

January 24, 2023

C-7

HONORABLE MAYOR AND CITY COUNCIL
City of Long Beach
California

RECOMMENDATION:

Adopt a Resolution amending the City of Long Beach Fiscal Year 2023 Salary Resolution, Section 18 - Vacation Pay Off, by replacing the current Vacation Pay Off language with the new Vacation Cash Out Program for employees represented by an existing Memorandum of Understanding with the Long Beach Management Association, Long Beach City Attorney's Association, Long Beach City Prosecutors Association, and unrepresented management assigned to the Executive Salary Range (E00) or the Professional Salary Range (A00 through D00). (Citywide)

DISCUSSION

The City of Long Beach (City) plans to implement a Vacation Cash Out Program where eligible classifications represented by the aforementioned employee associations and unrepresented management positions have the option to request to cash out up to eighty (80) hours of vacation leave with approval from the City Manager or appointing authority. This program replaces the previous cash out option afforded in conjunction with the loss of carryover hours under the City's former accrual provision. Since the City has adopted a new accrual maximum provision and no longer has carryover hours, this program is intended to be offered on a limited and case specific basis subject to approval of the appropriate appointing authority. The City reminds and encourages employees to take vacation to maintain a healthy work-life balance.

The City met and conferred with Long Beach Management Association, Long Beach City Attorney's Association, and Long Beach City Prosecutors Association and addressed their questions regarding the Vacation Cash Out program. In accordance with Government Code Section 3505, the impacted employee groups have provided their feedback and agreed to move forward with the Vacation Cash Out Program.

This matter was reviewed by Assistant City Attorney Gary J. Anderson on December 29, 2022 and Budget Management Officer Nader Kaamoush on January 6, 2023.

TIMING CONSIDERATIONS

City Council action is requested on January 24, 2023 to amend the Fiscal Year 2023 Salary Resolution, Section 18 – Vacation Pay Off.

FISCAL IMPACT

The Vacation Cash Out Program will allow employees an option to request to cash out up to eighty (80) hours of their unused vacation leave. Any unused vacation leave approved for cash out through this program will be paid out of the Employee Benefits Fund Group in the Citywide Activities Department, consistent with the City's standard practice for vacation leave. The Employee Benefits Fund collects funding from various departments and funds via an overhead rate to account for employees' use of their vacation leave. If the Vacation Cash Out Program results in an initial under-collection of funds in the Employee Benefits Fund, the funds will be recouped through a true up overhead adjustment at the end of the fiscal year. This recommendation has no staffing impact beyond the normal budgeted scope of duties and is consistent with existing City Council priorities. There is no local job impact associated with this recommendation.

SUGGESTED ACTION:

Approve recommendation.

Respectfully submitted,



JOE AMBROSINI
HUMAN RESOURCES DIRECTOR

APPROVED:



THOMAS B. MODICA
CITY MANAGER

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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 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 their 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 accordance
2 with and in continuation of the schedule of biweekly pay periods and paydays established
3 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 position
6 of employment indicated herein, and who is qualified to hold and does hold such office or
7 position from and after the date or dates that the pay rates and compensation prescribed
8 herein shall become effective as hereinafter provided, or from the date of employment,
9 whichever occurs later, shall receive as full compensation for their services, a biweekly
10 salary based on one of the pay rates set forth in the Salary Schedules specified herein for
11 their office or position, together with such additional compensation, if any, as provided
12 herein or by applicable ordinance. The method and manner of determination of the pay
13 rate at which the compensation of each officer or employee (hereinafter collectively
14 referred to as "employee" or "employees") shall be fixed. Except as otherwise specifically
15 designated, the applicable pay rate indicated in the Salary Schedule is intended to be and
16 shall be the basis for determining each employee's biweekly salary.

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

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

22 **Section 8. COMPENSATION COMPUTATION**

23 A. Hourly

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

1 B. Unpermitted Absences

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

10 C. 56-Hour Equivalent

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

16 D. Platoon Pay Reduction

17 When any Fire Department safety employee, Marine Safety Captain, Marine
18 Safety Sergeants, and Marine Safety Officers assigned to platoon duty, who, for any
19 reason other than those reasons indicated in the last sentence of this Subsection, is not
20 entitled to receive the full amount of their biweekly installment of salary for any pay period,
21 the number of hours or fraction of hours for which pay is not due shall be multiplied by
22 $\frac{2}{3}$ ^{ds} and the product shall be multiplied by the employee's applicable pay rate per hour
23 including skill and incentive pay rates, if applicable, and this amount shall be subtracted
24 from the employee's regular biweekly installment. Whenever a Fire Department safety
25 employee, Marine Safety Sergeant, or Marine Safety Officer who is assigned to platoon
26 duty is 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 $\frac{1}{14}$ th of the amount of the employee's

1 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 Captain, Marine Safety Sergeant, and Marine Safety Officer assigned to
6 platoon duty, the "56-hour 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, and
12 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 valid
15 existing contract between the City and said employee organization or association.

16 **Section 10. SALARY SCHEDULES**

17 Pay rates for all offices and positions set forth in Salary Schedules I and IA. The pay rates
18 set forth in Salary Schedules I and IA shall be operative on and after 12:01 a.m. of October
19 1, 2022.

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 for such office or position. In those
24 cases, where positions are designated by grade numbers, the biweekly salaries of such
25 employees shall be computed based upon one of the pay rates designated for the grade
26 thereof and shall be determined from time to time by the appropriate appointing authority.

27 The City Council may, however, by resolution, specifically designate that the pay rate of
28 any employee is fixed at some other pay rate included within said Salary Schedule, without

1 limitation as to grade or numerical designation. The appropriate appointing authority may
2 designate the initial Pay Rate Step or increment of any employee under their jurisdiction
3 within the Salary Range established herein for said employee's position.

4 **Section 12. PAY RATE PROGRESSION**

5 A. Seven-Step Pay Rate Progression

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

21 B. Six-Step Pay Rate Progression

22 For eligible employees covered by an existing Memorandum of
23 Understanding with the Long Beach Police Officers Association and the Long Beach
24 Firefighters Association, who have served an initial six-month period of employment in a
25 position at a pay rate designated as Pay Rate Step 1 in the Salary Schedule established
26 by Section 11 of this resolution, the salary of such employee shall be at the applicable pay
27 rate designated as Pay Rate Step 2. After a six-month period of employment in a position
28 at a Pay Rate Step 2, the salary of such employee shall be at the applicable pay rate

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

10 C. Five-Step Pay Rate Progression

11 For employees covered by an existing Memorandum of Understanding with
12 the Long Beach Firefighters Association and the Long Beach Lifeguard Association, who
13 have served an initial six-month period of employment in a position at a pay rate designated
14 as Pay Rate Step 1 in the Salary Schedule established by Section 11 of this resolution, the
15 salary of such employee shall be at the applicable pay rate designated as Pay Rate Step
16 2. Thereafter, the pay rate of such employee shall successively be at the applicable pay
17 rate respectively designated as Pay Rate Step 3, 4 or 5, upon their successive completion
18 of a one-year period of employment at the preceding pay rate. If the initial salary of any
19 employee has been specifically designated at a pay rate other than Pay Rate Step 1, 2, or
20 3, their pay rate thereafter, shall, upon their successful completion of a one-year period of
21 employment at the preceding pay rate, be at the next successively higher applicable Pay
22 Rate Step.

23 D. Lifeguard-Hourly - NC

24 All employees in the positions of Lifeguard-Hourly - NC shall be eligible for
25 advancement to the next successively higher Pay Rate Step, as follows: For the purpose
26 of computing eligibility for advancement from Pay Rate Step 1 to Pay Rate Step 2, an
27 employee in the position of Lifeguard-Hourly - NC must successfully complete the
28 Lifeguard Recruit Academy (approximately 80 hours). For the purpose of computing

1 eligibility for advancement from Pay Rate Step 2 to Pay Rate Step 3, the amount of six
2 hundred (600) hours actually paid to such an employee in the position of Lifeguard-Hourly
3 - NC shall be considered as the equivalent of a six-month period of employment, and the
4 amount of eight hundred (800) hours actually paid to such an employee shall be considered
5 for the purposes of computing eligibility for advancement from Pay Rate Steps 3, 4 and 5
6 to the next successively higher Pay Rate Step.

7 An employee in the position of Lifeguard-Hourly - NC who has attained
8 certification as an Emergency Medical Technician (EMT) shall be advanced to the next
9 successively higher Pay Rate Step with no loss of hours previously earned toward a step
10 increase. Any Lifeguard-Hourly - NC employee who fails to recertify shall be reduced to
11 the next successively lower Pay Rate Step with no loss of hours previously earned toward
12 a step increase.

13 E. Ambulance Operator

14 Any Ambulance Operator that has successfully served 1,044 Scheduled
15 Work Hours at Salary Range P-26 shall be placed at Salary Range P-27. Any Ambulance
16 Operator that has successfully served 2,088 Scheduled Work Hours at Salary Range P-27
17 shall be placed at Salary Range P-29. Overtime is excluded from the Scheduled Work
18 Hour calculation.

19 F. Exception to Pay Rate Progression

20 Any exceptions to the pay rate progression section shall be submitted to City
21 Manager for review, and will require City Manager approval.

22 **Section 13. PAY FOR PERFORMANCE**

23 Employees who are covered by an existing Memorandum of Understanding with the
24 International Association of Machinists and Aerospace Workers, the Long Beach
25 Association of Confidential Employees, the Long Beach Association of Engineering
26 Employees, Association of Long Beach Employees, Service Employees International
27 Union, and the International Brotherhood of Electrical Workers, who receive an overall
28 Meets Job Requirements rating on the majority of the rating factors on the most recently

1 completed Employee Performance Appraisal form, and who have served an initial six-
2 month period of employment in a position at a pay rate designated as Pay Rate Step 1 in
3 the Salary Schedule established by Section 11 of this resolution, the salary of such
4 employee shall be at the applicable pay rate designated as Pay Rate Step 2; after a second
5 six-month period of satisfactory performance of employment, the salary of such employee
6 shall be at the applicable pay rate designated as Pay Rate Step 3; and after another six-
7 month period of satisfactory performance Pay Rate Step 4. Thereafter, the pay rate of
8 such employee shall successively be at the applicable pay rate respectively designated as
9 Pay Rate 5, 6, or 7 upon their successive completion of a one-year period of employment
10 at the preceding pay rate. If the initial salary of any employee has been specifically
11 designated at a pay rate other than Pay Rate Step 1, 2, or 3, their pay rate thereafter, shall,
12 upon their successful completion of a one-year period of employment at that pay rate, be
13 at the next successively higher applicable Pay Rate Step.

14 **Section 14. PAY FOR EXECUTIVES/PROFESSIONALS**

15 A. Salary Ranges and Salary Adjustments

16 The provisions of this resolution relating to assignment of employees to Pay
17 Rate Steps and to automatic pay step advancement shall not apply to employees in
18 positions which have been assigned to an Executive or Professional Salary Range in
19 Attachment A of this resolution. The level of compensation of employees in such positions
20 shall be determined on a merit basis and said employees shall be initially placed by the
21 appropriate appointing authority at a level of compensation within the applicable Executive
22 or Professional Salary Range which has been designated by this resolution for said
23 employee's position. After such an employee has been initially placed at a level of
24 compensation within the applicable Executive or Professional Salary Range, the
25 appropriate appointing authority shall have the sole and exclusive discretion to increase or
26 decrease said employee's level of compensation within the applicable Executive or
27 Professional Salary Range assigned by this resolution for said employee's position which
28 the appointing authority shall determine to be the proper level of compensation as merited

1 by the performance and demonstrated ability of said employee through an evaluation
2 process; provided, however, that the sum total of all said percentage increases or
3 decreases in compensation for any such employee shall not exceed seven percent during
4 any fiscal year without approval of the City Council. These percentage increases or
5 decreases in compensation are to be implemented on a prospective basis, the effective
6 date will be the first day of the first full pay period following approval from the appropriate
7 appointing authority. Requests for retroactive payment shall be submitted to City Manager
8 for review and will require City Manager approval. Evaluation shall be no more than once
9 in any six-month period.

10 B. Executive Performance Incentive Compensation

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

18 Outstanding performance in the attainment of these objectives or targeted
19 results, or distinguished performance in a specific project or program shall qualify the
20 employee for Individual Performance Incentive Compensation. Such incentive
21 compensation may be paid to any eligible officer or employee in an amount not to exceed
22 three thousand five hundred dollars per fiscal year based upon the evaluation and
23 determination by the City Manager, or their designee, or appropriate appointing authority.

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

25 For the City Attorney's Office, the City Auditor's Office and the City
26 Prosecutor's Office only, each employee assigned to the Executive Salary Range (E00) or
27 to the Professional Salary Range (A00 through D00) shall be eligible to participate and
28 receive Individual Performance Incentive Compensation. It shall be in the exclusive

1 discretion of the elected appointing authority to determine which among their eligible
2 employees will participate in Individual Performance Incentive Compensation.

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

14 **Section 15. ELECTED OFFICIALS AND CITY MANAGER ANNUAL PAY**
15 **ADJUSTMENT**

16 A. Elected Officials and City Clerk

17 Effective July 1, 1995, and effective the first day of the pay period including
18 July 1st thereafter, the annual salary ranges of all elected officials and the City Clerk will be
19 adjusted in accordance with the provisions of Section 203 of the City Charter.

20 B. City Manager

21 Effective July 1, 2021, and effective the first day of the pay period including
22 July 1st thereafter, the annual salary range of the City Manager will be adjusted in the same
23 manner as elected officials and City Clerk.

24 **Section 16. PROMOTIONS**

25 Subject to the City Council's power by resolution to set the pay rates of any employee at
26 one of the pay rates established by resolution, in the event an employee is promoted from
27 one position to another for which a higher pay rate is established by resolution, or is
28 advanced from one grade to another in the same position for which a higher pay rate is

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

15 **Section 17. OVERTIME**

16 The method of computation of the amount of additional compensation to be paid to an
17 employee for overtime worked shall be in accordance with and pursuant to the applicable
18 definitions, conditions, and requirements of the pertinent and applicable Memorandum of
19 Understanding (MOUs), Personnel Ordinance, and in accordance with and pursuant to the
20 Fair Labor Standards Act (FLSA).

21 **Section 18. VACATION CASH OUT**

22 A. Vacation Cash Out Program

23 Employees represented by an existing Memorandum of Understanding with
24 the Long Beach Management Association, Long Beach City Attorney’s Association and
25 Long Beach City Prosecutors Association and unrepresented management assigned to the
26 Executive Salary Range (E00) or the Professional Salary Range (A00 through D00) shall
27 have the option to request to cash out up to eighty (80) hours of vacation accruals with
28 prior approval from the City Manager or appointing authority. This program replaces the

1 previous cash out option afforded in conjunction with the loss of carryover hours under the
2 City's former accrual provision. Since the City has adopted a new accrual maximum
3 provision and no longer has carryover hours, this program is intended to be offered on a
4 limited and case specific basis subject to approval of the appointing authority. This program
5 allows eligible employees who were unable to take vacation to receive a cash out option
6 (minus applicable taxes, reductions, and withholdings) in lieu of taking vacation time. The
7 City reminds and encourages employees to take vacation to maintain a healthy work/life
8 balance. It shall be at the exclusive discretion of the appointing authority and subject to the
9 availability of funds to approve vacation cash out requests.

10 For an employee to cash out vacation under this program, the employee must
11 make a choice, in the calendar year prior to the calendar year that the affected vacation is
12 earned, between either (i) accruing the vacation in the following calendar year on a normal
13 basis and subject to the regular vacation accrual rules, or (ii) receiving cash in lieu of the
14 vacation that is earned in the following calendar year. It is not possible to make a vacation
15 cash out election with respect to vacation that has already been earned or with respect to
16 vacation that will be earned in the calendar year when the election is made. The election
17 must be made in writing between December 1st and December 23rd of the calendar year
18 before the calendar year when the vacation will be earned. Once the election is made and
19 accepted, it is irrevocable. Employees must complete a Vacation Cash Out Request form
20 in order for the employee to determine how much, if any, of the vacation the employee will
21 earn in the following calendar year will be received in cash. For the employee's vacation
22 cash out election to be valid for the following calendar year, the vacation cash out request
23 form must be submitted to the Department of Human Resources no later than December
24 23rd of the calendar year before the calendar year when the vacation will be earned. If an
25 employee fails to turn in a vacation cash out election form or turns it in late, it will not be
26 accepted.

27 The following additional conditions apply to employees who wish to make a
28 vacation cash out election:

1 • A minimum of 80 hours of vacation must remain, after deducting the
2 hours for the current vacation cash out election.

3 • No more than 80 hours of vacation may be elected to be cashed out
4 during a calendar year.

5 • No less than 20 hours of vacation may be elected to be cashed out
6 during a calendar year.

7 • The employee must submit a “Vacation Cash Out Request” form and
8 receive approval for the cash out from the appointing authority before January 1st of the
9 following year.

10 Vacation cash outs will be paid in the calendar year when the vacation to be
11 cashed out is earned (or upon the employee's termination of employment if earlier).
12 Generally, all approved vacation cash outs will be paid in the pay period that include
13 December 1st. Note that an employee's vacation cash out amount will be reduced, or
14 possibly eliminated altogether, if the employee either does not earn enough vacation during
15 the calendar year to support the vacation cash out (e.g., the employee terminates
16 employment with the City early in the calendar year) or has unscheduled time off that uses
17 up some (or all) of the vacation that would have been cashed out.

18 This program is subject to change, discontinuation, or modifications by the
19 City.

20 **Section 19. IN-LIEU HOLIDAY PAY**

21 Section 4.01(e) and (f) of the Personnel Ordinance and/or applicable Memorandums of
22 Understanding permit certain City employees to be absent fifteen working days yearly with
23 full pay, to be prorated biweekly, in lieu of absence of the employee on the holidays
24 enumerated in Section 1.05 of the Personnel Ordinance. Subject to the prior approval of
25 the appropriate appointing authority, an employee may accumulate and carry over such
26 properly authorized unused “in lieu of holiday” time off for no longer than the close of the
27 second calendar year immediately following the calendar year in which such time off was
28 earned.

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

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

16 **Section 20. JURY DUTY**

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

25 **Section 21. BEREAVEMENT LEAVE**

26 All unrepresented employees shall be entitled to the same registered domestic partner
27 provisions for sick leave and bereavement leave as is contained in the Memorandum of
28 Understanding with the International Association of Machinists. Additionally, all

1 unrepresented management employees shall be entitled to the same registered domestic
2 partner provisions for sick leave and bereavement leave as is contained in the
3 Memorandum of Understanding with the Long Beach Management Association.

4 **Section 22. EXECUTIVE LEAVE**

5 Employees of the City of Long Beach with the position title of City Manager, City Clerk,
6 Office Manager - City Prosecutor, Management Assistant, and positions with the
7 designated salary ranges of C00, D00, and E00, are hereby designated as being eligible
8 to be granted executive leave by the appropriate appointing authority or department head,
9 in accordance with and pursuant to the provisions of Section 4.10 of the City Personnel
10 Ordinance. In addition to the five (5) days granted to eligible employees in Section 4.10 of
11 the Personnel Ordinance, the appointing authority may grant up to eighty (80) additional
12 hours executive leave per calendar year for management employees.

13 **Section 23. TEMPORARY ASSIGNMENTS**

14 A. Training and Development

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

20 B. Rehabilitation or Recovery from a Medical Condition

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

28 C. Y-Rate

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

6 **Section 24. ACTING PAY**

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

25 **Section 25. SKILL AND OTHER PAYS**

26 When an employee classified in one of the positions listed in Attachment C is regularly
27 assigned to perform and does perform the occupational skill described in the column hereof
28 designated "Description", said employee shall be paid on a per diem, hourly rate or one-

1 time payment (bonus) basis, as indicated herein, the amount of additional compensation
2 set forth in the column opposite the described skill. The additional compensation
3 prescribed herein shall be paid to the employee at an hourly rate only if said employee is
4 assigned to regularly perform said occupational skill on a daily basis. If an employee is not
5 regularly assigned to perform said occupational skill on a daily basis, then the additional
6 compensation prescribed herein shall be paid at a per diem rate, and said per diem skill
7 pay shall be paid only for each work day that said employee actually performs said
8 occupational skill, and such employee is not entitled to receive and shall not be paid per
9 diem skill pay for any day that said employee does not work or is absent from work on a
10 permitted absence. The per diem rate shall be the hourly rate times the number of regular
11 hours an employee works in a day. For purposes of this Section, any employee in a non-
12 career position shall receive skill pay in the same manner as prescribed for a comparable
13 employee in the classified career service and need not be specifically designated in the
14 following table(s) unless there is no comparable classified position.

15 The skill and other pays are listed in Attachment C shall be effective on and
16 after the first pay period including October 1, 2022.

17 **Section 26. NIGHT SHIFT DIFFERENTIAL**

18 In addition to the compensation provided by Section 3 hereof, a night shift differential of
19 one dollar and twenty-five cents (\$1.25) per hour shall be paid to any eligible permanent
20 full-time employee represented by the Association of Long Beach Employees, the
21 International Brotherhood of Electrical Workers, and the Service Employees International
22 Union.

23 Eligible employees represented by the International Association of
24 Machinists and Aerospace Workers shall be paid a night shift differential of one dollar and
25 fifty cents (\$1.50) per hour.

26 Eligible employees represented by the Long Beach Association of
27 Engineering Employees shall be paid a night shift differential of one dollar and sixty cents
28 (\$1.60) per hour.

1 Each employee who receives night shift differential pay and whose regular
2 schedule requires said employee to work between the hours of 6:00 p.m. and 6:00 a.m.,
3 provided that:

4 A. Night Shift

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

9 B. Split-Shift

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

15 **Section 27. STANDBY PAY**

16 Each employee designated as being represented by the Long Beach Association of
17 Confidential Employees shall be compensated at a rate of ninety-five cents (\$0.95) for each
18 full hour of standby duty, or each employee of the International Association of Machinists
19 and Aerospace Workers, and the Long Beach Association of Engineering Employees, shall
20 be compensated at a rate of one dollar and fifty cents (\$1.50) per hour for each full hour of
21 standby duty as defined in the Memoranda of Understanding between the City and the
22 aforementioned employee organizations.

23 Each employee designated as being represented by the Association of Long
24 Beach Employees, Long Beach Supervisors Employees Association, or Service
25 Employees International Union, shall be compensated at a rate of two dollars (\$2.00) per
26 hour for each full hour of standby duty as defined in the Memoranda of Understanding
27 between the City and the aforementioned employee organizations.

28 **Section 28. MARKSMANSHIP PAY**

1 Sworn personnel of the Police Department (to include sworn managers), Special Services
2 Officers and Park Rangers who may be called upon to use firearms in the performance of
3 their duties and who on a qualifying schedule prescribed by the Chief of Police attain a
4 required degree of proficiency in marksmanship shall receive additional compensation as
5 provided.

6	Marksman	\$4.00 per month
7	Sharpshooter	8.00 per month
8	Expert	16.00 per month
9	Master	32.00 per month

10 Eligible employees shall receive the additional compensation only for the calendar year
11 immediately following the prescribed qualification period in which said employee has
12 demonstrated their proficiency as herein provided to the satisfaction of the Chief of Police.
13 Such compensation may be paid in an aggregate lump sum for the qualifying period. The
14 determination of the Chief of Police on all scoring is final and conclusive. The City shall
15 not be entitled to a refund in the event employment is terminated by death or otherwise
16 during the period for which a lump sum payment has been made. The weapon used to
17 qualify shall be an approved handgun as authorized by the Police Department.

18 **Section 29. PUBLIC SAFETY INCENTIVE PAY**

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

21 A. Police Department - Education Pay
22 Chief of Police who possess a California Commission on Police Officer
23 Standards and Training (POST) Management Certificate shall receive \$900 per month in
24 additional compensation.

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

1 in December.

2 C. Lateral Police Officer Incentive Pilot Program

3 1. New employees hired as lateral Police Officers who meet the following
4 criteria shall be eligible to participate in the Lateral Police Officer Incentive Pilot Program:

5 a. Full-time employment for at least one continuous year in the State of
6 California as a Peace Officer, as defined by California Penal Code Sections 830, 830.1,
7 and 830.2, and possession of a Basic Peace Officers Standards and Training (POST)
8 certificate issued by the State of California, or

9 b. Full-time employment for at least one continuous year of sworn
10 general law enforcement experience and possession of the Basic Course Waiver (BCW)
11 from the California Commission on Peace Officers Standards and Training.

12 2. The one-time sign on bonus of \$15,000 will be paid as follows:

13 a. The amount of \$5,000 ad hoc lump sum payment shall be paid as
14 additional compensation to eligible employees in the first pay period upon hire.

15 b. The amount of \$10,000 ad hoc lump sum payment shall be paid as
16 additional compensation to eligible employees in the first full pay period following
17 successful completion of a one-year probationary period (12 months/2088 hours) which
18 includes the Long Beach Police Department – Police Officer Lateral Academy and field
19 training.

20 3. Payments under this section will not be reported to CalPERS as
21 earnable compensation.

22 4. The pilot program shall not be extended for more than two (2) years
23 and will be evaluated at the end of the pilot program period. The pilot program is subject to
24 modification or discontinuation at the discretion of the City Manager at any time during two
25 (2) year period.

26 **Section 30. PERFORMANCE INCENTIVE COMPENSATION**

27 In addition to and apart from any pay for performance provided in Section 13 or 14,
28 permanent full-time, permanent part-time, or non-career employee who is not eligible to

1 receive the Performance Incentive Compensation established by Section 15. B. or C. of
2 this resolution shall be eligible to participate in and receive Individual Performance
3 Incentive Compensation. The purpose of Performance Incentive Compensation is to
4 compensate employees for the distinguished and outstanding performance for the periods
5 for which said Performance Incentive Compensation is paid. At any time, a department
6 head may submit a request to the City Manager or their designee or appropriate appointing
7 authority for said eligible employee outlining specific performance objectives achieved
8 during the fiscal year. Outstanding or distinguished performance in a specific project or
9 program shall qualify the employee for Individual Performance Incentive Compensation.
10 Such incentive compensation may be paid to any eligible employee in an amount not to
11 exceed six hundred dollars (\$600.00) per fiscal year, based upon the evaluation and
12 determination by the City Manager. Requests of the Performance Incentive Compensation
13 for an employee may be submitted at any time.

14 **Section 31. CITYWIDE RECRUITMENT INCENTIVE PROGRAM**

15 The Department Head is required to provide a written justification to the Department of
16 Human Resources for a position to receive a recruitment sign-on bonus. Candidates
17 eligible for this program are hired in positions that have a high turnover or difficult to fill and
18 have not worked for the City of Long Beach within the past two (2) years. Positions
19 excluded from this program are current employees and Public Safety employees (except
20 for new Police Recruits, Special Services Officers, Park Rangers, and Public Safety
21 Dispatchers).

22 1. Departments can provide a one-time sign-on bonus up to \$6,000 to a
23 newly hired employee during specific periods of employment. The amount of \$1,000 ad
24 hoc lump sum payment shall be paid to the employee upon hire. The amount of \$2,000 ad
25 hoc lump sum payment shall be paid after successful completion of a probationary period
26 (where applicable). The amount up to \$3,000 ad hoc lump sum payment shall be paid to
27 eligible employees upon completion of 18 months of service.

28 2. Departments can also choose to offer a partial sign-on bonus or

1 alternative amount not to exceed \$6,000. The sign-on bonus is not considered salary and
2 is not included in the retirement benefit calculation.

3 **Section 32. CELLULAR PHONE STIPEND**

4 Eligible employees that use personal cellular phones in the conduct of City business are
5 eligible to receive a cellular phone stipend. A monetary, monthly stipend in the amount of
6 \$30.00 is provided to eligible employees who are approved to use their personal cellular
7 phone for City-related business.

8 **Section 33. UNIFORM ALLOWANCE**

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

12	Firefighters	\$ 3.85
13	Lifeguards	\$ 1.08
14	Miscellaneous	\$ 5.88
15	Police Officers	\$14.38
16	Security Officers	\$ 8.65

17 **Section 34. EMPLOYEE SUGGESTION AWARDS**

18 Employees of the City may, pursuant to and in accordance with the provisions of this
19 resolution and the Administrative Regulations issued by the City Manager, be awarded with
20 additional compensation for suggestions made that result in measurable monetary savings
21 to the City. Such awards shall not exceed ten percent of the anticipated first year savings
22 after adoption of the suggestion; provided, however, that the maximum award shall not
23 exceed five thousand dollars (\$5,000.00).

24 **Section 35. RELOCATION COMPENSATION**

25 Notwithstanding any other provision of this Salary Resolution, each appointing authority
26 may, within their sole discretion, provide as a part of an employee’s annual compensation,
27 additional compensation to the employee for relocation and moving expenses actually and
28 necessarily incurred to accept a position with the City of Long Beach, if the appointing

1 authority determines that such additional compensation is required as a necessary
2 inducement for the acceptance of employment with the City. Said additional compensation
3 must be provided within three years from the employee's appointment date.

4 **Section 36. TUITION REIMBURSEMENT**

5 Permanent full-time or permanent part-time employees who are enrolled in an accredited
6 job and/or career-related college or university study program during off-duty hours and who
7 are eligible to receive tuition reimbursement in accordance with applicable memorandums
8 of understanding will do so per the following schedule:

9 Effective October 1, 1999:

10 Semester/Quarter Payment Schedule

11	1.0 through 5.9 semester units	\$ 375.00
12	1.0 through 7.9 quarter units	\$ 375.00
13	6.0 or more semester units	\$ 400.00
14	8.0 or more quarter units	\$ 400.00
15	Community College	\$ 120.00
16	Total maximum per fiscal year	\$ 800.00

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

20 **Section 37. DAMAGED PERSONAL PROPERTY REIMBURSEMENT**

21 Pursuant to the provisions of Section 53240 of the California Government Code, an
22 employee may receive the cost of replacing or repairing property such as eyeglasses,
23 hearing aids, dentures, watches, or articles of clothing when loss or damage occurs in the
24 line of duty and is not attributable to the employee's negligence. If the items are damaged
25 beyond repair, the actual value of such items may be paid. The value of such items shall
26 be determined as of the time of loss or damage. In the event of such loss or damage, the
27 employee seeking recovery shall file a request for reimbursement in writing with their
28 department head and the request shall be processed in accordance with the applicable

1 administrative regulations of the City.

2 **Section 38. TRANSPORTATION**

3 Employees requiring transportation in connection with the performance of their duties for
4 the City, may be assigned a City-owned vehicle by the City Manager or appropriate
5 appointing authority; or, in the alternative, with the approval of the City Manager or
6 appropriate appointing authority, an employee may receive, by way of reimbursement, the
7 cost of transportation incurred in the performance of their duties. Reimbursement, at the
8 discretion of the City Manager or appropriate appointing authority, may be paid to such
9 employees upon the basis of any of the following computations:

10 A. Public Transportation

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

12 B. Privately Owned Vehicle

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

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

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

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

27 4. A flat monthly allowance of Four Hundred and fifty dollars per month
28 for elected officials of the City. Said monthly allowance shall constitute reimbursement for

1 the expenditures and costs of operating and maintaining such vehicle, including its
2 availability, as required for the performance of such official duties.

3 **Section 39. EMPLOYEE COMMUTE INCENTIVE PROGRAM**

4 Effective October 1, 2018, employees who use alternative modes of transportation to
5 commute to and from work a minimum of five times within a pay period are eligible to
6 participate in the City's pilot program for commute reduction named the Employee
7 Commute Incentive Program, subject to available funding. Employees may earn fifteen
8 dollars (\$15.00) each pay period they use an alternative mode of transportation to and from
9 work a minimum of five times, up to thirty dollars (\$30.00) per month, equivalent to three
10 hundred and sixty dollars (\$360.00) per year maximum. Employees must meet the eligibility
11 criteria, specified modes of transportation, and exclusions defined under the Employee
12 Commute Incentive Program.

13 **Section 40. HEALTH INSURANCE**

14 A. The City shall pay a maximum amount per month toward the cost of
15 health, dental, vision and life insurance benefits for each eligible represented and non-
16 represented employee based on single, two party and family coverage.

17 B. Adjustments to the monthly maximum shall be adopted annually by
18 City Council as part of the City's Annual Benefits Package.

19 C. Represented Employees.

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

23 1. Employees in all associations, with single or two party plan health
24 coverage shall pay thirty percent (30%) of the increase or twenty-five dollars (\$25)
25 whichever is less, over the rates in effect in the prior year for the plan options selected.

26 2. Employees with family plan health coverage in all associations shall
27 pay thirty percent (30%) of the increase or \$30 whichever is less, over the rates in effect in
28 the prior year for the plan options selected, as described in their respective MOUs.

1 3. If the employee's portion is in excess of their cap (twenty-five dollars
2 (\$25) for single or two-party coverage or thirty dollars (\$30) for family), the increase over
3 the cap will be carried forward to the next year and added to the employee's portion of the
4 next year's increase until the carryover amount is exhausted or the increase equals the
5 cap, whichever is less.

6 4. The carryover of the remaining employee portion over the cap will
7 continue forward each year, maintaining the respective caps, until the carryover amount is
8 exhausted by adding it to the employee's portion. Please note that the carryover
9 methodology described above is not an individual employee account.

10 D. Non-Represented Employees

11 1. The City shall pay a maximum per month toward the cost of the City-
12 sponsored health, dental, vision and life insurance benefits for each eligible employee.

13 2. Increases in the costs for the health, dental and life insurance plans
14 selected by non-represented employees shall be borne by the employee in the manner set
15 forth below. The portion of this increase paid by the employee shall be added to the existing
16 payroll deductions for that coverage, but will not exceed the following amounts:

17 a. Every January 1st, employees with single or two-party plan health
18 coverage, shall pay thirty percent (30%) of the increase or twenty-five dollars (\$25)
19 whichever is less, over the rates in effect in the prior year for the plan options selected.

20 b. Employees with the family plan health coverage shall pay thirty
21 percent (30%) of the increase or thirty dollars (\$30), whichever is less, over the rates in
22 effect in the prior year for the plan options selected.

23 c. If the employee's portion is in excess of their cap (twenty-five dollars
24 (\$25) for one or two-party coverage or thirty dollars (\$30) for family), the increase over the
25 cap will be carried forward to the next year and added to the employee's portion of the next
26 year's increase until the carryover amount is exhausted or the increase equals the cap,
27 whichever is less.

28 d. The carryover of the remaining employee portion over the cap will

1 continue forward each year, maintaining the respective caps, until the carryover amount is
2 exhausted by adding it to the employee's portion.

3 Please note that the carryover methodology described above is not an
4 individual employee account.

5 **Section 41. IN-LIEU HEALTH INSURANCE PROGRAM**

6 Effective October 1, 2011, In-lieu of coverage under the health insurance program provided
7 by the City for employees holding permanent full-time positions, each employee in a
8 permanent part-time position (as defined in the Personnel Ordinance), shall, for everyone
9 hundred and seventy-four (174) hours worked by such permanent part-time employee be
10 paid four hundred forty dollars (\$440) or via an equivalent, systematic calculation per pay
11 period.

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

16 **Section 42. CONSOLIDATED OMNIBUS BUDGET RECONCILIATION**
17 **ACT (COBRA)**

18 Employees who are laid off and eligible for benefits under the Consolidated Omnibus
19 Budget Reconciliation Act (COBRA) shall have the premiums for the benefits they are
20 entitled to under COBRA paid by the City for the first six (6) months after their layoff, subject
21 to the employees' selection of such benefits per COBRA regulations.

22 **Section 43. LIFE INSURANCE AND DISABILITY INSURANCE**

23 The City shall administer a life, accidental death and dismemberment (AD&D), and short-
24 term disability, and long-term disability insurance programs. Certain employees, if eligible,
25 pursuant to the terms and conditions set forth in this section, shall have access to monthly
26 premium payments made on their behalf and/or self-pay for such benefits programs as
27 specified. The City shall provide appropriate life, accidental death & dismemberment
28 (AD&D), short-term disability, and long-term disability insurance plans and have power to

1 adopt such rules it deems necessary to administer the plan.

2 A. City Employees

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

8 B. Elected/Appointed/Executive/Professional

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

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

19 Employees in the classification of Deputy City Attorney shall receive as
20 additional compensation a Two Hundred Thousand Dollar (\$200,000) life and accidental
21 death and dismemberment insurance policy and long-term and short-term disability
22 insurance currently provided to management employees in the City. Employees
23 represented by the City Attorneys Association, except as noted above, shall receive as
24 additional compensation a One Hundred Thousand Dollar (\$100,000) life and accidental
25 death and dismemberment insurance policy and shall be entitled, at their discretion, to
26 participate in the program for long-term and short-term disability insurance currently
27 provided to the Deputy City Attorneys. Employees who elect to participate shall pay the
28 full cost of premiums. Employees in the classification of Performance Audit Manager shall

1 receive as additional compensation a One Hundred Thousand Dollar (\$100,000) life and
2 accidental death and dismemberment insurance policy, and long-term and short-term
3 disability insurance. Employees in the classification of Senior Performance Auditor,
4 Performance Auditor, and Audit Analyst shall receive long-term and short-term disability
5 insurance. Employees in the classification of Deputy City Prosecutor shall receive as
6 additional compensation a Two Hundred Thousand Dollar (\$200,000) life and accidental
7 death and dismemberment insurance policy and long-term and short-term disability
8 insurance. Employees represented by the City Prosecutors Association, except as noted
9 above, shall receive as additional compensation a One Thousand Dollar (\$100,000) life
10 and accidental death and dismemberment insurance policy.

11 D. Confidential Employees

12 Employees represented by the Association of Confidential Employees shall
13 receive as additional compensation a Seventy-Five Thousand Dollar (\$75,000) life and
14 accidental death and dismemberment insurance policy and long-term and short-term
15 disability insurance.

16 E. City Council

17 Members of the City Council shall receive a life and accidental death and
18 dismemberment insurance benefit of sixty-five thousand dollars (\$65,000).

19 **Section 44. ACCIDENTAL DEATH OR INJURY INSURANCE**

20 Employees of the City, including employees of the Harbor Department and
21 Water Department, shall receive as additional compensation such insurance benefits for
22 bodily injury or death incurred by such employees while traveling on the official business
23 of the City of Long Beach or its boards, commissions or committees as may be provided
24 from time to time in a master policy or policies of travel insurance as may be obtained by
25 the City pursuant to Section 3121 of the California Government Code. This is separate
26 and distinct from the employer-paid life and accidental death and dismemberment
27 insurance referenced in section "46."

28 **Section 45. RETIREMENT**

1 A. City Payment of Employee Portion

2 In accordance with the Resolution approved by the City Council on February
3 15, 2011, employees represented by the Long Beach Management Association (non-
4 safety managers only), the Long Beach Association of Confidential Employees, and
5 unrepresented management employees hired by the City on or after February 26, 2011,
6 shall pay the full amount of each such individual employee's normal retirement
7 contributions.

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

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

16 In accordance with the Resolution approved by the City Council on February
17 15, 2011, employees represented by the Long Beach Management Association (safety
18 managers only), hired by the City on or after February 26, 2011, shall pay the full amount
19 of each such individual employee's normal retirement contributions.

20 In accordance with the Resolution approved by the City Council on February
21 15, 2011, employees represented by the City Attorney's Association, the City Prosecutors'
22 Association and unrepresented management employees in the City Auditor's Office hired
23 by the City on or after February 26, 2011, shall pay the full amount of each such individual
24 employee's normal retirement contributions.

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

28 Effective February 26, 2011, the Mayor and City Council members shall pay

1 the full amount of each such individual employee's normal retirement contributions.

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

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

20 B. Tiers

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

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

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

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

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

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

23 3. All eligible new employees in positions represented by the Long Beach
24 Management Association (safety managers only), Long Beach Firefighters Association
25 Local 372, and the Long Beach Police Officers Association employed after August 3, 2012
26 – December 31, 2012, shall be provided the opportunity for the following CalPERS
27 retirement benefits:

- 28 a. 2.0% at 50 retirement formula (gradually increases to 2.7% at 55);

- 1 b. 2.0% cost of living provision;
- 2 c. Final compensation will be based upon a three-year average; and
- 3 d. Post-retirement Survivor Allowance.

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

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

16 5. All eligible employees in positions represented by the International
17 Association of Machinists and Aerospace Workers, the Long Beach Association of
18 Confidential Employees, the Long Beach Association of Engineering Employees, the
19 International Brotherhood of Electrical Workers, the Association of Long Beach
20 Employees, the Service Employees International Union, the City Attorneys Association,
21 and the City Prosecutors Association, and all other eligible City employees employed on
22 or prior to October 21, 1989, shall be provided the opportunity for the following CalPERS
23 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; and
- 28 d. Post-retirement Survivor Allowance.

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 International Brotherhood of Electrical Workers, the Association of Long
5 Beach Employees, the Service Employees International Union, the City Attorneys
6 Association, and the City Prosecutors Association, and all other eligible unrepresented
7 miscellaneous and unrepresented management City employees employed after October
8 21, 1989, shall be provided the opportunity for the following CalPERS retirement benefits:

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

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

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

27 8. In accordance with the Public Employees' Pension Reform Act of 2013
28 (PEPRA), all new eligible miscellaneous employees in positions represented by the

1 International Association of Machinists and Aerospace Workers, the Long Beach
2 Association of Confidential Employees, the Long Beach Association of Engineering
3 Employees, the International Brotherhood of Electrical Workers, the Association of Long
4 Beach Employees, the Service Employees International Union, the City Attorneys
5 Association, the City Prosecutors Association, the Long Beach Management Association,
6 unrepresented miscellaneous employees, unrepresented management employees and all
7 other eligible miscellaneous City employees employed on or after January 1, 2013, and
8 who are also deemed to be new CalPERS new member, shall be provided the opportunity
9 for the following PERS retirement benefits:

- 10 a. 2.0% at 62 retirement formula;
- 11 b. 2.0% cost of living provision;
- 12 c. Final compensation based upon the average monthly pay rate for the
13 highest three-year compensation period; and
- 14 d. Post-retirement Survivor Allowance.

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

22 **Section 46. DEFERRED COMPENSATION-MARINE SAFETY**

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

26 **Section 47. MEMORANDA OF UNDERSTANDING CONFLICTS**

27 Except as otherwise provided in this resolution and any other applicable Federal or State
28 laws, rules and regulations, it is the intent of the City Council, by the adoption of this Salary

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

13 **Section 48. MINIMUM WAGE**

14 Notwithstanding any applicable other provision of this resolution and any applicable
15 Memorandum of Understanding which has heretofore been approved and adopted by the
16 City Council, the minimum hourly rate for City employees shall be no less than the current
17 California State Minimum Wage hourly rate, whichever is greater.

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

24 **Section 49. CERTIFICATION OF RESOLUTION ADOPTION**

25 This resolution shall be deemed operative as of 12:01 a.m. on October 1,
26 2022, except as may otherwise be provided by specific provisions of this resolution, and
27 the City Clerk shall certify the vote adopting this resolution.

28 ///

OFFICE OF THE CITY ATTORNEY
DAWN MCINTOSH, City Attorney
411 West Ocean Boulevard, 9th Floor
Long 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 _____, 2023, by the
following vote:

Ayes: Councilmembers: _____

Noes: Councilmembers: _____

Absent: Councilmembers: _____

Recusal(s): Councilmembers: _____

City Clerk

HR/GJA:bg A22-03867 (12-27-2022)

POSITION TITLES AND
ASSIGNED SALARY RANGE NUMBERS

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

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

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 CHARLES PARKIN, City Attorney
 411 West Ocean Boulevard, 9th Floor
 Long Beach, CA 90802-4664

1	Development (T)	
2	Administrative Officer – Development	E00
3	Services	
4	Administrative Officer- Engineering	E00
5	Administrative Officer – Fleet	E00
6	Administrative Officer - Gas (T)	E00
7	Administrative Officer - General Services	E00
8	Administrative Officer - Library Services	E00
9	Administrative Officer – Police	E00
10	Administrative Officer - Public Health (T)	E00
11	Administrative Officer - Public Works	E00
12	Administrative Officer - Towing (T)	E00
13	Administrative Services Officer	E00
14	Advance Planning Officer	E00
15	Airport Engineering Officer	E00
16	Airport Operations Assistant I	360
17	Airport Operations Assistant II	410
18	Airport Operations Officer	E00
19	Airport Operations Specialist I	510
20	Airport Operations Specialist II	540
21	Airport Public Affairs Assistant (T)	540
22	Alternative Fuels Coordinator	570
23	Ambulance Operator	P-26, P-27, P-29
24	Animal Control Officer I	410
25	Animal Control Officer II	430
26	Animal Control Officer III (T)	490
27	Animal Health Technician	420
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1	Animal Services Operations Supervisor	610
2	Aquatics Supervisor I	500
3	Aquatics Supervisor II	570
4	Assistant Administrative Analyst I	470
5	Assistant Administrative Analyst II	530
6	Assistant Buyer I	420
7	Assistant Buyer II	460
8	Assistant Chief of Police	E00
9	Assistant Chief of Staff-Prosecutor	B00
10	Assistant City Attorney	E00
11	Assistant City Auditor	E00
12	Assistant City Clerk	E00
13	Assistant City Controller	E00
14	Assistant City Engineer	E00
15	Assistant City Manager	E00
16	Assistant City Prosecutor	E00
17	Assistant City Traffic Engineer	E00
18	Assistant Community Development Analyst I	470
19	Assistant Community Development Analyst II	530
20	Assistant Executive Director-Workforce Development	E00
21	Assistant Fire Chief	E00
22	Assistant General Manager/Chief Gas Engineer	E00
23	Assistant Planner I	510
24	Assistant Planner II	570
25	Assistant to the City Manager	E00
26	Assistant to the City Manager - Administration	E00
27	Assistant to the City Manager - Special Projects	E00
28		

ATTACHMENT A

OFFICE OF THE CITY ATTORNEY
CHARLES PARKIN, City Attorney
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Long Beach, CA 90802-4664

1	Assistant to the Director-Development Services	E00
2	Assistant Traffic Signal Technician I	430
3	Assistant Traffic Signal Technician II	470
4	Associate Attorney	C00
5	Audit Analyst	B00
6	Auto Firefighter (R)	055
7	Automated Systems Officer	E00
8	Automatic Sprinkler Control Technician	440
9	Battalion Chief	185
10	Body and Fender Mechanic - Painter I	480
11	Body and Fender Mechanic - Painter II	500
12	Broadcast Production Specialist	B00
13	Budget Analysis Officer	E00
14	Budget Management Officer	E00
15	Building Inspections Officer	E00
16	Building Maintenance Engineer	540
17	Building Services Supervisor	430
18	Business Development Officer	E00
19	Business Operations Officer	E00
20	Business Process Improvement Officer	E00
21	Business Services Officer	E00
22	Business Systems Specialist I	530
23	Business Systems Specialist II	570
24	Business Systems Specialist III	610
25	Business Systems Specialist IV	650
26	Business Systems Specialist V	690
27	Business Systems Specialist VI	730
28		

1	Business Systems Specialist VII	770
2	Buyer I	540
3	Buyer II	610
4	Capital Project Coordinator (T)	640
5	Capital Project Coordinator I	640
6	Capital Project Coordinator II	660
7	Capital Project Coordinator III	690
8	Capital Project Coordinator IV	750
9	Carpenter	481
10	Carpenter Supervisor	510
11	Case Manager I	250
12	Case Manager II	340
13	Case Manager III	380
14	Cement Finisher I	432
15	Cement Finisher II	450
16	Chief Assistant City Prosecutor	E00
17	Chief Building Inspector	684
18	Chief Clerk of Records (R)	090
19	Chief Construction Inspector	684
20	Chief Gang Prosecutor	C00
21	Chief Investigator	B00
22	Chief of Police	E00
23	Chief of Staff-Council	E00
24	Chief of Staff-Mayor	E00
25	Chief of Staff-Prosecutor	E00
26	Chief Surveyor	674
27	Chronic Disease and Injury Prevention Officer	E00
28	City Attorney	980

ATTACHMENT A

OFFICE OF THE CITY ATTORNEY
CHARLES PARKIN, City Attorney
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1	City Auditor	960
2	City Clerk	950
3	City Clerk Analyst	600
4	City Clerk Assistant	390
5	City Clerk Bureau Manager	E00
6	City Clerk Specialist	560
7	City Controller	E00
8	City Council Member	D10
9	City Engineer	E00
10	City Health Officer	E00
11	City Manager	990
12	City Mayor	940
13	City Prosecutor	970
14	City Safety Officer	E00
15	City Traffic Engineer	E00
16	City Treasurer	E00
17	Civil Engineer	644
18	Civil Engineering Assistant	514
19	Civil Engineering Associate	594
20	Claims Investigator/Representative I (T)	593
21	Clerk I	260
22	Clerk II	290
23	Clerk III	320
24	Clerk Supervisor	440
25	Clerk Typist I	320
26	Clerk Typist II	350
27	Clerk Typist III	380
28	Clerk Typist IV	410

1	Clerk Typist V (T)	440
2	Clinical Services Officer	E00
3	Code Enforcement Officer	E00
4	Combination Building Inspector	534
5	Combination Building Inspector Aide I	374
6	Combination Building Inspector Aide II	404
7	Commercial and Retail Development Officer	E00
8	Commercial Services Officer	E00
9	Communicable Disease Surveillance and Control Officer	E00
10	Communication Specialist I	520
11	Communication Specialist II	560
12	Communication Specialist III	600
13	Communication Specialist IV	650
14	Communication Specialist V	690
15	Communication Specialist VI	730
16	Communication Specialist VII	770
17	Communications Center Coordinator	630
18	Communications Center Officer	E00
19	Communications Center Supervisor	590
20	Community Development Analyst I (T)	570
21	Community Development Analyst II (T)	600
22	Community Development Analyst III (T)	630
23	Community Development Clerical Assistant I	320
24	Community Development Clerical Assistant II	350
25	Community Development Clerical Assistant III	380
26	Community Development Technician I (T)	370
27	Community Development Technician II (T)	400
28		

1	Community Development Technician III (T)	430
2	Community Development Technician IV (T)	460
3	Community Development Specialist I (T)	470
4	Community Development Specialist II (T)	530
5	Community Development Specialist III (T)	570
6	Community Development Specialist IV (T)	600
7	Community Development Specialist V (T)	630
8	Community Impact Officer	E00
9	Community Information Officer	E00
10	Community Information Specialist I	350
11	Community Information Specialist II	390
12	Community Program Specialist I	470
13	Community Program Specialist II	530
14	Community Program Specialist III	570
15	Community Program Specialist IV	600
16	Community Program Specialist V	630
17	Community Program Technician I	370
18	Community Program Technician II	400
19	Community Program Technician III	430
20	Community Program Technician IV	460
21	Community Relations Assistant I (T)	370
22	Community Relations Assistant II (T)	460
23	Community Services Assistant I	420
24	Community Services Assistant II	450
25	Community Services Officer	E00
26	Community Services Supervisor	570
27	Community Services Supervisor II (T)	570
28	Community Worker	320

ATTACHMENT A

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

1	Construction Inspector I	534
2	Construction Inspector II	574
3	Construction Services Officer	E00
4	Contract Management Officer	E00
5	Contracts Officer (T)	E00
6	Contracts Officer - Fleet	E00
7	Controls Operations Officer	E00
8	Corrosion Control Supervisor	584
9	Councilmanic Secretary	470
10	Counselor I	250
11	Counselor II	450
12	Criminalist I	590
13	Criminalist II	660
14	Criminalist III	680
15	Criminalist IV	700
16	Criminalist Supervisor	700
17	Cultural Program Supervisor	570
18	Curator	530
19	Current Planning Officer	E00
20	Customer Relations Officer	E00
21	Customer Service Representative I	330
22	Customer Service Representative II	360
23	Customer Service Representative III	400
24	Customer Services Officer	E00
25	Customer Services Supervisor I	480
26	Customer Services Supervisor II	510
27	Customer Support Officer	E00
28	Cyber Security Officer	E00

OFFICE OF THE CITY ATTORNEY
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1	Data Administrative Officer	E00
2	Data Center Officer	E00
3	Data Processing Assistant	410
4	Data Security Administrator	E00
5	Department Librarian I (T)	600
6	Department Librarian II (T)	630
7	Department Safety Officer	E00
8	Deputy Chief of Police	E00
9	Deputy City Attorney	C00
10	Deputy City Auditor	E00
11	Deputy City Clerk I	530
12	Deputy City Clerk II	550
13	Deputy City Manager	E00
14	Deputy City Prosecutor	C00
15	Deputy City Prosecutor I	C00
16	Deputy City Prosecutor II	C00
17	Deputy City Prosecutor III	C00
18	Deputy City Prosecutor IV	C00
19	Deputy Director – Airport	E00
20	Deputy Director – City Engineer	E00
21	Deputy Director - Civil Service	E00
22	Deputy Director - Development Services	E00
23	Deputy Director – Economic Development	E00
24	Deputy Director - Financial Management	E00
25	Deputy Director – Health and Human Services	E00
26	Deputy Director - Human Resources	E00
27	Deputy Director – Parks, Recreation & Marine	E00
28	Deputy Director – Public Works	E00

1	Deputy Director- Technology Services	E00
2	Deputy Fire Chief	E00
3	Deputy Fire Marshal	694
4	Desktop Computing Officer	E00
5	Detention Officer I	430
6	Detention Officer II	490
7	Development Project Manager I	630
8	Development Project Manager II	660
9	Development Project Manager III	680
10	Digital Services Bureau Manager	E00
11	Director of Community Development (T)	E00
12	Director of Development Services	E00
13	Director of Economic Development	E00
14	Director of Emergency Services & Business Continuity	E00
15	Director of Financial Management	E00
16	Director of Long Beach Airport	E00
17	Director of Energy Resources	E00
18	Director of Health and Human Services	E00
19	Director of Human Resources	E00
20	Director of Library Services	E00
21	Director of Parks, Recreation, and Marine	E00
22	Director of Public Works	E00
23	Director of Special Events (T)	E00
24	Director of Technology and Innovation	E00
25	Disaster Preparedness Officer	E00
26	Diversion Program Coordinator	B00
27	Diversity & Economic Opportunity Officer (T)	E00
28	Division Engineer - Oil	E00

ATTACHMENT A

1	Division Engineer - Public Works	E00
2	Election Employee	P-28, P-32, P-34, P-36
3	Election Supervisor	410
4	Electrical Engineer	644
5	Electrical Engineering Associate	594
6	Electrical Inspector	534
7	Electrical Supervisor	550
8	Electrician	500
9	Electronic Communications Technician I	520
10	Electronic Communications Technician II	540
11	Electronic Communications Technician III	580
12	Emergency Medical Education Coordinator	750
13	Emergency Medical Educator	680
14	Emergency Medical Services Officer	E00
15	Emergency Preparedness Officer	E00
16	Employee Assistance Officer - Police	E00
17	Employee Services Assistant	600
18	Employment Services Officer - Civil Service	E00
19	Energy Conservation Officer	E00
20	Energy Services Officer	E00
21	Engineering Aide I	307
22	Engineering Aide II	344
23	Engineering Aide III	419
24	Engineering & Development Services Officer	E00
25	Engineering Technician I	464
26	Engineering Technician II	504
27	Environmental Health Operations Officer	E00
28	Environmental Health Specialist I	480

1	Environmental Health Specialist II	540
2	Environmental Health Specialist III	560
3	Environmental Health Specialist IV	590
4	Environmental Planning Officer (T)	E00
5	Environmental Service Supervisor I	440
6	Environmental Service Supervisor II	500
7	Environmental Service Supervisor III	550
8	Environmental Specialist Associate	594
9	Epidemiologist	520
10	Epidemiologist - Supervisor	590
11	Equipment Mechanic I	481
12	Equipment Mechanic II	502
13	Equipment Operator I	372
14	Equipment Operator II	416
15	Equipment Operator III	440
16	Events Coordinator I	470
17	Events Coordinator II	530
18	Executive Assistant	E00
19	Executive Assistant – City Attorney	E00
20	Executive Assistant/Mayor and Council (T)	E00
21	Executive Assistant - Confidential	B00
22	Executive Assistant to Assistant City Manager	E00
23	Executive Assistant to City Manager	E00
24	Executive Director - Civil Service	E00
25	Executive Director of the Regional Workforce Investment Board	E00
26	Facilities Management Officer	E00
27	Financial Controls Analyst	630
28	Financial Management Analyst I	630

1	Financial Management Analyst II	660
2	Financial Services Officer	E00
3	Financial Services Officer - Community Development (T)	E00
4	Financial Systems Integration Officer	E00
5	Fingerprint Classifier	430
6	Fire Boat Pilot	140
7	Fire Captain	155
8	Fire Chief	E00
9	Fire Engineer	105
10	Firefighter	055
11	Firefighter Trainee	B00
12	Fire Recruit	045
13	Fleet Finance Officer (T)	E00
14	Fleet Services Supervisor I	550
15	Fleet Services Supervisor II	620
16	Forensic Science Services Administrator	E00
17	Forensic Specialist I	530
18	Forensic Specialist II	580
19	Forensic Specialist Supervisor	630
20	Garage Service Attendant I	370
21	Garage Service Attendant II	390
22	Garage Service Attendant II – Towing	410
23	Garage Service Attendant III	450
24	Gardener I	360
25	Gardener II	392
26	Gas Construction Worker I	410
27	Gas Construction Worker II	430
28		

1	Gas Construction Worker III	500
2	Gas Distribution Supervisor I	564
3	Gas Distribution Supervisor II	630
4	Gas Field Service Representative I	392
5	Gas Field Service Representative II	436
6	Gas Field Service Representative III	482
7	Gas Field Technician I	520
8	Gas Field Technician II	550
9	Gas Field Technician III	570
10	Gas Instrument Technician I	500
11	Gas Instrument Technician II	550
12	Gas Maintenance Supervisor I	564
13	Gas Maintenance Supervisor II	630
14	Gas Marketing Engineer	E00
15	Gas Measurement Assistant	470
16	Gas Orifice Meter Technician I (T)	440
17	Gas Orifice Meter Technician II (T)	460
18	Gas Pipeline Compliance Officer	E00
19	Gas Pipeline Welder/Layout Fitter	560
20	General Liability Claims Adjuster I	523
21	General Liability Claims Adjuster II	582
22	General Liability Claims Adjuster III	645
23	General Librarian	560
24	General Librarian I (T)	500
25	General Librarian II (T)	550
26	General Maintenance Assistant	412
27	General Maintenance Supervisor I	470
28	General Maintenance Supervisor II	510

1	General Superintendent – Development Services	E00
2	General Superintendent - Fleet Services	E00
3	General Superintendent - Park/Marine Maintenance	E00
4	General Superintendent - Recreation	E00
5	General Superintendent of Operations	E00
6	Geographic Information Systems Analyst I	527
7	Geographic Information Systems Analyst II	564
8	Geographic Information Systems Analyst III	597
9	Geographic Information Systems Supervisor	690
10	Geographic Information Systems Technician I	460
11	Geographic Information Systems Technician II	500
12	Geologist (T)	747
13	Geologist I	747
14	Geologist II	787
15	Grants Accounting Officer	E00
16	Grants and Contracts Management Officer	E00
17	Grants and Projects Officer	E00
18	Handwriting Examiner - Miscellaneous	640
19	Handwriting Examiner - Safety	070
20	Hazardous Materials Specialist I	560
21	Hazardous Materials Specialist II	590
22	Hazardous Waste Coordinator	590
23	Hazardous Waste Operations Officer (T)	E00
24	Health Educator I	310
25	Health Educator II	450
26	Health Promotion Officer	E00
27	Helicopter Mechanic	580
28		

ATTACHMENT A

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

1	Historic Preservation Officer	E00
2	Historic Sites Officer	E00
3	Homeless Programs Officer	E00
4	Homeless Administrative Operations Officer	E00
5	Housing Aide I	350
6	Housing Aide II	380
7	Housing Admin and Financial Services Officer	E00
8	Housing Assistance Coordinator	550
9	Housing Development Officer	E00
10	Housing Program Operations Officer	E00
11	Housing Rehabilitation Counselor	550
12	Housing Rehabilitation Officer	E00
13	Housing Rehabilitation Supervisor I	580
14	Housing Rehabilitation Supervisor II	610
15	Housing Specialist I	400
16	Housing Specialist II	430
17	Housing Specialist III	460
18	Human Dignity Officer	E00
19	Human Resources Officer	E00
20	Information Systems Officer	E00
21	Inspection Services Officer (T)	E00
22	Institutional Cook	390
23	Intelligence Analyst	610
24	Investigator - City Manager	B00
25	Investigator - City Prosecutor	B00
26	Investment Officer (T)	E00
27	Jail Administrator	E00
28	Lab Assistant I	360

ATTACHMENT A

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

1	Lab Assistant II	380
2	Lab Assistant III	420
3	Labor Compliance Officer	E00
4	Laboratory Assistant	360
5	Laboratory Services Officer	E00
6	Landscape Architect	604
7	Law Clerk	B00
8	Law Clerk - City Attorney	B00
9	Law Clerk - City Prosecutor	C00
10	Legal Administrative Assistant	B00
11	Legal Administrator - Attorney	E00
12	Legal Assistant (T)	B00
13	Legal Assistant I	460
14	Legal Assistant II	480
15	Legal Assistant III	530
16	Legal Assistant IV	550
17	Legal Assistant - Subrogation	B00
18	Legal Assistant - Supervisor	B00
19	Legal Office Assistant	386
20	Legal Office Specialist	406
21	Legal Records Assistant	356
22	Legal Records Supervisor	443
23	Legal Records Specialist	386
24	Legal Records Management Coordinator	583
25	Legal Secretary I	386
26	Legal Secretary II	406
27	Legal Stenographer I	316
28	Legal Stenographer II	336

ATTACHMENT A

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

1	Legal Stenographer III	356
2	Legal Systems Support Specialist	B00
3	Legal Technologist-City Prosecutor	B00
4	Legislative Aide	B00
5	Legislative Assistant	B00
6	Legislative Clerk	380
7	Liability Claims Assistant I	410
8	Liability Claims Assistant II	460
9	Library Aide	270
10	Library Assistant	430
11	Library Circulation Supervisor	560
12	Library Clerk I	330
13	Library Clerk II	370
14	Library Clerk III	400
15	Library Clerk IV	430
16	Library Youth Services Officer	E00
17	License Inspector I	450
18	License Inspector II	470
19	Licensed Vocational Nurse	440
20	Locksmith	480
21	Machinist	490
22	Maintenance Aide I	230
23	Maintenance Aide II	260
24	Maintenance Assistant I	290
25	Maintenance Assistant II	330
26	Maintenance Assistant III	360
27	Maintenance Planner I	540
28	Maintenance Planner II	580

1	Maintenance Supervisor	500
2	Maintenance Supervisor I	470
3	Maintenance Supervisor II	510
4	Management Assistant	B00
5	Manager - Accounting	E00
6	Manager - Administration	E00
7	Manager – Administration and Finance	E00
8	Manager - Administrative and Financial Services	E00
9	Manager - Animal Care Services	E00
10	Manager - Automated Services	E00
11	Manager – Budget/Performance Management	E00
12	Manager - Business Information Services	E00
13	Manager - Business Operations	E00
14	Manager - Business Operations & Gas Supply (T)	E00
15	Manager - Business Relations	E00
16	Manager- Cannabis Oversight	E00
17	Manager - Citizens' Police Complaint Commission	E00
18	Manager - City Safety	E00
19	Manager – Code Enforcement	E00
20	Manager – Collective Impact	E00
21	Manager - Commercial Services	E00
22	Manager – Communicable Disease and Emergency Response	E00
23	Manager – Community and Governmental Affairs	E00
24	Manager - Community Enrichment	E00
25	Manager – Community Health	E00
26	Manager - Community Recreation	E00
27	Manager - Economic Development	E00
28		

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

1	Manager - Neighborhood Services	E00
2	Manager- Office of Innovation	E00
3	Manager - Oil Production	E00
4	Manager - Operations and Administration	E00
5	Manager - Operations Support	E00
6	Manager- Park, Planning and Partnership	E00
7	Manager - Personnel Operations	E00
8	Manager – Physician Services	E00
9	Manager - Pipeline Construction (T)	E00
10	Manager - Planning Bureau	E00
11	Manager - Planning & Development	E00
12	Manager - Preventive Health	E00
13	Manager - Project Development	E00
14	Manager - Property Services	E00
15	Manager - Public Service	E00
16	Manager - Public Works Operations	E00
17	Manager - Recreation Services	E00
18	Manager - Redevelopment	E00
19	Manager - Risk Management (T)	E00
20	Manager – Risk and Occupational Health Services	E00
21	Manager - Special Events & Filming	E00
22	Manager - Support Services	E00
23	Manager – Technology Engagement and Support	E00
24	Manager - Technology Infrastructure Services	E00
25	Manager - Telecommunications (T)	E00
26	Manager - Towing (T)	E00
27	Manager - Traffic and Transportation	E00
28		

1	Manager - Workers' Compensation	E00
2	Manager - Workforce Development	E00
3	Marina Agent I	320
4	Marina Agent II	360
5	Marina Agent III	410
6	Marina Supervisor I	510
7	Marina Supervisor II	570
8	Marina Supervisor (T)	510
9	Marine Safety Captain	120
10	Marine Safety Chief	E00
11	Marine Safety Lieutenant	080
12	Marine Safety Officer	030
13	Marine Safety Sergeant	060
14	Marine Safety Sergeant - Boat Operator	060
15	Marketing Officer	E00
16	Master Mechanic (T)	185
17	Materials Inspector	514
18	Materials Testing Chemist	524
19	Mechanical Engineer	644
20	Mechanical Engineering Associate	594
21	Mechanical Equipment Stock Clerk I	380
22	Mechanical Equipment Stock Clerk II	430
23	Mechanical Equipment Stock Clerk III	490
24	Mechanical Supervisor I (T)	530
25	Mechanical Supervisor	600
26	Medical Assistant I	250
27	Medical Assistant II	370
28	Medical Social Worker I	490

ATTACHMENT A

1	Medical Social Worker II	530
2	Members of Boards and Commissions	D-11
3	Messenger/Mail Clerk I (T)	300
4	Messenger/Mail Clerk II (T)	370
5	Microbiologist I	540
6	Microbiologist II	570
7	Microbiologist III	610
8	Microbiologist Supervisor	580
9	Microfilm Technician	420
10	Minute Clerk	410
11	Motor Sweeper Operator	450
12	Neighborhood Improvement Officer	E00
13	Neighborhood Resource Officer	E00
14	Neighborhood Services Specialist I	400
15	Neighborhood Services Specialist II	430
16	Neighborhood Services Specialist III	460
17	Noise Abatement Officer	E00
18	Noise Abatement Specialist I	500
19	Noise Abatement Specialist II	530
20	Nurse I (T)	550
21	Nurse II (T)	570
22	Nurse Practitioner	671
23	Nursing Services Officer	E00
24	Nutrition Aide (T)	300
25	Nutrition Aide I	310
26	Nutrition Aide II	360
27	Nutrition Services Officer	E00
28	Occupancy Specialist I	390

ATTACHMENT A

1	Occupancy Specialist II	420
2	Occupancy Specialist III	450
3	Occupational Health Services Officer	E00
4	Office Manager - Prosecutor	B00
5	Office Services Assistant I	310
6	Office Services Assistant II	340
7	Office Services Assistant III	371
8	Office Services Officer	E00
9	Office Services Supervisor	500
10	Office Specialist - Prosecutor	B00
11	Office Systems Officer	E00
12	Offset Press Operator I	391
13	Offset Press Operator II	421
14	Oil Field Gauger I	504
15	Oil Field Gauger II	507
16	Oil Properties Accounting Officer (T)	E00
17	Operations Officer - Building and Safety	E00
18	Outreach Worker I	260
19	Outreach Worker II	380
20	Page (T)	H-16
21	Painter I	441
22	Painter II	461
23	Painter Supervisor	500
24	Paralegal	B00
25	Park Development Officer	E00
26	Park Maintenance Supervisor	520
27	Park Naturalist	470
28	Park Ranger I	440

ATTACHMENT A

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 Long Beach, CA 90802-4664

1	Park Ranger II	500
2	Parking Control Checker I	370
3	Parking Control Checker II	400
4	Parking Control Supervisor	500
5	Parking Meter Technician I	421
6	Parking Meter Technician II	471
7	Parking Operations Officer (T)	E00
8	Partnership Officer	E00
9	Payroll/Personnel Assistant I	350
10	Payroll/Personnel Assistant II	380
11	Payroll/Personnel Assistant III	420
12	Payroll Officer	E00
13	Payroll Specialist I	460
14	Payroll Specialist II	500
15	Performance Audit Manager	C00
16	Performance Auditor I	B00
17	Performance Auditor II	B00
18	Performance Auditor III	B00
19	Performance Management Officer	E00
20	Permit Center Supervisor	534
21	Permit Technician I	404
22	Permit Technician II	405
23	Personnel Analyst I – CONF	570
24	Personnel Analyst II – CONF	600
25	Personnel Analyst III – CONF	630
26	Personnel Analyst IV - CONF	660
27	Personnel Assistant (Conf.) I	430
28	Personnel Assistant (Conf.) II	460

1	Personnel Assistant (Conf.) III	500
2	Petroleum Engineer I	747
3	Petroleum Engineer II	787
4	Petroleum Engineering Assistant (T)	607
5	Petroleum Engineering Associate	697
6	Petroleum Engineering Associate I	607
7	Petroleum Engineering Associate II	697
8	Petroleum Engineering Technician (T)	504
9	Petroleum Operations Coordinator	777
10	Petroleum Operations Coordinator I (T)	750
11	Petroleum Operations Coordinator II (T)	777
12	Photographer	470
13	Physician's Assistant	B00
14	Plan Checker - Electrical I	634
15	Plan Checker - Electrical II	674
16	Plan Checker - Mechanical I	634
17	Plan Checker - Mechanical II	674
18	Plan Checker - Plumbing I	634
19	Plan Checker - Plumbing II	674
20	Planner I	530
21	Planner II	590
22	Planner III	640
23	Planner IV	670
24	Planner V	700
25	Planning Officer	E00
26	Plasterer	480
27	Plumber	501
28	Plumber Supervisor	550

1	Plumbing Inspector	534
2	POA President – Police Lieutenant	160
3	POA President – Police Officer	140
4	POA President – Police Sergeant	150
5	Police Administration Bureau Chief	E00
6	Police Captain (R)	180
7	Police Commander	E00
8	Police Community Relations Officer (T)	E00
9	Police Corporal	100
10	Police Information & Technology Officer	E00
11	Police Inspector (R)	110
12	Police Lieutenant	170
13	Police Officer	050
14	Police Planning and Research Officer	E00
15	Police Property and Supply Clerk	430
16	Police Property and Supply Clerk I	430
17	Police Property and Supply Clerk II	500
18	Police Records Administrator	E00
19	Police Recruit	046
20	Police Sergeant	110
21	Police Services Specialist I	390
22	Police Services Specialist II	440
23	Police Services Specialist III	480
24	Police Systems Supervisor	440
25	Police Woman (R)	050
26	Polygraph Examiner - Miscellaneous	640
27	Polygraph Examiner – Safety	070
28	Power Equipment Repair Mechanic I	430

1	Power Equipment Repair Mechanic II	460
2	Power Equipment Repair Mechanic III	500
3	Principal Building Inspector	624
4	Principal Construction Inspector	624
5	Principal Deputy City Attorney	E00
6	Principal Geological Drafting Technician	624
7	Programmer	480
8	Programmer - Analyst I	520
9	Programmer - Analyst II	570
10	Programmer - Analyst III	610
11	Programmer - Analyst IV	650
12	Programmer - Analyst V	690
13	Programmer - Analyst VI	730
14	Program Specialist - City Manager	B00
15	Program Specialist - City Prosecutor	B00
16	Project Budget Analyst I	600
17	Project Budget Analyst II	630
18	Project Budget Analyst III	660
19	Project Development Officer	E00
20	Project Management Officer	E00
21	Property Management Specialist I	460
22	Property Management Specialist II	520
23	Prosecutor Assistant (T)	406
24	Prosecutor Assistant I	460
25	Prosecutor Assistant II	480
26	Prosecutor Assistant III	530
27	Prosecutor Assistant IV	550
28	Protection Aide	272

1	Public Affairs Assistant	540
2	Public Affairs Officer	E00
3	Public Affairs Officer - City Manager	E00
4	Public/Government Affairs Manager	E00
5	Public Health Associate I	250
6	Public Health Associate II	380
7	Public Health Associate III	540
8	Public Health Emergency Management Officer	E00
9	Public Health Nurse I	571
10	Public Health Nurse II	591
11	Public Health Nurse III	611
12	Public Health Nurse Supervisor	641
13	Public Health Nutritionist I	500
14	Public Health Nutritionist II	550
15	Public Health Nutritionist III	600
16	Public Health Physician	C00
17	Public Health Professional I	550
18	Public Health Professional II	590
19	Public Health Professional III	620
20	Public Health Registrar	380
21	Public Information Officer	E00
22	Public Safety Dispatcher I	470
23	Public Safety Dispatcher II	500
24	Public Safety Dispatcher III	530
25	Public Safety Dispatcher IV	560
26	Public Works Supervisor	500
27	Purchasing Agent	E00
28		

1	Real Estate Officer	E00
2	Real Estate Project Coordinator I	630
3	Real Estate Project Coordinator II	660
4	Real Estate Project Coordinator III	680
5	Real Estate Technician I	430
6	Real Estate Technician II	460
7	Records Manager - City Clerk	580
8	Recreation Assistant	390
9	Recreation Leader/Specialist IX (T)	H-39
10	Recreation Leader/Specialist X (T)	H-40
11	Recreation Superintendent	E00
12	Recruitment & Selection Officer - Civil Service	E00
13	Recycling Specialist I	470
14	Recycling Specialist II	530
15	Recycling & Sustainability Officer	E00
16	Redevelopment Administrator	E00
17	Redevelopment Finance Officer (T)	E00
18	Refuse Field Investigator	470
19	Refuse Operator I	380
20	Refuse Operator II	410
21	Refuse Operator III	440
22	Refuse Supervisor	530
23	Registered Nurse I	570
24	Registered Nurse II	590
25	Reprographics Assistant (T)	350
26	Resource Connections Officer	E00
27	Revenue Management Officer	E00
28	Risk Manager	E00

ATTACHMENT A

1	Safety Specialist I	530
2	Safety Specialist I – Conf	530
3	Safety Specialist II	590
4	Safety Specialist II – Conf	590
5	Safety Specialist III – Conf	650
6	School Guard	H-70, P-28
7	Secretary	410
8	Secretary to the City Attorney	520
9	Secretary to the City Auditor	486
10	Secretary to the Executive Director - Civil Service	450
11	Secretary to the Mayor	590
12	Senior Accountant	630
13	Senior Animal Control Officer	490
14	Senior Architectural Engineer	694
15	Senior Buyer (T)	640
16	Senior City Clerk Analyst	650
17	Senior Civil Engineer	694
18	Senior Combination Building Inspector	574
19	Senior Deputy City Attorney	D00
20	Senior Electrical Inspector	574
21	Senior Engineering Technician I	547
22	Senior Engineering Technician II	577
23	Senior Equipment Operator	510
24	Senior Geological Drafting Technician	567
25	Senior Geologist	787
26	Senior Librarian	630
27	Senior Legal Secretary I	443
28		

OFFICE OF THE CITY ATTORNEY
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1	Senior Legal Secretary II	466
2	Senior Mechanical Engineer	694
3	Senior Mechanical Inspector	574
4	Senior Minute Clerk	450
5	Senior Performance Auditor I	B00
6	Senior Performance Auditor II	B00
7	Senior Payroll/Personnel Assistant (T)	460
8	Senior Petroleum Engineer (T)	787
9	Senior Petroleum Engineering Associate (T)	747
10	Senior Plumbing Inspector	574
11	Senior Prosecutor Assistant	B00
12	Senior Records Clerk	570
13	Senior Structural Engineer	687
14	Senior Survey Technician	508
15	Senior Surveyor	627
16	Senior Traffic Engineer	694
17	SERRF Operations Officer	E00
18	Special Projects Officer	E00
19	Special Projects Officer - Engineering	E00
20	Special Projects Officer - Financial Management (T)	E00
21	Special Projects Officer – Personnel	E00
22	Special Projects Officer - Public Service	E00
23	Special Projects Officer - Public Works (T)	E00
24	Special Projects Officer – Safety & Training	E00
25	Special Services Officer I	361
26	Special Services Officer II	426
27	Special Services Officer III	440
28		

1	Special Services Officer IV	500
2	Special Services Officer V	560
3	Stock and Receiving Clerk	330
4	Storekeeper I	380
5	Storekeeper II	430
6	Storm Drain Maintenance Crew Leader	440
7	Storm Drain Maintenance Crew Member I	380
8	Storm Drain Maintenance Crew Member II	400
9	Storm Drain Plant Mechanic	440
10	Storm Water/Environmental Compliance Officer	E00
11	Street Landscaping Supervisor I	520
12	Street Landscaping Supervisor II	530
13	Street Maintenance Supervisor (T)	500
14	Street Maintenance Supervisor I	520
15	Street Maintenance Supervisor II	540
16	Structural Engineer	647
17	Structural Engineer Associate	594
18	Superintendent - Administrative Services (T)	E00
19	Superintendent - Airport Operations	E00
20	Superintendent - Airport Security	E00
21	Superintendent – Animal Control	E00
22	Superintendent - Building and Safety	E00
23	Superintendent - Electronics/Traffic Signals	E00
24	Superintendent - Engineering	E00
25	Superintendent - Engineering and Gas	E00
26	Systems Control Superintendent - Environmental Programs	E00
27	Superintendent - Facility Management	E00
28		

1	Superintendent - Finance and Controls	E00
2	Superintendent - Fleet Acquisition	E00
3	Superintendent - Fleet Maintenance	E00
4	Superintendent - Fleet Operations	E00
5	Superintendent - Fleet Services (T)	E00
6	Superintendent - Gang Intervention	E00
7	Superintendent - Gas Distribution/Customer Service (T)	E00
8	Superintendent - Gas Distribution/Systems Maintenance (T)	E00
9	Superintendent - Golf Operations	E00
10	Superintendent - Marina Operations	E00
11	Superintendent - Meters & Regulators	E00
12	Superintendent - Operations (T)	E00
13	Superintendent - Park Maintenance	E00
14	Superintendent - Personnel and Training	E00
15	Superintendent - Pipeline Maintenance	E00
16	Superintendent - Planning & Development	E00
17	Superintendent – Refuse	E00
18	Superintendent - Street Landscaping (T)	E00
19	Superintendent - Street Maintenance	E00
20	Superintendent - Street Sweeping	E00
21	Superintendent - Structural Services	E00
22	Superintendent - Towing & Lien Sales	E00
23	Superintendent – Training	E00
24	Superintendent - Warehouse/Inventory Operations	E00
25	Supervising Custodian (T)	370
26	Supervising Deputy City Prosecutor	C00
27	Supervising Park Ranger	550
28		

ATTACHMENT A

1	Supervising Prosecutor Assistant	B00
2	Supervising Senior Legal Secretary	482
3	Supervising Workers' Compensation Secretary	470
4	Supervisor - Facilities Maintenance	620
5	Supervisor - Stores and Property	490
6	Supervisor - Waste Operations	570
7	Support Projects Officer	E00
8	Survey Technician	467
9	Surveyor	554
10	Systems Analyst I	500
11	Systems Analyst II	560
12	Systems Support Specialist I	530
13	Systems Support Specialist II	570
14	Systems Support Specialist III	610
15	Systems Support Specialist IV	650
16	Systems Support Specialist V	690
17	Systems Support Specialist VI	730
18	Systems Support Specialist VII	770
19	Systems Technician I	440
20	Systems Technician II	480
21	Systems Technician III	520
22	Systems Technician IV	570
23	Technical Aide	280
24	Technical Assistant	400
25	Technical Services Administrator	E00
26	Technical Services Officer - Library Services	E00
27	(T) Technical Support Officer	E00
28		

ATTACHMENT A

1	Telecommunications Officer	E00
2	Tidelands Development Officer	E00
3	Traffic and Transportation Program Administrator	E00
4	Traffic Engineer	644
5	Traffic Engineering Aide I	454
6	Traffic Engineering Aide II	494
7	Traffic Engineering Associate I	514
8	Traffic Engineering Associate II	594
9	Traffic Painter I	400
10	Traffic Painter II	420
11	Traffic Signal Coordinator	640
12	Traffic Signal Technician I	570
13	Traffic Signal Technician II	610
14	Transportation Planner I	620
15	Transportation Planner II	650
16	Transportation Planner III	680
17	Transportation Planner IV	710
18	Transportation Planning Officer	E00
19	Transportation Programming Officer	E00
20	Transportation Programs Planner	620
21	Treasury Analyst	TBA
22	Treasury Operations Officer	E00
23	Tree Trimmer I	400
24	Tree Trimmer II	430
25	Utilities Systems Operator	450
26	Utility Services Officer	E00
27	Vector Control Specialist I	420
28		

OFFICE OF THE CITY ATTORNEY
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1	Vector Control Specialist II	460
2	Veterinarian	B00
3	Victim's Advocate - City Prosecutor	B00
4	Video Communications Officer	E00
5	Visual Arts Specialist I	430
6	Visual Arts Specialist II	470
7	Voice and Data Communications Officer	E00
8	Waste Management Officer	E00
9	Welder	496
10	Wireless Communications Officer	E00
11	Workers' Compensation Administrative Assistant	B00
12	Workers' Compensation Claims Assistant	410
13	Workers' Compensation Claims Examiner I	523
14	Workers' Compensation Claims Examiner II	582
15	Workers' Compensation Claims Examiner III	645
16	Workers' Compensation Medical Only Examiner	480
17	Workers' Compensation Office Assistant	350
18	Workforce Development Officer	E00
19	Workforce Development Supervisor I	670
20	Workforce Development Supervisor II (T)	690
21	X-ray Technician	450
22	Youth Services Coordinator	E00

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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 below, 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

<u>Position Title</u>	<u>Salary Range No.</u>
Accountant I – NC	490
Accountant II – NC	540
Accounting Clerk I – NC	340
Accounting Clerk II – NC	370
Accounting Clerk III – NC	400
Accounting Technician – NC	M-44
Administrative Analyst I - NC	570
Administrative Analyst II - NC	600
Administrative Analyst III - NC	630
Administrative Analyst I – NC - CONF	570
Administrative Analyst II – NC- CONF	600
Administrative Analyst III – NC – CONF	630
Administrative Intern – NC	H-28, H-30, H-33, H-34, H-36, H-38, H-39, H-40, H-41, H-42, H-43, H-44, H-45, H-70
Admissions Attendant II - NC (T)	H-27, H-37
Admissions Attendant III - NC (T)	H-31, H-33, H-34, H-35, H-36, M-15

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

ATTACHMENT A

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1	Airport Operations Assistant I - NC	M-17
2	Ambulance Operator – NC	H-26
3	Animal Control Officer I - NC	M-27
4	Animal License Inspector - NC	H-29, H-31, H-33
5	Assistant Band Conductor - NC	H-61
6	Assistant Administrative Analyst I – NC	470
7	Assistant Administrative Analyst II – NC	530
8	Assistant Administrative Analyst I – NC – CONF	470
9	Assistant Administrative Analyst II – NC - CONF	530
10	Band Conductor – NC	H-62
11	Carpenter – NC	M-47
12	Case Manager I – NC	250
13	Case Manager II – NC	340
14	Case Manager III – NC	380
15	Civil Engineer – NC	N-94
16	Civil Engineering Assistant - NC	N-57
17	Civil Engineering Associate - NC	N-80
18	Clerical Aide I - NC	H-28, H-30, H-32
19	Clerical Aide II - NC	H-32, H-34, H-36
20	Clerk I - NC	M-03
21	Clerk II - NC	M-07
22	Clerk III - NC	M-12
23	Clerk Typist I - NC	320
24	Clerk Typist II - NC	350
25	Clerk Typist III - NC	380
26	Combination Building Inspector - NC	N-63
27	Combination Building Inspector Aide I - NC	N-23
28	Combination Building Inspector Aide II - NC	N-29

ATTACHMENT A

1	Community Program Specialist I – NC	470
2	Community Program Specialist II – NC	530
3	Community Program Specialist III – NC	570
4	Community Program Specialist IV – NC	600
5	Community Program Specialist V -NC	630
6	Community Worker - NC	M-12
7	Computer Operator I – NC	M-37
8	Customer Service Representative I - NC	330
9	Customer Service Representative II - NC	360
10	Data Entry Operator I – NC	M-13
11	Data Entry Operator II - NC	M-17
12	Deputy City Prosecutor – NC	B00
13	Electrician – NC	M-52
14	Engineering Aide I – NC	N-09
15	Engineering Aide II – NC	N-16
16	Engineering Aide III – NC	N-33
17	Engineering Technician I - NC	464
18	Engineering Technician II - NC	504
19	Environmental Health Specialist-NC	B00
20	Equipment Mechanic I - NC	M-46
21	Equipment Mechanic II - NC	M-50
22	Equipment Operator I - NC	M-21
23	Equipment Operator II - NC	M-31
24	Equipment Operator III - NC	M-37
25	Fire Safety Specialist - NC (non-safety)	055
26	Forensic Specialist II-NC	M-68
27	Firefighter – NC	055
28	Garage Service Attendant I - NC	M-21

ATTACHMENT A

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1	Gardener I – NC	M-20
2	Gas Field Service Representative I - NC	M-24
3	General Librarian I – NC	M-66
4	Groundskeeper I – NC	M-07
5	Groundskeeper II – NC	M-13
6	Hazardous Materials Specialist - NC	B00
7	Housing Aide I – NC	350
8	Housing Aide II – NC	380
9	Housing Assistance Coordinator – NC	550
10	Housing Specialist I – NC	400
11	Housing Specialist II – NC	430
12	Housing Specialist III – NC	460
13	Identification Officer – NC	050
14	Institutional Cook – NC	M-26
15	Investigator-City Prosecutor – NC	B00
16	Laboratory Assistant – NC	M-20
17	Law Clerk-City Prosecutor – NC	B00
18	Legal Technologist – NC	B00
19	Legislative Aide – NC	B00
20	Legislative Assistant – NC	B00
21	Library Aide – NC	H-30, H-36, H-37
22	Library Clerk I – NC	M-13
23	Library Clerk II – NC	M-21
24	Library Clerk III – NC	M-28
25	Library Clerk IV – NC	M-36
26	Licensed Vocational Nurse - NC	440
27	Lifeguard - Hourly – NC	010
28	Maintenance Aide I – NC	M-01

ATTACHMENT A

1	Maintenance Aide II – NC	M03
2	Maintenance Assistant I - NC	290
3	Maintenance Assistant II - NC	330
4	Maintenance Assistant III - NC	360
5	Management Analyst - NC	B00
6	Marine Aide - NC	M-12
7	Mechanical Equipment Stock Clerk I-NC	M-27
8	Mechanical Equipment Stock Clerk II-NC	M-37
9	Mechanical Equipment Stock Clerk III-NC	M-52
10	Medical Assistant - NC	B00
11	Medical Social Worker I - NC	490
12	Medical Social Worker II – NC	530
13	Messenger/Mail Clerk I - NC	M-08
14	Microbiologist - NC (T)	M-62
15	Microbiologist I – NC	540
16	Microbiologist II - NC	570
17	Microbiologist III – NC	610
18	Microbiologist Trainee - NC	H-42
19	Motor Sweeper Operator - NC	M-37
20	Musician - NC	H-60
21	Nurse I - NC	M-62
22	Nurse II - NC	M-66
23	Nurse Practitioner - NC	671
24	Nutrition Aide - NC	M-10
25	Outreach Worker I – NC	260
26	Outreach Worker II – NC	380
27	Page - NC	H-29, H30
28	Painter I - NC	M-37

ATTACHMENT A

1	Paralegal-Prosecutor – NC	B00
2	Park Ranger I - NC	M-37
3	Parking Control Checker I - NC	M-18
4	Parking Meter Technician I - NC	M-31
5	Parking Operations Attendant I - NC	M-07
6	Parking Operations Attendant II - NC	M-12
7	Payroll/Personnel Assistant I -NC	350
8	Payroll/Personnel Assistant II – NC	380
9	Payroll/Personnel Assistant III – NC	420
10	Personnel Analyst I - NC	M-68
11	Personnel Analyst II - NC	M-78
12	Personnel Assistant I - NC	M-42
13	Personnel Assistant II – NC	M-52
14	Planner I – NC	M-52
15	Planner II – NC	M-68
16	Planning Aide – NC	M-36
17	Plumber – NC	M-52
18	Police Cadet – NC	H-36
19	Police Investigator – NC (T)	050
20	Police Investigator – NC	H-46
21	Police Investigator – NC	H-49
22	Police Investigator – NC	H-52
23	Police Investigator – NC	H-54
24	Police Investigator – NC	H-57
25	Police Officer – NC	050
26	Police Services Specialist I - NC	M-24
27	Pool Lifeguard I – NC	H-32
28	Pool Lifeguard II – NC	H-34

ATTACHMENT A

1	Principal Building Inspector - NC	N-87
2	Prosecutor Assistant – NC	406
3	Prosecutor Assistant I – NC	460
4	Prosecutor Assistant II – NC	480
5	Prosecutor Assistant III – NC	530
6	Prosecutor Assistant IV – NC	550
7	Public Health Associate-NC	B00
8	Public Health Nurse – NC (T)	M-69
9	Public Health Nurse I – NC	571
10	Public Health Nurse II – NC	591
11	Public Health Nurse III – NC	611
12	Public Health Nutritionist I – NC	500
13	Public Health Nutritionist II – NC	550
14	Public Health Nutritionist III – NC	600
15	Public Health Physician – NC	B00
16	Public Health Professional - NC	B00
17	Public Safety Dispatcher I - NC	M-42
18	Public Safety Dispatcher II - NC	M-48
19	Recreation Leader/Specialist III - NC	H-70
20	Recreation Leader/Specialist IV - NC	H-30
21	Recreation Leader/Specialist V - NC	H-32
22	Recreation Leader/Specialist VI - NC	H-34
23	Recreation Leader/Specialist VII - NC	H-36
24	Recreation Leader/Specialist VIII - NC	H-38
25	Recreation Leader/Specialist IX - NC	H-39
26	Recreation Leader/Specialist X - NC	H-40
27	Refuse Operator I – NC	370
28	Refuse Operator II – NC	400

ATTACHMENT A

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1	Registered Nurse I – NC	570
2	Registered Nurse II – NC	590
3	Retired Annuitant – Administrative Support – NC	C00
4	Retired Annuitant – Management Support – NC	E00
5	Retired Annuitant – Special Projects – NC	C00
6	Retired Annuitant – Specialized Support – NC	C00
7	School Guard - NC	H-70
8	Special Services Officer I – NC	M-22
9	Special Services Officer II – NC	M-35
10	Senior Civil Engineer – NC	N-94
11	Senior Combination Building Inspector – NC	N-72
12	Senior Engineering Technician I – NC	547
13	Senior Engineering Technician II – NC	577
14	Stock & Receiving Clerk – NC	M-13
15	Storekeeper I – NC	M-21
16	Structural Engineering Associate – NC	N-80
17	Traffic Engineering Aide I – NC	N-41
18	Vector Control Specialist I – NC	420
19	Vector Control Specialist II - NC	460
20	X-ray Technician I – NC	M-37
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SALARY RANGES

I. PROFESSIONAL SALARY RATES: (Effective October 1, 2022)

<u>SALARY RANGE</u>	<u>EQUIVALENT MONTHLY SALARY RATE</u>
A00	\$1,500 to \$7,500
B00	\$1,500 to \$16,000
C00	\$2,500 to \$20,000
D00	\$5,500 to \$22,000

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.

II. EXECUTIVE SALARY RATES: (Effective October 1,2022)

<u>SALARY RANGE</u>	<u>EQUIVALENT MONTHLY SALARY RATE</u>
E00	\$4,000 to \$30,000

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.

III. MEMBERS OF BOARDS AND COMMISSIONS - STIPEND RATE:

The stipend rates for members of Board, Committees, and Commissions and for City representatives to specified bodies are fixed and prescribed by this Subsection IV for stipends as follows:

Absence in fact from a meeting of a Board, Committee, 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.

Board, Committee, or Commission members shall be ineligible to receive a stipend, as fixed and prescribed by this Subsection IV, unless and until:

1. A Form 700 is filed with the City Clerk: within 30 days of assuming office, every year thereafter by April 1st, and within 30 days of leaving office; and
2. Ethics training required pursuant to California Government Code Section 53234 et seq. is complete and current within the time period specified therein.

As used in this Subsection IV, "meeting" shall mean a congregation of the body at the same time and location, including teleconference locations, to hear, discuss, deliberate, or take action on any item that is within the subject matter jurisdiction of the body, but shall not include the meetings of any subcommittee or other group not containing at least a majority of the members of the body. Board, Committee, or Commission members may

only receive a stipend for one meeting per day.

**STIPEND
RANGE**

D-11 \$50.00 stipend per member per meeting, not to exceed \$1,000 maximum per calendar year, attended of the following City Council Appointed Committees:

- Belmont Shore Parking and Business Improvement Area Commission (BIAA);
- Board of Examiners, Appeals, and Condemnation;
- Board of Health and Human Services;
- Citizens Advisory Commission on Disabilities;
- Commission on Youth & Families;
- Cultural Heritage Commission;
- Homeless Services Advisory Committee;
- Housing Authority of the City of Long Beach;
- Human Relations Commission;
- Marine Advisory Commission;
- Metropolitan Water District of Southern California;
- Pedestrian Safety Advisory Commission;
- Senior Citizen Advisory Commission;
- Sustainable City Commission;
- Technology and Innovation Commission;
- The Long Beach Community Investment Company;
- Transactions and Use Tax Citizens Advisory Committee; and
- Veterans Affairs Commission.

D-12 \$75 stipend per member per meeting attended of the Airport Advisory Commission, not to exceed \$1,000 maximum per calendar year.

D-13 \$100 stipend per member per meeting attended of the Successor Agency to the Redevelopment Agency of the City of Long Beach, not to exceed \$500.00 per calendar year.

D-14 \$100 stipend per member per meeting attended of the Economic Development Commission, not to exceed \$1000.00 maximum per calendar year.

D-15 \$200 stipend per member per meeting, not to exceed \$7,000 maximum per calendar year, attended of the:

- Board of Harbor Commissioners;
- Board of Water Commissioners;
- Citizen Police Complaint Commission;
- City Planning Commission;
- Civil Service Commission;
- Ethics Commission;
- Long Beach Independent Redistricting Commission; and
- Parks & Recreation Commission.

IV. 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, 2022)</u>
D10	18.880	

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 AND OTHER PAYS
As of October 1, 2022

ATTACHMENT C

SKILL AND OTHER PAYS
As of October 1, 2022

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
501	Shorthand - For regular and frequent use of certified shorthand skills.	Clerk Typist I-III	\$0.300	Hourly	Flat Rate
502	ICBO1 - 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).	Chief Building Inspector Comb Bldg Insp Aide I-II Comb Bldg Inspector Electrical Inspector Plan Checker-Electrical Plan Checker-Electrical I-II Plan Checker-Fire Prevention Plan Checker-Fire Prevention I-II Plan Checker-Mechanical Plan Checker-Mechanical I-II Plan Checker-Plumbing Plan Checker-Plumbing I-II Plumbing Inspector Principal Building Inspector Senior Combination Bldg Insp Senior Electrical Inspector Senior Mechanical Inspector Senior Plumbing Inspector Permit Technician I-II Permit Center Supervisor	\$0.750	Hourly	Flat Rate
503	ICBO2 - When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building	Chief Building Inspector Comb Bldg Insp Aide I-II Comb Bldg Inspector Electrical Inspector	\$1.000	Hourly	Flat Rate

SKILL AND OTHER PAYS
As of October 1, 2022

ATTACHMENT C

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
	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).	Plan Checker-Electrical Plan Checker-Electrical I-II Plan Checker-Fire Prevention Plan Checker-Fire Prevention I-II Plan Checker-Mechanical Plan Checker-Mechanical I-II Plan Checker-Plumbing Plan Checker-Plumbing I-II Plumbing Inspector Principal Building Inspector Senior Combination Bldg Insp Senior Electrical Inspector Senior Mechanical Inspector Senior Plumbing Inspector Permit Technician I-II Permit Center Supervisor			
504	ICBO2 - 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).	Chief Building Inspector Comb Bldg Insp Aide I-II Comb Bldg Inspector Electrical Inspector Plan Checker-Electrical Plan Checker-Electrical I-II Plan Checker-Fire Prevention Plan Checker-Fire Prevention I-II Plan Checker-Mechanical Plan Checker-Mechanical I-II Plan Checker-Plumbing Plan Checker-	\$1.250	Hourly	Flat Rate

SKILL AND OTHER PAYS
As of October 1, 2022

ATTACHMENT C

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
		Plumbing I-II Plumbing Inspector Principal Building Inspector Senior Combination Bldg Insp Senior Electrical Inspector Senior Mechanical Inspector Senior Plumbing Inspector Permit Technician I-II Permit Center Supervisor			
505	Deputy Inspector 1 -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).	Chief Construction Inspector Construction Inspector I-II Principal Construction Inspctr	\$0.750	Hourly	Flat Rate
506	Deputy Inspector 2 -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).	Chief Construction Inspector Construction Inspector I-II Principal Construction Inspctr	\$1.000	Hourly	Flat Rate
507	Deputy Inspector 3 - 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	Chief Construction Inspector Construction Inspector I-II Principal Construction Inspctr	\$1.250	Hourly	Flat Rate

SKILL AND OTHER PAYS
As of October 1, 2022

ATTACHMENT C

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
	\$1.50 per hour for four cards).				
512	Gas Construction Supervisor - When regularly assigned and performing as supervisor over all Gas Construction Inspection activities.	Construction Inspector II	\$1.418	Hourly	Flat Rate
513	Rereads - When performing meter rereads.	Customer Service Rep II	\$0.472	Hourly	Flat Rate
514	Section Lead - When regularly assigned and performing duties as a section lead person.	Customer Service Rep III	\$1.000	Hourly	Flat Rate
515	Hotline - When working Hotline Desk.	Customer Service Rep III	\$0.586	Hourly	Flat Rate
522	Refuse Packer - When regularly assigned and operating heavy equipment as a refuse packer truck operator for Public Works or Parks, Recreation and Marine department.	Maintenance Assistant II-III	\$1.180	Hourly	Flat Rate
523	Crew Supervisor - When supervising crews or contractors performing custodial and/or maintenance duties.	Supervising Custodian Maintenance Assistant III	\$0.550	Hourly	Flat Rate
525	16 Yards - When regularly assigned and/or performing on dual axle packing units with a capacity of 16 yards or more.	Maintenance Assistant III	\$1.330	Hourly	Flat Rate
526	Pesticide - When required to possess a Pesticide Applicator's license and regularly assigned Pesticide Applicator duties.	Gardener I Maintenance Assistant III Park Maintenance Supervisor	\$0.610	Hourly	Flat Rate

SKILL AND OTHER PAYS
As of October 1, 2022

ATTACHMENT C

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
527	Three Wheel - When regularly assigned and operating heavy equipment on a three-wheeled motor sweeper (T).	Motor Sweeper Operator	\$0.280	Hourly	Flat Rate
528	Shop Lead - When regularly assigned and performing duties as a pipeline welding shop lead person.	Gas Pipeline Wldr/Layout Ftr	\$0.770	Hourly	Flat Rate
529	Irrigation - When regularly assigned and performing duties as irrigation systems plumbing specialist.	Plumber	\$0.710	Hourly	Flat Rate
530	Team Leader - When regularly assigned and performing as a team leader of a rehabilitation team or specialized clinic or STD clinic in the Health Department.	Community Worker I Medical Social Worker II Nutrition Aide Nutrition Aide I-II Public Health Nurse Public Health Nurse I-III Public Health Nutritionist I Registered Nurse I-II	\$0.633	Hourly	Flat Rate
534	Marina - When regularly assigned to patrol marina slips and basins between the hours of 8:00 p.m. and 4:00 a.m.	Special Services Officer II	\$0.433	Hourly	Flat Rate
541	Aerial - When regularly performing tree trimming duties from an aerial bucket (T).	Tree Trimmer I-II	\$0.390	Hourly	Flat Rate
547	Crane - When regularly assigned to and possessing Certification issued by an Accredited Certifying Entity per CCR Title 8 Section 5006.1 for crane Operations. (Per Certification, max of 2)	Classifications in the Skilled & General-Supervisory Bargaining Unit and Skilled & General Basic Bargaining Unit	\$0.620	Hourly	Flat Rate
560	Bilingual - For regular and frequent use of certified oral and/or written bilingual skills.	Non-Management classifications in the current Salary Resolution represented by the IBEW, ALBE, LBACE	\$0.700	Hourly	Flat Rate

SKILL AND OTHER PAYS
As of October 1, 2022

ATTACHMENT C

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
		and AEE			
561	Pest Advisor - When required to possess an Agricultural Pest Control Advisors license and regularly assigned advisor duties.	Equipment Operator II Gardener II Park Maintenance Supervisor Street Landscaping Supvr I-II	\$0.610	Hourly	Flat Rate
563	PPA III PD - When supervising payroll & personnel functions at Police Department (T).	Payroll/Personnel Asst III	\$1.157	Hourly	Flat Rate
564	ICBO 4 - 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).	Chief Building Inspector Comb Bldg Insp Aide I-II Comb Bldg Inspector Electrical Inspector Plan Checker-Electrical Plan Checker-Electrical I-II Plan Checker-Fire Prevention Plan Checker-Fire Prevention I-II Plan Checker-Mechanical Plan Checker-Mechanical I-II Plan Checker-Plumbing Plan Checker-Plumbing I-II Plumbing Inspector Principal Building Inspector Senior Combination Bldg Insp Senior Electrical Inspector Senior Mechanical Inspector Senior Plumbing Inspector Permit Technician I-II	\$1.500	Hourly	Flat Rate

SKILL AND OTHER PAYS
As of October 1, 2022

ATTACHMENT C

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
		Permit Center Supervisor			
565	Deputy Inspector 4 - 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).	Chief Construction Inspector Construction Inspector I-II Principal Construction Inspctr	\$1.500	Hourly	Flat Rate
568	General Supervisor - When regularly assigned and performing as general supervisor of the Carpentry-Field, Carpentry-Shop, Paint & Welding sections or Marine & Facility Maintenance.	Carpenter Supervisor General Maint Supervisor II Painter Supervisor	\$2.200	Hourly	Flat Rate
570	HVAC - When regularly assigned and performing as a general supervisor of the HVAC, Electrical, Street Lighting and Plumbing Sections.	Electrical Supervisor Mechanical Supervisor II Plumber Supervisor	\$1.100	Hourly	Flat Rate
572	Painting/Marking - When regularly assigned and performing as general supervisor of the Traffic Painting/Marking and Security sections.	Painter Supervisor Street Maintenance Supvr I-II	\$0.550	Hourly	Flat Rate
574	Skilled Crafts - When regularly assigned and performing as general supervisor over a skilled craft.	General Maint Supervisor II	\$1.100	Hourly	Flat Rate
588	Jailer - When assigned to and performing jailer duties.	Special Services Officer I-V	\$2.500	Hourly	Flat Rate

SKILL AND OTHER PAYS
As of October 1, 2022

ATTACHMENT C

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
589	Traffic - When regularly assigned & performing in the Police Dept Traffic Division (T-4/1/01).	Special Services Officer I	\$2.085	Hourly	Flat Rate
590	Bilingual - For regular and frequent use of certified oral and/or written bilingual skills.	All classifications represented by Long Beach Lifeguard Association, Firefighters Association, IAM and unrepresented non-management.	\$1.200	Hourly	Flat Rate
596	CCTC - When possessing a Los Angeles County Department of Health Cross Connection Tester Certificate.	Plumber	\$0.500	Hourly	Flat Rate
597	CCCHR - 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.	Environmental Health Spec III-IV Plumber Supervisor	\$0.660	Hourly	Flat Rate
598	Insurance Lead - When regularly assigned and performing duties as a section lead person for employee health insurance programs.	Personnel Asst II-Conf	\$2.000	Hourly	Flat Rate
599	Bilingual - For regular and frequent use of certified oral and/or written bilingual skills.	All classifications represented by Police Officers Association	\$0.800	Hourly	Flat Rate
600	Helicopter Pilot - When routinely and consistently assigned as a helicopter pilot.	Police Lieutenant Police Officer Police Sergeant	8.60%	Hourly	Step 5 Police Officer base hourly rate

SKILL AND OTHER PAYS
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CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
601	Helicopter Co-pilot - When routinely and consistently assigned as a co-pilot or on a crew for air missions.	Police Lieutenant Police Officer Police Sergeant	4.11%	Hourly	Step 5 Police Officer base hourly rate
602	Two wheeled motorcycle - When performing on a two-wheeled motorcycle.	Police Lieutenant Police Officer Police Sergeant	5.23%	Hourly	Step 5 Police Officer base hourly rate
603	Detective - When regularly assigned to and performing administrative and/or investigative duties in the Police Department as determined by the Chief of Police.	Police Corporal Police Lieutenant Police Officer Police Sergeant	4.49%	Hourly	Step 5 Police Officer base hourly rate
610	Canine – Eligible classifications who are routinely and consistently assigned to handle, train and board a duly certified police service dog in connection with the performance of his/her patrol and law enforcement duties with the Police Department.	Police Lieutenant Police Officer Police Sergeant	5.23%	Hourly	Step 5 Police Officer base hourly rate
613	Port Security - 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.	Police Corporal Police Lieutenant Police Officer Police Sergeant	5.23%	Hourly	Step 5 Police Officer base hourly rate
620	Associates Degree - Compensation to eligible classifications who have obtained a degree of Associate of Arts from a fully accredited Institution.	Assistant Police Chief Deputy Chief of Police Police Commander Police Lieutenant Police Officer Police Recruit Police Sergeant	2.75%	Hourly	Step 5 Police Officer base hourly rate
621	Bachelors Degree - - Compensation to eligible classifications who have obtained a degree of Bachelor of Arts or Bachelor of Science from a fully accredited	Assistant Police Chief Deputy Chief of Police Police Commander Police Lieutenant Police Officer Police Recruit	5.00%	Hourly	Step 5 Police Officer base hourly rate

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CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
	Institution.	Police Sergeant			
622	Masters Degree - Compensation to eligible classifications who have obtained a master's degree from a fully accredited college or university.	Assistant Police Chief Deputy Chief of Police Police Commander Police Lieutenant Police Officer Police Recruit Police Sergeant	6.50%	Hourly	Step 5 Police Officer base hourly rate
623	60 Units - Compensation to eligible classifications who have obtained 60 units towards BA/BS for indicated degrees from a fully accredited college or university.	Assistant Police Chief Deputy Chief of Police Police Commander Police Lieutenant Police Officer Police Recruit Police Sergeant	2.75%	Hourly	Step 5 Police Officer base hourly rate
631	Longevity 15 years - 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.	Police Lieutenant Police Officer Police Sergeant	5.00%	Hourly	Step 6 Police Officer base hourly rate
640	Longevity 15 years - Compensation for fifteen (15) years of service as a Police Officer with the City of Long Beach.	Deputy Chief of Police Police Commander	5.00%	Hourly	Step 5 Police Officer base hourly rate
641	Longevity 20 years - Additional compensation for twenty (20) years of service as a Police Officer with the City of Long Beach.	Assistant Police Chief Deputy Chief of Police Police Commander	5.00%	Hourly	Step 5 Police Officer base hourly rate
684	POST Advanced - Compensation to eligible classifications who have obtained a P.O.S.T Advanced Certificate.	Police Lieutenant Police Officer Police Sergeant	10.00%	Hourly	Step 5 Police Officer base hourly rate

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CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
685	Post Management - Deputy Chiefs and Police Commanders who possess a POST Management Certificate.	Assistant Police Chief Deputy Chief of Police Police Commander	7.50%	Hourly	Step 5 Police Officer base hourly rate
703	Paramedic - After being licensed through the State of California and accredited by the local emergency services agency and while fully trained and assigned to paramedic duty.	Firefighter	16.00%	Hourly	Top step of Firefighter base hourly
712	Arson Investigator - When certified and permanently assigned to perform full duties of an Arson Investigator. See provisions in MOU.	Fire Captain Fire Engineer Firefighter	16.00%	Hourly	Top step of Firefighter base hourly
721	Emergency Apparatus - When regularly assigned to apparatus other than a single function fire boat and in possession of the required California State Emergency Apparatus Operator's License.	Fire Engineer	3.00%	Hourly	Top step of Firefighter base hourly
722	Urban Search and Rescue (USAR) - When certified and permanently assigned to the USAR program station. See provisions in MOU.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	6.00%	Hourly	Top step of Firefighter base hourly
723	Urban Search and Rescue (USAR) - When certified and assigned as qualified relief coverage to the USAR program. See provisions in MOU.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	4.50%	Hourly	Top step of Firefighter base hourly
724	Urban Search and Rescue (USAR) - When permanently assigned as an instructor and training coordinator at an Urban Search and Rescue program station. Exceptions to the location requirement may be approved by the Fire Chief. See provisions in MOU.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	2.50%	Hourly	Top step of Firefighter base hourly

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CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
725	Hazardous Materials (HAZMAT) - When certified and permanently assigned to the HAZMAT program station. See provisions in MOU.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	6.00%	Hourly	Top step of Firefighter base hourly
726	Hazardous Materials (HAZMAT) - When certified and assigned as qualified relief coverage to the HAZMAT program. See provisions in MOU.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	4.50%	Hourly	Top step of Firefighter base hourly
727	Hazardous Materials (HAZMAT) - When certified and permanently assigned as an instructor and training coordinator at the Hazardous Materials program station. Exceptions to the location requirement may be approved by the Fire Chief. See provisions in MOU.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	2.50%	Hourly	Top step of Firefighter base hourly
728	Aircraft Rescue and Fire Fighting (ARFF) - When certified and permanently assigned to the ARFF program station. See provisions in MOU.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	6.00%	Hourly	Top step of Firefighter base hourly
729	Aircraft Rescue and Fire Fighting (ARFF) - When certified and assigned as qualified relief coverage to the ARFF program. See provisions in MOU.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	4.50%	Hourly	Top step of Firefighter base hourly
730	Longevity 10 years – Compensation to eligible classifications for ten (10) years or more but less than fifteen (15) years of service as described in the MOU.	Assistant Fire Chief Deputy Fire Chief Battalion Chief Fire Boat Pilot Fire Captain Fire Engineer Firefighter	5.00%	Hourly	Top step of Firefighter base hourly
731	Longevity 15 years - Compensation to eligible classifications for fifteen (15) years or more but less than twenty (20) years of service as described in the MOU.	Assistant Fire Chief Deputy Fire Chief Battalion Chief Fire Boat Pilot Fire Captain Fire Engineer Firefighter	10.00%	Hourly	Top step of Firefighter base hourly

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CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
732	Public Information Officer - When certified and permanently assigned to Public Information Officer. See MOU provisions.	Fire Captain	6.00%	Hourly	Top step of Firefighter base hourly
732	Training Captain - When certified and permanently assigned to Training Captain. See MOU provisions.	Fire Captain	6.00%	Hourly	Top step of Firefighter base hourly
732	Fire Prevention Captain - When certified and permanently assigned to Fire Prevention Captain. See MOU provisions.	Fire Captain	6.00%	Hourly	Top step of Firefighter base hourly
732	Paramedic Coordinator - When certified and permanently assigned to Paramedic Coordinator. See MOU provisions.	Fire Captain	6.00%	Hourly	Top step of Firefighter base hourly
732	Rescue Boat Captain - When certified and permanently assigned to Rescue Boat Captain. See MOU provisions.	Fire Captain	6.00%	Hourly	Top step of Firefighter base hourly
733	Rescue Boat Captain - When certified and assigned as qualified relief for a Rescue Boat Captain. See MOU provisions.	Fire Captain	4.50%	Hourly	Top step of Firefighter base hourly
734	Rescue Boat Captain - When temporarily assigned from qualified relief to work as a Rescue Boat Captain. See MOU provisions.	Fire Captain	1.50%	Hourly	Top step of Firefighter base hourly
735	Administrative Assignment - When regularly assigned to a non-platoon schedule in Fire Prevention Support Services, Operations, or Administration. See MOU provisions.	Battalion Chief Fire Boat Pilot Fire Captain Fire Engineer Firefighter	\$2.300	Hourly	Flat Rate
736	Administrative Qualified Relief - When regularly assigned to a non-platoon schedule in Fire Prevention, Support Services, Operations, or Administration and is an assigned qualified relief. See MOU provisions.	Fire Captain Fire Engineer Firefighter	1.50%	Hourly	Top step of Firefighter base hourly

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CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
737	Prevention - When certified and permanently assigned to perform Fire Prevention duties. See MOU provisions.	Fire Engineer Firefighter	6.00%	Hourly	Top step of Firefighter base hourly
738	Longevity 20 years - Compensation to eligible permanent full time bargaining unit members for twenty (20) years or more of service as described in the MOU.	Battalion Chief Fire Boat Pilot Fire Captain Fire Engineer Firefighter	15%	Hourly	Top step of Firefighter base hourly
747	Fire Boat Operations – When certified and assigned to Fire Boat Operations. See MOU provisions.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	6.00%	Hourly	Top step of Firefighter base hourly
748	Fire Boat Operations – When certified and assigned as qualified relief coverage to the Fire Boat Operations. See MOU provisions.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	4.50%	Hourly	Top step of Firefighter base hourly
749	Firefighter II - Permanent full-time bargaining unit members who have at least six (6) years of experience, as defined in Article II (4), (5), and (6) herein, and who have satisfied State of California Fire Marshal Firefighter II certification standards. Pay is effective on the date proof of certification is submitted to Fire Management. See MOU provisions.	Battalion Chief Fire Boat Pilot Fire Captain Fire Engineer Firefighter	3.00%	Hourly	Top step of Firefighter base hourly
750	Strike Team Leader - When possessing Strike Team Leader certificate. See MOU provisions.	Battalion Chief	1.50%	Hourly	Top step of Firefighter base hourly
751	Urban Search and Rescue (USAR) - When possessing a certificate for USAR but not permanently assigned to the program station or assigned as qualified relief. See MOU provisions.	Battalion Chief Fire Captain Fire Engineer Firefighter	1.50%	Hourly	Top step of Firefighter base hourly

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CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
752	Hazardous Materials (HAZMAT) - When possessing a certificate for HAZMAT but not permanently assigned to the program station or assigned as qualified relief. See MOU provisions.	Battalion Chief Fire Captain Fire Engineer Firefighter	1.50%	Hourly	Top step of Firefighter base hourly
753	Aircraft Rescue and Fire Fighting (ARFF) - When possessing a certificate for ARFF but not permanently assigned to the program station or assigned as qualified relief. See MOU provisions.	Battalion Chief Fire Captain Fire Engineer Firefighter	1.50%	Hourly	Top step of Firefighter base hourly
754	Fire Prevention - When possessing a certificate for Fire Prevention but not permanently assigned to the program station or assigned as qualified relief. See MOU provisions.	Battalion Chief Fire Captain Fire Engineer Firefighter	1.50%	Hourly	Top step of Firefighter base hourly
756	Public Information Officer - When possessing a certificate for Public Information Officer but not permanently assigned to the program station or assigned as qualified relief. Maximum of three certifications.	Fire Captain	1.50%	Hourly	Top step of Firefighter base hourly
757	Training Captain - When possessing a certificate for Instructor/Training (Fire Instructor II) but not permanently assigned to the program station or assigned as qualified relief. Maximum of three certifications.	Fire Captain	1.50%	Hourly	Top step of Firefighter base hourly
758	Fire Boat Operations - When possessing a certificate for Fire Boat Operations but not permanently assigned to the program station or assigned as qualified relief. See MOU provisions.	Battalion Chief Fire Captain Fire Engineer Firefighter	1.50%	Hourly	Top step of Firefighter base hourly
759	Hazmat First Responder Operations - Compensation to eligible employees who complete the HAZMAT First Responder Operations	Battalion Chief Fire Boat Pilot Fire Captain Fire Engineer Firefighter	1.00%	Hourly	Top step of Firefighter base hourly

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CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
	certificate program. See MOU provisions.				
784	Associate Degree - Additional compensation to identified Fire classifications who have obtained a degree of Associate of Arts, or 60 or more equivalent semester units in courses in fire science administration, and similar approved fields, from an accredited institution.	Battalion Chief Fire Boat Pilot Fire Captain Fire Engineer Firefighter	4.50%	Hourly	Top step of Firefighter base hourly
786	Bachelor's Degree - Additional compensation to identified Fire 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 and similar approved fields.	Battalion Chief Fire Boat Pilot Fire Captain Fire Engineer Firefighter	5.25%	Hourly	Top step of Firefighter base hourly
787	Master's Degree - Additional compensation to the identified classifications who have obtained a Masters Degree from an accredited college or university in Fire Science, Administration and similar approved fields.	Battalion Chief Fire Boat Pilot Fire Captain Fire Engineer Firefighter	6.00%	Hourly	Top step of Firefighter base hourly
789	Bachelor's Degree - Eligible classifications who possess a Bachelor's degree from an accredited institution.	Assistant Fire Chief Deputy Fire Chief Marine Safety Chief	7.51%	Hourly	Top step of Firefighter base hourly
790	Longevity 20 years -Eligible classifications with twenty (20) years of service as described in the MOU.	Assistant Fire Chief Deputy Fire Chief	15.00%	Hourly	Top step of Firefighter base hourly
800	EMT - When certified as an Emergency Medical Technician (EMT) and recertified as required by law.	Lifeguard-Hourly- NC	\$1.102	Hourly	Flat Rate

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CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
801	Coast Guard Operator License - When possessing a valid Coast Guard Operator license and towing certificate.	Marine Safety Captain Marine Safety Officer Marine Safety Sergeant Marine Safety Sergeant Boat Operator	\$1.438	Hourly	Flat Rate
802	Dive Team - 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.	Marine Safety Officer Marine Safety Sergeant Marine Safety Sergeant Boat Operator	6.00%	Hourly	Top step of Marine Safety Officer base hourly
803	Dive Team Coordinator - When assigned to and performing as the Dive Team Coordinator in a lead worker or supervisory role. Can only receive Dive Team Coordinator Pay or Swift Water Rescue Premium, cannot receive both.	Marine Safety Officer Marine Safety Sergeant Marine Safety Sergeant Boat Operator	6.00%	Hourly	Top step of Marine Safety Officer base hourly
804	Swift Water Rescue Coordinator - When regularly assigned and performing as the Swift Water Rescue Coordinator in a lead worker or supervisory role. (Can only receive Dive Team Coordinator Pay or Swift Water Rescue Premium, cannot receive both).	Marine Safety Officer Marine Safety Sergeant Marine Safety Sergeant Boat Operator	6.00%	Hourly	Top step of Marine Safety Officer base hourly
807	60 units – Additional compensation to eligible classifications who have obtained sixty (60) or more semester units in courses in administration and similar approved fields from an accredited institution.	Marine Safety Captain Marine Safety Officer Marine Safety Sergeant Marine Safety Sergeant Boat Operator	1.60%	Hourly	Top step Marine Safety Officer base hourly
808	Associates – Additional compensation to eligible classifications who have obtained Associate of Arts degree in administration or	Marine Safety Captain Marine Safety Officer Marine Safety Sergeant Marine Safety	4.57%	Hourly	Top step Marine Safety Officer base hourly

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CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
	similar approved fields from an accredited institution.	Sergeant Boat Operator			
809	Bachelors – Additional compensation to eligible classifications who have obtained a degree of Bachelor of Arts or Bachelor of Science in the fields of administration or similar approved fields from an accredited institution.	Marine Safety Captain Marine Safety Officer Marine Safety Sergeant Marine Safety Sergeant Boat Operator	5.33%	Hourly	Top step Marine Safety Officer base hourly
810	Masters - Additional compensation to the identified classifications who have obtained a Master's Degree from an accredited college or university in administration or a similar approved.	Marine Safety Captain Marine Safety Officer Marine Safety Sergeant Marine Safety Sergeant Boat Operator	6.093%	Hourly	Top step Marine Safety Officer base hourly
811	Administrative – When routinely and consistently assigned to perform in an administrative capacity.	Marine Safety Captain	6.00%	Hourly	Top step Marine Safety Officer base hourly
813	American Welding 1 -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).	Construction Inspector I-II Corrosion Control Supervisor Principal Construction Inspctr	\$0.750	Hourly	Flat Rate
814	American Welding 2 -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).	Construction Inspector I-II Corrosion Control Supervisor Principal Construction Inspctr	\$1.000	Hourly	Flat Rate

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CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
815	EMT - For the attainment of EMT Certification in accordance with Fire Department criteria.	Marine Safety Officer	\$1.121	Hourly	Flat Rate
818	Provisional Marine Safety Sergeant - When routinely and consistently assigned to perform the duties of a Marine Safety Sergeant during the summer season between April 1 st and Sept 30 th .	Marine Safety Officer	15.00%	Hourly	Top step Marine Safety Officer base hourly
819	Junior Lifeguard Coordinator - When performing the duties as a lead Junior Lifeguard Coordinator.	Marine Safety Officer Marine Safety Sergeant	6.00%	Hourly	Top step Marine Safety Officer base hourly
820	Dive Team Pay – Dive Team Coordinator/Swift Water Rescue Coordinator - For Dive Team Coordinators and Swift Water Coordinates when assigned to routinely and consistently perform hazardous activities to implement health and safety procedures as a Dive Team member. Cannot receive both Dive Team Coordinator Pay and Swift Water Rescue Coordinator Pay at the same time.	Marine Safety Officer Marine Safety Sergeant Marine Safety Sergeant Boat Operator	4.00%	Hourly	Top step Marine Safety Officer base hourly
821	Swiftwater Technician Certification - For attainment of appropriate certification as a Swiftwater Technician and assigned to such duties.	Marine Safety Captain Marine Safety Officer Marine Safety Sergeant Marine Safety Sergeant Boat Operator	1.50%	Hourly	Top step Marine Safety Officer base hourly
830	Longevity - Compensation to eligible classifications who have ten (10) years, but less than fifteen (15) years of service as a permanent full-time bargaining unit member with the City of Long Beach.	All permanent full-time classifications represented by Long Beach Lifeguard Association	3.00%	Hourly	Top step Marine Safety Officer base hourly

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CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
831	Longevity - Compensation to eligible classifications who have fifteen (15) years or more of service as a permanent full-time bargaining unit member with the City of Long Beach.	All permanent full-time classifications represented by Long Beach Lifeguard Association	5.00%	Hourly	Top step Marine Safety Officer base hourly
835	Bilingual - For regular and frequent use of certified oral and/or written bilingual skills.	General Liability Claims Adjuster I General Liability Claims Adjuster II General Liability Claims Adjuster III	\$1.00	Hourly	Flat Rate
836	Dispatcher Telephone Training - Compensation to employees routinely and consistently assigned to train on the operation of telephone lines for both the Police and Fire Department dispatch.	Public Safety Dispatcher I Public Safety Dispatcher II Public Safety Dispatcher III Public Safety Dispatcher IV Communications Center Supervisor Communications Center Coordinator	\$0.750	Hourly	Flat Rate
837	Dispatcher Radio Training - Compensation to employees routinely and consistently assigned to train on the operation of radio communications for both the Police and Fire Department dispatch.	Public Safety Dispatcher I Public Safety Dispatcher II Public Safety Dispatcher III Public Safety Dispatcher IV Communications Center Supervisor Communications Center Coordinator	\$0.750	Hourly	Flat Rate
838	Dispatcher Dual Telephone Training - Compensation to employees who complete the Public Safety Dispatcher dual (Police & Fire) telephone certification program.	Public Safety Dispatcher I Public Safety Dispatcher II Public Safety Dispatcher III Public Safety Dispatcher IV Communications Center Supervisor Communications Center Coordinator	\$2.000	Hourly	Flat Rate

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CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
839	Dispatcher Dual Radio Training - Compensation to employees who complete the Public Safety Dispatcher dual (Police & Fire) telephone and the dual (Police & Fire) radio certification programs.	Public Safety Dispatcher I Public Safety Dispatcher II Public Safety Dispatcher III Public Safety Dispatcher IV Communications Center Supervisor Communications Center Coordinator	\$4.000	Hourly	Flat Rate
844	Tow Truck - When regularly assigned to work as a tow truck operator.	Garage Service Attendant I Garage Service Attendant II	\$1.000	Hourly	Flat Rate
845	Mechanic FA - When regularly assigned to work as a Mechanic on Fire Apparatus.	Garage Service Attendant I Garage Service Attendant II Equipment Mechanic I Equipment Mechanic II	\$2.000	Hourly	Flat Rate
846	CASP - When possessing a State (CA) Certified Access Specialist (CASP) certification and assigned to perform such duties.	Structural Engineer, Senior Structural Engineer, Civil Engineering Assistant, Civil Engineering Associate, Civil Engineer, Senior Civil Engineer, Plan Checker - Plumbing, Plan Checker - Mechanical, Plan Checker - Electrical, Plumbing Inspector, Electrical Inspector, Chief Building Inspector, Principal Building Inspector, Building Inspector, Senior Combination Building	\$1.500	Hourly	Flat Rate

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CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
		Inspector, Senior Electrical Building Inspector, Senior Plumbing Building Inspector, Senior Mechanical Building Inspector, Combination Building Inspector, Construction Inspector I-II, Principal Construction Inspector, Chief Construction Inspector, Senior Survey Technician, Engineering Technician I-II, Senior Engineering Technician I-II			
847	El Dorado Park - Park Rangers in the Peace Officer bargaining units who are assigned to patrol the Park (El Dorado).	Park Ranger I Park Ranger II Supervising Park Ranger	\$2.500	Hourly	Flat Rate
848	Airport SSO - Special Services Officers in the Peace Officer bargaining units who are assigned to patrol the Airport.	SSO III – Armed Airport Peace Officer SSO IV – Armed Airport Peace Officer	\$2.500	Hourly	Flat Rate
849	FAA - When possessing a FAA-issued Inspection Authorization License.	Fleet Services Supervisor II Helicopter Mechanic	\$3.180	Hourly	Flat Rate
850	400 Class Meter - When possessing an Energy Resources meter installation/reinstallation certification for up to a 400 class meter.	Gas Construction Worker II Gas Field Service Rep II	\$0.390	Hourly	Flat Rate
851	Appliance Technology - When possessing a SoCal Gas (or equivalent) Appliance Technology certification, or a Regulator Technician certification.	Gas Field Service Rep II	\$0.550	Hourly	Flat Rate

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CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
852	Leakage Survey - When possessing a SoCal Gas (or equivalent) Leakage Survey or Pressure Control certification, or Energy Resources Valve Inspection and Maintenance certification, or a NACE Basic Level Certification.	Gas Construction Worker II	\$0.550	Hourly	Flat Rate
853	DOT 49 Code Journey - 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.	Gas Construction Worker II Gas Field Service Rep II Gas Pipeline Welder/Layout Fitter Senior Equipment Operator Corrosion Control Supervisor Construction Inspector I-II Principal Construction Inspector Gas Maintenance Supervisor I-II Gas Distribution Supervisor I-II	\$2.200	Hourly	Flat Rate
854	DOT 49 Code Advanced - 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.	Gas Construction Worker III Gas Field Service Rep III	\$0.660	Hourly	Flat Rate
855	Installation/Reinstallation Certificate - When possessing an Energy Resources 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.	Gas Field Service Rep III	\$0.610	Hourly	Flat Rate

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CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
856	Installation/Reinstallation Certificate - When possessing an Energy Resources meter installation/reinstallation certification for commercial meters or multimeter sets of 5 or more, or a SoCal Gas (or equivalent) Leakage Survey certification, or an Energy Resources 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.	Gas Construction Worker III	\$0.610	Hourly	Flat Rate
857	Fusion - 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.	Gas Maintenance Supervisor I-II	\$0.22	Hourly	Flat Rate
858	Flow Computer Unit - 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).	Gas Distribution Supervisor I-II	\$0.22	Hourly	Flat Rate
859	Training - When assigned by the Department Head to train new personnel as part of a structured training plan.	Park Ranger I-II Special Services Officer I-V	\$2.250	Hourly	Flat Rate
860	Front Loader - Front loader-Single Driver.	Refuse Operator I-IV	\$1.500	Hourly	Flat Rate

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CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
861	Crane 2 - When possessing certification for crane operation issued by an Accredited Certifying Entity per CCR Title 8 sec 5006.1.	Classifications in the Skilled & General-Supervisory Bargaining Unit	\$1.230	Hourly	Flat Rate
866	SSO Airport - When assigned to patrol within the Airport, Marine Patrol or Long Beach City College (LBCC).	Special Services Officer I-V	\$1.500	Hourly	Flat Rate
873	PD PPA - When regularly performing Payroll/Personnel Asst duties for the Police Department. May not be used in conjunction with skill pay 563.	Clerk Typist I-III Payroll/Personnel Asst I-III	\$0.700	Hourly	Flat Rate
874	Lead - When regularly assigned and performing lead duties.	Police Property & Sply Clrk I-II	\$1.500	Hourly	Flat Rate
876	Sustainability - 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.	Planner I-II	\$0.700	Hourly	Flat Rate
878	EAP - When regularly assigned and performing the full duties as Director of the Employee Assistance Program.	Public Hlth Professional III	\$3.000	Hourly	Flat Rate
879	Supervisor - When regularly assigned and performing as supervisor for License Inspectors.	Customer Svcs Supervisor I	\$1.630	Hourly	Flat Rate
888	Supervisor - When supervising Senior Equipment Operators.	Park Maintenance Supervisor Street Landscaping Supvr I-II Street Maintenance Supvr I-II Harbor Maintenance	\$1.490	Hourly	Flat Rate

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CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
		Supervisor			
889	Supervisor - When assigned supervision of the Mechanical Section of the Maintenance Division.	Mechanical Supervisor II	\$3.69	Hourly	Flat Rate
893	ASE Master 2 - 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.	Supervisor-Stores & Property Fleet Services Supervisor I-II Equipment Mechanic I-II	\$2.20	Hourly	Flat Rate
894	ASE Master 1 - 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.	Supervisor-Stores & Property Fleet Services Supervisor I-II Equipment Mechanic I-II	\$1.100	Hourly	Flat Rate
895	Night Shift - When regularly assigned to night shift at the Police Department Records Division.	Clerk Supervisor Clerk Typist I-III Clerk Typist V	\$1.200	Hourly	Flat Rate
896	Swing Shift - When regularly assigned to swing shift at the Police Department Records Division.	Clerk Supervisor Clerk Typist I-III Clerk Typist V	\$0.900	Hourly	Flat Rate
897	Day Shift - When regularly assigned to day shift at the Police Department Records Division.	Clerk Supervisor Clerk Typist I-III Clerk Typist V	\$0.600	Hourly	Flat Rate

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CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
898	Trainer - When regularly assigned to and performing the duties of trainer or portability specialist.	Housing Specialist III	\$0.500	Hourly	Flat Rate
899	Arborist - When possessing a current International Society of Arboriculture certification as a Certified Arborist.	Park Maintenance Supervisor Street Landscaping Supvr I-II Street Maintenance Supvr I-II Tree Trimmer I-II	\$0.550	Hourly	Flat Rate
C1	Solo Patrol Premium - When regularly assigned to a one officer unit in Patrol between the hours of 1630 and 0730, an amount equal to 10% of Step 1 base hourly rate of Police Corporal for each hour worked in a one Officer unit.	Police Corporal	10.00%	Hourly	Step 1 base hourly rate of Police Corporal
C2	Field Training Officer - When assigned by the Chief of Police to be Field Training Officer, an amount equal to 10% of Step 1 base hourly rate 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.	Police Corporal	10.00%	Hourly	Step 1 base hourly rate of Police Corporal
CD	Training Pay – Performing training duties.	Public Safety Dispatcher II	Difference between top step Public Safety Dispatcher II and Public Safety Dispatcher III	Hourly	Flat Rate
CX	Counter Plan Checking - When assigned to work the Development Service Counter and performing over-the-counter plan checking.	Planner I-III Planning Aide Asst Planner I-II	\$5.600	Per Diem - Daily	Flat Rate
DH	Dog Handling - For the purposes of complying with the Fair Labor	Police Officer Police Corporal	Minimum Wage	6 hours per pay	Minimum wage rate x 1.5

SKILL AND OTHER PAYS
As of October 1, 2022

ATTACHMENT C

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
	Standards Act, to accommodate employees for the handling of service dogs off duty, the parties have agreed to the following terms and conditions: of the biweekly payment, the handler will be deemed to have spent six (6) hours off duty every fourteen (14) calendar days and will be paid for six (6) hours at the overtime rate at one-half (1.5) of the current state minimum wage, to feed, exercise, clean and maintain the service dog.	Sworn classifications represented by the FFA		period	(overtime rate)
DT	Dive - Bargaining unit members who have successfully passed entry-level Dive Team qualification and are assigned to the Dive Team shall be entitled to per diem pay in the amount equivalent to six percent (6%) of Step 5 Police Officer pay, for each hour worked while conducting an approved Dive Team operational deployment or operational training.	Police Officer Police Corporal Police Sergeant Police Lieutenant	6.00%	Per Diem - Hourly	Step 5 Police Officer base hourly rate
HP	Acting - The Chief of Police or designee, may designate an officer to act in a higher level position i.e., Police Officer and Police Corporal for Police Sergeant, Police Sergeant for Police Lieutenant/Administrator and Police Lieutenant for Commander/Administrator. This is a salary increase over the employee's existing pay (including all skill and incentive pays) but in no event more than the top step of the rank above them. However, FTO and One Officer Car Pay will be included in existing pay only if the employee has served 75 percent of their time in these positions in the past year.	Sworn Police Classifications	5.00%	Per Diem - Hourly	Salary increase over employee's existing pay (including all skill and incentive pay) but not more than the top step of the rank above them.

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ATTACHMENT C

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
H2	Acting Overtime Hours - Employees designated to act in a higher level position (see HP). This code is only applied when using HP during overtime (unscheduled hours – UH).	Sworn Police Classifications	5.00%	Per Diem - Hourly	Acting Pay Rate x 1.5 (overtime rate)
Jl	Junior Lifeguard Instructor - When performing the duties of a Junior Lifeguard Instructor.	Lifeguard-Hourly- NC	\$6.00	Per Diem - Daily	Flat Rate
MA	Marksmanship - Sworn personnel of the Police Department, Special Services Officers and Park Rangers who may be called upon to use firearms in the performance of their duties and who on a qualifying schedule prescribed by the Chief of Police attain a required degree of proficiency in marksmanship.	Sworn Police Classifications Special Services Officers Park Rangers	Rate Varies (Level) Marksman - \$4.00 Sharpshooter -\$8.00 Expert- \$16.00 Master- \$32.00	Monthly	Flat Rate
MW	Physical Fitness Program - Employees who have fully participated in the City approved Physical Fitness Program. See MOU provisions.	Sworn Police Classifications	Varies		
MW	Wellness Participation - Compensation for employees who have fully participated in the City approved Fire Wellness Program during the prior calendar year.	Sworn Fire Classifications	\$100.00	Monthly	Flat Rate
P1	Solo Patrol Premium - When regularly assigned to a one officer unit in Patrol between the hours of 1630 and 0730, an amount equal to 10% of Step 5 Police Officer base hourly rate for each hour worked in a one Officer unit.	Police Officer	10.00%	Per Diem - Hourly	Step 5 Police Officer base hourly rate
P2	Field Training Officer When assigned by the Chief of Police to be Field Training Officer, an amount equal to 10% of Step 5 of Police Officer for each hour worked in that assignment. Field	Police Officer	10.00%	Per Diem - Hourly	Step 5 Police Officer base hourly rate

SKILL AND OTHER PAYS
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ATTACHMENT C

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
	Training Officers will be assigned to train Police Officers during the 12-month probation period.				
S1/S2	Irrigation Telemetry - When regularly assigned and performing telemetry duties to monitor, adjust, and troubleshoot irrigation systems.	Automatic Sprinkler Cntrl Tech	\$12.000	Per Diem - Daily	Flat Rate
S1/S2	Supervisor - When regularly assigned and performing as supervisor of three or more sections in the Structural Division of the Public Service Bureau.	Carpenter Supervisor Electrical Supervisor General Maint Supervisor II Mechanical Supervisor Painter Supervisor Plumber Supervisor	\$11.000	Per Diem - Daily	Flat Rate
S1/S2	Structural Engineer - When possessing a California Structural Engineers License and assigned to perform Structural Engineering duties.	Civil Engineer Senior Civil Engineer	\$10.000	Per Diem - Daily	Flat Rate
S1/S2	Equipment - When required to work on ladders, mechanical devices, etc. placing employees at heights over 40 ft. (excludes Window Washers and Tree Trimmers).	Classifications in the current Salary Resolution in the Skilled & General Bargaining Units	\$4.400	Per Diem - Daily	Flat Rate
S1/S2	Records Section - 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.	Clerk Typist III	\$6.400	Per Diem - Daily	Flat Rate
S1/S2	Plan Check - Counter plan checking.	Comb Bldg Insp Aide I- II Comb Bldg Inspector Principal Building Inspector Senior Combination Bldg Insp Senior Electrical Inspector Senior Mechanical Inspector Senior Plumbing Inspector	\$6.400	Per Diem - Daily	Flat Rate

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ATTACHMENT C

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
S1/S2	Field Supervisor - When performing field supervisory duties.	Construction Inspector II	\$5.000	Per Diem - Daily	Flat Rate
S1/S2	Paramedic Preceptor - Compensation to permanent full-time bargaining unit members who are certified as Paramedic Preceptors and who train Paramedic Trainees.	Battalion Chief Fire Boat Pilot Fire Captain Fire Engineer Firefighter	10.00%	Hourly	Top step of Firefighter base hourly
S1/S2	Rescue Boat Captain - When certified and temporarily assigned from qualified relief to work as a Rescue Boat Captain. See provisions in MOU.	Fire Captain	1.50%	Per Diem - Hourly	Top step of Firefighter base hourly
S1/S2	Fire Boat Operations - When certified and temporarily assigned from qualified relief assigned to Fire Boat Operations. See MOU provisions.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	1.50%	Per Diem - Hourly	Top step of Firefighter base hourly
S1/S2	Urban Search and Rescue (USAR) - When certified and temporarily assigned from qualified relief to the USAR station. See MOU provisions.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	1.50%	Per Diem - Hourly	Top step of Firefighter base hourly
S1/S2	Hazardous Materials (HAZMAT) - When certified and temporarily assigned from qualified relief to the Hazardous Materials station. See MOU provisions.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	1.50%	Per Diem - Hourly	Top step of Firefighter base hourly
S1/S2	Aircraft Rescue and Fire Fighting (ARFF) - When certified and temporarily assigned from qualified relief to the ARFF station. See MOU provisions.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	1.50%	Per Diem - Hourly	Top step of Firefighter base hourly
S1/S2	Class A License - When driving a vehicle requiring a Class A License.	Garage Service Attendant I-II	\$8.800	Per Diem - Daily	Flat Rate
S1/S2	Meter Installation (300+CU) - 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	Gas Field Service Rep II	\$3.300	Per Diem - Daily	Flat Rate

SKILL AND OTHER PAYS
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CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
	regulator stations.				
S1/S2	PE Fusion Certification - When certified and training in-house personnel and contractors for annual PE fusion certification.	Gas Maintenance Supervisor I- II Corrosion Control Supervisor Gas Field Technician I Gas Field Technician II Gas Field Technician III Gas Construction Worker I Gas Construction Worker II Gas Construction Worker III Gas Pipeline Welder / Layout Fitter	\$10.000	Per Diem - Daily	Flat Rate
S1/S2	Operator Qualification - When serving as an evaluator, for the City of Long Beach in compliance with Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan, to certify personnel for operator qualification.	Corrosion Control Supervisor	\$10.000	Per Diem - Daily	Flat Rate
S1/S2	Plan Check - 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.	Plan Checker Plan Checker-Electrical I-II Plan Checker-Fire Prevention Plan Checker-Fire Prevention I-II Plan Checker-Mechanical Plan Checker-Mechanical I-II Plan Checker-Plumbing Plan Checker-Plumbing I-II	\$4.000	Per Diem - Daily	Flat Rate
S1/S2	Communications Center Supervisor - 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.	Public Safety Dispatcher IV	\$7.500	Per Diem - Daily	Flat Rate

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CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
S1/S2	Trainer - When performing as a trainer for a new operator.	Refuse Operator I-IV	\$8.000	Per Diem - Daily	Flat Rate
S1/S2	Trainer - When assigned as School Guard Trainer.	School Guard	\$3.100	Per Diem - Daily	Flat Rate
S1/S2	School Guard Supervisor - When assigned to and performing as School Guard Supervisor.	Special Services Officer II	\$4.000	Per Diem - Daily	Flat Rate
S1/S2	SSO IV Duties - 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.	Special Services Officer III	\$4.540	Per Diem - Daily	Flat Rate
S1/S2	Pesticide Applicator License - When possessing a Pesticide Applicator license and regularly assigned pesticide applicator duties.	Tree Trimmer I-II	\$4.430	Per Diem - Daily	Flat Rate
S1/S2	Lead Welder - When regularly assigned and performing duties as a lead welder.	Welder	\$4.950	Per Diem - Daily	Flat Rate
S1/S2	Senior Animal Control - When regularly assigned to and performing the duties of Sr Animal Control Officer. May not be combined with Higher Class Pay.	Animal Control Officer II	\$6.000	Per Diem - Daily	Flat Rate
S1/S2	Lifeguard Specialty Lead - When regularly and consistently assigned to a lead or supervisory position as a Senior Lifeguard, Dispatcher, Ride Along or Sting Cart Operator.	Lifeguard-Hourly- NC	\$6.00	Per Diem - Daily	Flat Rate
SW	SWAT - Bargaining unit members who have successfully passed entry-level Special Weapons and Tactics (SWAT) school and are assigned to the SWAT Team shall be entitled to per diem pay in the amount equivalent to ten percent (10%)	Police Officer Police Corporal Police Sergeant Police Lieutenant	10.00%	Per Diem - Hourly	Step 5 Police Officer base hourly rate

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CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
	of Step 5 Police Officer pay, for each hour worked while conducting a SWAT operational deployment or an approved SWAT operational training.				
T2	Training - When assigned by the Department Head to train new personnel as part of a structured training plan.	Park Ranger I-II Special Services Officer I-V	\$2.250	Hourly	Flat Rate
WA	Wellness Participation and Achievement - Compensation for employees who have fully participated in the City approved Fire Wellness Program during the prior calendar year and who achieve the agreed upon Wellness Program benchmarks. Maximum total wellness payment (MW and WA combined) is \$200.	Sworn classifications represented by the FFA	\$100.00	Monthly	Flat Rate

Skill and Other Pays Legend

Code	<p>The code used to identify the other pay in the payroll system.</p> <ul style="list-style-type: none"> Numerical codes are used on the HR-1 to add the other pay to an employee's pay (adjusted rate). Letter codes are used to apply the pay on the employee's timesheet. Numerical codes that can also be applied on a per diem basis will use S1/S2 on the timesheet.
Description	The description of the other pay, which includes requirements and other pertinent information.
Classification	The classifications eligible for the other pay.
Amount	The amount paid based on the rate type or basis.
Rate Type	<ul style="list-style-type: none"> Hourly represents the amount paid per hour. For sworn Fire positions, hourly represents the daylight hourly amount. Platoon schedule per diem rates shall be calculated as follows: daylight hourly rate divided by 1.4. This calculation accounts for the 56-hour equivalent, as referenced in the MOU. Per diem hourly rates shall be the hourly rate times the number of regular hours an employee works in a day. Per diem daily rates are a flat daily rate, no matter how many hours the employee works per day.

SKILL AND OTHER PAYS
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ATTACHMENT C

	<p>Occupational skill pays shall be paid to the employee at an hourly rate only if said employee is assigned to regularly perform said occupational skill on a daily basis. If an employee is not regularly assigned to perform said occupational skill on a daily basis, then the additional pay shall be paid at a per diem rate, and said per diem skill pay shall be paid for each work day that said employee actually performs said occupational skill.</p>
Basis	<p>The basis is a reference point used to compute the total amount.</p> <ul style="list-style-type: none">• Flat rate is the amount paid by the rate type.• Percentage pays identify the basis used to calculate the other pay. Percentage pays will change anytime there is an increase to the pay identified in the basis.