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*The Port of Long Beach*

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November 21, 2006

HONORABLE MAYOR AND CITY COUNCIL  
City of Long Beach

Subject: 2006-2007 HARBOR DEPARTMENT SALARY RESOLUTION

At its meeting of November 13, 2006, the Board of Harbor Commissioners adopted Resolution No. HD-2331, the 2006-2007 Harbor Department Salary Resolution. This document not only sets forth matters of compensation for Harbor Department positions, but also establishes an organization in accordance with the City Charter. Specifically, this Resolution creates the bureaus and divisions for the Harbor Department's organizational structure and establishes positions to head each of the organizational units. Additionally, it creates new positions, grade levels, and skill pay provisions and includes items for consistency with the general City Salary Resolution.

These items have been discussed with the appropriate employee organizations and the Human Resources Department has been advised of the changes. Accordingly, we are submitting the 2006-2007 Harbor Department Salary Resolution to the City Council for action by resolution.

In the interest of expediency, we have taken the liberty of requesting the City Attorney's Office to prepare an appropriate Resolution of Approval for your consideration and adoption. We respectfully request that you adopt the Resolution of Approval, approving the 2006-2007 Harbor Department Salary Resolution.

Respectfully submitted,

Richard D. Steinke  
Executive Director



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RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE  
CITY OF LONG BEACH APPROVING AN AMENDMENT AND  
RESTATEMENT OF THE HARBOR DEPARTMENT SALARY  
RESOLUTION

WHEREAS, Section 503 of the Charter of the City of Long Beach  
provides that compensation of the employees of the Harbor Department shall be fixed  
by the Board of Harbor Commissioners by resolution, subject to the prior approval of  
the City Council by resolution; and

WHEREAS, the Board has presented to the City Council the Amendment  
and Restatement of the Harbor Department Salary Resolution for consideration and  
approval by said Council;

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

Section 1. Pursuant to the provisions of Section 503 of the Charter of the  
City of Long Beach, the Amendment and Restatement of the Harbor Department Salary  
Resolution, a copy of which is on file with the City Clerk, is hereby approved.

Sec. 2. That the City Clerk is hereby authorized and directed to forward to  
said Board of Harbor Commissioners, without delay, a certified copy of this Resolution.

Sec. 3. This Resolution shall take effect immediately upon its adoption by  
the City Council, and the City Clerk shall certify the vote adopting this Resolution.

I hereby certify that the foregoing Resolution was adopted by the City

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1 Council of the City of Long Beach at its meeting of \_\_\_\_\_, 2006 by the  
2 following vote:

3 Ayes: Councilmembers: \_\_\_\_\_  
4 \_\_\_\_\_  
5 \_\_\_\_\_  
6 \_\_\_\_\_  
7 \_\_\_\_\_

8 Noes: Councilmembers: \_\_\_\_\_  
9 \_\_\_\_\_  
10 \_\_\_\_\_

11 Absent: Councilmembers: \_\_\_\_\_  
12 \_\_\_\_\_  
13 \_\_\_\_\_

14 \_\_\_\_\_  
15 City Clerk  
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RESOLUTION NO. HD- 2331

A RESOLUTION OF THE BOARD OF HARBOR COMMISSIONERS OF THE CITY OF LONG BEACH CREATING THE DIVISIONS OF THE HARBOR DEPARTMENT; CREATING POSITIONS OF EMPLOYMENT AND FIXING THE NUMBERS THEREOF; ESTABLISHING SCHEDULES OF SALARY RATES AND RANGES AND ASSIGNING THE APPROPRIATE RANGES TO SAID POSITIONS; FIXING AND PRESCRIBING THE COMPENSATION FOR THE OFFICERS AND EMPLOYEES OF THE HARBOR DEPARTMENT SUBJECT TO APPROVAL OF THE CITY COUNCIL OF THE CITY OF LONG BEACH; AMENDING AND RESTATING THE HARBOR DEPARTMENT SALARY RESOLUTION AND REPEALING RESOLUTION NO. HD-2277; PROVIDING THAT THIS RESOLUTION SHALL BECOME OPERATIVE; AND MAKING A DETERMINATION RELATING THERETO

**WHEREAS**, Section 1203(q) of the City Charter of the City of Long Beach ("City Charter") provides that all officers and positions of employment in the permanent service of the Harbor Department shall be created and their compensation fixed by resolution of the Board; and

**WHEREAS**, the Board desires to create offices and positions of employment in the Harbor Department, fix the number thereof, establish schedules of salary rates and ranges, and fix and prescribe the compensation of the officers and employees of

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1 the Harbor Department and provide for biweekly payment of such  
2 compensation for the fiscal year commencing October 1, 2006; and

3 **WHEREAS**, it is the desire of the Board, in the  
4 interests of uniformity, that the compensation prescribed herein  
5 shall become effective as of the same date that the compensation  
6 prescribed by the Board of Water Commissioners and the City  
7 Council shall become effective for their employees; and

8 **WHEREAS**, the Director of Planning and Environmental  
9 Affairs has determined that this resolution is not subject to the  
10 California Environmental Quality Act.

11 **NOW, THEREFORE**, the Board of Harbor Commissioners of  
12 the City of Long Beach resolves as follows:

13 **Section 1.** This Resolution shall be known as the  
14 "Harbor Department Salary Resolution," and may be cited as such  
15 and shall be referred to herein as the Resolution.

16 **Sec. 2.** There are hereby created and established in  
17 the Harbor Department the following bureaus and divisions, each  
18 of which shall be respectively under the immediate supervision  
19 and control of the indicated head of that bureau or division.  
20 Each Managing Director and each division director shall be  
21 responsible to the Executive Director for the proper and  
22 efficient administration of his or her bureau or division. The  
23 Assistant Executive Director and the Deputy Executive Director  
24 may be assigned responsibility for the proper and efficient  
25 administration of a bureau as deemed appropriate by the Board.

26 **BUREAU**

27 Engineering

**HEAD OF BUREAU**

Managing Director

28

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1	<b><u>BUREAU</u></b>	<b><u>HEAD OF BUREAU</u></b>
2	Environmental Management & Planning	Managing Director
3	Finance & Support Services	Managing Director
4	Trade Relations & Port Operations	Managing Director
5		
6		
7	<b><u>DIVISION</u></b>	<b><u>HEAD OF DIVISION</u></b>
8	Accounting	Manager of Accounting
9	Business Continuity	Manager of Business Continuity
10	Communications and Community Relations	Director of Communications and Community Relations
11	Contract Administration	Manager of Contract Administration
12	Engineering Administration	Assistant Managing Director-Engineering
13	Engineering Construction Management	Director of Construction Management
14	Engineering Design	Director of Engineering Design
15	Environmental Services	Director of Environmental Services
16	Facilities Maintenance	Manager of Facilities Maintenance
17		
18	Finance	Chief Financial Officer
19	Government Affairs	Director of Government Affairs
20	Homeland Security	Assistant Director of Security for Homeland Security
21	Human Resources	Director of Human Resources
22	Information Management	Director of Information Management
23		
24	Information Management/Project Management	Assistant Director of Information Management
25	Infrastructure Maintenance	Manager of Infrastructure Maintenance
26		
27	Maintenance	Director of Maintenance
28	Master Planning	Director of Master Planning

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DIVISION

HEAD OF DIVISION

Personnel & Administrative  
Special Projects

Assistant Director of Human  
Resources

Port Projects

Manager of Port Projects

Program Management

Director of Program Management

Real Estate

Director of Real Estate

Revenue Management

Revenue Manager

Risk Management

Director of Risk Management

Security

Director of Security

Sustainability

Manager of Sustainability

Trade Relations

Director of Trade Relations

Transportation Planning

Director of Transportation  
Planning

**Sec. 3.**

**3.1** Every person who has been or who hereafter may be duly appointed to an office or position of employment in the Harbor Department, and who is qualified to hold and holds such office or position from and after the date or dates the pay rates and compensation prescribed herein shall become effective, or from the date of employment, whichever occurs later, shall receive as full compensation for his or her services, a biweekly salary payable every other Friday, in accordance with the payment procedure heretofore established. That compensation shall be based on one of the pay rates set forth in the applicable Salary Schedule set forth in this Resolution for his or her office or position, together with such additional compensation, if any, as provided herein or by applicable ordinance. The method and manner of determination of the compensation of each officer and employee (collectively referred to as "employee" or

1 "employees") shall be fixed as provided below. Except as  
2 otherwise specifically designated, each Pay Rate Range and  
3 Step ("pay rate") is intended to be and shall be the basis  
4 for determining the biweekly salary.

5 3.2 The biweekly salary of any employee who is  
6 originally appointed to any office or position of employment  
7 listed in this Resolution shall be at Step 1 of Salary  
8 Schedule I for the Pay Rate Range Number designated for such  
9 office or position. In those cases where positions are  
10 designated with grade numbers, the biweekly salaries of such  
11 employees shall be computed based upon the pay rate  
12 designated for the grade thereof. The Board, by minute  
13 order, may specifically designate that the pay rate of any  
14 employee be fixed at some other pay rate included within the  
15 applicable Salary Schedule as set forth in this Resolution  
16 without limitation as to grade or numerical designation.  
17 The Board shall designate the initial step or salary level  
18 of the applicable Salary Schedule of any employee within the  
19 Pay Rate Range established in this Resolution for said  
20 employee's position.

21 3.3 Except for the employees referred to in  
22 Section 3.3.1 and 3.3.2 below, after an employee has served  
23 an initial six-month period of employment at a position at a  
24 pay rate designated as Salary Schedule I, Step 1, as set  
25 forth in this Resolution, the salary of such employee  
26 (except those employee positions set forth in Section 3.5  
27 below) shall be at the applicable pay rate designated as  
28 Salary Schedule I, Step 2; after a second six-month period



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1 of employment, the salary of such employee will be at the  
2 applicable pay rate designated as Salary Schedule I, Step 3;  
3 after a third six-month period of employment, the salary of  
4 such employee will be at the applicable pay rate designated  
5 as Salary Schedule I, Step 4. Thereafter, the pay rate of  
6 such employee shall successively be at the applicable pay  
7 rate designated as Salary Schedule I, Steps 5, 6, or 7 upon  
8 his or her successive completion of a one-year period of  
9 employment at the preceding pay rate. If the initial salary  
10 of any employee (except those employee positions set forth  
11 in Section 3.5 below) has been specifically designated at a  
12 pay rate other than Step 1, Step 2, or Step 3, his or her  
13 pay rate thereafter, upon his or her successive completion  
14 of a one-year period of employment at the preceding pay  
15 rate, shall be at the next successively higher applicable  
16 step.

17 3.3.1 Employees hired on or after  
18 April 1, 2001, who are covered by an existing  
19 Memorandum of Understanding with the International  
20 Association of Machinists and Aerospace Workers and the  
21 Long Beach Association of Engineering Employees, who,  
22 receive a Meets Job Requirements rating on the majority  
23 of the rating factors on the most recently completed  
24 Employee Performance Appraisal form, and who have  
25 served an initial six-month period of employment in a  
26 position at a pay rate designated as Pay Rate Step 1 in  
27 the Salary Schedule established by Section 2 of this  
28 Resolution, the salary of such employee shall be at the

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

17 3.3.2 Employees hired prior to  
18 April 1, 2001, who are covered by an existing  
19 Memorandum of Understanding with the International  
20 Association of Machinists and Aerospace Workers or the  
21 Long Beach Association of Engineering Employees, will  
22 continue their step advancement in accordance with the  
23 step placement in effect on that date, but subject to  
24 the performance provisions set forth above.

25 3.4 As to those positions for which there is an  
26 "H" pay rate specified in this Resolution, as well as the  
27 regular pay rate, the Board shall specify, at the time of  
28 making an appointment or at any time thereafter, that the

1 appointee to such position is to be paid at the "H" rate or  
2 at a regular pay rate.

3 3.5 Subject to the Board's power to set the pay  
4 rate of any employee at the time of making the initial  
5 appointment at one of the pay rates established herein, in  
6 the event an employee (i) is promoted from one position to  
7 another for which a higher pay rate is established; or (ii)  
8 is advanced from one grade to another in the same position  
9 for which a higher pay rate is established; or (iii) is  
10 transferred from one department to another without change of  
11 position, the Executive Director shall designate the pay  
12 rate of such employee to be at one of the pay rates for such  
13 position or grade which will be not less than the pay rate  
14 received by such employee immediately prior to such  
15 promotion, advancement or transfer. Likewise, in the event  
16 an employee is transferred, as prescribed by Civil Service  
17 Rules and Regulations for other than disciplinary reasons,  
18 from one position to another position for which a lower pay  
19 rate is established, the Executive Director shall designate  
20 the pay rate of such employee to be at one of the pay rates  
21 prescribed for such position to which the employee is  
22 transferred.

23 3.6 For the purpose of computing the "period of  
24 employment" under the provisions of this Resolution, an  
25 employee of the Harbor Department who has been reinstated to  
26 his former position pursuant to the provisions of the Civil  
27 Service Rules and Regulations shall be considered as having  
28 been in the continuous service of the Harbor Department

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1 during the period said employee shall have served in the  
2 Armed Forces.

3 3.7 Notwithstanding any other provision contained  
4 in this Resolution, the level of compensation and any  
5 adjustment thereof payable to an officer or employee of the  
6 Harbor Department in a position to which he or she has been  
7 assigned the Executive Salary Range in this Resolution shall  
8 be determined on a merit basis. The initial compensation of  
9 said officers or employees shall be fixed by the Board at a  
10 level of compensation within the Executive Salary Range  
11 designated below. Thereafter, the Executive Director, shall  
12 have the authority to increase or decrease the level of  
13 compensation of all said officers and employees assigned to  
14 the Executive Salary Range except the Executive Director and  
15 Executive Secretary to the Board of Harbor Commissioners.  
16 The Board, at its sole and exclusive discretion, may change  
17 or revoke this delegation of authority at any time. The  
18 Board shall have the sole and exclusive authority to  
19 designate the compensation of the Executive Director and  
20 Executive Secretary to the Board of Harbor Commissioners as  
21 merited by performance. Said increases and decreases in  
22 compensation shall not exceed a total of twelve percent  
23 (12%) for officers and employees assigned to the Executive  
24 Salary Range in any fiscal year, unless the Board finds that  
25 the percentage limitation is not applicable by reason of a  
26 substantial change in the responsibility and authority of  
27 said officer or employee.

28 3.8 In addition to any merit increase provided in

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1 this Resolution above, each employee assigned to the  
2 Executive Salary Range (EOO) shall be eligible to  
3 participate and receive Individual Performance Incentive  
4 Compensation.

5 3.8.1 The purpose of Individual Performance  
6 Incentive Compensation is to compensate management  
7 employees for prospective distinguished and outstanding  
8 performance and in further anticipation of continued  
9 distinguished and outstanding performance in subsequent  
10 periods.

11 3.8.2 At or near the commencement of a  
12 fiscal year, an eligible employee and the Executive  
13 Director or, in the case of the Executive Director, the  
14 Executive Director and the President of the Board shall  
15 develop and establish a written and approved  
16 performance plan for said employee or the Executive  
17 Director which sets forth objectives or targeted  
18 results for the ensuing fiscal year or remaining  
19 portion thereof. The attainment of these targeted  
20 results or distinguished performance in a specific  
21 project or program shall qualify the employee for  
22 Individual Performance Incentive Compensation.

23 3.8.3 Individual Performance Incentive  
24 Compensation may be paid to any eligible employee in an  
25 amount not to exceed \$3,500 per fiscal year based upon  
26 the evaluation of the employee's performance by the  
27 Executive Director, or in the case of the Executive  
28 Director, the President of the Board, and a

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determination by the evaluator that the objectives or targeted results of the previously approved performance plan have been attained.

3.9 Effective October 1, 1997, and subject to satisfaction of all eligibility requirements and conditions, each officer and employee of the Harbor Department shall be eligible to participate and receive all retirement benefits which have been and hereafter are established by City Council by ordinance or resolution for officers and employees of the City of Long Beach.

3.10 The Board may assign an employee of the Harbor Department to perform as the acting Executive Director, Assistant Executive Director, Deputy Executive Director, Managing Director, or division director whenever a vacancy occurs in any such positions or when the Board determines that the incumbent Executive Director, Assistant Executive Director, Deputy Executive Director, Managing Director, or division director is unable to perform the duties of his or her position and such an assignment is necessary for the efficient and effective operation of the Harbor Department. During the time the employee is so assigned and is performing in said acting capacity, the employee shall be entitled to receive the compensation designated by the Board at one of the Pay Rate Ranges set forth in this Resolution for the position to which said employee is assigned.

3.11 Subject to and within the limitations of the provisions of the City Charter after the initial appointment

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1 by the Board, the Executive Director may at any time find  
2 and determine that an employee is entitled to be, and shall  
3 be, assigned to either a different pay rate within the Pay  
4 Rate Range established for such office or position, or to a  
5 different grade where positions are designated with grade  
6 numbers, and that an employee shall receive the biweekly  
7 salary established therefor. Without limiting the  
8 generality of the foregoing, the Board confers and delegates  
9 to the Executive Director the authority to temporarily  
10 adjust the grade or pay rate of an employee subject to  
11 disciplinary action, in lieu of suspension without pay, as  
12 may be required for the efficient and economical  
13 administration and management of the affairs of the Harbor  
14 Department.

15 3.12 With respect to the administration of the  
16 provisions of this Resolution, the Board confers and  
17 delegates to the Executive Director the authority and duty  
18 to do and perform all actions relating to the administration  
19 and management of employees of the Harbor Department as may  
20 be required for the efficient and economical functioning  
21 thereof; provided, however, the powers and duties conferred  
22 upon and delegated to the Executive Director shall not  
23 include the powers (i) to make initial appointments or  
24 initial employment of officers and employees of the Harbor  
25 Department; (ii) to fix the duties and initial compensation  
26 of such officers and employees; (iii) to assign an employee  
27 to perform as acting Executive Director, Assistant Executive  
28 Director, Deputy Executive Director, Managing Director, or

1 division director in accordance with the provisions of and  
2 under the circumstances described in Section 3.10 above;  
3 (iv) to grant a leave of absence without compensation to the  
4 Executive Director; (v) to grant executive leave to the  
5 Executive Director; (vi) to authorize, as additional  
6 compensation, the payment of actual moving expenses incurred  
7 by a person in accepting a position with the Harbor  
8 Department; or (vii) to exercise such powers as are  
9 exclusively reserved to the Board under the provisions of  
10 Article XII of the Long Beach City Charter.

11 **Sec. 4.**

12 **4.1** The compensation for all Harbor Department  
13 employees shall be as prescribed and expressed herein on a  
14 per hour rate basis. The amount of the biweekly installment  
15 payable to any full-time employee shall be computed by  
16 multiplying the employee's pay rate per hour by the number  
17 of hours or fraction of hours for which pay is actually due.  
18 The hourly pay shall include any additional applicable.

19 **4.2** If any employee is absent for any reason  
20 other than one of the permitted absences authorized by City  
21 Council Personnel Ordinance, such employee shall not be  
22 entitled to receive the full amount of his or her  
23 installment of pay for any biweekly pay period during which  
24 said absence occurred. The amount of pay said employee  
25 shall receive for such pay period shall be computed by  
26 multiplying the employee's hourly pay rate by the number of  
27 hours or fractions of hours for which pay is actually due.

28 **4.3** And if an employee is employed on other than



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1 a full-time basis, such employee's compensation shall be  
2 computed by multiplying the hourly pay rate established for  
3 such employee's position by the number of hours or fraction  
4 of hours for which pay is due to said employee.

5 **Sec. 5.** Except as otherwise provided by the City  
6 Charter, every person holding any office or position of  
7 employment hereinafter set forth shall perform such duties as are  
8 indicated by the title of such office or position and as are  
9 usually incident to such office or position, and such other  
10 duties as shall be assigned by his or her immediate superior,  
11 division director, Managing Director, Deputy Executive Director,  
12 Assistant Executive Director, the Executive Director or by the  
13 Board.

14 **Sec. 6.**

15 **6.1** The designation of certain positions in the  
16 schedule of positions and assigned Pay Rate Range numbers  
17 contained in this Resolution, and the designation of grades  
18 within a specified position, are made for the purpose of  
19 creating such positions according to the degree of  
20 responsibility and character of the duties required by such  
21 positions solely and only to the end that the Salary  
22 Schedules for such positions will reflect the differences in  
23 the responsibilities and duties attached to said positions.  
24 The characterization of positions by said terms is hereby  
25 declared to have no other purpose or effect and shall not in  
26 any manner change or alter the classification of employees  
27 holding such positions.

28 **6.2** The use of occupational code designations,

1 and the use of asterisks to denote unclassified positions  
2 are for administrative purposes only. Changes in  
3 occupational code designation and in the status of a  
4 position may occur and such changes will not require  
5 amendment of this Resolution.

6 **Sec. 7.**

7 7.1 An employee temporarily assigned to perform  
8 duties not ordinarily attached to his/her position for the  
9 purpose of training and development pursuant to Section  
10 63(3) of the Civil Service Rules and Regulations will be  
11 compensated at the salary rate fixed and prescribed by this  
12 resolution for the position involving the duties to which  
13 temporary assignment has been made and at the step most  
14 closely approximating the pay rate of the employee  
15 immediately prior to the temporary assignment provided that  
16 in no event shall the pay rate for the temporary assignment  
17 exceed the employee's pay rate immediately prior to the  
18 temporary assignment.

19 7.2 An employee temporarily assigned to perform  
20 duties not ordinarily attached to his/her position, for the  
21 purpose of rehabilitation or the recovery from a medical  
22 condition that has been certified by the City Health  
23 Officer, pursuant to Section 63(5) of the Civil Service  
24 Rules and Regulations, will be compensated at the salary  
25 rate fixed and prescribed by this resolution for the  
26 position involving the duties to which temporary assignment  
27 has been made and at the step most closely approximating the  
28 pay rate of the employee immediately prior to the temporary

1 assignment provided that in no event shall the pay rate for  
2 the temporary assignment exceed the employee's pay rate  
3 immediately prior to the temporary assignment.

4 7.3 An employee temporarily assigned to perform  
5 duties not ordinarily attached to his/her position pursuant  
6 to Sections 63(3) or 63(5) of the Civil Service Rules and  
7 Regulations, which temporary assignment results in a lower  
8 hourly pay rate, may be Y-rated (pay rate frozen) until such  
9 time as the top step of the employee's new position is equal  
10 to or surpasses the employee's Y-rate.

11 Sec. 8. Officers and employees requiring  
12 transportation in connection with the performance of their duties  
13 for the Harbor Department, may be assigned a City-owned vehicle  
14 by the Executive Director in accordance with criteria established  
15 by the Executive Director; or, in the alternative, with the  
16 approval of the Executive Director may receive, by way of  
17 reimbursement, the cost of transportation incurred in the  
18 performance of his or her duties with the Harbor Department.  
19 Reimbursement may, at the discretion of the Executive Director,  
20 be paid to such officers and employees upon the basis of any one  
21 of the following computations:

22 8.1 Actual cost of transportation per month for  
23 public transportation; or

24 8.2 For use of a privately-owned vehicle used for  
25 official City business:

26 8.2.1 Thirty-eight and one-half cents  
27 (\$0.385) per mile for all authorized mileage actually  
28 driven by the officer or employee on official City

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business each month; or

**8.2.2 A flat monthly allowance of:**

**8.2.2.1** Such sum as may be determined by the Executive Director, but not to exceed Four Hundred Fifty Dollars (\$450.00) per month; or

**8.2.2.2** One Hundred Twenty-five Dollars (\$125.00) per month plus twelve cents (\$0.12) per mile for all authorized mileage actually driven by the officer or employee on official City business, which allowances are hereby determined to constitute the reimbursement for the expenditures and costs of operating and maintaining such vehicle, including its availability, as required for the performance of such official City duties; provided, however, that in each instance said employee shall procure and maintain in full force and effect, at all times while said privately-owned vehicle is used for official City business, bodily injury and property damage insurance from a company or companies authorized to do business in the State of California, with minimum coverages as prescribed by the Executive Director.

**Sec. 9.**

**9.1** Employees of the Harbor Department may also receive additional compensation in the form of suitable recognition awards as determined by the Executive Director.

**9.2** Employees of the Harbor Department may,

1 pursuant to and in accordance with the provisions of this  
2 Resolution and regulations issued by the Executive Director,  
3 be awarded additional compensation for suggestions made that  
4 result in measurable monetary savings to the Harbor  
5 Department. Measurable awards shall not exceed 10% of the  
6 anticipated first year savings after adoption of the  
7 suggestion, provided, however, that the maximum award shall  
8 not exceed Five Thousand Dollars(\$5,000.00). The Executive  
9 Director may also authorize an award not to exceed Two  
10 Hundred Dollars (\$200.00) for adopted suggestions resulting  
11 in benefits to the Harbor Department which are not  
12 measurable in monetary terms and may authorize the use of  
13 promotional awards to encourage participation in the  
14 program.

15 9.3 The Executive Director may provide up to two  
16 Port familiarization programs each fiscal year for Harbor  
17 Department employees and their families.

18 9.4 Employees of the Harbor Department may also  
19 receive additional compensation in the form of a suitable  
20 safety award as determined by the Executive Director for  
21 successful participation in the Harbor Department's safety  
22 program.

23 9.5 Permanent full-time or permanent part-time  
24 employees who are enrolled in an accredited job and/or  
25 career-related college or university study program during  
26 off-duty hours are eligible to receive tuition reimbursement  
27 in accordance with the schedule promulgated by the Executive  
28 Director.

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1                   9.6 Employees of the Harbor Department who are  
2 eligible and volunteer to participate in the Harbor  
3 Department's Green Commute Program as defined by  
4 Administrative Directive shall be eligible to receive  
5 appropriate recognition and rewards as determined by the  
6 Executive Director.

7                   **Sec. 10.** The method of computation of the amount of  
8 additional compensation to be paid to an employee for overtime  
9 worked in accordance with and pursuant to the applicable  
10 definitions, conditions and requirements of the City Council  
11 Personnel Ordinance and in accordance with and pursuant to the  
12 Fair Labor Standards Act (FLSA); except that the additional  
13 compensation for overtime exempt from FLSA shall not include  
14 uncontrolled standby amounts in the computation.

15                   **Sec. 11.** Subject to the requirements and conditions of  
16 the City Council Personnel Ordinance relating to the availability  
17 of funds, every officer or employee of the Harbor Department who,  
18 upon request of his or her bureau or division head and subject to  
19 the approval of the Executive Director shall consent to forego,  
20 and shall forego, the taking of any annual vacation or portion  
21 thereof, shall be paid, as additional compensation, a sum  
22 computed by multiplying the hourly rate of compensation  
23 prescribed by this Resolution for the position held by said  
24 officer or employee by the number of vacation hours which the  
25 employee shall forego. Time worked in lieu of annual vacation or  
26 portion thereof shall not be considered as overtime or "extra  
27 time worked."

28                   **Sec. 12.**

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1                   12.1 The City Council Personnel Ordinance permits  
2 certain City employees to be absent thirteen working days  
3 per year with full pay, to be prorated, biweekly in lieu of  
4 absence of the employee on the holidays enumerated in the  
5 City Council Personnel Ordinance. Subject to the prior  
6 approval of the Executive Director, an employee may  
7 accumulate and carry over such properly authorized unused  
8 "in lieu of holiday" time off for no longer than the close  
9 of the calendar year immediately following the calendar year  
10 in which such time off was earned. In the event that such  
11 accumulated "in lieu of holiday" time off is not taken as  
12 time off by the employee by the end of the calendar year  
13 immediately following the calendar year in which it was  
14 earned, then such accumulated time off shall be forfeited by  
15 the employee and no compensation shall thereafter be paid  
16 therefor.

17                   12.2 Cash payment for any properly authorized  
18 accumulated and/or carried over unused "in lieu of holiday"  
19 time off shall be made only upon an employee's termination  
20 of employment with the City or when an employee is on a  
21 leave of absence pending the approval of an application for  
22 ordinary or service-connected disability retirement which  
23 has been filed by the employee or the City on behalf of the  
24 employee. The amount of such additional compensation to be  
25 paid shall be computed by multiplying the employee's hourly  
26 rate of compensation, prescribed by this Resolution for the  
27 position held by said employee, by the number of unused "in  
28 lieu of holiday-hours" to which the employee is entitled.

1                   **12.3** The payment of such additional compensation  
2 to an employee terminating or pending disability retirement  
3 shall be subject to all the requirements and conditions  
4 relating to the availability of funds to make such payments  
5 as provided in the City Council Personnel Ordinance. In the  
6 event the application for ordinary or service-connected  
7 disability retirement is disapproved, the employee shall not  
8 be entitled to any holiday or unused portion thereof, for  
9 which a lump sum payment has been received.

10                   **12.4** Employees who are laid off and eligible for  
11 benefits under the Consolidated Omnibus Budget  
12 Reconciliation Act (COBRA) shall have the premiums for the  
13 benefits they are entitled to under COBRA paid by the City  
14 for the first six (6) months after their layoff.

15                   **Sec. 13.** In addition to the compensation set forth in  
16 this Resolution, a night shift differential of eighty cents  
17 (\$0.80) per hour shall be paid to all permanent full-time  
18 employees whose regular schedule requires said employee to work  
19 between the hours of 6:00 p.m. and 6:00 a.m., provided that:

20                   **13.1** The employee works one-half or more of his  
21 or her regularly scheduled shift between the hours of 6:00  
22 p.m. and 6:00 a.m. Such employee shall be eligible to be  
23 paid the additional rate established by this Section for  
24 each hour worked during the entire shift; or

25                   **13.2** The employee works between the hours of 6:00  
26 p.m. and 6:00 a.m. as part of a "split-shift." The term  
27 "split-shift" is defined as a shift of eight (8) or more  
28 non-continuous work hours in a single day, separated by a



1 break of at least three (3) non-working hours during said  
2 shift. Such employee shall be paid the night shift  
3 differential only for each hour actually worked between the  
4 hours of 6:00 p.m. and 6:00 a.m.

5 13.3 Employees who work a twelve-hour shift that  
6 begins or ends at midnight, shall be paid a night shift  
7 differential for only those hours worked between the hours  
8 of 6:00 p.m. and 6:00 a.m.

9 **Sec. 14.**

10 14.1 Each employee represented by the  
11 International Association of Machinists and Aerospace  
12 Workers or the Long Beach Association of Engineering  
13 Employees who is required to perform the full range of  
14 duties in a higher-level classification or grade level  
15 position that is vacant, up to and including division  
16 manager, shall be paid an additional eighty cents (\$0.80)  
17 per hour providing the following conditions are met:

18 14.1.1 The employee who is assigned the  
19 higher-level duties of the vacated position must work  
20 at least forty (40) consecutive hours once per calendar  
21 year in said position in order to qualify for the  
22 higher classification pay.

23 14.1.2 The higher-level duties performed  
24 must be those of a permanent budgeted position that is  
25 vacant, either temporarily because of absence or  
26 reassignment of the regular employee or vacant due to  
27 resignation, termination or other such action.

28 14.1.3 In no event shall the total

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1 compensation paid to the employee for regular salary  
2 and higher classification pay exceed the seventh step  
3 of the higher classification or grade level.

4 14.1.4 The temporary appointment to the  
5 higher classification must be approved by the Executive  
6 Director or designee.

7 14.2 The provisions of subsection 14.1 of this  
8 Section shall not apply to employees in classifications  
9 included in and paralleling the safety series of the Public  
10 Employees' Retirement System.

11 Sec. 15. Each employee designated as being represented  
12 by the Long Beach City Employees Service Lodge 1930 or the Long  
13 Beach Association of Engineering Employees shall be compensated  
14 at a rate of ninety-five cents (\$0.95) per hour for each full  
15 hour of standby duty as defined in the Memoranda of Understanding  
16 between the City and said organizations.

17 Sec. 16. In lieu of coverage under the health  
18 insurance program provided by the City for employees holding  
19 permanent full-time positions, each employee in a permanent  
20 part-time position (as defined in the City Council Personnel  
21 Ordinance) shall, for every 174.0 hours worked by such permanent  
22 part-time employee, be paid Four Hundred Dollars (\$400.00). No  
23 permanent part-time employee shall receive payments made pursuant  
24 to this Section in any one fiscal year which amount to more than  
25 the total annual contribution made by the City toward health  
26 insurance premiums for a permanent full-time employee for that  
27 same fiscal year.

28 Sec. 17. Notwithstanding any other provision of this

1 Resolution, the members of the Board and the officers and  
2 employees of the Harbor Department shall be allowed, in addition  
3 to their salaries as provided, their actual and necessary  
4 expenses incurred in the performance by them of the duties of  
5 their respective offices and positions; provided, however, and  
6 except as otherwise provided in this Resolution, such expenses  
7 may be allowed to any such board member or officer or employee  
8 only in those cases where the Executive Director has either  
9 authorized or ratified the incurring of such expenses.

10           **Sec. 18.** Any officer or employee of the Harbor  
11 Department who is duly summoned to attend any court during the  
12 time regularly required for his or her office or employment, for  
13 the purpose of jury service, shall be entitled to paid release  
14 time up to eighty (80) hours while so actually serving, and  
15 provided he or she deposits the fees for service and mileage with  
16 the City Treasurer, to his or her regular compensation and to  
17 reimbursement for travel expense at the rate actually received  
18 during such service.

19           **Sec. 19.**

20           **19.1** Each officer and employee of the Harbor  
21 Department shall, during the time they actually hold an  
22 office or position of employment with the Harbor Department,  
23 be entitled to receive, as additional compensation, such  
24 group life insurance benefits as may be provided from time  
25 to time in a policy or policies of insurance obtained by the  
26 City or by the Board. Proceeds of such a policy or policies  
27 shall be payable to a beneficiary named by the person  
28 insured or, if none is named, to his or her estate.

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1                   19.2. On and after December 1, 2004, the City  
2 shall pay a maximum amount of Seven Hundred and Ninety Six  
3 Dollars per month toward the cost of health, dental, and  
4 life insurance benefits for eligible employees represented  
5 by the International Association of Machinists and Aerospace  
6 Workers, the Long Beach Association of Engineering  
7 Employees, the Long Beach Management Association and each  
8 eligible employee not represented by and employee  
9 organization.

10                   Effective December 1, 2005, and every December 1<sup>st</sup>  
11 thereafter, increases in the costs for health, dental, and  
12 life insurance plans selected by employees shall be borne by  
13 employees in the same manner set forth in the employee's  
14 applicable MOU. The City shall pay the difference between  
15 the actual cost and the employee contribution as outlined in  
16 the applicable MOU. Cost sharing shall also apply to each  
17 eligible employee not represented by an employee  
18 organization. In the event various cost sharing plans  
19 exist, each eligible employee not represented by an employee  
20 organization shall cost share in accordance with the  
21 directive of his/her appointing authority.

22                   19.3 Employees assigned to the Pay Rate Range E00  
23 shall, unless they elect an available alternative, receive  
24 as additional compensation, life insurance benefits equal to  
25 three times their full annual salary to a maximum of Five  
26 Hundred Thousand (\$500,000.00), long term and short term  
27 disability insurance and in-hospital indemnity benefits.  
28 Proceeds of any life insurance benefits shall be payable to

1 a beneficiary named by the person insured or, if none is  
2 named, to his or her estate.

3 19.4 If an employee represented by the  
4 International Association of Machinist or the Long Beach  
5 Association of Engineering Employees is killed on the job  
6 because of violence in the workplace, the City shall  
7 continue to provide health insurance and dental insurance  
8 benefits as follows:

9 1) For the surviving spouse until his/her  
10 remarriage, death, or Medicare eligibility,  
11 whatever occurs first;

12 2) For the surviving children until their 19<sup>th</sup>  
13 birthday or until age 26, if a full-time student  
14 in an accredited college or university.

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

17 Sec. 20. Each officer and employee of the Harbor  
18 Department during his or her employment shall receive, as  
19 additional compensation, such insurance benefits for bodily  
20 injury or death incurred by such officers or employees while  
21 traveling on official business of the City of Long Beach as may  
22 be provided from time to time in a master policy or policies of  
23 travel insurance as may be obtained by the City or by the Board  
24 pursuant to Section 3121 of the California Government Code.  
25 Proceeds of such a policy or policies shall be payable to a  
26 beneficiary named by the person insured or, if none is named, to  
27 his or her estate.

28 Sec. 21. The Executive Director may authorize one or

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1 more employees in the Harbor Department to act as instructors in  
2 public or private schools, colleges or universities whenever the  
3 subjects of study in such classes are directly related to the  
4 type or kind of work performed by such employee under his or her  
5 employment with the Harbor Department, and the Executive Director  
6 has determined that the conduct of said classes will directly  
7 promote or improve the efficiency of the Harbor Department by  
8 reason of the attendance at such classes by employees or  
9 prospective employees of the Harbor Department. The duties so  
10 authorized shall be in addition to duties regularly attached to  
11 his or her office or position. Every employee so authorized to  
12 instruct such classes during business hours may charge such fee  
13 for his or her services as may be prescribed by the Executive  
14 Director, and all fees so collected shall be paid into the City  
15 Treasury by such employee.

16       **Sec. 22.** The Executive Director may grant an extended  
17 leave of absence, not to exceed one year, for the purpose of  
18 health, or study, travel and research, to any employee of the  
19 Harbor Department. The application of such extended leave of  
20 absence shall state the time desired and shall have the written  
21 approval of the applicant's division head or designee. Any leave  
22 of absence granted under this Section shall be without  
23 compensation during such absence. The position held by the  
24 employee to whom the leave of absence is granted shall be filled  
25 for the term of the absence in the same manner as vacancies are  
26 filled.

27       **Sec. 23.** The Executive Director may grant a leave of  
28 absence without compensation to a person holding an office or

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1 position in the Harbor Department, said leave not to exceed  
2 thirty (30) days in duration. Only the Board may grant a leave  
3 of absence without compensation to the Executive Director.

4           **Sec. 24.** Officers and employees of the Harbor  
5 Department, pursuant to and in accordance with the provisions of  
6 this Resolution and the administrative rules, regulations and  
7 policies promulgated and issued by the Executive Director, may  
8 authorize deductions to be made from their salaries or wages for  
9 purposes authorized by the provisions of the California  
10 Government Code in Article 6 of Chapter 1 of Division 4 of Title  
11 1 (commencing at Section 1150, et seq.) and in Articles 1, 1.1,  
12 1.5, and 2 of Chapter 2 of Part 1 of Division 2 of Title 5  
13 (commencing at Section 53200, et seq.), except that such  
14 deductions for payment of dues or other services provided by any  
15 employee organization or association shall be only as provided by  
16 a legally binding contract between the City and said employee  
17 organization or association.

18           **Sec. 25.** The prior appointments of Harbor Department  
19 officers and employees to any of the respective positions of  
20 employment set forth in this Resolution who are qualified to hold  
21 and who hold such positions at the operative date of this  
22 Resolution, are hereby ratified and confirmed.

23           **Sec. 26.** Pursuant to the provisions of Section 53240  
24 of the California Government Code, an officer or employee may  
25 receive the cost of replacing or repairing property such as  
26 eyeglasses, hearing aids, dentures, watches, or articles of  
27 clothing necessarily worn or carried by the employee when loss or  
28 damage occurs in the line of duty and is not attributable to the

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1 employee's negligence. If the items are damaged beyond repair,  
2 the replacement cost of such items may be paid. The replacement  
3 cost of such items shall be determined as of the time of loss or  
4 damage. In the event of such loss or damage, the officer or  
5 employee seeking recovery shall file a request for reimbursement  
6 in writing with the Executive Director and the request shall be  
7 processed in accordance with the applicable provisions of the  
8 Municipal Code and administrative directives of the Harbor  
9 Department.

10           **Sec. 27.** Officers and employees of the Harbor  
11 Department holding any of the following positions are hereby  
12 designated as being eligible to be granted (i) executive leave in  
13 accordance with the provisions of the City Council Personnel  
14 Ordinance, as amended and (ii) up to an additional eighty (80)  
15 hours each calendar year:

16           Assistant Director of Human Resources - Harbor  
17           Assistant Director of Information Management  
18           Assistant Director of Port Communications  
19           Assistant Director of Security for Homeland Security  
20           Assistant Executive Director  
21           Assistant Managing Director-Engineering  
22           Chief Financial Officer  
23           Deputy Executive Director  
24           Director of Communications and Community Relations  
25           Director of Construction Management  
26           Director of Engineering Design  
27           Director of Environmental Services  
28           Director of Government Affairs  
            Director of Human Resources - Harbor  
            Director of Information Management  
            Director of Maintenance  
            Director of Master Planning  
            Director of Program Management  
            Director of Real Estate  
            Director of Risk Management  
            Director of Security  
            Director of Trade Relations  
            Director of Transportation Planning  
            Executive Director  
            Executive Secretary of the Board



1 Manager of Accounting  
2 Manager of Business Continuity  
3 Manager of Contract Administration  
4 Manager of Facilities Maintenance  
5 Manager of Infrastructure Maintenance  
6 Manager of Leasing Sales  
7 Manager of Port Projects  
8 Manager of Sustainability  
9 Managing Director  
10 Revenue Manager

11 The granting of executive leave to the Executive Director shall  
12 be in the sole and exclusive discretion of the President of the  
13 Board and the granting of such leave to the remainder of such  
14 officers and employees shall be at the discretion of the  
15 Executive Director.

16 **Sec. 28.** The Board, in its discretion, may authorize,  
17 as additional compensation, the payment of the actual moving  
18 expenses incurred by a person in accepting a position with the  
19 Harbor Department as approved by the Executive Director when the  
20 Board determines that such additional compensation is required as  
21 a further inducement to a prospective officer or employee to  
22 accept employment with the Harbor Department.

23 **Sec. 29.** Except for the offices and positions created  
24 and established by the City Charter, there are hereby created and  
25 established the offices and positions as set forth and listed in  
26 this Resolution and except as otherwise provided in this  
27 Resolution, the compensation for each office and position is  
28 hereby fixed and prescribed at one of the pay rates set forth in  
the Salary Schedules of this Resolution for the period commencing  
October 1, 2006, and continuing until superseded by a subsequent  
resolution of the Board which is approved by the City Council.  
The pay rates are indicated opposite each listed office and

position by a Pay Rate Range number, together with the bargaining unit designation and such additional compensation, if any, as provided herein or by applicable ordinance.

**Sec. 30**

POSITIONS AND ASSIGNED

PAY RATE RANGE NUMBERS

Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
C01AN	Accountant I	490	06
T23AN	*Accountant I - NC	M47	06
C01BN	Accountant II	540	06
C01CN	Accountant III	590	06
C02AN	Accounting Clerk I	340	04
C02BN	Accounting Clerk II	370	04
C02CN	Accounting Clerk III	400	04
C50NN	Accounting Technician	440	04
D80AN	Administrative Aide I	430	04
D80BN	Administrative Aide II	460	04
NA2CN	Administrative Aide III	520	04
EA8AN	Administrative Analyst I	570	06
	Administrative Analyst - NC	M68	06
EA8BN	Administrative Analyst II	600	06
	Administrative Analyst - NC	M78	06
EA8CN	Administrative Analyst III	630	06
T01N1	*Administrative Intern - NC	H28	99
T01N2	*Administrative Intern - NC	H30	99
T01N3	*Administrative Intern - NC	H32	99
T01N4	*Administrative Intern - NC	H34	99
T01N5	*Administrative Intern - NC	H36	99
T01N6	*Administrative Intern - NC	H38	99

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	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
1				
2				
3				
4	T01N7	*Administrative Intern - NC	H39	99
5	T01N8	*Administrative Intern - NC	H40	99
6	T93N1	*Administrative Intern - NC	H41	99
7	E03AN	Asst. Admin. Analyst I	470	06
8	E03BN	Asst. Admin. Analyst II	530	20
9	N02NN	Assistant Chief Harbor Engineer	764	20
10		*Assistant Director of Human Resources - Harbor	E00	88
11		*Assistant Director of Information Management	E00	88
12	N05NN	Assistant Director of Maintenance	670	01
13		*Assistant Director of Security for Homeland Security	E00	88
14	N71NN	Assistant Director of Finance	680	05
15		*Assistant Director of Port Communications	E00	88
16	N09NN	*Assistant Executive Director-Harbor	E00	88
17		*Assistant Managing Director for Engineering	E00	88
18	NA3NN	*Assistant to Executive Director	E00	88
19	N67AN	*Assistant Marketing Manager I	470	06
20	N67BN	*Assistant Marketing Manager II	560	06
21	N67CN	*Assistant Marketing Manager III	630	06
22	F50AN	Assistant Planner I	510	06
23	T62AN	*Assistant Planner I - NC	M52	06
24	F50BN	Assistant Planner II	570	06
25	T62BN	*Assistant Planner II - NC	M68	06
26	N03NN	Assistant Terminal Services Manager	580	03
27	N42NN	*Assistant Traffic Manager	600	06
28	I09NN	Building Maintenance Engineer	540	02
	J10NN	Building Services Supervisor	430	01

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1	Occup.	Position	Pay	Bargaining
2	Code		Rate	Unit
3			Range	
4			No.	
4	DA8AN	Capital Projects Coordinator I	640	06
5	DA8BN	Capital Projects Coordinator II	660	06
6	DA8CN	Capital Projects Coordinator III	690	06
7	N68AN	Cargo Audit Clerk I	340	04
8	N68BN	Cargo Audit Clerk II	360	04
9	N68CN	Cargo Audit Clerk III	400	04
10	N68DN	Cargo Audit Clerk IV	440	04
11	I11NN	Carpenter	480	02
12	T43NN	*Carpenter - NC	M47	02
13	I12NN	Carpenter Supervisor	510	01
14	K08NN	Chief Construction Inspector	684	20
15	N10NN	*Chief Harbor Engineer	E00	88
16		*Chief Financial Officer	E00	88
17	N11NN	Chief Port Security Officer	680	07
18	K09NN	Chief Surveyor	674	20
19	N12NN	*Chief Wharfinger	670	03
20	K11NN	Civil Engineer	644	22
21	T55NN	*Civil Engineer - NC	N94	22
22	K12NN	Civil Engineering Assistant	514	22
23	W84NN	Civil Engineering Assistant - NC	N57	22
24	K13NN	Civil Engineering Associate	594	22
25	T83NN	Civil Engineering Associate - NC	N80	22
26	D87AN	Clerk I	260	04
27	T44AN	*Clerk I - NC	M03	04
28	D87BN	Clerk II	290	04
	T44BN	*Clerk II - NC	M07	04
	D87CN	Clerk III	320	04
	T44CN	*Clerk III - NC	M12	04

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	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
1				
2				
3				
4	D74NN	Clerk Supervisor	440	03
5	D04AN	Clerk Typist I	320	04
6	T88AN	*Clerk Typist I - NC	M12	04
7	D04BN	Clerk Typist II	350	04
8	T88BN	*Clerk Typist II - NC	M17	04
9	D04CN	Clerk Typist III	380	04
10	T88CN	*Clerk Typist III - NC	M24	04
11	D04DN	Clerk Typist IV	410	04
12	D04EN	Clerk Typist V	440	04
13	N15NN	Construction Supervisor	540	01
14	K14AN	Construction Inspector I	534	22
15	W76AN	*Construction Inspector I - NC	N63	22
16	K14BN	Construction Inspector II	574	22
17	W76BN	*Construction Inspector II - NC	N72	22
18		Construction Manager	644	20
19	NC2AN	Contract Administrator I	460	04
20	NC2BN	Contract Administrator II	520	04
21	N16AN	Deputy Chief Harbor Engineer I	724	20
22	N16BN	Deputy Chief Harbor Engineer II	757	20
23		Deputy Executive Director	E00	88
24	N92NN	*Director of Communications and Community Relations	E00	88
25		*Director of Construction Management	E00	88
26		*Director of Engineering Design	E00	88
27		*Director of Environmental Services	E00	88
28	NB7NN	*Director of Government Affairs	E00	88
	N77NN	*Director of Human Resources - Harbor	E00	88
	NA4NN	*Director of Information Management	E00	88
	N18NN	*Director of Maintenance	E00	88

1	Occup.	Position	Pay	Bargaining
2	Code		Rate	Unit
3			Range	
4			No.	
4		*Director of Master Planning	E00	88
5	NB2NN	*Director of Planning & Environmental Affairs	E00	88
6		*Director of Program Management	E00	88
7	N61NN	*Director of Real Estate	E00	88
8		*Director of Risk Management	E00	88
9	NA5NN	*Director of Security	E00	88
10	N22NN	*Director of Trade Relations	E00	88
11		*Director of Transportation Planning	E00	88
11	K89NN	Electrical Engineer	644	22
12	I14NN	Electrical Supervisor	550	01
13	I15NN	Electrician	500	02
14	T45NN	*Electrician - NC	M52	02
15	K22AN	Engineering Aide I	307	22
16	K22BN	Engineering Aide II	344	22
17	K22CN	Engineering Aide III	419	22
17	T46CN	*Engineering Aide III - NC	N33	22
18	K95AN	Engineering Technician I	464	22
19	W77AN	*Engineering Technician I - NC	N43	22
20	K95BN	Engineering Technician II	504	22
21	W77BN	*Engineering Technician II - NC	N53	22
22	NC3AN	Environmental Remediation Spec. I	644	22
23	NC3BN	Environmental Remediation Spec. II	694	22
24	N24AN	Environmental Specialist I	644	22
25	N24BN	Environmental Specialist II	694	22
26	N25NN	Environmental Specialist Asst.	514	22
27	W80AN	*Environmental Specialist Asst. - NC	N57	22
28	N26NN	Environmental Specialist Assoc.	594	22
	W81NN	*Environmental Specialist Assoc. - NC	N80	22

	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
1				
2				
3				
4	I06AN	Equipment Mechanic I	480	02
5	T34BN	*Equipment Mechanic I - NC	M46	02
6	I06BN	Equipment Mechanic II	500	02
7	T34BN	*Equipment Mechanic II - NC	M50	02
8	J18AB	Equipment Operator I	370	02
9	T35AN	*Equipment Operator I - NC	M21	02
10	J18BN	Equipment Operator II	410	02
11	T35BN	*Equipment Operator II - NC	M31	02
12	J18CN	Equipment Operator III	440	02
13	T35CN	*Equipment Operator III - NC	M37	02
14	N88NN	*Executive Director - Harbor	E00	88
15	N39NN	*Executive Secretary - Harbor	E00	88
16	N27NN	*Executive Secretary to the Board	E00	88
17	J23AN	Garage Service Attendant I	370	02
18	J23BN	Garage Service Attendant II	390	02
19	J23CN	Garage Service Attendant III	450	02
20	ND3NN	Garage Supervisor (Harbor)	550	01
21	J24AN	Gardener I	360	02
22	W84AN	*Gardener I - NC	M20	02
23	J24BN	Gardener II	390	02
24	I23NN	General Maintenance Assistant	410	02
25	W85NN	*General Maintenance Assistant - NC	M31	02
26	EE1AN	Geographic Info Sys Analyst I	527	22
27	EE1BN	Geographic Info Sys Analyst II	564	22
28	EE1CN	Geographic Info Sys Analyst III	597	22
	EF1AN	Geographic Info Sys Tech I	460	04
	EF1BN	Geographic Info Sys Tech II	500	04
	N56NN	Graphic Artist	520	04

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	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
1				
2				
3				
4	NCONN	*Graphic Technician	440	04
5	N32AN	Harbor Maintenance Mechanic I	440	02
6	W86AN	*Harbor Maintenance Mechanic I - NC	M37	02
7	N32BN	Harbor Maintenance Mechanic II	470	02
8	W86BN	*Harbor Maintenance Mechanic II - NC	M46	02
9	N76AN	Harbor Maintenance Superintendent I	610	01
10	N76BN	Harbor Maintenance Superintendent II	640	01
11	N33NN	Harbor Maintenance Supervisor	520	01
12	I59NN	Locksmith	480	02
13	T26AN	*Maintenance Aide I - NC	M01	02
14	T26BN	*Maintenance Aide II - NC	M03	02
15	JA3AN	Maintenance Assistant I	290	02
16	T78AN	Maintenance Assistant I - NC	M07	02
17	JA3BN	Maintenance Assistant II	330	02
18	T78BN	Maintenance Assistant II - NC	M13	02
19	JA3CN	Maintenance Assistant III	360	02
20	T78CN	Maintenance Assistant III - NC	M20	02
21		Maintenance Planner I	540	02
22		Maintenance Planner II	580	01
23		*Manager of Accounting	E00	88
24		*Manager of Business Continuity	E00	88
25		*Manager of Contract Administration	E00	88
26	NA6NN	Manager of Environmental Planning	757	20
27		*Manager of Facilities Maintenance	E00	88
28		*Manager of Infrastructure Maintenance	E00	88
	N62NN	*Manager of Leasing Sales	E00	88
	ND2NN	*Manager of Maritime Services	680	05
	N57NN	Manager of Master Planning	750	05



1	Occup.	Position	Pay	Bargaining
2	Code		Rate	Unit
3			Range	
4			No.	
		*Manager of Port Projects	E00	88
4	N65NN	Manager of Rail Transportation Systems	724	20
5		*Manager of Sustainability	E00	88
6	NA7NN	*Manager of Transportation Planning	750	05
7	N80NN	Managing Director	E00	88
8	NA8NN	Market Planning Assistant	470	06
9	N48NN	*Market Research Economist	660	05
10	N66NN	*Marketing Manager	680	05
11	W87NN	*Mechanic - Harbor - NC	480	02
12	K32NN	Mechanical Engineer	644	22
13	L21AN	Mechanical Supervisor I	530	01
14	L21BN	Mechanical Supervisor II	560	01
15	N41NN	Mechanical Systems Supervisor	530	01
16	J37NN	Motor Sweeper Operator	440	02
17	NB0AN	Office Automation Analyst I	530	06
18	NB0BN	Office Automation Analyst II	560	06
19	NB0CN	Office Automation Analyst III	590	06
20	NB0DN	Office Automation Analyst IV	610	06
21	ND4AN	Office Systems Analyst I	650	06
22	ND4BN	Office Systems Analyst II	710	06
23	ND4CN	Office Systems Analyst III	750	06
24	I33AN	Painter I	440	02
25	T47AN	*Painter I - NC	M37	02
26	I33BN	Painter II	460	02
27	I35NN	Painter Supervisor	500	01
28	J42NN	Park Maintenance Supervisor	500	02
	D65AN	Payroll/Personnel Assistant I	350	04
	D65BN	Payroll/Personnel Assistant II	380	04

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1	Occup.	Position	Pay	Bargaining
2	Code		Rate	Unit
3			Range	
			No.	
4	D65CN	Payroll/Personnel Assistant III	420	04
5	F53AN	Planner I	510	06
6	F53BN	Planner II	570	06
7	W96BN	*Planner II - NC	M88	06
8	F53CN	Planner III	620	06
9	W97NN	*Planner III - NC	M90	06
10	F53DN	Planner IV	650	06
11	F53EN	Planner V	680	06
12	EA2NN	Planning Aide	440	06
13	T61NN	*Planning Aide - NC	M36	06
14	I38NN	Plumber	500	02
15	T39NN	*Plumber - NC	M52	02
16	I39NN	Plumber Supervisor	550	01
17	N94AN	*Port Communications Assistant I	370	04
18	N94BN	*Port Communications Assistant II	400	04
19	N94CN	*Port Communications Assistant III	430	04
20	N64NN	*Port Communications Officer	660	05
21	N93AN	*Port Communications Specialist I	470	06
22	N93BN	*Port Communications Specialist II	530	06
23	N93CN	*Port Communications Specialist III	560	06
24	N93DN	*Port Communications Specialist IV	580	06
25	N93EN	*Port Communications Specialist V	620	06
26	ND1AN	Port Financial Analyst I	640	06
27	ND1BN	Port Financial Analyst II	660	06
28	ND1CN	Port Financial Analyst III	710	06
	N63AN	*Port Leasing Sales Officer I	470	06
	N63BN	*Port Leasing Sales Officer II	530	06
	N63CN	*Port Leasing Sales Officer III	560	06

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1	Occup.	Position	Pay	Bargaining
2	Code		Rate	Unit
3			Range	
			No.	
4	N63DN	*Port Leasing Sales Officer IV	660	06
5	N63EN	*Port Leasing Sales Officer V	690	06
6	N55AN	Port Planner I	620	05
7	N55BN	Port Planner II	650	05
8	N55CN	Port Planner III	680	05
9	N55DN	Port Planner IV	710	05
10	N64AN	Port Risk Assistant I	460	04
11	N64BN	Port Risk Assistant II	520	04
12	N81AN	Port Risk Manager I	610	05
13	N81BN	Port Risk Manager II	660	05
14	K03NN	Principal Construction Inspector	624	20
15	ND0AN	Records Center Supervisor I	430	03
16	ND0BN	Records Center Supervisor II	480	03
17	NB4NN	*Revenue Manager	E00	88
18	N95NN	*Secretary - Harbor	410	04
19	F33AN	Security Officer I	361	08
20	T30AN	Security Officer I - NC	M22	08
21	F33BN	Security Officer II	426	08
22	T30BN	Security Officer II - NC	M35	08
23		Security Officer III	440	08
24	F33DN	Security Officer IV	500	07
25	C32NN	Senior Accountant	630	05
26	K52NN	Senior Civil Engineer	694	20
27	NG0NN	Senior Electrical Engineer	694	20
28	K98AN	Senior Engineering Technician I	547	20
		Senior Engineering Technician I - NC	547	22
	K98BN	Senior Engineering Technician II	577	20
		Senior Engineering Technician II - NC	577	22

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	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
1				
2				
3				
4	J75NN	Senior Equipment Operator	490	01
5	N63NN	Senior Port Leasing Officer	700	05
6	NF0NN	Senior Program Manager	724	20
7	NA9NN	*Senior Secretary - Harbor	440	04
8	K65NN	Senior Structural Engineer	687	22
9	K66NN	Senior Surveyor	627	20
10	K67NN	Senior Survey Technician	508	22
11	W94NN	*Senior Survey Technician - NC	N55	22
12	K68NN	Senior Traffic Engineer	694	20
13	D37NN	Stock & Receiving Clerk	330	04
14	D38AN	Storekeeper I	380	04
15	D38BN	Storekeeper II	430	04
16	KA1NN	Structural Engineer	647	22
17	K99NN	Structural Engineering Associate	594	22
18	T22N4	*Student Worker - NC	H15	99
19	T22N5	*Student Worker - NC	H17	99
20	T22N6	*Student Worker - NC	H99	99
21	J64NN	Supervising Custodian	370	01
22	C35NN	Supervisor of Stores & Property	490	03
23	K73NN	Surveyor	554	22
24	W95NN	*Surveyor - NC	N67	22
25	K74NN	Survey Technician	467	22
26	W96NN	*Survey Technician - NC	N45	22
27	N43AN	Terminal Services Representative I	440	04
28	N43BN	Terminal Services Representative II	490	04
	K76NN	Traffic Engineer	644	22
	K78NN	Traffic Engineering Assistant	514	22
	W98NN	Traffic Engineering Assistant - NC	N57	22

1	Occup.	Position	Pay	Bargaining
2	Code		Rate	Unit
3			Range	
4			No.	
4	K79NN	Traffic Engineering Associate	594	22
5		Traffic Engineering Associate - NC	N80	22
6	N36NN	*Traffic Manager	680	05
7	NC6AN	*Transportation Planner I	620	06
8	NC6BN	*Transportation Planner II	650	06
9	NC6CN	*Transportation Planner III	680	06
10	J68NN	Utilities Systems Operator	450	02
11	I50NN	Welder	490	02

\* Unclassified Position

#### Key to Bargaining Unit Codes

13	01	Skilled and General Services	Supervisor
14	02	Skilled and General Services	Basic
15	03	Office and Tech Services	Supervisor
16	04	Office and Tech Services	Basic
17	05	Professional	Supervisor
18	06	Professional	Basic
19	07	Protection	Supervisor
20	08	Protection	Basic
21	20	Engineering	Supervisor
22	22	Engineering	Basic
23	88	Management	
24	99	Unrepresented	

**Sec. 31.** In addition to the compensation prescribed in this Resolution, if an employee classified in one of the positions set forth below is assigned to perform and does perform the occupational skill described in the column hereof designated

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"Skill," said employee shall be paid on a per diem or an hourly rate basis, as indicated herein. The amount of additional compensation set forth in the column designated "Additional Compensation" prescribed herein 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 compensation prescribed herein shall be paid at a per diem rate, and said per diem pay shall be paid only for each work day that said employee actually performs said occupational skill, and such employee is not entitled to receive and shall not be paid per diem skill pay for any day that said employee does not work or is absent from work on a permitted absence. For purposes of this Section, any employee in a non-career position shall receive skill pay in the same manner as prescribed for a comparable employee in the classified career service and need not be specifically designated in the following table(s) unless there is no comparable classified position.

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

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<u>Classification</u>	<u>Skill</u>	<u>Additional Compensation</u>
Non-Management classifications represented by the LB Association of Engineering Employees with a base hourly rate of \$21.050 or lower	For regular and frequent use of certified oral and/or written bilingual skills	\$0.60 per hour or \$4.80 per diem
Civil Engineer Sr. Civil Engineer	When possessing a California Structural Engineer's License and assigned to perform Structural Engineering Duties	\$10.00 per diem
Classifications in Skilled and General Services	Required to work on ladders, mechanical devices, etc., placing employee at heights over 40 feet. Excludes Window Washers and Tree Trimmer	\$4.00 per diem
Clerk Typist I, II and III	For regular and frequent use of certified shorthand skills	\$0.30 per hour
Construction Inspector I; Construction Inspector II; Principal Construction Inspector; Chief Construction Inspector	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 for four cards)	\$0.75 per hour \$1.00 per hour \$1.25 per hour \$1.50 per hour
Construction Inspector II	Performing as Lead Inspector on projects or directing annual contract work	\$8.00 per diem
Electrician	When regularly assigned to and performing the duties as Catholics Crew Leader	\$0.604 per hour
Equipment Mechanic I-II	When regularly assigned to the maintenance and repair of Harbor Department Vehicles, and possessing a current ASE Certification as a Master Automotive and/or Master Medium/Heavy Truck Technician	\$1.00 per hour for one certification \$1.25 per hour for two certifications

<u>Classification</u>	<u>Skill</u>	<u>Additional Compensation</u>
Garage Service Attendant II	When regularly assigned to Maintenance Planner duties in the Maintenance Division	\$5.364 per hour
Garage Supervisor	When regularly assigned to maintenance and repair of Harbor Department Vehicles, and when possessing a current ASE Certification as a Master Automotive and/or Master Medium/Heavy Truck Technician	\$1.00 per hour for one certificate \$1.25 per hour for two certificates
Gardener I & II	When required to possess a Pesticide Applicator license and regularly assigned pesticide applicator duties	\$0.554 per hour or \$4.43 per diem
Gardener II & Park Maintenance Supervisor	When required to possess an Agricultural Pest Control Advisor's license and regularly assigned advisor duties	\$0.554 per hour or \$4.43 per diem
Gardener II	When regularly assigned Systems Planner Duties in the Maintenance Division	\$9.126 per hour
Harbor Maintenance Mechanic II	When regularly assigned Administrative Planner duties in Maintenance Division	\$2.046 per hour
	When intermittently operating a crane of 35 tons or larger	\$4.480 per diem
Maintenance Assistant I, II, & III	When assigned and performing locksmith duties	\$1.42 per hour
Maintenance Assistant III	When regularly assigned to pesticide applicator duties	\$0.554 per hour or \$4.43 per diem
Maintenance Assistant III	When supervising all custodial activities in Port	\$1.50 per hour
Mechanical Supervisor II	When assigned supervision of the Mechanical Section of the Maintenance Division	\$3.357 per hour



<u>Classification</u>	<u>Skill</u>	<u>Additional Compensation</u>
Painter Supervisor	When assigned supervision of the Carpentry Section in addition to the Paint Shop Section of the Maintenance Division	\$1.157 per hour
Security Officer III & IV	When certified and regularly assigned Visible Emissions Evaluation duties in the Security Division (\$1.00 for one certification, \$2.00 for two certifications)	\$1.00 per hour \$2.00 per hour
Security Officer III & IV	When certified and performing Visible Emissions Evaluation duties in the security Division (\$8.00 for one certification \$16.00 for two certifications)	\$8.00 per diem \$16.00 per diem
Security Officer III	When performing as shift supervisor	\$7.20 per diem
Security Officer III	When performing as shift supervisor	\$0.90 per hour
Security Officer III	When performing as supervisor of traffic officers	\$5.20 per diem
Security Officer III	When performing as supervisor of traffic officers	\$0.65 per hour
Security Officer III	When acting as field training officer	\$6.85 per diem
Security Officer III	When acting as field training officer	\$0.856 per hour
Security Officer IV	When regularly assigned as project manager for technical initiatives associated with homeland security grants	\$3.50 per hour
Security Officer I, II, & III	Employees assigned to dispatch or CCTV	\$10.00 per diem
Security Officer I, II, III, & IV	Assignment to Harbor Department Security	\$1.50 per hour

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<u>Classification</u>	<u>Skill</u>	<u>Additional Compensation</u>
Senior Equipment Operator	When regularly assigned to the operating of a crane of 35 tons or larger	\$0.560 per hour
	When intermittently operating a crane of 35 tons or larger	\$4.480 per diem
Senior Equipment Operator	When regularly assigned Administrative Planner duties in Maintenance Division	\$2.759 per hour
Supervisor of Stores & Properties	When directing materials section of Maintenance Division	\$1.00 per hour

## Sec. 32.

### 32.1

#### SALARY SCHEDULE

#### EXECUTIVE SALARY RATES:

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

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

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

**EQUIVALENT MONTHLY RATES**

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
M01	9.055 724.40 1,575.00	9.508 760.64 1,654.00	10.062 804.96 1,750.00	10.571 845.68 1,839.00	11.066 885.28 1,925.00	11.633 930.64 2,023.00	12.220 977.60 2,125.00
M03	9.745 779.60 1,695.00	10.232 818.56 1,780.00	10.826 866.08 1,883.00	11.350 908.00 1,974.00	11.908 952.64 2,071.00	12.485 998.80 2,171.00	13.133 1,050.64 2,284.00
M07	10.469 837.52 1,821.00	10.993 879.44 1,912.00	11.633 930.64 2,023.00	12.220 977.60 2,125.00	12.804 1,024.32 2,227.00	13.449 1,075.92 2,339.00	14.137 1,130.96 2,459.00
M08	10.715 857.20 1,864.00	11.251 900.08 1,957.00	11.908 952.64 2,071.00	12.485 998.80 2,171.00	13.133 1,050.64 2,284.00	13.790 1,103.20 2,398.00	14.485 1,158.80 2,519.00
M10	10.997 879.76 1,913.00	11.547 923.76 2,008.00	12.220 977.60 2,125.00	12.804 1,024.32 2,227.00	13.449 1,075.92 2,339.00	14.137 1,130.96 2,459.00	14.842 1,187.36 2,581.00
M12	11.235 898.80 1,954.00	11.798 943.84 2,052.00	12.485 998.80 2,171.00	13.133 1,050.64 2,284.00	13.790 1,103.20 2,398.00	14.485 1,158.80 2,519.00	15.217 1,217.36 2,647.00
M13	11.523 921.84 2,004.00	12.098 967.84 2,104.00	12.804 1,024.32 2,227.00	13.449 1,075.92 2,339.00	14.137 1,130.96 2,459.00	14.842 1,187.36 2,581.00	15.589 1,247.12 2,711.00
M15	11.819 945.52 2,056.00	12.409 992.72 2,158.00	13.133 1,050.64 2,284.00	13.790 1,103.20 2,398.00	14.485 1,158.80 2,519.00	15.217 1,217.36 2,647.00	15.983 1,278.64 2,780.00
M17	12.103 968.24 2,105.00	12.707 1,016.56 2,210.00	13.449 1,075.92 2,339.00	14.137 1,130.96 2,459.00	14.842 1,187.36 2,581.00	15.589 1,247.12 2,711.00	16.417 1,313.36 2,855.00
M18	12.341 987.28 2,146.00	12.958 1,036.64 2,254.00	13.711 1,096.88 2,385.00	14.409 1,152.72 2,506.00	15.143 1,211.44 2,634.00	15.901 1,272.08 2,766.00	16.736 1,338.88 2,911.00
M19	12.598 1,007.84 2,191.00	13.228 1,058.24 2,301.00	14.001 1,120.08 2,435.00	14.688 1,175.04 2,555.00	15.453 1,236.24 2,688.00	16.230 1,298.40 2,823.00	17.057 1,364.56 2,967.00
M20	12.410 992.80 2,158.00	13.031 1,042.48 2,266.00	13.790 1,103.20 2,398.00	14.485 1,158.80 2,519.00	15.217 1,217.36 2,647.00	15.983 1,278.64 2,780.00	16.937 1,354.96 2,946.00
M21	12.724 1,017.92 2,213.00	13.359 1,068.72 2,324.00	14.137 1,130.96 2,459.00	14.842 1,187.36 2,581.00	15.589 1,247.12 2,711.00	16.417 1,313.36 2,855.00	17.388 1,391.04 3,024.00
M22	12.650 1,012.00 2,200.00	13.283 1,062.64 2,310.00	14.054 1,124.32 2,444.00	14.769 1,181.52 2,569.00	15.522 1,241.76 2,700.00	16.299 1,303.92 2,835.00	17.155 1,372.40 2,984.00
M24	13.035 1,042.80 2,267.00	13.687 1,094.96 2,381.00	14.485 1,158.80 2,519.00	15.217 1,217.36 2,647.00	15.983 1,278.64 2,780.00	16.937 1,354.96 2,946.00	17.824 1,425.92 3,100.00
M26	13.356 1,068.48 2,323.00	14.024 1,121.92 2,439.00	14.842 1,187.36 2,581.00	15.589 1,247.12 2,711.00	16.417 1,313.36 2,855.00	17.388 1,391.04 3,024.00	18.227 1,458.16 3,170.00
M27	13.455 1,076.40 2,340.00	14.129 1,130.32 2,457.00	14.953 1,196.24 2,601.00	15.701 1,256.08 2,731.00	16.522 1,321.76 2,874.00	17.506 1,400.48 3,045.00	18.363 1,469.04 3,194.00
M28	13.694 1,095.52 2,382.00	14.379 1,150.32 2,501.00	15.217 1,217.36 2,647.00	15.983 1,278.64 2,780.00	16.937 1,354.96 2,946.00	17.824 1,425.92 3,100.00	18.706 1,496.48 3,254.00
M30	14.247 1,142.47 2,424.00	14.960 1,204.00 2,524.00	15.830 1,284.00 2,647.00	16.635 1,354.96 2,780.00	17.474 1,425.92 2,946.00	18.527 1,500.00 3,100.00	19.480 1,584.00 3,254.00

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

**HOURLY / BIWEEKLY**

**EQUIVALENT MONTHLY RATES**

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

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

**HOURLY / BIWEEKLY**

**EQUIVALENT MONTHLY RATES**

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

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

**HOURLY / BIWEEKLY**

**EQUIVALENT MONTHLY RATES**

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

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

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	4,795.00	5,047.00	5,301.00	5,573.00	5,862.00		
070	28.928	30.511	32.168	33.863	35.676		
	2,314.24	2,440.88	2,573.44	2,709.04	2,854.08		
	5,031.00	5,307.00	5,595.00	5,890.00	6,205.00		
080	31.762	33.333	35.010	36.738	38.590		
	2,540.96	2,666.64	2,800.80	2,939.04	3,087.20		
	5,524.00	5,798.00	6,089.00	6,390.00	6,712.00		
100	35.939						
	2,875.12						
	6,251.00						
105	29.268	30.892	32.655	34.457	36.403		
	2,341.44	2,471.36	2,612.40	2,756.56	2,912.24		
	5,091.00	5,373.00	5,680.00	5,993.00	6,332.00		
110	32.797	34.521	36.408	38.359	41.736		
	2,623.76	2,761.68	2,912.64	3,068.72	3,338.88		
	5,704.00	6,004.00	6,332.00	6,672.00	7,259.00		
120	35.222	37.023	38.957	40.940	43.070		
	2,817.76	2,961.84	3,116.56	3,275.20	3,445.60		
	6,126.00	6,439.00	6,776.00	7,121.00	7,491.00		
155	35.632	37.670	39.738	41.959	44.289		
	2,850.56	3,013.60	3,179.04	3,356.72	3,543.12		
	6,197.00	6,552.00	6,912.00	7,298.00	7,703.00		
170	38.896	41.037	43.225	45.548	48.004		
	3,111.68	3,282.96	3,458.00	3,643.84	3,840.32		
	6,765.00	7,138.00	7,518.00	7,922.00	8,349.00		
180	43.761	46.176	48.628	51.292	54.021		
	3,500.88	3,694.08	3,890.24	4,103.36	4,321.68		
	7,611.00	8,031.00	8,458.00	8,921.00	9,396.00		
185	41.648	43.941	46.283	48.817	51.419		
	3,331.84	3,515.28	3,702.64	3,905.36	4,113.52		
	7,244.00	7,643.00	8,050.00	8,491.00	8,943.00		
230	9.419	9.892	10.467	10.997	11.512	12.101	12.711
	753.52	791.36	837.36	879.76	920.96	968.08	1,016.88
	1,638.00	1,721.00	1,821.00	1,913.00	2,002.00	2,105.00	2,211.00
250	9.896	10.390	10.997	11.512	12.101	12.711	13.321
	791.68	831.20	879.76	920.96	968.08	1,016.88	1,065.68
	1,721.00	1,807.00	1,913.00	2,002.00	2,105.00	2,211.00	2,317.00
260	10.137	10.643	11.262	11.807	12.387	12.988	13.662
	810.96	851.44	900.96	944.56	990.96	1,039.04	1,092.96
	1,763.00	1,851.00	1,959.00	2,054.00	2,154.00	2,259.00	2,376.00
270	10.359	10.878	11.512	12.101	12.711	13.321	13.992
	828.72	870.24	920.96	968.08	1,016.88	1,065.68	1,119.36
	1,802.00	1,892.00	2,002.00	2,105.00	2,211.00	2,317.00	2,434.00
272	10.380	10.898	11.534	12.132	12.744	13.348	14.017
	830.40	871.84	922.72	970.56	1,019.52	1,067.84	1,121.36
	1,805.00	1,895.00	2,006.00	2,110.00	2,217.00	2,322.00	2,438.00
280	10.628	11.158	11.808	12.408	13.015	13.656	14.348
	850.24	892.64	944.64	992.64	1,041.20	1,092.48	1,147.84
	1,849.00	1,941.00	2,054.00	2,158.00	2,264.00	2,375.00	2,496.00
290	10.892	11.436	12.101	12.711	13.321	13.992	14.706
	871.36	914.88	968.08	1,016.88	1,065.68	1,119.36	1,176.48
	1,894.00	1,989.00	2,105.00	2,211.00	2,317.00	2,434.00	2,558.00
307	11.820	12.412	13.134	13.770	14.487	15.210	15.977
	945.60	992.96	1,050.72	1,101.60	1,158.96	1,216.80	1,278.16
	2,056.00	2,159.00	2,284.00	2,395.00	2,520.00	2,645.00	2,779.00



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

**HOURLY / BIWEEKLY**

**EQUIVALENT MONTHLY RATES**

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

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

**HOURLY / BIWEEKLY**

**EQUIVALENT MONTHLY RATES**

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

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

**HOURLY / BIWEEKLY**

**EQUIVALENT MONTHLY RATES**

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

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

**HOURLY / BIWEEKLY**

**EQUIVALENT MONTHLY RATES**

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

## SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2006

## HOURLY / BIWEEKLY

## EQUIVALENT MONTHLY RATES

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

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

**HOURLY / BIWEEKLY**

**EQUIVALENT MONTHLY RATES**

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

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

**HOURLY / BIWEEKLY**

**EQUIVALENT MONTHLY RATES**

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

\* \* \* \* \* END OF PM4392-2 \* \* \* \* \*

TOTAL RECORDS = 230

## SALARY SCHEDULE IA - EFFECTIVE OCTOBER 1, 2006

## HOURLY PAY RATES

RANGE	RATE
-------	------

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

\* \* \* \* \* END OF PM4392-1 \* \* \* \* \*

TOTAL RECORDS = 46



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1  
2           **Sec. 33.** Except as otherwise expressly provided in  
3 this Resolution, the salaries and compensation fixed and  
4 prescribed herein for officers and employees of the Harbor  
5 Department shall take effect, as provided herein, as of  
6 October 1, 2006 provided that the City Council of the City of  
7 Long Beach has, by resolution duly adopted by said Council,  
8 approved the salaries and compensation fixed and prescribed  
9 herein.

10           **Sec. 34.** If the City Council, in its resolution  
11 approving the compensation fixed herein, or in the City Salary  
12 Resolution, approves compensation (including skill pay) for  
13 offices or positions listed herein at a compensation or skill pay  
14 different than that indicated opposite the positions listed  
15 herein or approves classifications for offices or positions not  
16 listed herein, then the Board does hereby fix the compensation  
17 for said office or position at the compensation (including skill  
18 pay) so fixed by the City Council by resolution and the Board  
19 does hereby adopt the classification for offices and positions  
20 fixed by the City Council by resolution.

21           **Sec. 35.** Resolution No. HD-2277 of the Board of Harbor  
22 Commissioners of the City of Long Beach is hereby repealed; and  
23 the repeal of said resolution shall not repeal or in any way  
24 abrogate any rights of an officer or employee, such as, but not  
25 limited to, accrued time for step increases, overtime, and  
26 compensatory time.

27           **Sec. 36.** The Board of Harbor Commissioners of the City  
28 of Long Beach hereby finds and determines that this Harbor

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1 Department Salary Resolution will not have a significant adverse  
2 effect on the environment, and that this Harbor Department Salary  
3 Resolution is not subject to the provisions of the California  
4 Environmental Quality Act and that the requirements of the  
5 Guidelines are not applicable.

6           **Sec. 37.** This resolution shall take effect immediately  
7 upon its adoption by the Board of Harbor Commissioners, and the  
8 Secretary of the Board shall certify to the vote adopting this  
9 resolution and shall cause a certified copy of this resolution to  
10 be filed forthwith with the City Clerk. The City Clerk shall  
11 post the resolution in three conspicuous places in the City of  
12 Long Beach.

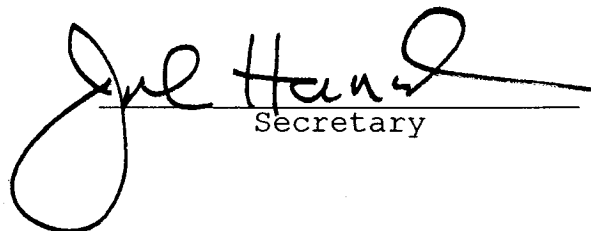
13           I hereby certify that the foregoing resolution was  
14 adopted by the Board of Harbor Commissioners of the City of Long  
15 Beach at its meeting of November 13, 2006, by the following  
16 vote:

17		
18	Ayes:	Commissioners: <u>Topsy-Elvord, Walter, Hancock,</u>
19		<u>Cordero, Hankla</u>
20	Noes:	Commissioners: _____
21	Absent:	Commissioners: _____
22	Not Voting:	Commissioners: _____
23		

24 **Certified as a True and**  
25 **Correct Copy**

26 Gustav T. Han  
27 **Executive Secretary**  
**Board of Harbor Commissioners**  
**of the City of Long Beach, CA**

28 **Dated** November 13, 2006

  
Secretary

CMG: 11/08/06 POC-05216  
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