technician	624
28	Programmer	480

ATTACHMENT A

1	Programmer - Analyst I	520
2	Programmer - Analyst II	570
3	Programmer - Analyst III	610
4	Programmer - Analyst IV	650
5	Programmer - Analyst V	690
6	Programmer - Analyst VI	730
7	Program Specialist - City Manager	B00
8	Project Development Officer	E00
9	Project Management Officer	E00
10	Property Management Specialist I	460
11	Property Management Specialist II	520
12	Prosecutor Assistant	406
13	Prosecutor Assistant I	460
14	Prosecutor Assistant II	480
15	Prosecutor Assistant III	530
16	Prosecutor Assistant IV	550
17	Protection Aide	272
18	Public Affairs Officer	E00
19	Public/Government Affairs Manager	E00
20	Public Health Associate I	250
21	Public Health Associate II	380
22	Public Health Associate III	540
23	Public Health Nurse I	570
24	Public Health Nurse II	590
25	Public Health Nurse III	610
26	Public Health Nurse Supervisor	640
27	Public Health Nutritionist I	500
28	Public Health Nutritionist II	550

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ATTACHMENT A

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1	Public Health Nutritionist III	600
2	Public Health Physician	C00
3	Public Health Professional I	550
4	Public Health Professional II	590
5	Public Health Professional III	620
6	Public Health Registrar	380
7	Public Information Officer	E00
8	Public Safety Dispatcher I	470
9	Public Safety Dispatcher II	500
10	Public Safety Dispatcher III	530
11	Public Safety Dispatcher IV	560
12	Public Works Supervisor	500
13	Purchasing Agent	E00
14	Real Estate Officer	E00
15	Real Estate Project Coordinator I	630
16	Real Estate Project Coordinator II	660
17	Real Estate Project Coordinator III	680
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 & Selection Officer - Civil Service	E00
26	Recycling Specialist I	470
27	Recycling Specialist II	530
28	Recycling & Sustainability Officer	E00

ATTACHMENT A

1	Redevelopment Administrator	E00
2	Redevelopment Finance Officer (T)	E00
3	Redevelopment Project Officer (T)	E00
4	Refuse Field Investigator	460
5	Refuse Operator I	380
6	Refuse Operator II	410
7	Refuse Operator III	440
8	Refuse Supervisor	520
9	Registered Nurse I	570
10	Registered Nurse II	590
11	Reprographics Assistant (T)	350
12	Revenue Management Officer	E00
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	Safety Specialist III – Conf	650
19	School Guard	H-26, H-28
20	Secretary	410
21	Secretary to the City Auditor	486
22	Secretary to the City Attorney	520
23	Secretary to the Executive Director - Civil Service	450
24	Secretary to the Mayor	590
25	Senior Accountant	630
26	Senior Animal Control Officer	490
27	Senior Architectural Engineer	694
28	Senior Auditor	B00

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ATTACHMENT A

1	Senior City Clerk Analyst	650
2	Senior Civil Engineer	694
3	Senior Combination Building Inspector	574
4	Senior Deputy City Attorney	D00
5	Senior Electrical Inspector	574
6	Senior Engineering Technician I	547
7	Senior Engineering Technician II	577
8	Senior Equipment Operator	510
9	Senior Geological Drafting Technician	567
10	Senior Geologist	787
11	Senior Librarian	630
12	Senior Legal Secretary I	443
13	Senior Legal Secretary II	466
14	Senior Mechanical Engineer	694
15	Senior Mechanical Inspector	574
16	Senior Minute Clerk	450
17	Senior Payroll/Personnel Assistant (T)	460
18	Senior Petroleum Engineer (T)	787
19	Senior Petroleum Engineering Associate (T)	747
20	Senior Plumbing Inspector	574
21	Senior Prosecutor Assistant	B00
22	Senior Records Clerk	570
23	Senior Structural Engineer	687
24	Senior Survey Technician	508
25	Senior Surveyor	627
26	Senior Traffic Engineer	694
27	SERRF Operations Officer	E00
28	Special Investigator - City Manager	B00

ATTACHMENT A

1	Special Projects Officer	E00
2	Special Projects Officer - Engineering	E00
3	Special Projects Officer - Financial Management (T)	E00
4	Special Projects Officer - Housing	E00
5	Special Projects Officer - Public Service	E00
6	Special Projects Officer - Public Works	E00
7	Special Services Officer I	361
8	Special Services Officer II	426
9	Special Services Officer III	440
10	Special Services Officer IV	500
11	Special Services Officer V	560
12	Staff Auditor	B00
13	Stock and Receiving Clerk	330
14	Storekeeper I	380
15	Storekeeper II	430
16	Storm Drain Maintenance Crew Leader	440
17	Storm Drain Maintenance Crew Member I	380
18	Storm Drain Maintenance Crew Member II	400
19	Storm Drain Plant Mechanic	440
20	Storm Water/Environmental Compliance Officer	E00
21	Street Landscaping Supervisor I	520
22	Street Landscaping Supervisor II	530
23	Street Maintenance Supervisor (T)	500
24	Street Maintenance Supervisor I	520
25	Street Maintenance Supervisor II	540
26	Structural Engineer	647
27	Structural Engineer Associate	594
28	Student Worker	H-20

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1	Superintendent - Administrative Services (T)	E00
2	Superintendent - Airport Operations	E00
3	Superintendent - Airport Security	E00
4	Superintendent - Building and Safety	E00
5	Superintendent - Electronics/Traffic Signals	E00
6	Superintendent - Engineering	E00
7	Superintendent - Engineering and Gas Systems Control	E00
8	Superintendent - Environmental Programs	E00
9	Superintendent - Facility Management	E00
10	Superintendent - Finance and Controls	E00
11	Superintendent - Fleet Acquisition	E00
12	Superintendent - Fleet Maintenance	E00
13	Superintendent - Fleet Operations	E00
14	Superintendent - Fleet Services (T)	E00
15	Superintendent - Gang Intervention	E00
16	Superintendent - Gas Distribution/Customer Service (T)	E00
17	Superintendent - Gas Distribution/Systems Maintenance (T)	E00
18	Superintendent - Golf Operations	E00
19	Superintendent - Marina Operations	E00
20	Superintendent - Meters & Regulators	E00
21	Superintendent - Park Maintenance	E00
22	Superintendent - Personnel and Training	E00
23	Superintendent - Pipeline Maintenance	E00
24	Superintendent - Planning & Development	E00
25	Superintendent - Operations (T)	E00
26	Superintendent - Refuse	E00
27	Superintendent - Street Landscaping (T)	E00
28	Superintendent - Street Maintenance	E00

ATTACHMENT A

1	Superintendent - Street Sweeping	E00
2	Superintendent - Structural Services	E00
3	Superintendent - Towing & Lien Sales	E00
4	Superintendent - Warehouse/Inventory Operations	E00
5	Supervising Custodian (T)	370
6	Supervising Deputy City Prosecutor	C00
7	Supervising Park Ranger	550
8	Supervising Prosecutor Assistant	B00
9	Supervising Senior Legal Secretary	482
10	Supervising Workers' Compensation Secretary	470
11	Supervisor - Facilities Maintenance	620
12	Supervisor - Stores and Property	490
13	Supervisor - Waste Operations	570
14	Support Projects Officer	E00
15	Survey Technician	467
16	Surveyor	554
17	Systems Analyst I	500
18	Systems Analyst II	560
19	Systems Support Specialist I	530
20	Systems Support Specialist II	570
21	Systems Support Specialist III	610
22	Systems Support Specialist IV	650
23	Systems Support Specialist V	690
24	Systems Support Specialist VI	730
25	Systems Support Specialist VII	770
26	Systems Technician I	440
27	Systems Technician II	480
28	Systems Technician III	520

ATTACHMENT A

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1	Systems Technician IV	570
2	Technical Aide	280
3	Technical Assistant	400
4	Technical Services Officer - Library Services (T)	E00
5	Technical Services Administrator	E00
6	Technical Support Officer	E00
7	Telecommunications Officer	E00
8	Tidelands Development Officer	E00
9	Traffic and Transportation Program Administrator	E00
10	Traffic Engineer	644
11	Traffic Engineering Aide I	454
12	Traffic Engineering Aide II	494
13	Traffic Engineering Associate I	514
14	Traffic Engineering Associate II	594
15	Traffic Painter I	400
16	Traffic Painter II	420
17	Traffic Signal Coordinator	640
18	Traffic Signal Technician I	570
19	Traffic Signal Technician II	610
20	Transportation Planner I	620
21	Transportation Planner II	650
22	Transportation Planner III	680
23	Transportation Planner IV	710
24	Transportation Planning Officer	E00
25	Transportation Programming Officer	E00
26	Transportation Programs Planner	620
27	Treasury Operations Officer	E00
28	Tree Trimmer I	400

ATTACHMENT A

OFFICE OF THE CITY ATTORNEY
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1	Tree Trimmer II	430
2	Utilities Systems Operator	450
3	Utility Services Officer	E00
4	Vector Control Specialist I	420
5	Vector Control Specialist II	460
6	Veterinarian	B00
7	Video Communications Officer	E00
8	Victim's Advocate - City Prosecutor	B00
9	Visual Arts Specialist I	430
10	Visual Arts Specialist II	470
11	Voice and Data Communications Officer	E00
12	Waste Management Officer (T)	E00
13	Welder	490
14	Wireless Communications Officer	E00
15	Workers' Compensation Administrative Assistant	B00
16	Workers' Compensation Claims Assistant	410
17	Workers' Compensation Claims Examiner I	523
18	Workers' Compensation Claims Examiner II	582
19	Workers' Compensation Claims Examiner III	645
20	Workers' Compensation Medical Only Examiner	480
21	Workers' Compensation Office Assistant	350
22	Workforce Development Officer	E00
23	Workforce Development Supervisor I	670
24	Workforce Development Supervisor II (T)	690
25	X-ray Technician	450
26	Youth Services Coordinator	E00
27		
28		

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

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

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<u>Position Title</u>	<u>Salary Range No.</u>
Accountant I - NC	M47
Accountant II - NC	M62
Accounting Clerk I - NC	M15
Accounting Clerk II - NC	M21
Accounting Clerk III - NC	M28
Administrative Analyst I - NC	M68
Administrative Analyst II - NC	M78
Administrative Analyst III-NC	M88
Administrative Intern - NC	H-25, H-28, H-30, H-32, H-33, H-34, H-36, H-38, H-39, H-40, H-41, H-42, H-43, H-44, H-45
Admissions Attendant I - NC (T)	H-11, H-13, H-15, H-18

ATTACHMENT A

1	Admissions Attendant II - NC (T)	H-24, H-27, H-37
2	Admissions Attendant III - NC (T)	H-31, H-33, H-34, H-35, H-36, M15
3		
4	Airport Operations Assistant I - NC	M17
5	Ambulance Operator - NC	H-25
6	Animal Control Officer I - NC	M27
7	Animal License Inspector - NC	H-29, H-31, H-33
8	Assistant Band Conductor - NC	H-61
9	Band Conductor - NC	H-62
10	Carpenter - NC	M47
11	Civil Engineer - NC	N94
12	Civil Engineering Assistant - NC	N57
13	Civil Engineering Associate - NC	N80
14	Clerical Aide I - NC	H-28, H-30, H-32
15	Clerical Aide II - NC	H-32, H-34, H-36
16	Clerk I - NC	M03
17	Clerk II - NC	M07
18	Clerk III - NC	M12
19	Clerk Typist I - NC	M12
20	Clerk Typist II - NC	M17
21	Clerk Typist III - NC	M24
22	Combination Building Inspector - NC	N63
23	Combination Building Inspector Aide I - NC	N23
24	Combination Building Inspector Aide II - NC	N29
25	Community Worker - NC	M12
26	Computer Operator I - NC	M37
27	Customer Service Representative I - NC	M13
28	Customer Service Representative II - NC	M20

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ATTACHMENT A

1	Data Entry Operator I - NC	M13
2	Data Entry Operator II - NC	M17
3	Deputy City Prosecutor – NC	B00
4	Electrician - NC	M52
5	Engineering Aide I - NC	N09
6	Engineering Aide II - NC	N16
7	Engineering Aide III - NC	N33
8	Engineering Technician I - NC	464
9	Engineering Technician II - NC	504
10	Environmental Health Specialist I-NC	480
11	Equipment Mechanic I - NC	M46
12	Equipment Mechanic II - NC	M50
13	Equipment Operator I - NC	M21
14	Equipment Operator II - NC	M31
15	Equipment Operator III - NC	M37
16	Fire Safety Specialist - NC (non-safety)	055
17	Forensic Specialist II-NC	M68
18	Garage Service Attendant I - NC	M21
19	Gardener I - NC	M20
20	Gas Field Service Representative I - NC	M24
21	General Librarian I - NC	M66
22	Groundskeeper I - NC	M07
23	Groundskeeper II - NC	M13
24	Identification Officer - NC	050
25	Institutional Cook - NC	M26
26	Investigator-City Prosecutor – NC	B00
27	Laboratory Assistant - NC	M20
28	Law Clerk-City Prosecutor – NC	B00

ATTACHMENT A

1	Legal Technologist – NC	B00
2	Legislative Assistant – NC	B00
3	Library Aide - NC	H-18, H-20, H-22, H-24, H-30, H-36, H-37
4		M13
5	Library Clerk I - NC	M13
6	Library Clerk II - NC	M21
7	Library Clerk III - NC	M28
8	Library Clerk IV - NC	M36
9	Licensed Vocational Nurse - NC	M36
10	Lifeguard - Hourly - NC	O10,
11	Maintenance Aide I - NC	M01
12	Maintenance Aide II - NC	M03
13	Maintenance Assistant I - NC	M07
14	Maintenance Assistant II - NC	M13
15	Maintenance Assistant III - NC	M20
16	Marine Aide - NC	M12
17	Mechanical Equipment Stock Clerk I-NC	M27
18	Mechanical Equipment Stock Clerk II-NC	M37
19	Mechanical Equipment Stock Clerk III-NC	M52
20	Medical Social Worker - NC	M47
21	Messenger/Mail Clerk I - NC	M08
22	Microbiologist - NC	M62
23	Microbiologist Trainee - NC	H-42
24	Motor Sweeper Operator - NC	M37
25	Musician - NC	H-60
26	Nurse I - NC	M62
27	Nurse II - NC	M66
28	Nurse Practitioner - NC	M88

ATTACHMENT A

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

1	Nutrition Aide - NC	M10
2	Page - NC	H-18, H-20, H-22, H-24, H-25, H-26, H28
3		
4	Painter I - NC	M37
5	Paralegal-Prosecutor – NC	B00
6	Park Ranger I - NC	M37
7	Parking Control Checker I - NC	M18
8	Parking Meter Technician I - NC	M31
9	Parking Operations Attendant I - NC	M07
10	Parking Operations Attendant II - NC	M12
11	Personnel Analyst I - NC	M68
12	Personnel Analyst II - NC	M78
13	Personnel Assistant I - NC	M42
14	Personnel Assistant II - NC	M52
15	Planner I - NC	M52
16	Planner II - NC	M68
17	Planning Aide - NC	M36
18	Plumber - NC	M52
19	Police Cadet - NC	H-36
20	Police Investigator – NC (T)	050
21	Police Investigator – NC	H46
22	Police Investigator – NC	H49
23	Police Investigator – NC	H52
24	Police Investigator – NC	H54
25	Police Investigator – NC	H57
26	Police Officer - NC	050
27	Police Services Specialist I - NC	M24
28	Pool Lifeguard I - NC	H-32

ATTACHMENT A

1	Pool Lifeguard II - NC	H-34
2	Principal Building Inspector - NC	N87
3	Prosecutor Assistant – NC	406
4	Prosecutor Assistant I – NC	460
5	Prosecutor Assistant II – NC	480
6	Prosecutor Assistant III – NC	530
7	Prosecutor Assistant IV – NC	550
8	Public Health Associate I-NC	250
9	Public Health Nurse - NC	M66
10	Public Health Physician - NC	B00
11	Public Health Professional - NC	B00
12	Public Safety Dispatcher I - NC	M42
13	Public Safety Dispatcher II - NC	M47
14	Recreation Leader/Specialist I - NC	H-20, 260
15	Recreation Leader/Specialist II - NC	H-22, 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	Special Services Officer I - NC	M22
27	Special Services Officer II - NC	M35
28	Senior Civil Engineer - NC	N94

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

ATTACHMENT A

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	H20
6	Traffic Engineering Aide I - NC	N41
7	X-ray Technician I - NC	M37
8	Youth Trainee I - NC	H-99
9	Youth Trainee II - NC	H-20
10	Youth Trainee III - NC	H-24
11	Youth Trainee IV - NC	H-27
12		
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OFFICE OF THE CITY ATTORNEY
CHARLES PARKIN, City Attorney
333 West Ocean Boulevard, 11th Floor
Lana Beach, CA 90802-4664

ATTACHMENT B

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

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
M01	11.360	11.929	12.625	13.262	13.883	14.596	15.330
	908.80	954.32	1,010.00	1,060.96	1,110.64	1,167.68	1,226.40
	1,976.00	2,075.00	2,196.00	2,307.00	2,415.00	2,539.00	2,666.00
M03	12.225	12.838	13.584	14.240	14.940	15.664	16.478
	978.00	1,027.04	1,086.72	1,139.20	1,195.20	1,253.12	1,318.24
	2,126.00	2,233.00	2,363.00	2,477.00	2,598.00	2,724.00	2,866.00
M07	13.132	13.791	14.596	15.330	16.066	16.874	17.738
	1,050.56	1,103.28	1,167.68	1,226.40	1,285.28	1,349.92	1,419.04
	2,284.00	2,399.00	2,539.00	2,666.00	2,794.00	2,935.00	3,085.00
M08	13.443	14.115	14.940	15.664	16.478	17.302	18.171
	1,075.44	1,129.20	1,195.20	1,253.12	1,318.24	1,384.16	1,453.68
	2,338.00	2,455.00	2,598.00	2,724.00	2,866.00	3,009.00	3,160.00
M10	13.798	14.487	15.330	16.066	16.874	17.738	18.622
	1,103.84	1,158.96	1,226.40	1,285.28	1,349.92	1,419.04	1,489.76
	2,400.00	2,520.00	2,666.00	2,794.00	2,935.00	3,085.00	3,239.00
M12	14.096	14.801	15.664	16.478	17.302	18.171	19.091
	1,127.68	1,184.08	1,253.12	1,318.24	1,384.16	1,453.68	1,527.28
	2,452.00	2,574.00	2,724.00	2,866.00	3,009.00	3,160.00	3,320.00
M13	14.457	15.178	16.066	16.874	17.738	18.622	19.559
	1,156.56	1,214.24	1,285.28	1,349.92	1,419.04	1,489.76	1,564.72
	2,514.00	2,640.00	2,794.00	2,935.00	3,085.00	3,239.00	3,402.00
M15	14.829	15.568	16.478	17.302	18.171	19.091	20.051
	1,186.32	1,245.44	1,318.24	1,384.16	1,453.68	1,527.28	1,604.08
	2,579.00	2,708.00	2,866.00	3,009.00	3,160.00	3,320.00	3,487.00
M17	15.184	15.943	16.874	17.738	18.622	19.559	20.595
	1,214.72	1,275.44	1,349.92	1,419.04	1,489.76	1,564.72	1,647.60
	2,641.00	2,773.00	2,935.00	3,085.00	3,239.00	3,402.00	3,582.00
M18	15.484	16.258	17.202	18.078	18.999	19.950	20.997
	1,238.72	1,300.64	1,376.16	1,446.24	1,519.92	1,596.00	1,679.76
	2,693.00	2,828.00	2,992.00	3,144.00	3,304.00	3,470.00	3,652.00
M19	15.806	16.597	17.564	18.426	19.387	20.363	21.400
	1,264.48	1,327.76	1,405.12	1,474.08	1,550.96	1,629.04	1,712.00
	2,749.00	2,887.00	3,055.00	3,205.00	3,372.00	3,542.00	3,722.00
M20	15.569	16.350	17.302	18.171	19.091	20.051	21.249
	1,245.52	1,308.00	1,384.16	1,453.68	1,527.28	1,604.08	1,699.92
	2,708.00	2,844.00	3,009.00	3,160.00	3,320.00	3,487.00	3,696.00
M21	15.963	16.761	17.738	18.622	19.559	20.595	21.816
	1,277.04	1,340.88	1,419.04	1,489.76	1,564.72	1,647.60	1,745.28
	2,776.00	2,915.00	3,085.00	3,239.00	3,402.00	3,582.00	3,794.00
M22	15.871	16.665	17.632	18.528	19.473	20.449	21.522
	1,269.68	1,333.20	1,410.56	1,482.24	1,557.84	1,635.92	1,721.76
	2,760.00	2,899.00	3,067.00	3,223.00	3,387.00	3,557.00	3,743.00
M24	16.354	17.172	18.171	19.091	20.051	21.249	22.361
	1,308.32	1,373.76	1,453.68	1,527.28	1,604.08	1,699.92	1,788.88
	2,844.00	2,987.00	3,160.00	3,320.00	3,487.00	3,696.00	3,889.00
M26	16.757	17.595	18.622	19.559	20.595	21.816	22.869
	1,340.56	1,407.60	1,489.76	1,564.72	1,647.60	1,745.28	1,829.52
	2,915.00	3,060.00	3,239.00	3,402.00	3,582.00	3,794.00	3,978.00
M27	16.881	17.726	18.759	19.698	20.729	21.963	23.038
	1,350.48	1,418.08	1,500.72	1,575.84	1,658.32	1,757.04	1,843.04
	2,936.00	3,083.00	3,263.00	3,426.00	3,605.00	3,820.00	4,007.00
M28	17.181	18.041	19.091	20.051	21.249	22.361	23.468
	1,374.48	1,443.28	1,527.28	1,604.08	1,699.92	1,788.88	1,877.44
	2,988.00	3,138.00	3,320.00	3,487.00	3,696.00	3,889.00	4,082.00
M30	17.875	18.770	19.861	20.871	21.923	23.245	24.440
	1,430.00	1,501.60	1,588.88	1,669.68	1,753.84	1,859.60	1,955.20
	3,109.00	3,265.00	3,454.00	3,630.00	3,813.00	4,043.00	4,251.00
M31	17.602	18.480	19.559	20.595	21.816	22.869	24.049
	1,408.16	1,478.40	1,564.72	1,647.60	1,745.28	1,829.52	1,923.92
	3,061.00	3,214.00	3,402.00	3,582.00	3,794.00	3,978.00	4,183.00
M34	18.048	18.954	20.051	21.249	22.361	23.468	24.639
	1,443.84	1,516.32	1,604.08	1,699.92	1,788.88	1,877.44	1,971.12
	3,139.00	3,297.00	3,487.00	3,696.00	3,889.00	4,082.00	4,285.00
M35	18.320	19.238	20.357	21.394	22.471	23.826	25.052
	1,465.60	1,539.04	1,628.56	1,711.52	1,797.68	1,906.08	2,004.16
	3,186.00	3,346.00	3,541.00	3,721.00	3,908.00	4,144.00	4,357.00
M36	18.537	19.464	20.595	21.816	22.869	24.049	25.280
	1,482.96	1,557.12	1,647.60	1,745.28	1,829.52	1,923.92	2,022.40
	3,224.00	3,385.00	3,582.00	3,794.00	3,978.00	4,183.00	4,397.00
M37	19.126	20.082	21.249	22.361	23.468	24.639	25.894

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

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
	1,530.08	1,606.56	1,699.92	1,788.88	1,877.44	1,971.12	2,071.52
	3,327.00	3,493.00	3,696.00	3,889.00	4,082.00	4,285.00	4,504.00
M38	19.602	20.583	21.780	22.920	24.053	25.255	26.541
	1,568.16	1,646.64	1,742.40	1,833.60	1,924.24	2,020.40	2,123.28
	3,409.00	3,580.00	3,788.00	3,986.00	4,184.00	4,393.00	4,616.00
M42	20.126	21.132	22.361	23.468	24.639	25.894	27.257
	1,610.08	1,690.56	1,788.88	1,877.44	1,971.12	2,071.52	2,180.56
	3,500.00	3,675.00	3,889.00	4,082.00	4,285.00	4,504.00	4,741.00
M46	20.579	21.609	22.869	24.049	25.280	26.571	27.945
	1,646.32	1,728.72	1,829.52	1,923.92	2,022.40	2,125.68	2,235.60
	3,579.00	3,758.00	3,978.00	4,183.00	4,397.00	4,621.00	4,860.00
M47	21.122	22.179	23.468	24.639	25.894	27.257	28.661
	1,689.76	1,774.32	1,877.44	1,971.12	2,071.52	2,180.56	2,292.88
	3,674.00	3,858.00	4,082.00	4,285.00	4,504.00	4,741.00	4,985.00
M50	21.642	22.724	24.049	25.280	26.571	27.945	29.375
	1,731.36	1,817.92	1,923.92	2,022.40	2,125.68	2,235.60	2,350.00
	3,764.00	3,952.00	4,183.00	4,397.00	4,621.00	4,860.00	5,109.00
M52	22.174	23.285	24.639	25.894	27.257	28.661	30.150
	1,773.92	1,862.80	1,971.12	2,071.52	2,180.56	2,292.88	2,412.00
	3,857.00	4,050.00	4,285.00	4,504.00	4,741.00	4,985.00	5,244.00
M62	23.912	25.109	26.571	27.945	29.375	30.917	32.481
	1,912.96	2,008.72	2,125.68	2,235.60	2,350.00	2,473.36	2,598.48
	4,159.00	4,367.00	4,621.00	4,860.00	5,109.00	5,377.00	5,649.00
M63	24.512	25.739	27.215	28.644	30.108	31.690	33.294
	1,960.96	2,059.12	2,177.20	2,291.52	2,408.64	2,535.20	2,663.52
	4,263.00	4,477.00	4,733.00	4,982.00	5,237.00	5,512.00	5,791.00
M66	25.151	26.406	27.945	29.375	30.917	32.481	34.189
	2,012.08	2,112.48	2,235.60	2,350.00	2,473.36	2,598.48	2,735.12
	4,374.00	4,593.00	4,860.00	5,109.00	5,377.00	5,649.00	5,946.00
M68	25.794	27.086	28.661	30.150	31.689	33.309	35.056
	2,063.52	2,166.88	2,292.88	2,412.00	2,535.12	2,664.72	2,804.48
	4,486.00	4,711.00	4,985.00	5,244.00	5,512.00	5,793.00	6,097.00
M78	28.380	29.802	31.537	33.129	34.875	36.652	38.537
	2,270.40	2,384.16	2,522.96	2,650.32	2,790.00	2,932.16	3,082.96
	4,936.00	5,183.00	5,485.00	5,762.00	6,066.00	6,375.00	6,703.00
M88	29.976	31.478	33.309	35.056	36.847	38.767	40.798
	2,398.08	2,518.24	2,664.72	2,804.48	2,947.76	3,101.36	3,263.84
	5,214.00	5,475.00	5,793.00	6,097.00	6,409.00	6,743.00	7,096.00
M90	30.773	32.311	34.189	35.934	37.777	39.775	41.865
	2,461.84	2,584.88	2,735.12	2,874.72	3,022.16	3,182.00	3,349.20
	5,352.00	5,620.00	5,946.00	6,250.00	6,570.00	6,918.00	7,282.00
N09	13.783	14.473	15.314	16.058	16.892	17.733	18.630
	1,102.64	1,157.84	1,225.12	1,284.64	1,351.36	1,418.64	1,490.40
	2,397.00	2,517.00	2,664.00	2,793.00	2,938.00	3,084.00	3,240.00
N16	15.230	15.994	16.926	17.786	18.660	19.621	20.613
	1,218.40	1,279.52	1,354.08	1,422.88	1,492.80	1,569.68	1,649.04
	2,649.00	2,782.00	2,944.00	3,093.00	3,246.00	3,413.00	3,585.00
N23	16.214	17.025	18.016	18.908	19.855	20.911	22.152
	1,297.12	1,362.00	1,441.28	1,512.64	1,588.40	1,672.88	1,772.16
	2,820.00	2,961.00	3,133.00	3,289.00	3,453.00	3,637.00	3,853.00
N29	17.684	18.569	19.649	20.634	21.863	23.000	24.134
	1,414.72	1,485.52	1,571.92	1,650.72	1,749.04	1,840.00	1,930.72
	3,076.00	3,230.00	3,418.00	3,589.00	3,803.00	4,000.00	4,198.00
N33	17.445	18.320	19.384	20.436	21.564	22.690	23.906
	1,395.60	1,465.60	1,550.72	1,634.88	1,725.12	1,815.20	1,912.48
	3,034.00	3,186.00	3,371.00	3,554.00	3,751.00	3,946.00	4,158.00
N41	20.160	21.169	22.402	23.512	24.717	26.071	27.317
	1,612.80	1,693.52	1,792.16	1,880.96	1,977.36	2,085.68	2,185.36
	3,506.00	3,682.00	3,896.00	4,089.00	4,299.00	4,534.00	4,751.00
N43	20.680	21.714	22.977	24.099	25.324	26.621	27.997
	1,654.40	1,737.12	1,838.16	1,927.92	2,025.92	2,129.68	2,239.76
	3,597.00	3,777.00	3,996.00	4,192.00	4,405.00	4,630.00	4,869.00
N45	23.234	24.396	25.810	27.077	28.453	29.918	31.461
	1,858.72	1,951.68	2,064.80	2,166.16	2,276.24	2,393.44	2,516.88
	4,041.00	4,243.00	4,489.00	4,709.00	4,949.00	5,204.00	5,472.00
N51	22.241	23.356	24.717	25.975	27.317	28.723	30.168
	1,779.28	1,868.48	1,977.36	2,078.00	2,185.36	2,297.84	2,413.44
	3,868.00	4,062.00	4,299.00	4,518.00	4,751.00	4,996.00	5,247.00
N53	22.792	23.934	25.324	26.621	27.997	29.450	30.972
	1,823.36	1,914.72	2,025.92	2,129.68	2,239.76	2,356.00	2,477.76

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

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
N54	3,964.00	4,163.00	4,405.00	4,630.00	4,869.00	5,122.00	5,387.00
	24.392	25.610	27.100	28.487	29.957	31.514	33.144
	1,951.36	2,048.80	2,168.00	2,278.96	2,396.56	2,521.12	2,651.52
N55	4,242.00	4,454.00	4,713.00	4,955.00	5,210.00	5,481.00	5,765.00
	25.608	26.889	28.453	29.918	31.461	33.094	34.807
	2,048.64	2,151.12	2,276.24	2,393.44	2,516.88	2,647.52	2,784.56
N57	4,454.00	4,677.00	4,949.00	5,204.00	5,472.00	5,756.00	6,054.00
	24.540	25.766	27.265	28.673	30.146	31.668	33.338
	1,963.20	2,061.28	2,181.20	2,293.84	2,411.68	2,533.44	2,667.04
N60	4,268.00	4,481.00	4,742.00	4,987.00	5,243.00	5,508.00	5,798.00
	23.957	25.156	26.621	27.997	29.450	30.972	32.583
	1,916.56	2,012.48	2,129.68	2,239.76	2,356.00	2,477.76	2,606.64
N61	4,167.00	4,375.00	4,630.00	4,869.00	5,122.00	5,387.00	5,667.00
	24.517	25.741	27.238	28.647	30.116	31.696	33.298
	1,961.36	2,059.28	2,179.04	2,291.76	2,409.28	2,535.68	2,663.84
N63	4,264.00	4,477.00	4,737.00	4,983.00	5,238.00	5,513.00	5,791.00
	24.587	25.814	27.317	28.723	30.168	31.763	33.382
	1,966.96	2,065.12	2,185.36	2,297.84	2,413.44	2,541.04	2,670.56
N65	4,276.00	4,490.00	4,751.00	4,996.00	5,247.00	5,524.00	5,806.00
	26.961	28.308	29.957	31.514	33.144	34.863	36.616
	2,156.88	2,264.64	2,396.56	2,521.12	2,651.52	2,789.04	2,929.28
N67	4,689.00	4,924.00	5,210.00	5,481.00	5,765.00	6,064.00	6,369.00
	29.048	30.497	32.275	33.899	35.690	37.500	39.476
	2,323.84	2,439.76	2,582.00	2,711.92	2,855.20	3,000.00	3,158.08
N69	5,052.00	5,304.00	5,614.00	5,896.00	6,208.00	6,522.00	6,866.00
	26.444	27.767	29.382	30.910	32.486	34.148	35.939
	2,115.52	2,221.36	2,350.56	2,472.80	2,598.88	2,731.84	2,875.12
N70	4,599.00	4,829.00	5,110.00	5,376.00	5,650.00	5,939.00	6,251.00
	28.082	29.482	31.202	32.802	34.492	36.281	38.166
	2,246.56	2,358.56	2,496.16	2,624.16	2,759.36	2,902.48	3,053.28
N72	4,884.00	5,128.00	5,427.00	5,705.00	5,999.00	6,310.00	6,638.00
	27.153	28.510	30.168	31.763	33.382	35.137	36.916
	2,172.24	2,280.80	2,413.44	2,541.04	2,670.56	2,810.96	2,953.28
N73	4,723.00	4,959.00	5,247.00	5,524.00	5,806.00	6,111.00	6,421.00
	28.365	29.784	31.514	33.144	34.863	36.616	38.533
	2,269.20	2,382.72	2,521.12	2,651.52	2,789.04	2,929.28	3,082.64
N77	4,933.00	5,180.00	5,481.00	5,765.00	6,064.00	6,369.00	6,702.00
	27.875	29.271	30.972	32.583	34.222	36.020	37.855
	2,230.00	2,341.68	2,477.76	2,606.64	2,737.76	2,881.60	3,028.40
N80	4,848.00	5,091.00	5,387.00	5,667.00	5,952.00	6,265.00	6,584.00
	30.005	31.506	33.338	35.040	36.880	38.747	40.751
	2,400.40	2,520.48	2,667.04	2,803.20	2,950.40	3,099.76	3,260.08
N81	5,219.00	5,480.00	5,798.00	6,094.00	6,414.00	6,739.00	7,088.00
	29.240	30.703	32.486	34.148	35.939	37.773	39.743
	2,339.20	2,456.24	2,598.88	2,731.84	2,875.12	3,021.84	3,179.44
N83	5,086.00	5,340.00	5,650.00	5,939.00	6,251.00	6,570.00	6,912.00
	29.300	30.765	32.558	34.219	36.017	37.839	39.795
	2,344.00	2,461.20	2,604.64	2,737.52	2,881.36	3,027.12	3,183.60
N84	5,096.00	5,351.00	5,663.00	5,952.00	6,264.00	6,581.00	6,921.00
	29.349	30.819	32.613	34.282	36.063	37.877	39.879
	2,347.92	2,465.52	2,609.04	2,742.56	2,885.04	3,030.16	3,190.32
N87	5,105.00	5,360.00	5,672.00	5,963.00	6,272.00	6,588.00	6,936.00
	30.047	31.549	33.382	35.137	36.916	38.827	40.868
	2,403.76	2,523.92	2,670.56	2,810.96	2,953.28	3,106.16	3,269.44
N89	5,226.00	5,487.00	5,806.00	6,111.00	6,421.00	6,753.00	7,108.00
	30.829	32.369	34.251	36.039	37.872	39.839	41.922
	2,466.32	2,589.52	2,740.08	2,883.12	3,029.76	3,187.12	3,353.76
N92	5,362.00	5,630.00	5,957.00	6,268.00	6,587.00	6,929.00	7,291.00
	31.624	33.207	35.137	36.916	38.827	40.868	43.004
	2,529.92	2,656.56	2,810.96	2,953.28	3,106.16	3,269.44	3,440.32
N94	5,500.00	5,776.00	6,111.00	6,421.00	6,753.00	7,108.00	7,480.00
	34.025	35.729	37.809	39.732	41.818	44.004	46.308
	2,722.00	2,858.32	3,024.72	3,178.56	3,345.44	3,520.32	3,704.64
N96	5,918.00	6,214.00	6,576.00	6,911.00	7,273.00	7,654.00	8,054.00
	34.835	36.577	38.706	40.690	42.843	45.092	47.436
	2,786.80	2,926.16	3,096.48	3,255.20	3,427.44	3,607.36	3,794.88
S01	6,059.00	6,362.00	6,732.00	7,077.00	7,452.00	7,843.00	8,250.00
	16.988	18.877	19.814	21.009	22.052	23.163	
	1,359.04	1,510.16	1,585.12	1,680.72	1,764.16	1,853.04	
	2,955.00	3,283.00	3,446.00	3,654.00	3,835.00	4,029.00	

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

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
S02	27.369 2,189.52 4,760.00	28.788 2,303.04 5,007.00	30.275 2,422.00 5,266.00	31.834 2,546.72 5,537.00	33.539 2,683.12 5,833.00		
S03	25.405 2,032.40 4,419.00						
S04	30.243 2,419.44 5,260.00						
S05	33.603 2,688.24 5,845.00	35.474 2,837.92 6,170.00	37.393 2,991.44 6,504.00	39.448 3,155.84 6,861.00	41.610 3,328.80 7,237.00		
S06	28.225 2,258.00 4,909.00	29.800 2,384.00 5,183.00	31.416 2,513.28 5,464.00	33.135 2,650.80 5,763.00	34.953 2,796.24 6,079.00		
S07	33.074 2,645.92 5,753.00	34.816 2,785.28 6,055.00	36.564 2,925.12 6,360.00	38.445 3,075.60 6,687.00	40.434 3,234.72 7,033.00		
S08	37.673 3,013.84 6,552.00	39.731 3,178.48 6,910.00	41.891 3,351.28 7,286.00	44.099 3,527.92 7,670.00	46.457 3,716.56 8,080.00		
S09	38.107 3,048.56 6,628.00	39.991 3,199.28 6,956.00	42.002 3,360.16 7,305.00	44.076 3,526.08 7,666.00	46.299 3,703.92 8,053.00		
S10	46.802 3,744.16 8,140.00						
S11	34.246 2,739.68 5,956.00	36.148 2,891.84 6,287.00	38.209 3,056.72 6,646.00	40.319 3,225.52 7,013.00	42.595 3,407.60 7,408.00		
S12	42.709 3,416.72 7,428.00	44.954 3,596.32 7,819.00	47.412 3,792.96 8,246.00	49.952 3,996.16 8,688.00	54.350 4,348.00 9,453.00		
S13	42.257 3,380.56 7,350.00	44.418 3,553.44 7,726.00	46.739 3,739.12 8,129.00	49.117 3,929.36 8,543.00	51.672 4,133.76 8,987.00		
S14	41.694 3,335.52 7,252.00	44.077 3,526.16 7,666.00	46.498 3,719.84 8,087.00	49.097 3,927.76 8,539.00	51.823 4,145.84 9,014.00		
S15	50.653 4,052.24 8,810.00	53.439 4,275.12 9,295.00	56.291 4,503.28 9,791.00	59.314 4,745.12 10,316.00	62.513 5,001.04 10,873.00		
S16	48.733 3,898.64 8,476.00	51.416 4,113.28 8,943.00	54.155 4,332.40 9,419.00	57.121 4,569.68 9,935.00	60.167 4,813.36 10,465.00		
O10	17.974 1,437.92 3,126.00	19.970 1,597.60 3,473.00	20.963 1,677.04 3,646.00	22.227 1,778.16 3,866.00	23.329 1,866.32 4,058.00	24.507 1,960.56 4,262.00	
O30	28.189 2,255.12 4,903.00	29.651 2,372.08 5,157.00	31.184 2,494.72 5,424.00	32.789 2,623.12 5,703.00	34.546 2,763.68 6,009.00		
O45	28.139 2,251.12 4,894.00						
O46	30.545 2,443.60 5,313.00						
O50	33.939 2,715.12 5,903.00	35.829 2,866.32 6,232.00	37.767 3,021.36 6,569.00	39.842 3,187.36 6,930.00	42.026 3,362.08 7,310.00		
O55	31.265 2,501.20 5,438.00	32.935 2,634.80 5,728.00	34.646 2,771.68 6,026.00	36.469 2,917.52 6,343.00	38.395 3,071.60 6,678.00		
O60	34.067 2,725.36 5,925.00	35.860 2,868.80 6,237.00	37.662 3,012.96 6,550.00	39.597 3,167.76 6,887.00	41.646 3,331.68 7,243.00		
O70	37.673 3,013.84 6,552.00	39.731 3,178.48 6,910.00	41.891 3,351.28 7,286.00	44.099 3,527.92 7,670.00	46.457 3,716.56 8,080.00		
O80	39.250 3,189.00 7,000.00	41.191 3,351.00 7,300.00	43.263 3,513.00 7,600.00	45.398 3,687.00 7,900.00	47.687 3,870.00 8,200.00		

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

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
100	3,140.00	3,295.28	3,461.04	3,631.84	3,814.96		
	6,827.00	7,164.00	7,525.00	7,896.00	8,294.00		
	47.265						
105	3,781.20						
	8,221.00						
	35.219	37.174	39.295	41.465	43.805		
110	2,817.52	2,973.92	3,143.60	3,317.20	3,504.40		
	6,126.00	6,466.00	6,835.00	7,212.00	7,619.00		
	42.395	44.623	47.063	49.585	53.950		
120	3,391.60	3,569.84	3,765.04	3,966.80	4,316.00		
	7,374.00	7,761.00	8,186.00	8,624.00	9,383.00		
	43.525	45.751	48.142	50.591	53.223		
140	3,482.00	3,660.08	3,851.36	4,047.28	4,257.84		
	7,570.00	7,957.00	8,373.00	8,799.00	9,257.00		
	39.012	41.185	43.413	45.798	48.308		
150	3,120.96	3,294.80	3,473.04	3,663.84	3,864.64		
	6,785.00	7,163.00	7,551.00	7,966.00	8,402.00		
	48.732	51.294	54.098	56.997	62.015		
155	3,898.56	4,103.52	4,327.84	4,559.76	4,961.20		
	8,476.00	8,921.00	9,409.00	9,913.00	10,786.00		
	42.319	44.739	47.195	49.833	52.601		
160	3,385.52	3,579.12	3,775.60	3,986.64	4,208.08		
	7,360.00	7,781.00	8,209.00	8,667.00	9,149.00		
	58.807	62.041	65.353	68.863	72.577		
170	4,704.56	4,963.28	5,228.24	5,509.04	5,806.16		
	10,228.00	10,791.00	11,367.00	11,977.00	12,623.00		
	51.160	53.973	56.854	59.907	63.138		
180	4,092.80	4,317.84	4,548.32	4,792.56	5,051.04		
	8,898.00	9,387.00	9,889.00	10,420.00	10,982.00		
	56.987	60.131	63.326	66.795	70.347		
185	4,558.96	4,810.48	5,066.08	5,343.60	5,627.76		
	9,912.00	10,458.00	11,014.00	11,618.00	12,235.00		
	54.613	57.618	60.689	64.012	67.426		
230	4,369.04	4,609.44	4,855.12	5,120.96	5,394.08		
	9,499.00	10,021.00	10,556.00	11,134.00	11,727.00		
	11.817	12.412	13.130	13.798	14.444	15.182	15.947
250	945.36	992.96	1,050.40	1,103.84	1,155.52	1,214.56	1,275.76
	2,055.00	2,159.00	2,284.00	2,400.00	2,512.00	2,641.00	2,774.00
	12.416	13.036	13.798	14.444	15.182	15.947	16.714
260	993.28	1,042.88	1,103.84	1,155.52	1,214.56	1,275.76	1,337.12
	2,159.00	2,267.00	2,400.00	2,512.00	2,641.00	2,774.00	2,907.00
	12.720	13.353	14.130	14.813	15.541	16.295	17.141
270	1,017.60	1,068.24	1,130.40	1,185.04	1,243.28	1,303.60	1,371.28
	2,212.00	2,322.00	2,458.00	2,576.00	2,703.00	2,834.00	2,981.00
	12.997	13.648	14.444	15.182	15.947	16.714	17.554
272	1,039.76	1,091.84	1,155.52	1,214.56	1,275.76	1,337.12	1,404.32
	2,261.00	2,374.00	2,512.00	2,641.00	2,774.00	2,907.00	3,053.00
	13.022	13.671	14.471	15.220	15.989	16.746	17.585
280	1,041.76	1,093.68	1,157.68	1,217.60	1,279.12	1,339.68	1,406.80
	2,265.00	2,378.00	2,517.00	2,647.00	2,781.00	2,913.00	3,059.00
	13.335	13.998	14.814	15.567	16.329	17.132	18.001
290	1,066.80	1,119.84	1,185.12	1,245.36	1,306.32	1,370.56	1,440.08
	2,319.00	2,435.00	2,577.00	2,708.00	2,840.00	2,980.00	3,131.00
	13.665	14.348	15.182	15.947	16.714	17.554	18.452
307	1,093.20	1,147.84	1,214.56	1,275.76	1,337.12	1,404.32	1,476.16
	2,377.00	2,496.00	2,641.00	2,774.00	2,907.00	3,053.00	3,209.00
	15.512	16.290	17.238	18.072	19.013	19.962	20.968
310	1,240.96	1,303.20	1,379.04	1,445.76	1,521.04	1,596.96	1,677.44
	2,698.00	2,833.00	2,998.00	3,143.00	3,307.00	3,472.00	3,647.00
	14.354	15.071	15.947	16.714	17.554	18.452	19.373
316	1,148.32	1,205.68	1,275.76	1,337.12	1,404.32	1,476.16	1,549.84
	2,497.00	2,621.00	2,774.00	2,907.00	3,053.00	3,209.00	3,370.00
	14.910	15.656	16.563	17.363	18.227	19.165	20.139
320	1,192.80	1,252.48	1,325.04	1,389.04	1,458.16	1,533.20	1,611.12
	2,593.00	2,723.00	2,881.00	3,020.00	3,170.00	3,333.00	3,503.00
	14.667	15.397	16.295	17.141	17.998	18.905	19.861
330	1,173.36	1,231.76	1,303.60	1,371.28	1,439.84	1,512.40	1,588.88
	2,551.00	2,678.00	2,834.00	2,981.00	3,130.00	3,288.00	3,454.00
	15.040	15.793	16.714	17.554	18.452	19.373	20.346
	1,203.20	1,263.44	1,337.12	1,404.32	1,476.16	1,549.84	1,627.68

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

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
	2,616.00	2,747.00	2,907.00	3,053.00	3,209.00	3,370.00	3,539.00
336	15.628	16.414	17.363	18.227	19.165	20.139	21.160
	1,250.24	1,313.12	1,389.04	1,458.16	1,533.20	1,611.12	1,692.80
	2,718.00	2,855.00	3,020.00	3,170.00	3,333.00	3,503.00	3,680.00
340	15.426	16.196	17.141	17.998	18.905	19.861	20.861
	1,234.08	1,295.68	1,371.28	1,439.84	1,512.40	1,588.88	1,668.88
	2,683.00	2,817.00	2,981.00	3,130.00	3,288.00	3,454.00	3,628.00
344	17.140	17.999	19.051	20.017	21.002	22.083	23.197
	1,371.20	1,439.92	1,524.08	1,601.36	1,680.16	1,766.64	1,855.76
	2,981.00	3,131.00	3,314.00	3,482.00	3,653.00	3,841.00	4,035.00
350	15.796	16.587	17.554	18.452	19.373	20.346	21.426
	1,263.68	1,326.96	1,404.32	1,476.16	1,549.84	1,627.68	1,714.08
	2,747.00	2,885.00	3,053.00	3,209.00	3,370.00	3,539.00	3,727.00
352	16.107	16.916	17.893	18.809	19.766	20.754	21.842
	1,288.56	1,353.28	1,431.44	1,504.72	1,581.28	1,660.32	1,747.36
	2,801.00	2,942.00	3,112.00	3,271.00	3,438.00	3,610.00	3,799.00
356	16.444	17.266	18.273	19.169	20.171	21.183	22.263
	1,315.52	1,381.28	1,461.84	1,533.52	1,613.68	1,694.64	1,781.04
	2,860.00	3,003.00	3,178.00	3,334.00	3,508.00	3,684.00	3,872.00
360	16.197	17.007	17.998	18.905	19.861	20.861	22.106
	1,295.76	1,360.56	1,439.84	1,512.40	1,588.88	1,668.88	1,768.48
	2,817.00	2,958.00	3,130.00	3,288.00	3,454.00	3,628.00	3,845.00
361	16.508	17.334	18.342	19.277	20.259	21.274	22.389
	1,320.64	1,386.72	1,467.36	1,542.16	1,620.72	1,701.92	1,791.12
	2,871.00	3,015.00	3,190.00	3,353.00	3,524.00	3,700.00	3,894.00
370	16.607	17.437	18.452	19.373	20.346	21.426	22.696
	1,328.56	1,394.96	1,476.16	1,549.84	1,627.68	1,714.08	1,815.68
	2,888.00	3,033.00	3,209.00	3,370.00	3,539.00	3,727.00	3,947.00
374	18.252	19.164	20.279	21.284	22.353	23.538	24.935
	1,460.16	1,533.12	1,622.32	1,702.72	1,788.24	1,883.04	1,994.80
	3,175.00	3,333.00	3,527.00	3,702.00	3,888.00	4,094.00	4,337.00
380	17.011	17.865	18.905	19.861	20.861	22.106	23.263
	1,360.88	1,429.20	1,512.40	1,588.88	1,668.88	1,768.48	1,861.04
	2,959.00	3,107.00	3,288.00	3,454.00	3,628.00	3,845.00	4,046.00
386	17.669	18.554	19.636	20.635	21.678	22.988	24.172
	1,413.52	1,484.32	1,570.88	1,650.80	1,734.24	1,839.04	1,933.76
	3,073.00	3,227.00	3,415.00	3,589.00	3,770.00	3,998.00	4,204.00
390	17.433	18.306	19.373	20.346	21.426	22.696	23.789
	1,394.64	1,464.48	1,549.84	1,627.68	1,714.08	1,815.68	1,903.12
	3,032.00	3,184.00	3,370.00	3,539.00	3,727.00	3,947.00	4,138.00
391	17.561	18.439	19.513	20.493	21.565	22.847	23.964
	1,404.88	1,475.12	1,561.04	1,639.44	1,725.20	1,827.76	1,917.12
	3,054.00	3,207.00	3,394.00	3,564.00	3,751.00	3,974.00	4,168.00
400	17.873	18.766	19.861	20.861	22.106	23.263	24.414
	1,429.84	1,501.28	1,588.88	1,668.88	1,768.48	1,861.04	1,953.12
	3,109.00	3,264.00	3,454.00	3,628.00	3,845.00	4,046.00	4,246.00
404	19.907	20.903	22.121	23.227	24.611	25.894	27.167
	1,592.56	1,672.24	1,769.68	1,858.16	1,968.88	2,071.52	2,173.36
	3,462.00	3,636.00	3,847.00	4,040.00	4,281.00	4,504.00	4,725.00
406	18.594	19.522	20.663	21.711	22.806	24.179	25.425
	1,487.52	1,561.76	1,653.04	1,736.88	1,824.48	1,934.32	2,034.00
	3,234.00	3,395.00	3,594.00	3,776.00	3,967.00	4,205.00	4,422.00
410	18.310	19.224	20.346	21.426	22.696	23.789	25.023
	1,464.80	1,537.92	1,627.68	1,714.08	1,815.68	1,903.12	2,001.84
	3,185.00	3,344.00	3,539.00	3,727.00	3,947.00	4,138.00	4,352.00
419	19.636	20.618	21.815	23.001	24.273	25.537	26.907
	1,570.88	1,649.44	1,745.20	1,840.08	1,941.84	2,042.96	2,152.56
	3,415.00	3,586.00	3,794.00	4,001.00	4,222.00	4,442.00	4,680.00
420	18.777	19.712	20.861	22.106	23.263	24.414	25.634
	1,502.16	1,576.96	1,668.88	1,768.48	1,861.04	1,953.12	2,050.72
	3,266.00	3,428.00	3,628.00	3,845.00	4,046.00	4,246.00	4,458.00
422	18.911	19.859	21.011	22.279	23.436	24.594	25.829
	1,512.88	1,588.72	1,680.88	1,782.32	1,874.88	1,967.52	2,066.32
	3,289.00	3,454.00	3,654.00	3,875.00	4,076.00	4,278.00	4,492.00
426	19.059	20.014	21.180	22.253	23.377	24.782	26.060
	1,524.72	1,601.12	1,694.40	1,780.24	1,870.16	1,982.56	2,084.80
	3,315.00	3,481.00	3,684.00	3,870.00	4,066.00	4,310.00	4,533.00
430	19.283	20.248	21.426	22.696	23.789	25.023	26.295
	1,542.64	1,619.84	1,714.08	1,815.68	1,903.12	2,001.84	2,103.60
	3,354.00	3,522.00	3,727.00	3,947.00	4,138.00	4,352.00	4,573.00

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

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
440	19.898	20.891	22.106	23.263	24.414	25.634	26.937
	1,591.84	1,671.28	1,768.48	1,861.04	1,953.12	2,050.72	2,154.96
	3,461.00	3,634.00	3,845.00	4,046.00	4,246.00	4,458.00	4,685.00
442	20.037	21.037	22.263	23.414	24.570	25.778	27.089
	1,602.96	1,682.96	1,781.04	1,873.12	1,965.60	2,062.24	2,167.12
	3,485.00	3,659.00	3,872.00	4,072.00	4,273.00	4,484.00	4,712.00
443	20.407	21.426	22.673	24.030	25.279	26.597	27.866
	1,632.56	1,714.08	1,813.84	1,922.40	2,022.32	2,127.76	2,229.28
	3,549.00	3,727.00	3,943.00	4,180.00	4,397.00	4,626.00	4,847.00
450	20.427	21.448	22.696	23.789	25.023	26.295	27.641
	1,634.16	1,715.84	1,815.68	1,903.12	2,001.84	2,103.60	2,211.28
	3,553.00	3,730.00	3,947.00	4,138.00	4,352.00	4,573.00	4,808.00
454	22.692	23.825	25.212	26.466	27.818	29.343	30.746
	1,815.36	1,906.00	2,016.96	2,117.28	2,225.44	2,347.44	2,459.68
	3,947.00	4,144.00	4,385.00	4,603.00	4,838.00	5,104.00	5,348.00
460	20.937	21.981	23.263	24.414	25.634	26.937	28.357
	1,674.96	1,758.48	1,861.04	1,953.12	2,050.72	2,154.96	2,268.56
	3,642.00	3,823.00	4,046.00	4,246.00	4,458.00	4,685.00	4,932.00
464	23.276	24.440	25.859	27.121	28.504	29.961	31.511
	1,862.08	1,955.20	2,068.72	2,169.68	2,280.32	2,396.88	2,520.88
	4,048.00	4,251.00	4,498.00	4,717.00	4,958.00	5,211.00	5,481.00
466	21.632	22.714	24.038	25.228	26.497	27.844	29.294
	1,730.56	1,817.12	1,923.04	2,018.24	2,119.76	2,227.52	2,343.52
	3,762.00	3,951.00	4,181.00	4,388.00	4,609.00	4,843.00	5,095.00
467	26.149	27.455	29.051	30.477	32.025	33.670	35.409
	2,091.92	2,196.40	2,324.08	2,438.16	2,562.00	2,693.60	2,832.72
	4,548.00	4,775.00	5,053.00	5,301.00	5,570.00	5,856.00	6,159.00
470	21.407	22.477	23.789	25.023	26.295	27.641	29.070
	1,712.56	1,798.16	1,903.12	2,001.84	2,103.60	2,211.28	2,325.60
	3,723.00	3,909.00	4,138.00	4,352.00	4,573.00	4,808.00	5,056.00
480	21.747	22.834	24.162	25.369	26.659	28.065	29.508
	1,739.76	1,826.72	1,932.96	2,029.52	2,132.72	2,245.20	2,360.64
	3,782.00	3,971.00	4,202.00	4,412.00	4,637.00	4,881.00	5,132.00
482	22.709	23.843	25.228	26.497	27.844	29.294	30.808
	1,816.72	1,907.44	2,018.24	2,119.76	2,227.52	2,343.52	2,464.64
	3,950.00	4,147.00	4,388.00	4,609.00	4,843.00	5,095.00	5,358.00
486	22.884	24.028	25.425	26.696	28.019	29.461	30.981
	1,830.72	1,922.24	2,034.00	2,135.68	2,241.52	2,356.88	2,478.48
	3,980.00	4,179.00	4,422.00	4,643.00	4,873.00	5,124.00	5,388.00
490	22.518	23.644	25.023	26.295	27.641	29.070	30.560
	1,801.44	1,891.52	2,001.84	2,103.60	2,211.28	2,325.60	2,444.80
	3,917.00	4,112.00	4,352.00	4,573.00	4,808.00	5,056.00	5,315.00
491	23.276	24.438	25.860	27.159	28.541	30.027	31.578
	1,862.08	1,955.04	2,068.80	2,172.72	2,283.28	2,402.16	2,526.24
	4,048.00	4,250.00	4,498.00	4,724.00	4,964.00	5,223.00	5,492.00
494	25.034	26.285	27.818	29.236	30.746	32.326	33.958
	2,002.72	2,102.80	2,225.44	2,338.88	2,459.68	2,586.08	2,716.64
	4,354.00	4,572.00	4,838.00	5,085.00	5,348.00	5,622.00	5,906.00
500	23.070	24.221	25.634	26.937	28.357	29.815	31.367
	1,845.60	1,937.68	2,050.72	2,154.96	2,268.56	2,385.20	2,509.36
	4,013.00	4,213.00	4,458.00	4,685.00	4,932.00	5,186.00	5,456.00
504	25.653	26.936	28.504	29.961	31.511	33.145	34.861
	2,052.24	2,154.88	2,280.32	2,396.88	2,520.88	2,651.60	2,788.88
	4,462.00	4,685.00	4,958.00	5,211.00	5,481.00	5,765.00	6,063.00
507	27.454	28.823	30.500	32.063	33.717	35.469	37.306
	2,196.32	2,305.84	2,440.00	2,565.04	2,697.36	2,837.52	2,984.48
	4,775.00	5,013.00	5,305.00	5,577.00	5,864.00	6,169.00	6,489.00
508	28.820	30.265	32.025	33.670	35.409	37.246	39.173
	2,305.60	2,421.20	2,562.00	2,693.60	2,832.72	2,979.68	3,133.84
	5,013.00	5,264.00	5,570.00	5,856.00	6,159.00	6,478.00	6,813.00
510	23.665	24.849	26.295	27.641	29.070	30.560	32.165
	1,893.20	1,987.92	2,103.60	2,211.28	2,325.60	2,444.80	2,573.20
	4,116.00	4,322.00	4,573.00	4,808.00	5,056.00	5,315.00	5,594.00
514	27.620	29.004	30.685	32.271	33.931	35.642	37.522
	2,209.60	2,320.32	2,454.80	2,581.68	2,714.48	2,851.36	3,001.76
	4,804.00	5,045.00	5,337.00	5,613.00	5,902.00	6,199.00	6,526.00
520	24.245	25.457	26.937	28.357	29.815	31.367	32.968
	1,939.60	2,036.56	2,154.96	2,268.56	2,385.20	2,509.36	2,637.44
	4,217.00	4,428.00	4,685.00	4,932.00	5,186.00	5,456.00	5,734.00
523	29.609	31.171	32.776	34.479	36.238		

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

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
	2,368.72	2,493.68	2,622.08	2,758.32	2,899.04		
	5,150.00	5,422.00	5,701.00	5,997.00	6,303.00		
524	26.964	28.311	29.961	31.509	33.144	34.861	36.670
	2,157.12	2,264.88	2,396.88	2,520.72	2,651.52	2,788.88	2,933.60
	4,690.00	4,924.00	5,211.00	5,480.00	5,765.00	6,063.00	6,378.00
527	27.590	28.971	30.658	32.241	33.894	35.674	37.476
	2,207.20	2,317.68	2,452.64	2,579.28	2,711.52	2,853.92	2,998.08
	4,799.00	5,039.00	5,332.00	5,608.00	5,895.00	6,205.00	6,518.00
530	24.879	26.120	27.641	29.070	30.560	32.165	33.787
	1,990.32	2,089.60	2,211.28	2,325.60	2,444.80	2,573.20	2,702.96
	4,327.00	4,543.00	4,808.00	5,056.00	5,315.00	5,594.00	5,877.00
534	27.676	29.062	30.752	32.333	33.962	35.756	37.579
	2,214.08	2,324.96	2,460.16	2,586.64	2,716.96	2,860.48	3,006.32
	4,814.00	5,055.00	5,349.00	5,624.00	5,907.00	6,219.00	6,536.00
540	25.517	26.792	28.357	29.815	31.367	32.968	34.651
	2,041.36	2,143.36	2,268.56	2,385.20	2,509.36	2,637.44	2,772.08
	4,438.00	4,660.00	4,932.00	5,186.00	5,456.00	5,734.00	6,027.00
547	30.344	31.861	33.717	35.469	37.306	39.238	41.213
	2,427.52	2,548.88	2,697.36	2,837.52	2,984.48	3,139.04	3,297.04
	5,278.00	5,542.00	5,864.00	6,169.00	6,489.00	6,825.00	7,168.00
550	26.162	27.470	29.070	30.560	32.165	33.787	35.570
	2,092.96	2,197.60	2,325.60	2,444.80	2,573.20	2,702.96	2,845.60
	4,550.00	4,778.00	5,056.00	5,315.00	5,594.00	5,877.00	6,187.00
554	32.692	34.326	36.325	38.154	40.172	42.207	44.430
	2,615.36	2,746.08	2,906.00	3,052.32	3,213.76	3,376.56	3,554.40
	5,686.00	5,970.00	6,318.00	6,636.00	6,987.00	7,341.00	7,728.00
560	26.836	28.176	29.815	31.367	32.968	34.651	36.467
	2,146.88	2,254.08	2,385.20	2,509.36	2,637.44	2,772.08	2,917.36
	4,668.00	4,901.00	5,186.00	5,456.00	5,734.00	6,027.00	6,343.00
564	29.763	31.251	33.070	34.791	36.564	38.435	40.452
	2,381.04	2,500.08	2,645.60	2,783.28	2,925.12	3,074.80	3,236.16
	5,177.00	5,435.00	5,752.00	6,051.00	6,360.00	6,685.00	7,036.00
567	30.684	32.218	34.095	35.842	37.689	39.645	41.704
	2,454.72	2,577.44	2,727.60	2,867.36	3,015.12	3,171.60	3,336.32
	5,337.00	5,604.00	5,930.00	6,234.00	6,555.00	6,895.00	7,254.00
570	27.503	28.875	30.560	32.165	33.787	35.570	37.384
	2,200.24	2,310.00	2,444.80	2,573.20	2,702.96	2,845.60	2,990.72
	4,784.00	5,022.00	5,315.00	5,594.00	5,877.00	6,187.00	6,502.00
574	30.568	32.094	33.962	35.756	37.579	39.553	41.555
	2,445.44	2,567.52	2,716.96	2,860.48	3,006.32	3,164.24	3,324.40
	5,317.00	5,582.00	5,907.00	6,219.00	6,536.00	6,879.00	7,228.00
577	31.923	33.520	35.469	37.306	39.238	41.213	43.368
	2,553.84	2,681.60	2,837.52	2,984.48	3,139.04	3,297.04	3,469.44
	5,552.00	5,830.00	6,169.00	6,489.00	6,825.00	7,168.00	7,543.00
580	28.230	29.640	31.367	32.968	34.651	36.467	38.331
	2,258.40	2,371.20	2,509.36	2,637.44	2,772.08	2,917.36	3,066.48
	4,910.00	5,155.00	5,456.00	5,734.00	6,027.00	6,343.00	6,667.00
582	33.323	35.031	36.817	38.749	40.724		
	2,665.84	2,802.48	2,945.36	3,099.92	3,257.92		
	5,796.00	6,093.00	6,404.00	6,740.00	7,083.00		
583	32.200	33.844	35.571	37.441	39.347		
	2,576.00	2,707.52	2,845.68	2,995.28	3,147.76		
	5,600.00	5,886.00	6,187.00	6,512.00	6,844.00		
584	31.373	32.943	34.861	36.671	38.520	40.542	42.607
	2,509.84	2,635.44	2,788.88	2,933.68	3,081.60	3,243.36	3,408.56
	5,457.00	5,730.00	6,063.00	6,378.00	6,700.00	7,051.00	7,411.00
590	28.945	30.395	32.165	33.787	35.570	37.384	39.302
	2,315.60	2,431.60	2,573.20	2,702.96	2,845.60	2,990.72	3,144.16
	5,034.00	5,287.00	5,594.00	5,877.00	6,187.00	6,502.00	6,836.00
593	36.260	38.074	39.976	41.976	44.073		
	2,900.80	3,045.92	3,198.08	3,358.08	3,525.84		
	6,307.00	6,622.00	6,953.00	7,301.00	7,666.00		
594	33.771	35.462	37.522	39.439	41.508	43.612	45.864
	2,701.68	2,836.96	3,001.76	3,155.12	3,320.64	3,488.96	3,669.12
	5,874.00	6,168.00	6,526.00	6,860.00	7,219.00	7,585.00	7,977.00
597	32.908	34.556	36.564	38.435	40.452	42.512	44.729
	2,632.64	2,764.48	2,925.12	3,074.80	3,236.16	3,400.96	3,578.32
	5,724.00	6,010.00	6,360.00	6,685.00	7,036.00	7,394.00	7,780.00
600	29.670	31.155	32.968	34.651	36.467	38.331	40.328
	2,373.60	2,492.40	2,637.44	2,772.08	2,917.36	3,066.48	3,226.24

SALARY SCHEDULE I - EFFECTIVE JULY 1, 2016
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RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
604	5,160.00	5,419.00	5,734.00	6,027.00	6,343.00	6,667.00	7,014.00
	34.626	36.646	38.514	40.537	42.588	44.789	47.028
	2,770.08	2,931.68	3,081.12	3,242.96	3,407.04	3,583.12	3,762.24
	6,022.00	6,374.00	6,699.00	7,051.00	7,407.00	7,790.00	8,180.00
607	34.685	36.708	38.582	40.590	42.635	44.884	47.128
	2,774.80	2,936.64	3,086.56	3,247.20	3,410.80	3,590.72	3,770.24
	6,033.00	6,385.00	6,711.00	7,060.00	7,415.00	7,807.00	8,197.00
610	30.410	31.931	33.787	35.570	37.384	39.302	41.379
	2,432.80	2,554.48	2,702.96	2,845.60	2,990.72	3,144.16	3,310.32
	5,289.00	5,554.00	5,877.00	6,187.00	6,502.00	6,836.00	7,197.00
613	38.074	39.976	41.976	44.073	46.280		
	3,045.92	3,198.08	3,358.08	3,525.84	3,702.40		
	6,622.00	6,953.00	7,301.00	7,666.00	8,049.00		
614	33.799	35.764	37.643	39.547	41.598	43.782	45.972
	2,703.92	2,861.12	3,011.44	3,163.76	3,327.84	3,502.56	3,677.76
	5,879.00	6,220.00	6,547.00	6,878.00	7,235.00	7,615.00	7,996.00
620	31.184	32.744	34.651	36.467	38.331	40.328	42.441
	2,494.72	2,619.52	2,772.08	2,917.36	3,066.48	3,226.24	3,395.28
	5,424.00	5,695.00	6,027.00	6,343.00	6,667.00	7,014.00	7,382.00
623	34.186	35.985	37.814	39.786	41.869		
	2,734.88	2,878.80	3,025.12	3,182.88	3,349.52		
	5,946.00	6,259.00	6,577.00	6,920.00	7,282.00		
624	34.704	36.438	38.559	40.570	42.633	44.849	47.192
	2,776.32	2,915.04	3,084.72	3,245.60	3,410.64	3,587.92	3,775.36
	6,036.00	6,338.00	6,707.00	7,056.00	7,415.00	7,801.00	8,208.00
627	35.596	37.373	39.547	41.548	43.701	45.997	48.398
	2,847.68	2,989.84	3,163.76	3,323.84	3,496.08	3,679.76	3,871.84
	6,191.00	6,500.00	6,878.00	7,226.00	7,601.00	8,000.00	8,418.00
630	32.013	33.614	35.570	37.384	39.302	41.379	43.553
	2,561.04	2,689.12	2,845.60	2,990.72	3,144.16	3,310.32	3,484.24
	5,568.00	5,846.00	6,187.00	6,502.00	6,836.00	7,197.00	7,575.00
633	39.902	41.897	43.992	46.190	48.508		
	3,192.16	3,351.76	3,519.36	3,695.20	3,880.64		
	6,940.00	7,287.00	7,651.00	8,034.00	8,437.00		
634	35.601	37.382	39.553	41.555	43.709	46.008	48.410
	2,848.08	2,990.56	3,164.24	3,324.40	3,496.72	3,680.64	3,872.80
	6,192.00	6,502.00	6,879.00	7,228.00	7,602.00	8,002.00	8,420.00
640	32.822	34.465	36.467	38.331	40.328	42.441	44.668
	2,625.76	2,757.20	2,917.36	3,066.48	3,226.24	3,395.28	3,573.44
	5,709.00	5,994.00	6,343.00	6,667.00	7,014.00	7,382.00	7,769.00
644	40.213	42.555	44.723	47.067	49.527	52.123	54.729
	3,217.04	3,404.40	3,577.84	3,765.36	3,962.16	4,169.84	4,378.32
	6,994.00	7,402.00	7,779.00	8,186.00	8,614.00	9,066.00	9,519.00
645	39.046	41.040	43.182	45.441	47.825		
	3,123.68	3,283.20	3,454.56	3,635.28	3,826.00		
	6,791.00	7,138.00	7,511.00	7,903.00	8,318.00		
647	42.197	44.652	46.940	49.427	52.021	54.723	57.459
	3,375.76	3,572.16	3,755.20	3,954.16	4,161.68	4,377.84	4,596.72
	7,339.00	7,766.00	8,164.00	8,597.00	9,048.00	9,518.00	9,994.00
650	33.644	35.327	37.384	39.302	41.379	43.553	45.821
	2,691.52	2,826.16	2,990.72	3,144.16	3,310.32	3,484.24	3,665.68
	5,852.00	6,144.00	6,502.00	6,836.00	7,197.00	7,575.00	7,970.00
660	34.499	36.225	38.331	40.328	42.441	44.668	46.988
	2,759.92	2,898.00	3,066.48	3,226.24	3,395.28	3,573.44	3,759.04
	6,000.00	6,301.00	6,667.00	7,014.00	7,382.00	7,769.00	8,173.00
670	35.370	37.139	39.302	41.379	43.553	45.821	48.189
	2,829.60	2,971.12	3,144.16	3,310.32	3,484.24	3,665.68	3,855.12
	6,152.00	6,460.00	6,836.00	7,197.00	7,575.00	7,970.00	8,381.00
674	38.412	40.332	42.684	44.910	47.263	49.737	52.319
	3,072.96	3,226.56	3,414.72	3,592.80	3,781.04	3,978.96	4,185.52
	6,681.00	7,015.00	7,424.00	7,811.00	8,220.00	8,651.00	9,100.00
680	36.297	38.113	40.328	42.441	44.668	46.988	49.445
	2,903.76	3,049.04	3,226.24	3,395.28	3,573.44	3,759.04	3,955.60
	6,313.00	6,629.00	7,014.00	7,382.00	7,769.00	8,173.00	8,600.00
684	40.363	42.383	44.849	47.192	49.666	52.265	54.979
	3,229.04	3,390.64	3,587.92	3,775.36	3,973.28	4,181.20	4,398.32
	7,020.00	7,372.00	7,801.00	8,208.00	8,638.00	9,090.00	9,562.00
687	46.640	49.349	51.931	54.647	57.511	60.501	63.525
	3,731.20	3,947.92	4,154.48	4,371.76	4,600.88	4,840.08	5,082.00
	8,112.00	8,583.00	9,032.00	9,505.00	10,003.00	10,523.00	11,049.00

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

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
690	37.205	39.066	41.336	43.504	45.785	48.165	50.682
	2,976.40	3,125.28	3,306.88	3,480.32	3,662.80	3,853.20	4,054.56
	6,471.00	6,795.00	7,190.00	7,567.00	7,963.00	8,377.00	8,815.00
694	44.476	47.067	49.527	52.123	54.848	57.698	60.582
	3,558.08	3,765.36	3,962.16	4,169.84	4,387.84	4,615.84	4,846.56
	7,736.00	8,186.00	8,614.00	9,066.00	9,540.00	10,035.00	10,537.00
697	40.393	42.414	44.884	47.165	49.654	52.168	54.853
	3,231.44	3,393.12	3,590.72	3,773.20	3,972.32	4,173.44	4,388.24
	7,025.00	7,377.00	7,807.00	8,203.00	8,636.00	9,074.00	9,541.00
700	38.826	40.765	42.805	44.943	47.191	49.552	52.031
	3,106.08	3,261.20	3,424.40	3,595.44	3,775.28	3,964.16	4,162.48
	6,753.00	7,090.00	7,445.00	7,817.00	8,208.00	8,619.00	9,050.00
710	39.856	41.852	43.945	46.140	48.449	50.871	53.412
	3,188.48	3,348.16	3,515.60	3,691.20	3,875.92	4,069.68	4,272.96
	6,932.00	7,279.00	7,643.00	8,025.00	8,427.00	8,848.00	9,290.00
720	40.200	42.210	44.668	46.988	49.445	52.043	54.746
	3,216.00	3,376.80	3,573.44	3,759.04	3,955.60	4,163.44	4,379.68
	6,992.00	7,342.00	7,769.00	8,173.00	8,600.00	9,052.00	9,522.00
724	49.252	52.123	54.848	57.698	60.712	63.873	67.066
	3,940.16	4,169.84	4,387.84	4,615.84	4,856.96	5,109.84	5,365.28
	8,566.00	9,066.00	9,540.00	10,035.00	10,560.00	11,109.00	11,665.00
730	41.205	43.266	45.785	48.165	50.680	53.343	56.116
	3,296.40	3,461.28	3,662.80	3,853.20	4,054.40	4,267.44	4,489.28
	7,167.00	7,525.00	7,963.00	8,377.00	8,815.00	9,278.00	9,760.00
740	42.441	44.563	47.161	49.583	52.165	54.911	57.764
	3,395.28	3,565.04	3,772.88	3,966.64	4,173.20	4,392.88	4,621.12
	7,382.00	7,751.00	8,203.00	8,624.00	9,073.00	9,551.00	10,047.00
747	47.071	49.427	52.305	54.997	57.857	60.903	64.063
	3,765.68	3,954.16	4,184.40	4,399.76	4,628.56	4,872.24	5,125.04
	8,187.00	8,597.00	9,097.00	9,566.00	10,063.00	10,593.00	11,142.00
750	43.504	45.679	48.340	50.824	53.466	56.283	59.204
	3,480.32	3,654.32	3,867.20	4,065.92	4,277.28	4,502.64	4,736.32
	7,567.00	7,945.00	8,408.00	8,840.00	9,299.00	9,789.00	10,297.00
757	50.662	53.609	56.373	59.304	62.425	65.669	68.951
	4,052.96	4,288.72	4,509.84	4,744.32	4,994.00	5,253.52	5,516.08
	8,812.00	9,324.00	9,805.00	10,315.00	10,857.00	11,422.00	11,993.00
760	44.851	47.093	49.445	52.043	54.746	57.484	60.358
	3,588.08	3,767.44	3,955.60	4,163.44	4,379.68	4,598.72	4,828.64
	7,801.00	8,191.00	8,600.00	9,052.00	9,522.00	9,998.00	10,498.00
764	56.145	59.414	62.382	65.500	68.778	72.217	75.824
	4,491.60	4,753.12	4,990.56	5,240.00	5,502.24	5,777.36	6,065.92
	9,765.00	10,334.00	10,850.00	11,392.00	11,962.00	12,561.00	13,188.00
770	47.347	49.719	52.203	54.943	57.799	60.690	63.723
	3,787.76	3,977.52	4,176.24	4,395.44	4,623.92	4,855.20	5,097.84
	8,235.00	8,648.00	9,080.00	9,556.00	10,053.00	10,556.00	11,083.00
777	45.621	47.902	50.695	53.305	56.077	59.026	62.088
	3,649.68	3,832.16	4,055.60	4,264.40	4,486.16	4,722.08	4,967.04
	7,935.00	8,332.00	8,817.00	9,271.00	9,753.00	10,266.00	10,799.00
787	52.073	54.674	57.857	60.903	64.063	67.409	70.921
	4,165.84	4,373.92	4,628.56	4,872.24	5,125.04	5,392.72	5,673.68
	9,057.00	9,509.00	10,063.00	10,593.00	11,142.00	11,724.00	12,335.00
940	67.043						
	5,363.44						
	11,661.00						
950	68.439						
	5,475.12						
	11,903.00						
960	99.205						
	7,936.40						
	17,255.00						
970	104.292						
	8,343.36						
	18,139.00						
980	133.333						
	10,666.64						
	23,190.00						
990	124.979						
	9,998.32						
	21,737.00						

SALARY SCHEDULE IA - EFFECTIVE JULY 1, 2016
HOURLY PAY RATES

RANGE	RATE
H17	9.224
H18	9.265
H19	9.414
H20	9.569
H22	9.905
H23	10.037
H24	10.365
H25	10.695
H26	11.627
H27	11.640
H28	11.977
H29	12.456
H30	12.921
H31	13.405
H32	13.901
H33	14.529
H34	15.173
H35	15.963
H36	16.756
H37	17.702
H38	18.675
H39	19.468
H40	20.271
H41	19.290
H42	19.849
H43	21.255
H44	22.339
H45	23.514
H46	24.981
H49	29.382
H52	33.783
H54	36.717
H57	41.118
H60	45.522
H61	54.627
H62	63.730
P16	9.286
P24	10.695
P25	11.231
P26	11.627
P27	11.790
P28	12.458
P32	11.871
P34	12.957
P36	14.311
P39	20.252

SALARY SCHEDULE

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

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

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

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

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

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

IV. MEMBERS OF BOARDS AND COMMISSIONS - COMPENSATION RATE:

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

SALARY RANGE

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

D-12 Pursuant to Section 2.21.050 of the Long Beach Municipal Code, compensation for the City's representative to the Board of Directors of the Metropolitan Water District of Southern California shall be at the rate of \$100.00 per day for any day that the representative/director attends a meeting of the MWD Board, a committee of the MWD Board or both, not to exceed

\$500.00 per calendar month.

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

V. ELECTED OFFICIALS:

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

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

<u>Salary Range</u>	<u>Rate</u>	<u>(Effective July 1, 2016)</u>
D10	\$16.763	

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

SKILL PAYS

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

SKILL PAYS

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

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
LIFEGUARD-HRLY-NC		When performing the duties of a Junior Lifeguard Instructor.			\$5.000
		When performing the duties as a lead Junior Lifeguard Coordinator.			\$12.500
MAINTENANCE ASSISTANT III		When performing fiber-glassing duties for Marine Bureau.			\$4.430
MARINE SAFETY OFFICER		When performing the duties of a Junior Lifeguard Instructor.			\$4.500
		When performing the duties as a lead Junior Lifeguard Coordinator.			\$12.500
MARINE SAFETY SERGEANT		When performing the duties of a Junior Lifeguard Instructor.			\$4.500
		When performing the duties as a lead Junior Lifeguard Coordinator.			\$12.500
MATERIALS INSPECTOR		When fully qualified and assigned to perform deputy inspection work and while possessing a valid deputy inspector card.			\$2.800
MECHANICAL SUPERVISOR		When regularly assigned and performing as supervisor of three or more sections in the Structural Division of the Public Service Bureau.			\$10.000
PAINTER SUPERVISOR		When regularly assigned and performing as supervisor of three or more sections in the Structural Division of the Public Service Bureau.			\$10.000
PERSONNEL ANALYST I-II-CONF		When assigned to and performing table customization, configuration, and maintenance in the HRMS System.			\$12.000

SKILL PAYS

<i>CLASSIFICATION</i>	<i>CODE</i>	<i>SKILL</i>	<i>HRLY</i>	<i>OR</i>	<i>Per Diem</i>
<i>PLAN CHECKER</i>					
<i>PLAN CHECKER-ELECTRICAL I-II</i>					
<i>PLAN CHECKER-FIRE PREVENTION</i>					
<i>PLAN CHECKER-FIRE PREVENTION I-II</i>					
<i>PLAN CHECKER-MECHANICAL</i>					
<i>PLAN CHECKER-MECHANICAL I-II</i>					
<i>PLAN CHECKER-PLUMBING</i>					
<i>PLAN CHECKER-PLUMBING I-II</i>					
		When appropriately certified in the discipline of plumbing, mechanical or electrical inspection and assigned to perform as a Plan Checker in more than one specialty area.			\$4.000
<i>PLANNER I-III</i>					
<i>PLANNING AIDE</i>					
		When assigned to work the Development Service Counter and performing over-the-counter plan checking.			\$5.600
<i>PLUMBER SUPERVISOR</i>					
		When regularly assigned and performing as supervisor of three or more sections in the Structural Division of the Public Service Bureau.			\$10.000
<i>PRINCIPAL BUILDING INSPECTOR</i>					
		Counter plan checking.			\$6.400
<i>PUBLIC SAFETY DISPATCHER IV</i>					
		When regularly assigned to and performing the duties of a Communications Center Supervisor during the Communications Center Supervisor's regularly scheduled days off. This skill pay may not be combined with Higher Class Pay.			\$7.500
<i>REFUSE OPERATOR I-III</i>					
		When performing as a trainer for a new operator.			\$8.000
<i>SCHOOL GUARD</i>					
		When assigned as School Guard Trainer.			\$3.100
<i>SENIOR CIVIL ENGINEER</i>					
		When possessing a California Structural Engineers License and assigned to perform structural engineering duties.			\$10.000
<i>SENIOR COMBINATION BLDG INSP</i>					
<i>SENIOR ELECTRICAL INSPECTOR</i>					
		Counter plan checking.			\$6.400
<i>SENIOR ENGINEERING TECH I</i>					
		When regularly assigned and performing architectural design.			\$9.700

SKILL PAYS

<i>CLASSIFICATION</i>	<i>CODE</i>	<i>SKILL</i>	<i>HRLY</i>	<i>OR</i>	<i>Per Diem</i>
<i>SENIOR MECHANICAL INSPECTOR</i>					
<i>SENIOR PLUMBING INSPECTOR</i>		Counter plan checking.			\$6.400
<i>SPECIAL SERVICES OFFICER II</i>		When assigned to and performing as School Guard Supervisor.			\$4.000
<i>SPECIAL SERVICES OFFICER III</i>		When regularly assigned to the Police Department Marine Patrol and performing the duties of a Security Officer IV during the Security Officer IV's regularly scheduled days off. This skill pay may not be combined with Higher Class Pay.			\$4.540
<i>TREE TRIMMER I-II</i>		When possessing a Pesticide Applicator license and regularly assigned pesticide applicator duties.			\$4.430
<i>WELDER</i>		When regularly assigned and performing duties as a lead welder.			\$4.500

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
BATTALION CHIEF					
	599	For regular and frequent use of certified oral and/or written bilingual skills.	\$0.800		
	730	Compensation to eligible fire classifications who has ten (10) years of service as a Firefighter with the City of Long Beach or bargaining unit members who have prior California firefighting experience as a full-time career sworn firefighter with the State of California Firefighter One certification.	\$1.920		
	731	Compensation to eligible fire classifications who has fifteen (15) years of service as a Firefighter with the City of Long Beach or bargaining unit members who have prior California firefighting experience as a full-time career sworn firefighter with the State of California Firefighter One certification.	\$3.840		
	735	When regularly assigned to a non-platoon schedule in Fire Prevention, Community Services, Support Services, Operations, Disaster Management, or Administration.	\$2.300		
	750	When possessing Strike Team Leader certificate. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay).	\$0.576		
	784	Compensation to eligible classifications who have obtained a degree of Associate of Arts in fire science, administration, and similar approved fields from an accredited institution.	\$1.725		
	786	Compensation to eligible classifications who have obtained a degree of Bachelor of Arts or Bachelor of Science, or Bachelor of Vocational Education from an accredited college or university in fire science, administration or similar approved fields.	\$2.012		
	787	Compensation to eligible classifications who have obtained a Masters degree from an accredited college or university in fire science, administration or similar approved fields.	\$2.300		
	788	Compensation to eligible classifications who have completed 60 or more semester units from an accredited institution in fire science, administration and similar approved fields.	\$1.725		
CARPENTER SUPERVISOR					
	568	When regularly assigned and performing as general supervisor of the Carpentry-Field, Carpentry-Shop, Paint & Welding sections or Marine & Facility Maintenance.	\$2.000		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
CHIEF BUILDING INSPECTOR					
	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.250		
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.500		
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$0.750		
	536	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.000		
	537	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.250		
	567	When registered by the International Code Council (ICC) and recertified on an annual	\$1.500		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
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basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).

CHIEF CONSTRUCTION INSPECTOR

505	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$0.750		
506	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.000		
507	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.250		
565	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.500		

CLERK SUPERVISOR

895	When regularly assigned to night shift at the Police Department.	\$1.200		
896	When regularly assigned to swing shift at the Police Department.	\$0.900		
897	When regularly assigned to day shift at the Police Department.	\$0.600		

CLERK TYPIST I-III

501	For regular and frequent use of certified shorthand skills.	\$0.300		
873	When regularly performing Payroll/Personnel Asst duties for the Police Department. This Skill pay may not be used in conjunction with 563.	\$0.700		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	895	When regularly assigned to night shift at the Police Department.	\$1.200		
	896	When regularly assigned to swing shift at the Police Department.	\$0.900		
	897	When regularly assigned to day shift at the Police Department.	\$0.600		
CLERK TYPIST V					
	895	When regularly assigned to night shift at the Police Department.	\$1.200		
	896	When regularly assigned to swing shift at the Police Department.	\$0.900		
	897	When regularly assigned to day shift at the Police Department.	\$0.600		
COMB BLDG INSP AIDE I-II					
	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.250		
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.500		
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for	\$0.750		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		three, up to a maximum of \$1.50 per hour for four special certifications).			
	536	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.000		
	537	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.250		
	567	When registered by the international Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.500		
COMB BLDG INSPECTOR					
	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.250		
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for	\$1.500		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		four special certifications).			
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$0.750		
	536	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.000		
	537	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.250		
	567	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
COMMUNITY WORKER I					
	530	When regularly assigned and performing as a team leader of a rehabilitation team or specialized clinic or STD clinic in the Health Department.	\$0.633		
CONSTRUCTION INSPECTOR I-II					
	505	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$0.750		
	506	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.000		
	507	When fully qualified to perform deputy inspection work and while possessing valid	\$1.250		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
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deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).

565		When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.500		
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813		When possessing an American Welding Society certificate for gas pipeline welding inspections or a National Association of Corrosion Engineers certificate. (\$0.75 per hour for one specialty certificate, up to a maximum of \$1.00 per hour for two certifications).	\$0.750		
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814		When possessing an American Welding Society certificate for gas pipeline welding inspections or a National Association of Corrosion Engineers certificate. (\$0.75 per hour for one specialty certificate, up to a maximum of \$1.00 per hour for two certifications).	\$1.000		
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853		When possessing the classification appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan certifications for journey level.	\$2.000		
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CONSTRUCTION INSPECTOR II

512		When regularly assigned and performing as supervisor over all Gas Construction inspection activities.	\$1.418		
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CORROSION CONTROL SUPERVISOR

813		When possessing an American Welding Society certificate for gas pipeline welding inspections or a National Association of Corrosion Engineers certificate. (\$0.75 per hour for one specialty certificate, up to a maximum of \$1.00 per hour for two certifications).	\$0.750		
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814		When possessing an American Welding Society certificate for gas pipeline welding inspections or a National Association of Corrosion Engineers certificate. (\$0.75 per hour for one specialty certificate, up to a maximum of \$1.00 per hour for two certifications).	\$1.000		
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SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
<i>CUSTOMER SERVICE REP II</i>					
	513	When performing meter rereads.	\$0.472		
<i>CUSTOMER SERVICE REP III</i>					
	514	When regularly assigned and performing duties as a section lead person.	\$1.000		
	515	When working Hotline Desk.	\$0.586		
<i>CUSTOMER SVCS SUPERVISOR I</i>					
	879	When regularly assigned and performing as supervisor for License Inspectors.	\$1.630		
<i>ELECTRICAL INSPECTOR</i>					
	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.250		
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.500		
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$0.750		
	536	When registered by the International Code Council (ICC) and recertified on an annual	\$1.000		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).			
	537	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.250		
	567	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.500		
ELECTRICAL SUPERVISOR					
	570	When regularly assigned and performing as a general supervisor of the HVAC, Electrical, Street Lighting and Plumbing Sections.	\$1.000		
ELECTRICIAN					
	543	When regularly assigned and performing duties as a lead Electrician in the Traffic Signal Section.	\$0.604		
ENVIRONMENTAL HEALTH SPEC III-IV					
	597	When possessing a University of Southern California Foundation for Cross Connection Control and Hydraulic Research certificate as a Specialist in Cross Connection Control or equivalent.	\$0.600		
EQUIPMENT MECHANIC I-II					
	893	When regularly assigned to the maintenance and repair of City vehicles, or as supervisor to Equipment Mechanics within the Fleet Maintenance Division, and possessing two ASE Master certifications.	\$2.000		
	894	When regularly assigned to the maintenance and repair of City vehicles, or as supervisor to Equipment Mechanics within the Fleet Maintenance Division, and possessing one ASE Master certification, or for Supervisor-Stores and Property when possessing ASE Parts certification.	\$1.000		
EQUIPMENT OPERATOR II					
	561	When required to possess an Agricultural Pest Control Advisors license and regularly	\$0.554		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		assigned advisor duties.			
EQUIPMENT OPERATOR III	573	When regularly assigned and operating heavy/specialized equipment as a dredge level operator.	\$0.882		
FIRE BOAT OPERATOR	599	For regular and frequent use of certified oral and/or written bilingual skills.	\$0.800		
	700	When in possession of a valid 100-ton license and regularly assigned to operating an 88-foot fire boat.	\$2.300		
	730	Compensation to eligible fire classifications who has ten (10) years of service as a Firefighter with the City of Long Beach or bargaining unit members who have prior California firefighting experience as a full-time career sworn firefighter with the State of California Firefighter One certification.	\$1.920		
	731	Compensation to eligible fire classifications who has fifteen (15) years of service as a Firefighter with the City of Long Beach or bargaining unit members who have prior California firefighting experience as a full-time career sworn firefighter with the State of California Firefighter One certification.	\$3.840		
	737	When certified and permanently assigned to perform Fire Prevention duties.	\$1.920		
	784	Compensation to eligible classifications who have obtained a degree of Associate of Arts in fire science, administration, and similar approved fields from an accredited institution.	\$1.725		
	786	Compensation to eligible classifications who have obtained a degree of Bachelor of Arts or Bachelor of Science, or Bachelor of Vocational Education from an accredited college or university in fire science, administration or similar approved fields.	\$2.012		
	787	Compensation to eligible classifications who have obtained a Masters degree from an accredited college or university in fire science, administration or similar approved fields.	\$2.300		
	788	Compensation to eligible classifications who have completed 60 or more semester units from an accredited institution in fire science, administration and similar approved fields.	\$1.725		
FIRE CAPTAIN	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800		
	712	When regularly assigned and performing the full duties of an arson investigator. (16% top	\$6.143		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		step Firefighter per hour. Will increase with Firefighter base pay).			
	722	When certified and permanently assigned to the Urban Search and Rescue (USAR) program station. (6% of top step Firefighter per hour. Will increase with Firefighter base pay).	\$2.304		
	723	When certified and assigned as qualified relief coverage to the USAR program. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay).	\$1.728		
	724	When permanently assigned as an instructor and training coordinator at an Urban Search and Rescue program station. (2.5% of top step Firefighter per hour. Will increase with Firefighter base pay.) Location exceptions may be approved by Fire Chief. Limited to two employees per shift.	\$0.960		
	725	When certified and permanently assigned to the Hazardous Materials (HAZMAT) program station. (6% of top step Firefighter per hour. Will increase with Firefighter base pay).	\$2.304		
	726	When certified and assigned as qualified relief coverage to the HAZMAT program. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay).	\$1.711		
	727	When certified and permanently assigned to the Hazardous Materials (HAZMAT) program station. (2.5% of top step Firefighter per hour. Will increase with Firefighter base pay).	\$0.960		
	728	When certified and permanently assigned to the Aircraft Rescue and Firefighting program station. (5% of top step Firefighter per hour. Will increase with Firefighter base pay).	\$1.920		
	729	When certified and assigned as qualified relief coverage to the Aircraft Rescue and Firefighting. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay).	\$1.728		
	730	Compensation to eligible fire classifications who has ten (10) years of service as a Firefighter with the City of Long Beach or bargaining unit members who have prior California firefighting experience as a full-time career sworn firefighter with the State of California Firefighter One certification.	\$1.920		
	731	Compensation to eligible fire classifications who has fifteen (15) years of service as a Firefighter with the City of Long Beach or bargaining unit members who have prior California firefighting experience as a full-time career sworn firefighter	\$3.840		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		with the State of California Firefighter One certification.			
	732	When certified and permanently assigned to a Rescue Boat, the Paramedic Coordinator, the Public Information Officer, the Training Captain, or the Fire Prevention Captain. (6% of top step Firefighter per hour. Will increase with Firefighter base pay).	\$2.304		
	733	When certified and assigned as qualified relief for a Rescue Boat Captain. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay).	\$1.728		
	734	Cap QR2	\$0.576		
	735	When regularly assigned to a non-platoon schedule in Fire Prevention, Community Services, Support Services, Operations, Disaster Management, or Administration.	\$2.300		
	736	When regularly assigned to a non-platoon schedule in Fire Prevention, Community Services, Operations, Disaster Management, or Administration and is a qualified relief.	\$0.576		
	751	When possessing a certificate for USAR but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention).	\$0.576		
	752	When possessing a certificate for HAZMAT but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention).	\$0.576		
	753	When possessing a certificate for ARFF but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention).	\$0.576		
	754	When possessing a certificate for Fire Prevention but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention).	\$0.576		
	755	When possessing a certificate for but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF,	\$0.576		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		Fire Prevention).			
	756	When possessing a certificate for Public Information Officer but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention).	\$0.576		
	757	When possessing a certificate for Instructor/ Training (Fire Instructor II) but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention).	\$0.576		
	784	Compensation to eligible classifications who have obtained a degree of Associate of Arts in fire science, administration, and similar approved fields from an accredited institution.	\$1.725		
	786	Compensation to eligible classifications who have obtained a degree of Bachelor of Arts or Bachelor of Science, or Bachelor of Vocational Education from an accredited college or university in fire science, administration or similar approved fields.	\$2.012		
	787	Compensation to eligible classifications who have obtained a Masters degree from an accredited college or university in fire science, administration or similar approved fields.	\$2.300		
	788	Compensation to eligible classifications who have completed 60 or more semester units from an accredited institution in fire science, administration and similar approved fields.	\$1.725		
FIRE ENGINEER					
	599	For regular and frequent use of certified oral and/or written bilingual skills.	\$0.800		
	712	When regularly assigned and performing the full duties of an arson investigator. (16% top step Firefighter per hour. Will increase with Firefighter base pay).	\$6.143		
	720	When regularly assigned to a specialized fire boat as a Fire Engineer.	\$0.920		
	721	When regularly assigned to apparatus other than a single function specialized fire boat & in possession of the required California State Emergency Apparatus Operator's License.	\$0.173		
	722	When certified and permanently assigned to the Urban Search and Rescue (USAR) program station. (6% of top step Firefighter per hour. Will increase with Firefighter base pay).	\$2.304		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	723	When certified and assigned as qualified relief coverage to the USAR program. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay).	\$1.728		
	724	When permanently assigned as an instructor and training coordinator at an Urban Search and Rescue program station. (2.5% of top step Firefighter per hour. Will increase with Firefighter base pay.) Location exceptions may be approved by Fire Chief. Limited to two employees per shift.	\$0.960		
	725	When certified and permanently assigned to the Hazardous Materials (HAZMAT) program station. (6% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$2.304		
	726	When certified and assigned as qualified relief coverage to the HAZMAT program. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay).	\$1.728		
	727	When certified and permanently assigned to the Hazardous Materials (HAZMAT) program station. (2.5% of top step Firefighter per hour. Will increase with Firefighter base pay).	\$0.960		
	728	When certified and permanently assigned to the Aircraft Rescue and Firefighting program station. (5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.920		
	729	When certified and assigned as qualified relief coverage to the Aircraft Rescue and Firefighting. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay).	\$1.728		
	730	Compensation to eligible fire classifications who has ten (10) years of service as a Firefighter with the City of Long Beach or bargaining unit members who have prior California firefighting experience as a full-time career sworn firefighter with the State of California Firefighter One certification.	\$1.920		
	731	Compensation to eligible fire classifications who has fifteen (15) years of service as a Firefighter with the City of Long Beach or bargaining unit members who have prior California firefighting experience as a full-time career sworn firefighter with the State of California Firefighter One certification.	\$3.840		
	735	When regularly assigned to a non-platoon schedule in Fire Prevention, Community Services, Support Services, Operations, Disaster Management, or Administration.	\$2.300		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	736	When regularly assigned to a non-platoon schedule in Fire Prevention, Community Services, Operations, Disaster Management, or Administration and is a qualified relief.	\$0.576		
	737	When certified and permanently assigned to perform Fire Prevention duties. (5% of top step Firefighter per hour. Will increase with Firefighter base pay).	\$1.920		
	751	When possessing a certificate for USAR but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention).	\$0.576		
	752	When possessing a certificate for HAZMAT but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention).	\$0.576		
	753	When possessing a certificate for ARFF but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention).	\$0.576		
	754	When possessing a certificate for Fire Prevention but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention).	\$0.576		
	784	Compensation to eligible classifications who have obtained a degree of Associate of Arts in fire science, administration, and similar approved fields from an accredited institution.	\$1.725		
	786	Compensation to eligible classifications who have obtained a degree of Bachelor of Arts or Bachelor of Science, or Bachelor of Vocational Education from an accredited college or university in fire science, administration or similar approved fields.	\$2.012		
	787	Compensation to eligible classifications who have obtained a Master's degree from an accredited college or university in fire science, administration or similar approved fields.	\$2.300		
	788	Compensation to eligible classifications who have completed 60 or more semester units from an accredited institution in fire science, administration and similar approved fields.	\$1.725		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
FIREFIGHTER	599	For regular and frequent use of certified oral and/or written bilingual skills.	\$0.800		
	703	After being licensed through the State of CA and accredited by the local emergency svcs agency and while fully trained and assigned to paramedic duty; or (see Sec. 18) 16% top step Firefighter.	\$6.143		
	712	When regularly assigned and performing the full duties of an arson investigator. (16% top step Firefighter per hour. Will increase with Firefighter base pay).	\$6.143		
	722	When certified and permanently assigned to the Urban Search and Rescue (USAR) program station. (6% of top step Firefighter per hour. Will increase with Firefighter base pay).	\$2.304		
	723	When certified and assigned as qualified relief coverage to the USAR program. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay).	\$1.728		
	724	When permanently assigned as an instructor and training coordinator at an Urban Search and Rescue program station. (2.5% of top step Firefighter per hour. Will increase with Firefighter base pay.) Location exceptions may be approved by Fire Chief. Limited to two employees per shift.	\$0.960		
	725	When certified and permanently assigned to the Hazardous Materials (HAZMAT) program station. (6% of top step Firefighter per hour. Will increase with Firefighter base pay).	\$2.304		
	726	When certified and assigned as qualified relief coverage to the HAZMAT program. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay).	\$1.728		
	727	When certified and permanently assigned to the Hazardous Materials (HAZMAT) program station. (2.5% of top step Firefighter per hour. Will increase with Firefighter base pay).	\$0.960		
	728	When certified and permanently assigned to the Aircraft Rescue and Firefighting program station. (5% of top step Firefighter per hour. Will increase with Firefighter base pay).	\$1.920		
	729	When certified and assigned as qualified relief coverage to the Aircraft Rescue and Firefighting. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay).	\$1.728		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	730	Compensation to eligible fire classifications who has ten (10) years of service as a Firefighter with the City of Long Beach or bargaining unit members who have prior California firefighting experience as a full-time career sworn firefighter with the State of California Firefighter One certification.	\$1.920		
	731	Compensation to eligible fire classifications who has fifteen (15) years of service as a Firefighter with the City of Long Beach or bargaining unit members who have prior California firefighting experience as a full-time career sworn firefighter with the State of California Firefighter One certification.	\$3.840		
	735	When regularly assigned to a non-platoon schedule in Fire Prevention, Community Services, Support Services, Operations, Disaster Management, or Administration.	\$2.300		
	736	When regularly assigned to a non-platoon schedule in Fire Prevention, Community Services, Operations, Disaster Management, or Administration and is a qualified relief.	\$0.576		
	737	When certified and permanently assigned to perform Fire Prevention duties. (5% of top step Firefighter per hour. Will increase with Firefighter base pay).	\$1.920		
	751	When possessing a certificate for USAR but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention).	\$0.576		
	752	When possessing a certificate for HAZMAT but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention).	\$0.576		
	753	When possessing a certificate for ARFF but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention).	\$0.576		
	754	When possessing a certificate for Fire Prevention but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention).	\$0.576		
	784	Compensation to eligible classifications who	\$1.725		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		have obtained a degree of Associate of Arts in fire science, administration, and similar approved fields from an accredited institution.			
	786	Compensation to eligible classifications who have obtained a degree of Bachelor of Arts or Bachelor of Science, or Bachelor of Vocational Education from an accredited college or university in fire science, administration or similar approved fields.	\$2.012		
	787	Compensation to eligible classifications who have obtained a Masters degree from an accredited college or university in fire science, administration or similar approved fields.	\$2.300		
	788	Compensation to eligible classifications who have completed 60 or more semester units from an accredited institution in fire science, administration and similar approved fields.	\$1.725		
FLEET SERVICES SUPERVISOR					
FLEET SERVICES SUPERVISOR I-II					
	893	When regularly assigned to the maintenance and repair of City vehicles, or as supervisor to Equipment Mechanics within the Fleet Maintenance Division, and possessing two ASE Master certifications.	\$2.000		
	894	When regularly assigned to the maintenance and repair of City vehicles, or as supervisor to Equipment Mechanics within the Fleet Maintenance Division, and possessing one ASE Master certification, or for Supervisor-Stores and Property when possessing ASE Parts certification.	\$1.000		
FLEET SERVICES SUPERVISOR II					
	849	When possessing a FAA-issued Inspection Authorization License.	\$2.890		
GARDENER I					
	526	When required to possess a Pesticide Applicator's license and regularly assigned Pesticide Applicator duties.	\$0.554		
GARDENER II					
	526	When required to possess a Pesticide Applicator's license and regularly assigned Pesticide Applicator duties.	\$0.554		
	561	When required to possess an Agricultural Pest Control Advisors license and regularly assigned advisor duties.	\$0.554		
GAS CONSTRUCTION WORKER II					
	850	When possessing a Long Beach Gas & Oil meter installation/reinstallation certification for	\$0.350		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
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up to a 400 class meter.

852		When possessing a SoCal Gas (or equivalent) Leakage Survey or Pressure Control certification, or Long Beach Gas & Oil Valve Inspection and Maintenance certification, or a NACE Basic Level Certification.	\$0.500		
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853		When possessing the classification appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan certifications for journey level.	\$2.000		
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GAS CONSTRUCTION WORKER III

853		When possessing the classification appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan certifications for journey level.	\$2.000		
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854		When possessing the classification appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan certifications for advanced level.	\$0.600		
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856		When possessing a Long Beach Gas & Oil meter installation/reinstallation certification for commercial meters or multimeter sets of 5 or more, or a SoCal Gas (or equivalent) Leakage Survey certification, or a Long Beach Gas & Oil Pressure Control certification for 6" and above PC fittings, or a NACE Tester-level certification or a Fusion Trainer/Inspector certification from a gas pipeline industry recognized agency, or when performing DOT record-keeping for Valve Maintenance.	\$0.550		
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GAS DISTRIBUTION SUPERVISOR I-II

858		When possessing a Flow Computer Unit Operation and Maintenance and BTU Transmitter Operations and Maintenance certifications, or a SoCal Gas (or equivalent) Appliance Technology certification (or equivalent) Appliance Technology certification, or Regulator Troubleshooting certification.	\$0.200		
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GAS FIELD SERVICE REP II

850		When possessing a Long Beach Gas & Oil meter installation/reinstallation certification for up to a 400 class meter.	\$0.350		
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851		When possessing a SoCal Gas (or equivalent) Appliance Technology certification, or a Regulator Technician certification.	\$0.500		
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SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	853	When possessing the classification appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan certifications for journey level.	\$2.000		
GAS FIELD SERVICE REP III					
	854	When possessing the classification appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan certifications for advanced level.	\$0.600		
	855	When possessing a Long Beach Gas & Oil meter installation/reinstallation certification for commercial meters or multimeter sets of 5 or more, or a SoCal Gas (or equivalent) Appliance Technology certification or a Regulator Troubleshooting certification.	\$0.550		
GAS MAINTENANCE SUPERVISOR I-II					
	857	When possessing a Fusion Trainer/Inspector certification from a gas pipeline industry-recognized agency or a NACE Tester-level certification, or a Gas Pipeline Welding Inspections certification from an API-certified welding instructor.	\$0.200		
GAS PIPELINE WLDR/LAYOUT FTR					
	528	When regularly assigned and performing duties as a pipeline welding shop lead person.	\$0.700		
GENERAL MAINT SUPERVISOR II					
	568	When regularly assigned and performing as general supervisor of the Carpentry-Field, Carpentry-Shop, Paint & Welding sections or Marine & Facility Maintenance.	\$2.000		
	574	When regularly assigned and performing as general supervisor over skilled crafts.	\$1.000		
GENERAL MAINTENANCE ASSISTANT					
	520	When regularly performing specialized marina maintenance work (T).	\$0.635		
HELICOPTER MECHANIC					
	849	When possessing a FAA-issued Inspection Authorization License.	\$2.890		
HOUSING SPECIALIST III					
	898	When regularly assigned to and performing the duties of trainer or portability specialist.	\$0.500		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
LIFEGUARD-HRLY-NC					
	599	For regular and frequent use of certified oral and/or written bilingual skills.	\$0.800		
	800	When certified as an Emergency Medical Technician (EMT) and recertified as required by law, and having completed 1200 or more hours at Salary Range 010, Step 6.	\$1.102		
	805	When regularly assigned and/or performing the duties of a deck hand.	\$0.500		
MAINTENANCE ASSISTANT II-III					
	522	When regularly assigned and operating heavy equipment as a refuse packer truck operator for Public Works or Parks, Recreation and Marine department.	\$1.180		
MAINTENANCE ASSISTANT III					
	523	When supervising crews or contractors performing custodial and/or maintenance duties.	\$0.500		
	524	When regularly assigned and/or performing lot cleaning crew leader duties.	\$0.440		
	525	When regularly assigned and/or performing on dual axle packing units with a capacity of 16 yards or more.	\$1.210		
	526	When required to possess a Pesticide Applicator's license and regularly assigned Pesticide Applicator duties.	\$0.554		
MARINE SAFETY CAPTAIN					
	807	Compensation to eligible classifications who have obtained sixty (60) or more semester units in courses in administration or similar approved fields from an accredited Institution.	\$0.604		
	808	Compensation to eligible classifications who have obtained a degree of Associate of Arts in administration or similar approved fields from an accredited Institution.	\$1.725		
	809	Compensation to eligible classifications who have obtained a degree of Bachelor of Arts or Bachelor of Science in courses in administration or similar approved fields from an accredited Institution.	\$2.012		
	810	Compensation to eligible classifications who have obtained a Masters degree from an accredited college or university in administration or similar approved fields.	\$2.300		
	811	When the classification of Marine Safety Captain is assigned to perform in an administrative capacity.	\$1.150		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
MARINE SAFETY OFFICER					
	599	For regular and frequent use of certified oral and/or written bilingual skills.	\$0.800		
	801	When certified and possessing a Coast Guard Operator's license and towing certificate.	\$1.438		
	802	Compensation to dive team members when assigned to routinely and consistently perform hazardous activities to implement health and safety procedures. (This pay may not be used in conjunction with Swift Water Rescue Coordinator pay or Dive Team Coordinator pay).	\$1.150		
	803	When regularly assigned to and performing as the Dive Team Coordinator in a lead or supervisory role.	\$1.438		
	804	When regularly assigned and performing as the Swift Water Rescue Coordinator.	\$1.438		
	807	Compensation to eligible classifications who have obtained sixty (60) or more semester units in courses in administration or similar approved fields from an accredited Institution.	\$0.604		
	808	Compensation to eligible classifications who have obtained a degree of Associate of Arts in administration or similar approved fields from an accredited Institution.	\$1.725		
	809	Compensation to eligible classifications who have obtained a degree of Bachelor of Arts or Bachelor of Science in courses in administration or similar approved fields from an accredited Institution.	\$2.012		
	810	Compensation to eligible classifications who have obtained a Masters degree from an accredited college or university in administration or similar approved fields.	\$2.300		
	811	When the classification of Marine Safety Captain is assigned to perform in an administrative capacity.	\$1.150		
	815	For the attainment of EMT-D certification.	\$1.121		
MARINE SAFETY SERGEANT					
	599	For regular and frequent use of certified oral and/or written bilingual skills.	\$0.800		
	801	When certified and possessing a Coast Guard Operator's license and towing certificate.	\$1.438		
	802	Compensation to dive team members when assigned to routinely and consistently perform hazardous activities to implement health and safety procedures. (This pay may not be used in conjunction with Swift Water Rescue Coordinator pay or Dive Team Coordinator pay).	\$1.150		
	803	When regularly assigned to and performing as the Dive Team Coordinator in a lead or supervisory role.	\$1.438		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	804	When regularly assigned and performing as the Swift Water Rescue Coordinator.	\$1.438		
	807	Compensation to eligible classifications who have obtained sixty (60) or more semester units in courses in administration or similar approved fields from an accredited Institution.	\$0.604		
	808	Compensation to eligible classifications who have obtained a degree of Associate of Arts in administration or similar approved fields from an accredited Institution.	\$1.725		
	809	Compensation to eligible classifications who have obtained a degree of Bachelor of Arts or Bachelor of Science in courses in administration or similar approved fields from an accredited Institution.	\$2.012		
	810	Compensation to eligible classifications who have obtained a Masters degree from an accredited college or university in administration or similar approved fields.	\$2.300		
	811	When the classification of Marine Safety Captain is assigned to perform in an administrative capacity.	\$1.150		

MARINE SAFETY SERGEANT-BT-OP

	599	For regular and frequent use of certified oral and/or written bilingual skills.	\$0.800		
	801	When certified and possessing a Coast Guard Operator's license and towing certificate.	\$1.438		
	802	Compensation to dive team members when assigned to routinely and consistently perform hazardous activities to implement health and safety procedures. (This pay may not be used in conjunction with Swift Water Rescue Coordinator pay or Dive Team Coordinator pay).	\$1.150		
	803	When regularly assigned to and performing as the Dive Team Coordinator in a lead or supervisory role.	\$1.438		
	804	When regularly assigned and performing as the Swift Water Rescue Coordinator.	\$1.438		
	807	Compensation to eligible classifications who have obtained sixty (60) or more semester units in courses in administration or similar approved fields from an accredited Institution.	\$0.604		
	808	Compensation to eligible classifications who have obtained a degree of Associate of Arts in administration or similar approved fields from an accredited Institution.	\$1.725		
	809	Compensation to eligible classifications who have obtained a degree of Bachelor of Arts or Bachelor of Science in courses in administration or similar approved fields from an accredited Institution.	\$2.012		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	810	Compensation to eligible classifications who have obtained a Masters degree from an accredited college or university in administration or similar approved fields.	\$2.300		
	811	When the classification of Marine Safety Captain Is assigned to perform in an administrative capacity.	\$1.150		
MECHANICAL SUPERVISOR II					
	570	When regularly assigned and performing as a general supervisor of the HVAC, Electrical, Street Lighting and Plumbing Sections	\$1.000		
MEDICAL SOCIAL WORKER II					
	530	When regularly assigned and performing as a team leader of a rehabilitation team or specialized clinic or STD clinic in the Health Department.	\$0.633		
MOTOR SWEEPER OPERATOR					
	527	When regularly assigned and operating heavy equipment on a three-wheeled motor sweeper (T).	\$0.250		
<i>Non-management classifications as specified in the City's Safety and Health Manual.</i>					
	812	Employees who maintain current certification and are assigned as a Floor Warden in accordance with the Floor Warden Procedure of the City's Safety & Health Manual.	\$0.500		
<i>Non-management classifications in the current Salary Resolution represented by the IAM and the LB Association of Confidential Employees.</i>					
	560	For regular and frequent use of certified oral and/or written bilingual skills.	\$0.700		
<i>Non-management classifications in the Skilled & General Bargaining Units.</i>					
	547	When regularly assigned to and possessing certification issued by an Accredited Certifying Entity per CCR Title 8 Section 5006.1 for crane Operations.	\$0.560		
<i>Non-management classifications represented by the LB Assoc. of Engineering Employees with base hourly rate of \$21.050 or lower.</i>					
	590	For regular and frequent use of certified oral and/or written bilingual skills.	\$0.600		
NUTRITION AIDE					
	530	When regularly assigned and performing as a team leader of a rehabilitation team or	\$0.633		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		specialized clinic or STD clinic in the Health Department.			
NUTRITION AIDE I-II	530	When regularly assigned and performing as a team leader of a rehabilitation team or specialized clinic or STD clinic in the Health Department.	\$0.633		
PAINTER SUPERVISOR	568	When regularly assigned and performing as general supervisor of the Carpentry-Field, Carpentry-Shop, Paint & Welding sections or Marine & Facility Maintenance.	\$2.000		
	572	When regularly assigned and performing as general supervisor of the Traffic Painting/Marking and Security sections.	\$0.500		
PARK MAINTENANCE SUPERVISOR	561	When required to possess an Agricultural Pest Control Advisors license and regularly assigned advisor duties	\$0.554		
	888	When supervising Senior Equipment Operators.	\$1.350		
	899	When possessing a current International Society of Arboriculture certification as a Certified Arborist.	\$0.500		
PARK RANGER I-II	859	When assigned by the Department Head to train new personnel as part of a structured training plan.	\$2.250		
PAYROLL/PERSONNEL ASST I-III	873	When regularly performing Payroll/Personnel Asst duties for the Police Department (May not be used in conjunction with skill pay 563.)	\$0.700		
PAYROLL/PERSONNEL ASST III	563	When supervising payroll & personnel functions at Police Department (T).	\$1.157		
PERSONNEL ASST II-CONF	598	When regularly assigned and performing duties as a section lead person for employee health insurance programs.	\$2.000		
PLAN CHECKER-ELECTRICAL					
PLAN CHECKER-ELECTRICAL I-II					
PLAN CHECKER-FIRE PREVENTION					
PLAN CHECKER-FIRE PREVENTION I-II					

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
<i>PLAN CHECKER-MECHANICAL</i>					
<i>PLAN CHECKER-MECHANICAL I-II</i>					
<i>PLAN CHECKER-PLUMBING</i>					
<i>PLAN CHECKER-PLUMBING I-II</i>					
	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.250		
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.500		
<i>PLANNER IV-V</i>					
	875	When regularly assigned and performing help desk duties.	\$0.700		
	876	When assigned and performing special project duties related to the development of sustainability policy, the creation of a Sustainable Development Board, and the provision of technical assistance related to environmental policy.	\$0.700		
<i>PLUMBER</i>					
	529	When regularly assigned and performing duties as irrigation systems plumbing specialist.	\$0.647		
	596	When possessing a Los Angeles County Department of Health Cross Connection Tester Certificate.	\$0.450		
<i>PLUMBER SUPERVISOR</i>					
	570	When regularly assigned and performing as a general supervisor of the HVAC, Electrical, Street Lighting and Plumbing Sections.	\$1.000		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
PLUMBING INSPECTOR	597	When possessing a University of Southern California Foundation for Cross Connection Control and Hydraulic Research certificate as a Specialist in Cross Connection Control or equivalent.	\$0.600		
	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.250		
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.500		
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$0.750		
	536	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.000		
	537	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for	\$1.250		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		four special certifications).			
	567	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.500		
POLICE CORPORAL	599	For regular and frequent use of certified oral and/or written bilingual skills.	\$0.800		
	600	Helicopter Pilot	\$3.612		
	601	When routinely and consistently assigned as a co-pilot or on a crew for air missions.	\$1.7280		
	602	When performing on a two-wheeled motorcycle.	\$2.199		
	603	When regularly assigned to and performing administrative and/or investigative duties in the Police Department as determined by the Chief of Police.	\$1.885		
	610	Police Officers who are routinely and consistently assigned to handle, train and board a duly certified police service dog and uses said dog in connection with the performance of his/her patrol and law enforcement duties with the Police Department shall receive 3.63% of top step Police Officer base hourly rate.	\$1.526		
	611	When regularly assigned to and performing the duties of Boat Patrol Operator and in possession of a valid Coast Guard Operators License & Towing certificate.	\$1.438		
	612	When regularly assigned to and performing the duties of Boat Patrol Operations and in possession of a valid Basic Boat Operations certificate.	\$0.719		
	613	When regularly assigned to patrol within the Port Security Unit. Not eligible to receive any other skill pay associated with responsibilities on the Port Security Unit, one-man car pay or FTO pay when receiving Port Security Assignment Pay.	\$2.199		
		When regularly assigned to a one officer unit in Patrol between the hours of 1630 and 0730, an amount equal to 10% of their current top step rank for each hour worked in a one Officer unit.	\$4.727		
		When assigned by the Chief of Police to be Field Training Officer, an amount equal to 10% 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.	\$4.727		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	620	Compensation to eligible classifications who have obtained a degree of Associate of Arts in administration and similar approved fields from an accredited Institution.	\$1.150		
	621	Compensation to eligible classifications who have obtained a degree of Bachelor of Arts or Bachelor of Science in administration and similar approved fields from an accredited Institution.	\$2.155		
	622	Compensation to eligible classifications who have obtained a Masters degree from an accredited college or university in administration and similar approved fields.	\$2.729		
	623	Compensation to eligible classifications who have completed 60 or more semester units in courses in administration and similar approved fields from an accredited Institution and do not receive education pay or POST Intermediate pay.	\$1.150		
	630	Compensation to eligible POA classifications who have ten (10) years of service as a Police Officer with the City of Long Beach or as a lateral Transfer to a Police Officer with prior California law enforcement experience.	\$2.101		
	631	Compensation to eligible POA classifications who have fifteen (15) years of service as a Police Officer with the City of Long Beach or as a lateral Transfer to a Police Officer with prior California law enforcement experience.	\$4.203		
	683	Compensation to eligible classifications who received P.O.S.T. Intermediate Certificate pay prior to October 1, 2011. Officers may not receive both education and POST pay simultaneously.	\$1.495		
	684	Compensation to eligible classifications who have obtained a P.O.S.T Advanced Certificate and do not receive education pay. Officers may not receive both education and POST pay simultaneously.	\$1.150		
POLICE LIEUTENANT					
	599	For regular and frequent use of certified oral and/or written bilingual skills.	\$0.800		
	603	When regularly assigned to and performing administrative and/or investigative duties in the Police Department as determined by the Chief of Police.	\$1.725		
	611	When regularly assigned to and performing the duties of Boat Patrol Operator and in possession of a valid Coast Guard Operators License & Towing certificate.	\$1.438		
	612	When regularly assigned to and performing the duties of Boat Patrol Operations and in possession of a valid Basic Boat Operations certificate.	\$0.719		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	613	When regularly assigned to patrol within the Port Security Unit. Not eligible to receive any other skill pay associated with responsibilities on the Port Security Unit, one-man car pay or FTO pay when receiving Port Security Assignment Pay.	\$2.199		
	620	Compensation to eligible classifications who have obtained a degree of Associate of Arts in administration and similar approved fields from an accredited Institution.	\$1.150		
	621	Compensation to eligible classifications who have obtained a degree of Bachelor of Arts or Bachelor of Science in administration and similar approved fields from an accredited Institution.	\$2.155		
	622	Compensation to eligible classifications who have obtained a Masters degree from an accredited college or university in administration and similar approved fields.	\$2.729		
	623	Compensation to eligible classifications who have completed 60 or more semester units in courses in administration and similar approved fields from an accredited Institution and do not receive education pay or POST Intermediate pay.	\$1.150		
	630	Compensation to eligible police classifications who have ten (10) years of service as a Police Officer with the City of Long Beach or as a lateral Transfer to a Police Officer with prior California law enforcement experience.	\$2.101		
	631	Compensation to eligible police classifications who have fifteen (15) years of service as a Police Officer with the City of Long Beach or as a lateral Transfer to a Police Officer with prior California law enforcement experience.	\$4.203		
	683	Compensation to eligible classifications who received P.O.S.T. Intermediate Certificate pay prior to October 1, 2011. Officers may not receive both education and POST pay simultaneously.	\$1.495		
	684	Compensation to eligible classifications who have obtained a P.O.S.T Advanced Certificate and do not receive education pay. Officers may not receive both education and POST pay simultaneously.	\$1.150		
POLICE OFFICER					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800		
	600	Helicopter Pilot	\$3.612		
	601	When routinely and consistently assigned as a Co-pilot or on a crew for air missions.	\$1.728		
	602	When performing on a two-wheeled motorcycle.	\$2.199		
	603	When regularly assigned to and performing administrative and/or investigative duties in the	\$1.885		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		Police Department as determined by the Chief of Police			
	610	Police Officers who are routinely and consistently assigned to handle, train and board a duly certified police service dog and uses said dog in connection with the performance of his/her patrol and law enforcement duties with the Police Department shall receive 3.63% of top step Police Officer base hourly rate.	\$1.526		
	611	When regularly assigned to and performing the duties of Boat Patrol Operator and in possession of a valid Coast Guard Operators License & Towing certificate.	\$1.438		
	612	When regularly assigned to and performing the duties of Boat Patrol Operations and in possession of a valid Basic Boat Operations certificate.	\$0.719		
	613	When regularly assigned to patrol within the Port Security Unit. Not eligible to receive any other skill pay associated with responsibilities on the Port Security Unit, one-man car pay or FTO pay when receiving Port Security Assignment Pay.	\$2.199		
		When regularly assigned to a one officer unit in Patrol between the hours of 1630 and 0730, an amount equal to 10% of their current top step rank for each hour worked in a one Officer unit.	\$4.727		
		When assigned by the Chief of Police to be Field Training Officer, an amount equal to 10% top step of Police Officer for each hour worked in that assignment. Field Training Officers will be assigned to train Police Officers during the 12-month probation period. However, for lateral transfers, said assignment period shall be determined by the Chief of Police.	\$4.727		
	620	Compensation to eligible classifications who have obtained a degree of Associate of Arts in administration and similar approved fields from an accredited Institution.	\$1.150		
	621	Compensation to eligible classifications who have obtained a degree of Bachelor of Arts or Bachelor of Science in administration and similar approved fields from an accredited Institution.	\$2.155		
	622	Compensation to eligible classifications who have obtained a Masters degree from an accredited college or university in administration and similar approved fields.	\$2.729		
	623	Compensation to eligible classifications who have completed 60 or more semester units in courses in administration and similar approved fields from an accredited Institution and do not receive education pay or POST Intermediate pay.	\$1.150		
	630	Compensation to eligible police classifications who have ten (10) years of service as a Police Officer with the City of Long Beach or as a lateral	\$2.101		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		Transfer to a Police Officer with prior California law enforcement experience.			
	631	Compensation to eligible police classifications who have fifteen (15) years of service as a Police Officer with the City of Long Beach or as a lateral Transfer to a Police Officer with prior California Law enforcement experience.	\$4.203		
	683	Compensation to eligible classifications who received P.O.S.T. Intermediate Certificate pay prior to October 1, 2011. Officers may not receive both education and POST pay simultaneously.	\$1.495		
	684	Compensation to eligible classifications who have obtained a P.O.S.T Advanced Certificate and do not receive education pay. Officers may not receive both education and POST pay simultaneously.	\$1.150		
POLICE PROPERTY & SPLY CLRK I-II					
	874	When regularly assigned and performing lead Duties.	\$1.500		
POLICE SERGEANT					
	599	For regular and frequent use of certified oral and/or written bilingual skills.	\$0.800		
	600	Helicopter Pilot	\$3.612		
	601	When routinely and consistently assigned as a Co-pilot or on a crew for air missions.	\$1.728		
	602	When performing on a two-wheeled motorcycle.	\$2.012		
	603	When regularly assigned to and performing administrative and/or investigative duties in the Police Department as determined by the Chief of Police.	\$1.885		
	611	When regularly assigned to and performing the duties of Boat Patrol Operator and in possession of a valid Coast Guard Operators License & Towing certificate.	\$1.438		
	612	When regularly assigned to and performing the duties of Boat Patrol Operations and in possession of a valid Basic Boat Operations certificate.	\$0.719		
	613	When regularly assigned to patrol within the Port Security Unit. Not eligible to receive any other skill pay associated with responsibilities on the Port Security Unit, one-man car pay or FTO pay when receiving Port Security Assignment Pay.	\$2.199		
	620	Compensation to eligible classifications who have obtained a degree of Associate of Arts in administration and similar approved fields from an accredited Institution.	\$1.150		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	621	Compensation to eligible classifications who have obtained a degree of Bachelor of Arts or Bachelor of Science in administration and similar approved fields from an accredited Institution.	\$2.155		
	622	Compensation to eligible classifications who have obtained a Masters degree from an accredited college or university in administration and similar approved fields.	\$2.729		
	623	Compensation to eligible classifications who have completed 60 or more semester units in courses in administration and similar approved fields from an accredited Institution and do not receive education pay or POST Intermediate pay.	\$1.150		
	630	Compensation to eligible police classifications who have ten (10) years of service as a Police Officer with the City of Long Beach or as a lateral Transfer to a Police Officer with prior California law enforcement experience.	\$2.101		
	631	Compensation to eligible police classifications who have fifteen (15) years of service as a Police Officer with the City of Long Beach or as a lateral Transfer to a Police Officer with prior California Law enforcement experience.	\$4.203		
	683	Compensation to eligible classifications who received P.O.S.T. Intermediate Certificate pay prior to October 1, 2011. Officers may not receive both education and POST pay simultaneously.	\$1.495		
	684	Compensation to eligible classifications who have obtained a P.O.S.T Advanced Certificate and do not receive education pay. Officers may not receive both education and POST pay simultaneously.	\$1.150		

PRINCIPAL BUILDING INSPECTOR

	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No	\$1.250		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
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more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).

564		When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.500		
535		When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$0.750		
536		When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.000		
537		When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.250		
567		When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.500		

PRINCIPAL CONSTRUCTION INSPCTR

505		When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$0.750		
506		When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.000		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	507	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.250		
	565	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.500		
	813	When possessing an American Welding Society certificate for gas pipeline welding inspections or a National Association of Corrosion Engineers certificate. (\$0.75 per hour for one specialty certificate, up to a maximum of \$1.00 per hour for two certifications).	\$0.750		
	814	When possessing an American Welding Society certificate for gas pipeline welding inspections or a National Association of Corrosion Engineers certificate. (\$0.75 per hour for one specialty certificate, up to a maximum of \$1.00 per hour for two certifications).	\$1.000		
	853	When possessing the classification appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan certifications for journey level.	\$2.000		
PUBLIC HEALTH NURSE					
PUBLIC HEALTH NURSE I-III					
PUBLIC HEALTH NUTRITIONIST I					
	530	When regularly assigned and performing as a team leader of a rehabilitation team or specialized clinic or STD clinic in the Health Department.	\$0.633		
PUBLIC HLTH PROFESSIONAL III					
	878	When regularly assigned and performing the full duties as Director of the Employee Assistance Program.	\$3.000		
REFUSE OPERATOR I-III					
	860	Frontloader-Single Driver	\$1.500		
REGISTERED NURSE I-II					
	530	When regularly assigned and performing as a team leader of a rehabilitation team or specialized clinic or STD clinic in the Health Department.	\$0.633		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
<i>SENIOR COMBINATION BLDG INSP</i>					
	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.250		
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.500		
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$0.750		
	536	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.000		
	537	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.250		
	567	When registered by the International Code Council (ICC) and recertified on an annual	\$1.500		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
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basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).

SENIOR ELECTRICAL INSPECTOR

	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.250		
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.500		
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$0.750		
	536	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.000		
	537	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and	\$1.250		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
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Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).

567		When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.500		
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SENIOR EQUIPMENT OPERATOR

538		When regularly assigned and operating specialized equipment such as the cutter head and suction boom in a dredge boat.	\$0.437		
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853		When possessing the classification appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan certifications for journey level.	\$2.000		
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SENIOR MECHANICAL INSPECTOR

502		When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$0.750		
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503		When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pays for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.000		
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504		When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.250		
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564		When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.500		
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SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$0.750		
	536	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.000		
	537	When registered by the international Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.250		
	567	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.500		

SENIOR PLUMBING INSPECTOR

	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.250		
	564	When possessing certifications issued by nationally recognized trades organizations	\$1.500		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
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that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).

	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$0.750		
	536	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.000		
	537	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.250		
	567	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	\$1.500		

SPECIAL SERVICES OFFICER I

	589	When regularly assigned & performing in the Police Dept Traffic Division (T-4/1/01).	\$2.085		
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SPECIAL SERVICES OFFICER II

	534	When regularly assigned to patrol marina slips and basins between the hours of 8:00 p.m. and 4:00 a.m.	\$0.433		
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SPECIAL SERVICES OFFICER I-V

	588	When assigned to and performing jailer duties	\$2.500		
	859	When assigned by the Department Head to train new personnel as part of a structured training plan.	\$2.250		
	866	When assigned to the Airport, Marine Patrol or Long Beach City College (LBCC).	\$1.500		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
STREET LANDSCAPING SUPVR I-II					
	561	When required to possess an Agricultural Pest Control Advisors license and regularly assigned advisor duties.	\$0.554		
	888	When supervising Senior Equipment Operators.	\$1.350		
	899	When possessing a current International Society of Arboriculture certification as a Certified Arborist.	\$0.500		
STREET MAINTENANCE SUPERVISOR					
STREET MAINTENANCE SUPVR I-II					
	572	When regularly assigned and performing as general supervisor of the Traffic Painting/Marking and Security sections.	\$0.500		
	888	When supervising Senior Equipment Operators.	\$1.350		
	899	When possessing a current International Society of Arboriculture certification as a Certified Arborist.	\$0.500		
SUPERVISING CUSTODIAN					
	523	When supervising crews or contractors performing custodial and/or maintenance duties in the Library Services Dept.	\$0.500		
SUPERVISOR-STORES & PROPERTY					
	894	When regularly assigned to the maintenance and repair of City vehicles and possessing one ASE Master certification or for Supervisor-Stores and Property when possessing ASE Parts certification.	\$1.000		
TREE TRIMMER I-II					
	541	When regularly performing tree trimming duties from an aerial bucket (T).	\$0.350		
	899	When possessing a current International Society of Arboriculture certification as a Certified Arborist.	\$0.500		