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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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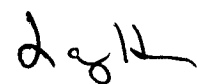
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1 Council of the City of Long Beach at its meeting of October 18, 2005 by the  
2 following vote:

3 Ayes: Councilmembers: Lowenthal, Colonna, O'Donnell,  
4 Kell, Reyes Uranga, Gabelich,  
5 Lerch.

6  
7 Noes: Councilmembers: None.

8  
9 Absent: Councilmembers: Baker, Richardson.

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14 City Clerk

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RESOLUTION NO. HD-2277

1  
2  
3 A RESOLUTION OF THE BOARD OF HARBOR  
4 COMMISSIONERS OF THE CITY OF LONG BEACH  
5 CREATING THE DIVISIONS OF THE HARBOR  
6 DEPARTMENT; CREATING POSITIONS OF EMPLOYMENT  
7 AND FIXING THE NUMBERS THEREOF; ESTABLISHING  
8 SCHEDULES OF SALARY RATES AND RANGES AND  
9 ASSIGNING THE APPROPRIATE RANGES TO SAID  
10 POSITIONS; FIXING AND PRESCRIBING THE  
11 COMPENSATION FOR THE OFFICERS AND EMPLOYEES OF  
12 THE HARBOR DEPARTMENT SUBJECT TO APPROVAL OF  
13 THE CITY COUNCIL OF THE CITY OF LONG BEACH;  
14 AMENDING AND RESTATING THE HARBOR DEPARTMENT  
15 SALARY RESOLUTION AND REPEALING RESOLUTION  
16 NOS. HD-2176 AND HD-2244; PROVIDING THAT THIS  
17 RESOLUTION SHALL BECOME OPERATIVE; AND MAKING  
18 A DETERMINATION RELATING THERETO  
19  
20  
21  
22

23 WHEREAS, Section 1203(q) of the City Charter of the City  
24 of Long Beach ("City Charter") provides that all officers and  
25 positions of employment in the permanent service of the Harbor  
26 Department shall be created and their compensation fixed by  
27 resolution of the Board; and  
28

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1           **WHEREAS**, the Board desires to create offices and  
2 positions of employment in the Harbor Department, fix the number  
3 thereof, establish schedules of salary rates and ranges, and fix  
4 and prescribe the compensation of the officers and employees of the  
5 Harbor Department and provide for biweekly payment of such  
6 compensation for the fiscal year commencing October 1, 2005; and  
7

8           **WHEREAS**, it is the desire of the Board, in the interests  
9 of uniformity, that the compensation prescribed herein shall become  
10 effective as of the same date that the compensation prescribed by  
11 the Board of Water Commissioners and the City Council shall become  
12 effective for their employees; and

13           **WHEREAS**, the Director of Planning and Environmental  
14 Affairs has determined that this resolution is not subject to the  
15 California Environmental Quality Act.

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

18           **Section 1.** This Resolution shall be known as the "Harbor  
19 Department Salary Resolution", and may be cited as such and shall  
20 be referred to herein as the Resolution.

21           **Sec. 2.** There are hereby created and established in the  
22 Harbor Department the following bureaus and divisions, each of  
23 which shall be respectively under the immediate supervision and  
24 control of the indicated head of that bureau or division. Each  
25 Managing Director and each division director shall be responsible  
26 to the Executive Director for the proper and efficient  
27  
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1 administration of his or her bureau or division. The Assistant  
2 Executive Director may be assigned responsibility for the proper  
3 and efficient administration of a bureau as deemed appropriate by  
4 the Board.

5 BUREAU

HEAD OF BUREAU

6 Administration

Managing Director

7 Development

Manager Director

8 Maritime Services

Managing Director

9 DIVISION

HEAD OF DIVISION

10 Administration

Director of Administration

11 Communications

Director of Communications

12 Community Relations &  
Government Affairs

Director of Community  
Relations & Government Affairs

13 Engineering

Chief Harbor Engineer

14 Finance

Chief Financial Officer

15 Homeland Security

Manager of Homeland Security

16 Information Management

Director of Information  
Management

17 Maintenance

Director of Maintenance

18 Personnel & Administrative  
Special Projects

Assistant Director of  
Administration

19 Planning & Environmental  
Affairs

Director of Planning &  
Environmental Affairs

20 Port Projects

Manager of Port Projects

21 Properties

Director of Properties

22 Revenue

Revenue Manager

23 Risk Management

Harbor Risk Manager

24 Security

Director of Security

25 Trade & Maritime Services

Director of Trade & Maritime  
Services

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1                   **Sec. 3.**

2                   **3.1** Every person who has been or who hereafter may  
3 be duly appointed to an office or position of employment in  
4 the Harbor Department, and who is qualified to hold and holds  
5 such office or position from and after the date or dates the  
6 pay rates and compensation prescribed herein shall become  
7 effective, or from the date of employment, whichever occurs  
8 later, shall receive as full compensation for his or her  
9 services, a biweekly salary payable every other Friday, in  
10 accordance with the payment procedure heretofore established.  
11 That compensation shall be based on one of the pay rates set  
12 forth in the applicable Salary Schedule set forth in  
13 Section 32 of this Resolution for his or her office or  
14 position, together with such additional compensation, if any,  
15 as provided herein or by applicable ordinance. The method and  
16 manner of determination of the compensation of each officer  
17 and employee (collectively referred to as "employee" or  
18 "employees") shall be fixed as provided below. Except as  
19 otherwise specifically designated, each Pay Rate Range and  
20 Step ("pay rate") is intended to be and shall be the basis for  
21 determining the biweekly salary.  
22  
23

24                   **3.2** The biweekly salary of any employee who is  
25 originally appointed to any office or position of employment  
26 listed in this Resolution shall be at Step 1 of Salary  
27 Schedule I for the Pay Rate Range Number designated for such  
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1 office or position. In those cases where positions are  
2 designated with grade numbers, the biweekly salaries of such  
3 employees shall be computed based upon the pay rate designated  
4 for the grade thereof. The Board, by minute order, may  
5 specifically designate that the pay rate of any employee be  
6 fixed at some other pay rate included within the applicable  
7 Salary Schedule as set forth in Section 32.3 without  
8 limitation as to grade or numerical designation. The Board  
9 shall designate the initial step or salary level of the  
10 applicable Salary Schedule of any employee within the Pay Rate  
11 Range established in Section 30 for said employee's position.

12 **3.3** Except for the employees referred to in  
13 Section 3.3.1 and 3.3.2 below, after an employee has served an  
14 initial six-month period of employment at a position at a pay  
15 rate designated as Salary Schedule I, Step 1, as set forth in  
16 Section 32.3 of this Resolution, the salary of such employee  
17 (except those employee positions set forth in Section 3.5  
18 below) shall be at the applicable pay rate designated as  
19 Salary Schedule I, Step 2; after a second six-month period of  
20 employment, the salary of such employee will be at the  
21 applicable pay rate designated as Salary Schedule I,  
22 Step 3. Thereafter, the pay rate of such employee shall  
23 successively be at the applicable pay rate designated as  
24 Salary Schedule I, Steps 4, 5, or 6, upon his or her  
25 successive completion of a one-year period of employment at  
26 the preceding pay rate. If the initial salary of any employee  
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1 (except those employee positions set forth in Section 3.5  
2 below) has been specifically designated at a pay rate other  
3 than Step 1 or Step 2, his or her pay rate thereafter, upon  
4 his or her successive completion of a one-year period of  
5 employment at the preceding pay rate, shall be at the next  
6 successively higher applicable step.

7  
8 **3.3.1** Employees hired on or after  
9 April 1, 2001, who are covered by an existing Memorandum  
10 of Understanding with the International Association of  
11 Machinists and Aerospace Workers and the Long Beach  
12 Association of Engineering Employees, who, receive a  
13 Meets Job Requirements rating on the majority of the  
14 rating factors on the most recently completed Employee  
15 Performance Appraisal form, and who have served an  
16 initial six-month period of employment in a position at  
17 a pay rate designated as Pay Rate Step 1 in the Salary  
18 Schedule established by Section 2 of this Resolution, the  
19 salary of such employee shall be at the applicable pay  
20 rate designated as Pay Rate Step 2; after a second six-  
21 month period of satisfactory performance of employment,  
22 the salary of such employee shall be at the applicable  
23 pay rate designated as Pay Rate Step 3; and after another  
24 six-month period of satisfactory performance Pay Rate  
25 Step 4. Thereafter, the pay rate of such employee shall  
26 successively be at the applicable pay rate respectively  
27 designated as Pay Rate 5, 6, or 7 upon his/her successive  
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1 completion of a one-year period of employment at the  
2 preceding pay rate. If the initial salary of any  
3 employee has been specifically designated at a pay rate  
4 other than Pay Rate Step 1, 2, or 3, his or her pay rate  
5 thereafter, shall, upon his or her successful completion  
6 of a one-year period of employment at that pay rate, be  
7 at the next successively higher applicable Pay Rate Step.

8 **3.3.2** Employees hired prior to April 1, 2001,  
9 who are covered by an existing Memorandum of  
10 Understanding with the International Association of  
11 Machinists and Aerospace Workers or the Long Beach  
12 Association of Engineering Employees, will continue their  
13 step advancement in accordance with the step placement in  
14 effect on that date, but subject to the performance  
15 provisions set forth above.

16 **3.4** As to those positions for which there is an "H"  
17 pay rate specified in Section 32.3 below, as well as the  
18 regular pay rate, the Board shall specify, at the time of  
19 making an appointment or at any time thereafter, that the  
20 appointee to such position is to be paid at the "H" rate or at  
21 a regular pay rate.

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

17 **3.6** For the purpose of computing the "period of  
18 employment" under the provisions of this Section 3, an  
19 employee of the Harbor Department who has been reinstated to  
20 his former position pursuant to the provisions of the Civil  
21 Service Rules and Regulations shall be considered as having  
22 been in the continuous service of the Harbor Department during  
23 the period said employee shall have served in the Armed  
24 Forces.  
25

26 **3.7** Notwithstanding any other provision contained  
27 in this Resolution, the level of compensation and any  
28 adjustment thereof payable to an officer or employee of the

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1 Harbor Department in a position to which he or she has been  
2 assigned the Executive Salary Range in Section 32.1 of this  
3 Resolution shall be determined on a merit basis. The initial  
4 compensation of said officers or employees shall be fixed by  
5 the Board at a level of compensation within the Executive  
6 Salary Range designated in Section 32.1 below. Thereafter,  
7 the Executive Director, shall have the authority to increase  
8 or decrease the level of compensation of all said officers and  
9 employees assigned to the Executive Salary Range except the  
10 Executive Director and Executive Secretary to the Board of  
11 Harbor Commissioners. The Board, at its sole and exclusive  
12 discretion, may change or revoke this delegation of authority  
13 at any time. The Board shall have the sole and exclusive  
14 authority to designate the compensation of the Executive  
15 Director and Executive Secretary to the Board of Harbor  
16 Commissioners as merited by performance. Said increases and  
17 decreases in compensation shall not exceed a total of twelve  
18 percent (12%) for officers and employees assigned to the  
19 Executive Salary Range in any fiscal year, unless the Board  
20 finds that the percentage limitation is not applicable by  
21 reason of a substantial change in the responsibility and  
22 authority of said officer or employee.  
23  
24

25 **3.8** In addition to any merit increase provided in  
26 Section 3.7 above, each employee assigned to the Executive  
27 Salary Range (E00) shall be eligible to participate and  
28 receive Individual Performance Incentive Compensation.

1                   **3.8.1** The purpose of Individual Performance  
2 Incentive Compensation is to compensate management  
3 employees for prospective distinguished and outstanding  
4 performance and in further anticipation of continued  
5 distinguished and outstanding performance in subsequent  
6 periods.

7  
8                   **3.8.2** At or near the commencement of a fiscal  
9 year, an eligible employee and the Executive Director or,  
10 in the case of the Executive Director, the Executive  
11 Director and the President of the Board shall develop and  
12 establish a written and approved performance plan for  
13 said employee or the Executive Director which sets forth  
14 objectives or targeted results for the ensuing fiscal  
15 year or remaining portion thereof. The attainment of  
16 these targeted results or distinguished performance in a  
17 specific project or program shall qualify the employee  
18 for Individual Performance Incentive Compensation.

19                   **3.8.3** Individual Performance Incentive  
20 Compensation may be paid to any eligible employee in an  
21 amount not to exceed \$3,500 per fiscal year based upon  
22 the evaluation of the employee's performance by the  
23 Executive Director, or in the case of the Executive  
24 Director, the President of the Board, and a determination  
25 by the evaluator that the objectives or targeted results  
26 of the previously approved performance plan have been  
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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, 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, 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 Section 30 of 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 by the Board, the Executive Director may at any time find and

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

14 **3.12** With respect to the administration of the  
15 provisions of this Resolution, the Board confers and delegates  
16 to the Executive Director the authority and duty to do and  
17 perform all actions relating to the administration and  
18 management of employees of the Harbor Department as may be  
19 required for the efficient and economical functioning thereof;  
20 provided, however, the powers and duties conferred upon and  
21 delegated to the Executive Director shall not include the  
22 powers (i) to make initial appointments or initial employment  
23 of officers and employees of the Harbor Department; (ii) to  
24 fix the duties and initial compensation of such officers and  
25 employees; (iii) to assign an employee to perform as acting  
26 Executive Director, Assistant Executive Director, Managing  
27 Director, or division director in accordance with the  
28

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1 provisions of and under the circumstances described in  
2 Section 3.10 above; (iv) to appoint persons to the additional  
3 positions authorized in Section 6 below; (v) to grant a leave  
4 of absence without compensation to the Executive Director;  
5 (vi) to grant executive leave to the Executive Director; (vii)  
6 to authorize, as additional compensation, the payment of  
7 actual moving expenses incurred by a person in accepting a  
8 position with the Harbor Department; or (viii) to exercise  
9 such powers as are exclusively reserved to the Board under the  
10 provisions of Article XII of the Long Beach City Charter.  
11

12 **Sec. 4.**

13 **4.1** The compensation for all Harbor Department  
14 employees shall be as prescribed and expressed herein on a per  
15 hour rate basis. The amount of the biweekly installment  
16 payable to any full-time employee shall be computed by  
17 multiplying the employee's pay rate per hour by eighty (80)  
18 hours.  
19

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

2 4.3 And if an employee is employed on other than a  
3 full-time basis, such employee's compensation shall be  
4 computed by multiplying the hourly pay rate established for  
5 such employee's position by the number of hours or fraction of  
6 hours for which pay is due to said employee.

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

16 **Sec. 6.** In addition to the number of positions  
17 hereinafter created in the Harbor Department, there are hereby  
18 created and provided an additional number of each of said positions  
19 equal to the number specified and created in Section 31 of this  
20 Resolution. The Pay Rate Range numbers and Salary Schedules for  
21 such additional positions shall be the same as the Pay Rate Range  
22 numbers and Salary Schedules for the positions of the same title  
23 which are specified and created in said Sections 30 and 32;  
24 provided, however, that no person shall be appointed to any of the  
25 additional positions authorized by this Section, unless the Board,  
26 by minute order, shall authorize the filling of one or more of said  
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1 additional positions.

2           **Sec. 7.** The designation of certain positions in the  
3 schedule of positions and assigned Pay Rate Range numbers contained  
4 in Section 30 of this Resolution, and the designation of grades  
5 within a specified position, are made for the purpose of creating  
6 such positions according to the degree of responsibility and  
7 character of the duties required by such positions solely and only  
8 to the end that the Salary Schedules for such positions will  
9 reflect the differences in the responsibilities and duties attached  
10 to said positions. The characterization of positions by said terms  
11 is hereby declared to have no other purpose or effect and shall not  
12 in any manner change or alter the classification of employees  
13 holding such positions. The use of occupational code designations,  
14 and the use of asterisks to denote unclassified positions are for  
15 administrative purposes only. Changes in occupational code  
16 designation and in the status of a position may occur and such  
17 changes will not require amendment of this Resolution.  
18

19           **Sec. 8.** Officers and employees requiring transportation  
20 in connection with the performance of their duties for the Harbor  
21 Department, may be assigned a City-owned vehicle by the Executive  
22 Director in accordance with criteria established by the Executive  
23 Director; or, in the alternative, with the approval of the  
24 Executive Director may receive, by way of reimbursement, the cost  
25 of transportation incurred in the performance of his or her duties  
26 with the Harbor Department. Reimbursement may, at the discretion  
27 of the Executive Director, be paid to such officers and employees  
28

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1 upon the basis of any one of the following computations:

2           **8.1** Actual cost of transportation per month for  
3 public transportation; or

4           **8.2** For use of a privately-owned vehicle used for  
5 official City business:

6           **8.2.1** Thirty-six and one-half cents (\$0.365)  
7 per mile for all authorized mileage actually driven by  
8 the officer or employee on official City business each  
9 month; or

10           **8.2.2** A flat monthly allowance of:

11           **8.2.2.1** Such sum as may be determined by  
12 the Executive Director, but not to exceed Four  
13 Hundred Fifty Dollars (\$450.00) per month; or

14           **8.2.2.2** One Hundred Twenty-five  
15 Dollars (\$125.00) per month plus ten cents (\$0.10)  
16 per mile for all authorized mileage actually driven  
17 by the officer or employee on official City  
18 business, which allowances are hereby determined to  
19 constitute the reimbursement for the expenditures  
20 and costs of operating and maintaining such  
21 vehicle, including its availability, as required  
22 for the performance of such official City duties;  
23 provided, however, that in each instance said  
24 employee shall procure and maintain in full force  
25 and effect, at all times while said privately-owned  
26  
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1 vehicle is used for official City business, bodily  
2 injury and property damage insurance from a company  
3 or companies authorized to do business in the State  
4 of California, with minimum coverages as prescribed  
5 by the Executive Director.

6 **Sec. 9.**

7  
8 **9.1** Employees of the Harbor Department may also  
9 receive additional compensation in the form of suitable  
10 recognition awards as determined by the Executive Director.

11 **9.2** Employees of the Harbor Department may,  
12 pursuant to and in accordance with the provisions of this  
13 Resolution and regulations issued by the Executive Director,  
14 be awarded additional compensation for suggestions made that  
15 result in measurable monetary savings to the Harbor  
16 Department. Measurable awards shall not exceed 10% of the  
17 anticipated first year savings after adoption of the  
18 suggestion, provided, however, that the maximum award shall  
19 not exceed Five Thousand and No/100 Dollars (\$5,000.00). The  
20 Executive Director may also authorize an award not to exceed  
21 Two Hundred and No/100 Dollars (\$200.00) for adopted  
22 suggestions resulting in benefits to the Harbor Department  
23 which are not measurable in monetary terms and may authorize  
24 the use of promotional awards to encourage participation in  
25 the program.

26  
27 **9.3** The Executive Director may provide up to two  
28

1 Port familiarization programs each fiscal year for Harbor  
2 Department employees and their families.

3 9.4 Employees of the Harbor Department may also  
4 receive additional compensation in the form of a suitable  
5 safety award as determined by the Executive Director for  
6 successful participation in the Harbor Department's safety  
7 program.

8 9.5 Permanent full-time or permanent part-time  
9 employees who are enrolled in an accredited job and/or career-  
10 related college or university study program during off-duty  
11 hours are eligible to receive tuition reimbursement in  
12 accordance with the schedule promulgated by the Executive  
13 Director.

14 9.6 Employees of the Harbor Department who are  
15 eligible and volunteer to participate in the City of Long  
16 Beach Trip Reduction Incentive Program as prescribed by the  
17 City's Trip Reduction Plan and current Participation  
18 Guidelines are eligible for monthly award drawings if they  
19 participate at least twelve days per month. Eligible  
20 employees who commute to work by any means other than a  
21 motorized vehicle, i.e. bicycle, walk, jog, etc. are eligible  
22 for monthly award drawings if they participate at least eight  
23 days per month.

24 **Sec. 10.** The method of computation of the amount of  
25 additional compensation to be paid to an employee for overtime  
26  
27  
28

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1 worked in accordance with and pursuant to the applicable  
2 definitions, conditions and requirements of the City Council  
3 Personnel Ordinance shall be as follows: For all employees,  
4 additional compensation for overtime worked shall be computed by  
5 multiplying the employee's regular hourly pay rate (including per  
6 hour/per diem skill, higher class and night shift differential pay  
7 rates, if applicable) prescribed by this Resolution for the  
8 position held by the employee by one and one-half times the number  
9 of overtime hours worked. In calculating the number of overtime  
10 hours worked for employees represented by the Long Beach  
11 Association of Engineering Employees, hours taken as sick leave  
12 shall not be included as hours of paid time during a week. In  
13 calculating the number of overtime hours worked for employees  
14 represented by the International Association of Machinists and  
15 Aerospace Workers, hours taken as vacation shall not be included as  
16 hours of paid time during a week.

18           **Sec. 11.** Subject to the requirements and conditions of  
19 the City Council Personnel Ordinance relating to the availability  
20 of funds, every officer or employee of the Harbor Department who,  
21 upon request of his or her bureau or division head and subject to  
22 the approval of the Executive Director shall consent to forego, and  
23 shall forego, the taking of any annual vacation or portion thereof,  
24 shall be paid, as additional compensation, a sum computed by  
25 multiplying the hourly rate of compensation prescribed in  
26 Section 32 of this Resolution for the position held by said officer  
27 or employee by eight (8) hours, thereby establishing his or her per

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1 diem rate, and then multiplying the number of vacation days which  
2 the employee shall forego by said per diem rate. Time worked in  
3 lieu of annual vacation or portion thereof shall not be considered  
4 as overtime or "extra time worked."

5 **Sec. 12.**

6 **12.1** The City Council Personnel Ordinance permits  
7 certain City employees to be absent one working day per month  
8 with full pay, in lieu of absence of the employee on the  
9 holidays enumerated in the City Council Personnel Ordinance.  
10 Subject to the prior approval of the Executive Director, an  
11 employee may accumulate and carry over such properly  
12 authorized unused "in lieu of holiday" time off for no longer  
13 than the close of the calendar year immediately following the  
14 calendar year in which such time off was earned. In the event  
15 that such accumulated "in lieu of holiday" time off is not  
16 taken as time off by the employee by the end of the calendar  
17 year immediately following the calendar year in which it was  
18 earned, then such accumulated time off shall be forfeited by  
19 the employee and no compensation shall thereafter be paid  
20 therefor.  
21

22 **12.2** Cash payment for any properly authorized  
23 accumulated and/or carried over unused "in lieu of holiday"  
24 time off shall be made only upon an employee's termination of  
25 employment with the City or when an employee is on a leave of  
26 absence pending the approval of an application for ordinary or  
27  
28

1 service-connected disability retirement which has been filed  
2 by the employee or the City on behalf of the employee. The  
3 amount of such additional compensation to be paid shall be  
4 computed as follows: (i) by multiplying the employee's hourly  
5 rate of compensation, prescribed by this Resolution for the  
6 position held by said employee, including all skill rates, if  
7 applicable, by eight (8) hours to determine the employee's per  
8 diem rate and (ii) then multiplying said per diem rate by the  
9 number of unused "in lieu of holiday-days" to which the  
10 employee is entitled.  
11

12 **12.3** The payment of such additional compensation to  
13 an employee terminating or pending disability retirement shall  
14 be subject to all the requirements and conditions relating to  
15 the availability of funds to make such payments as provided in  
16 the City Council Personnel Ordinance. In the event the  
17 application for ordinary or service-connected disability  
18 retirement is disapproved, the employee shall not be entitled  
19 to any holiday or unused portion thereof, for which a lump sum  
20 payment has been received.  
21

22 **12.4** Employees who are laid off and eligible for  
23 benefits under the Consolidated Omnibus Budget Reconciliation  
24 Act (COBRA) shall have the premiums for the benefits they are  
25 entitled to under COBRA paid by the City for the first six (6)  
26 months after their layoff.

27 **Sec. 13.** In addition to the compensation set forth in  
28

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1 Section 32 of this Resolution, a night shift differential of eighty  
2 cents (\$0.80) per hour shall be paid to all permanent full-time  
3 employees whose regular schedule requires said employee to work  
4 between the hours of 6:00 p.m. and 6:00 a.m., provided that:

5           **13.1** The employee works  $\frac{1}{2}$  or more of his or her  
6 regularly scheduled shift between the hours of 6:00 p.m.  
7 and 6:00 a.m. Such employee shall be eligible to be paid the  
8 additional rate established by this Section 13 for each hour  
9 worked during the entire shift; or

11           **13.2** The employee works between the hours  
12 of 6:00 p.m. and 6:00 a.m. as part of a "split-shift." The  
13 term "split-shift" is defined as a shift of eight (8) or more  
14 non-continuous work hours in a single day, separated by a  
15 break of at least three (3) non-working hours during said  
16 shift. Such employee shall be paid the night shift  
17 differential only for each hour actually worked between the  
18 hours of 6:00 p.m. and 6:00 a.m.

19           **13.3** Employees who work a twelve-hour shift that  
20 begins or ends at midnight, shall be paid a night shift  
21 differential for only those hours worked between the hours  
22 of 6:00 p.m. and 6:00 a.m.

24           **Sec. 14.**

25           **14.1** Each employee represented by the International  
26 Association of Machinists and Aerospace Workers or the Long  
27 Beach Association of Engineering Employees who is required to  
28



1 perform the full range of duties in a higher-level  
2 classification or grade level position that is vacant, up to  
3 and including division manager, shall be paid an additional  
4 seventy-five cents (\$0.75) per hour providing the following  
5 conditions are met:

6 **14.1.1** The employee who is assigned the  
7 higher-level duties of the vacated position must work at  
8 least forty (40) consecutive hours once per calendar year  
9 in said position in order to qualify for the higher  
10 classification pay.  
11

12 **14.1.2** The higher-level duties performed must  
13 be those of a permanent budgeted position that is vacant,  
14 either temporarily because of absence or reassignment of  
15 the regular employee or vacant due to resignation,  
16 termination or other such action.

17 **14.1.3** In no event shall the total  
18 compensation paid to the employee for regular salary and  
19 higher classification pay exceed the seventh step of the  
20 higher classification or grade level.  
21

22 **14.1.4** The temporary appointment to the higher  
23 classification must be approved by the Executive Director  
24 or designee.

25 **14.2** The provisions of subsection 14.1 of this  
26 Section shall not apply to employees in classifications  
27 included in and paralleling the safety series of the Public  
28

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1 Employees' Retirement System.

2 **Sec. 15.** Each employee designated as being represented  
3 by the Long Beach City Employees Service Lodge 1930 or the Long  
4 Beach Association of Engineering Employees shall be compensated at  
5 a rate of eighty-five cents (\$.85) per hour for each full hour of  
6 standby duty as defined in the Memoranda of Understanding between  
7 the City and said organizations.  
8

9 **Sec. 16.** In lieu of coverage under the health insurance  
10 program provided by the City for employees holding permanent full-  
11 time positions, each employee in a permanent part-time position (as  
12 defined in the City Council Personnel Ordinance) shall, for  
13 every 174.0 hours worked by such permanent part-time employee, be  
14 paid Four Hundred and No/100 Dollars (\$400.00). No permanent part-  
15 time employee shall receive payments made pursuant to this Section  
16 in any one fiscal year which amount to more than the total annual  
17 contribution made by the City toward health insurance premiums for  
18 a permanent full-time employee for that same fiscal year.  
19

20 **Sec. 17.** Notwithstanding any other provision of this  
21 Resolution, the members of the Board and the officers and employees  
22 of the Harbor Department shall be allowed, in addition to their  
23 salaries as provided, their actual and necessary expenses incurred  
24 in the performance by them of the duties of their respective  
25 offices and positions; provided, however, and except as provided in  
26 Section 8 of this Resolution, such expenses may be allowed to any  
27 such board member or officer or employee only in those cases where  
28

1 the Executive Director has either authorized or ratified the  
2 incurring of such expenses.

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

12  
13           **Sec. 19.**

14           **19.1** Each officer and employee of the Harbor  
15 Department shall, during the time they actually hold an office  
16 or position of employment with the Harbor Department, be  
17 entitled to receive, as additional compensation, such group  
18 life insurance benefits as may be provided from time to time  
19 in a policy or policies of insurance obtained by the City or  
20 by the Board. Proceeds of such a policy or policies shall be  
21 payable to a beneficiary named by the person insured or, if  
22 none is named, to his or her estate.

23  
24           **19.2.** Commencing December 1, 1997 through  
25 November 30, 2002, the City shall pay a maximum amount of Four  
26 Hundred Seventy and No/100 Dollars (\$470.00) per month toward  
27 the cost of health, dental, and life insurance benefits as may  
28

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1 be provided by the City and/or the Board for each employee in  
2 permanent full-time positions. Commencing December 1, 2002,  
3 through November 30, 2003, the City shall pay a maximum amount  
4 of Five Hundred and Thirty-Five Dollars per month (\$535.00)  
5 towards the cost of such benefits. Commencing  
6 December 1, 2003, through November 30, 2004, the City shall  
7 pay a maximum amount of Six Hundred Dollars per month  
8 (\$600.00) towards the cost of such benefits.  
9

10 **19.3** Employees assigned to the Pay Rate Range E00  
11 shall, unless they elect an available alternative, receive as  
12 additional compensation, life insurance benefits equal to  
13 three times their full annual salary to a maximum of Three  
14 Hundred Thousand and No/100 Dollars (\$300,000.00), long term  
15 and short term disability insurance and in-hospital indemnity  
16 benefits. Proceeds of any life insurance benefits shall be  
17 payable to a beneficiary named by the person insured or, if  
18 none is named, to his or her estate.

19 **19.4** If an employee represented by the  
20 International Association of Machinist or the Long Beach  
21 Association of Engineering Employees is killed on the job  
22 because of violence in the workplace, the City shall continue  
23 to provide health insurance and dental insurance benefits as  
24 follows:  
25

26 1) For the surviving spouse until his/her  
27 remarriage, death, or Medicare eligibility,  
28 whatever occurs first;

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

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

6                   **Sec. 20.** Each officer and employee of the Harbor  
7 Department during his or her employment shall receive, as  
8 additional compensation, such insurance benefits for bodily injury  
9 or death incurred by such officers or employees while traveling on  
10 official business of the City of Long Beach as may be provided from  
11 time to time in a master policy or policies of travel insurance as  
12 may be obtained by the City or by the Board pursuant to  
13 Section 3121 of the California Government Code. Proceeds of such a  
14 policy or policies shall be payable to a beneficiary named by the  
15 person insured or, if none is named, to his or her estate.

16                   **Sec. 21.** The Executive Director may authorize one or  
17 more employees in the Harbor Department to act as instructors in  
18 public or private schools, colleges or universities whenever the  
19 subjects of study in such classes are directly related to the type  
20 or kind of work performed by such employee under his or her  
21 employment with the Harbor Department, and the Executive Director  
22 has determined that the conduct of said classes will directly  
23 promote or improve the efficiency of the Harbor Department by  
24 reason of the attendance at such classes by employees or  
25 prospective employees of the Harbor Department. The duties so  
26 authorized shall be in addition to duties regularly attached to his  
27  
28

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1 or her office or position. Every employee so authorized to  
2 instruct such classes during business hours may charge such fee for  
3 his or her services as may be prescribed by the Executive Director,  
4 and all fees so collected shall be paid into the City Treasury by  
5 such employee.

6           **Sec. 22.** The Executive Director may grant an extended  
7 leave of absence, not to exceed one year, for the purpose of  
8 health, or study, travel and research, to any employee of the  
9 Harbor Department. The application of such extended leave of  
10 absence shall state the time desired and shall have the written  
11 approval of the applicant's division head or designee. Any leave  
12 of absence granted under this Section shall be without compensation  
13 during such absence. The position held by the employee to whom the  
14 leave of absence is granted shall be filled for the term of the  
15 absence in the same manner as vacancies are filled.

16           **Sec. 23.** The Executive Director may grant a leave of  
17 absence without compensation to a person holding an office or  
18 position in the Harbor Department, said leave not to exceed thirty  
19 (30) days in duration. Only the Board may grant a leave of absence  
20 without compensation to the Executive Director.

21           **Sec. 24.** Officers and employees of the Harbor  
22 Department, pursuant to and in accordance with the provisions of  
23 this Resolution and the administrative rules, regulations and  
24 policies promulgated and issued by the Executive Director, may  
25 authorize deductions to be made from their salaries or wages for  
26  
27  
28

1 purposes authorized by the provisions of the California Government  
2 Code in Article 6 of Chapter 1 of Division 4 of Title 1 (commencing  
3 at Section 1150, et seq.) and in Articles 1, 1.1, 1.5, and 2 of  
4 Chapter 2 of Part 1 of Division 2 of Title 5 (commencing at Section  
5 53200, et seq.), except that such deductions for payment of dues or  
6 other services provided by any employee organization or association  
7 shall be only as provided by a legally binding contract between the  
8 City and said employee organization or association.  
9

10 **Sec. 25.** The prior appointments of Harbor Department  
11 officers and employees to any of the respective positions of  
12 employment set forth in Section 31 of this Resolution who are  
13 qualified to hold and who hold such positions at the operative date  
14 of this Resolution, are hereby ratified and confirmed.

15 **Sec. 26.** Pursuant to the provisions of Section 53240 of  
16 the California Government Code, an officer or employee may receive  
17 the cost of replacing or repairing property such as eyeglasses,  
18 hearing aids, dentures, watches, or articles of clothing  
19 necessarily worn or carried by the employee when loss or damage  
20 occurs in the line of duty and is not attributable to the  
21 employee's negligence. If the items are damaged beyond repair, the  
22 replacement cost of such items may be paid. The replacement cost  
23 of such items shall be determined as of the time of loss or damage.  
24 In the event of such loss or damage, the officer or employee  
25 seeking recovery shall file a request for reimbursement in writing  
26 with the Executive Director and the request shall be processed in  
27 accordance with the applicable provisions of the Municipal Code and  
28

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1 administrative directives of the Harbor Department.

2           **Sec. 27.** Officers and employees of the Harbor Department  
3 holding any of the following positions are hereby designated as  
4 being eligible to be granted (i) executive leave in accordance with  
5 the provisions of the City Council Personnel Ordinance, as amended  
6 and (ii) up to an additional five (5) days each calendar year:

7                           Assistant Director of Administration  
8                           Assistant Executive Director  
9                           Assistant to Executive Director  
10                          Chief Financial Officer  
11                          Chief Harbor Engineer  
12                          Director of Administration  
13                          Director of Communications  
14                          Director of Community Relations & Government Affairs  
15                          Director of Information Management  
16                          Director of Maintenance  
17                          Director of Planning & Environmental Affairs  
18                          Director of Properties  
19                          Director of Security  
20                          Director of Trade & Maritime Services  
21                          Executive Director  
22                          Executive Secretary of the Board  
23                          Executive Secretary - Harbor  
24                          Harbor Risk Manager  
25                          Manager of Homeland Security  
26                          Manager of Port Projects  
27                          Managing Director  
28                          Revenue Manager

20 The granting of executive leave to the Executive Director shall be  
21 in the sole and exclusive discretion of the President of the Board  
22 and the granting of such leave to the remainder of such officers  
23 and employees shall be at the discretion of the Executive Director.

24           **Sec. 28.** The Board, in its discretion, may authorize, as  
25 additional compensation, the payment of the actual moving expenses  
26 incurred by a person in accepting a position with the Harbor  
27 Department as approved by the Executive Director when the Board  
28



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1 determines that such additional compensation is required as a  
2 further inducement to a prospective officer or employee to accept  
3 employment with the Harbor Department.

4           **Sec. 29.** Except for the offices and positions created  
5 and established by the City Charter, there are hereby created and  
6 established the offices and positions set forth and listed in  
7 Section 30 of this Resolution in the number respectively  
8 designated; and except as otherwise provided in this Resolution,  
9 the compensation for each office and position is hereby fixed and  
10 prescribed at one of the pay rates set forth in Section 32 of this  
11 Resolution for the period commencing October 1, 2005, and  
12 continuing until superseded by a subsequent resolution of the Board  
13 which is approved by the City Council. The pay rates are indicated  
14 opposite each listed office and position by a Pay Rate Range  
15 number, together with the bargaining unit designation and such  
16 additional compensation, if any, as provided herein or by  
17 applicable ordinance.  
18

19           **Sec. 30**

20                           POSITIONS AND ASSIGNED

21                           PAY RATE RANGE NUMBERS

22

23	Occup.			Pay	
24	Code	Position	Number of	Rate	Bargaining
			Positions	Range	Unit
				No.	
25	D69AN	Accident Prevention Coordinator I	1	530	06
26	D69BN	Accident Prevention Coordinator II	1	590	06
27	C01AN	Accountant I	2	490	06

28

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1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Occup. Code	Position	Number of Positions	Pay Rate Range No.	Bargaining Unit																							
T23AN	*Accountant I - NC	2	M47	06																							
C01BN	Accountant II	1	540	06																							
C01CN	Accountant III	2	590	06																							
C02AN	Accounting Clerk I	2	340	04																							
C02BN	Accounting Clerk II	2	370	04																							
C02CN	Accounting Clerk III	2	400	04																							
C50NN	Accounting Technician	1	440	04																							
D80AN	Administrative Aide I	1	430	04																							
D80BN	Administrative Aide II	3	460	04																							
NA2CN	Administrative Aide III	2	520	04																							
EA8AN	Administrative Analyst I	1	570	06																							
	Administrative Analyst I - NC		M68	06																							
EA8BN	Administrative Analyst II	1	600	06																							
	Administrative Analyst II - NC		M78	06																							
EA8CN	Administrative Analyst III	1	630	06																							
T01N1	*Administrative Intern - NC	12	H28	99																							
T01N2	*Administrative Intern - NC	2	H30	99																							
T01N3	*Administrative Intern - NC	2	H32	99																							
T01N4	*Administrative Intern - NC	2	H34	99																							
T01N5	*Administrative Intern - NC	2	H36	99																							
T01N6	*Administrative Intern - NC	1	H38	99																							
T01N7	*Administrative Intern - NC	1	H39	99																							
T01N8	*Administrative Intern - NC	1	H40	99																							
T93N1	*Administrative Intern - NC	1	H41	99																							
E03AN	Asst. Admin. Analyst I	1	470	06																							
E03BN	Asst. Admin. Analyst II	1	530	06																							
N02NN	Assistant Chief Harbor Engineer	1	764	20																							
N03NN	Assistant Chief Wharfinger	1	580	03																							

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1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Occup. Code	Position	Number of Positions	Pay Rate Range No.	Bargaining Unit																							
	*Assistant Director of Administration	1	E00	88																							
N05NN	Assistant Director of Maintenance	1	670	01																							
N71NN	Assistant Director of Finance	1	680	05																							
	*Assistant Director of Port Communications	1	E00	88																							
N09NN	*Assistant Executive Director-Harbor	1	E00	88																							
NA3NN	*Assistant to Executive Director	1	E00	88																							
N67AN	*Assistant Marketing Manager I	1	470	06																							
N67BN	*Assistant Marketing Manager II	1	560	06																							
N67CN	*Assistant Marketing Manager III	1	630	06																							
F50AN	Assistant Planner I	1	510	06																							
T62AN	*Assistant Planner I - NC	1	M52	06																							
F50BN	Assistant Planner II	1	570	06																							
T62BN	*Assistant Planner II - NC	1	M68	06																							
N42NN	*Assistant Traffic Manager	1	600	06																							
I09NN	Building Maintenance Engineer	2	540	02																							
J10NN	Building Services Supervisor	1	430	01																							
DA8AN	Capital Projects Coordinator I	2	640	06																							
DA8BN	Capital Projects Coordinator II	1	660	06																							
DA8CN	Capital Projects Coordinator III	1	690	06																							
N68AN	Cargo Audit Clerk I	2	340	04																							
N68BN	Cargo Audit Clerk II	4	360	04																							
N68CN	Cargo Audit Clerk III	3	400	04																							
N68DN	Cargo Audit Clerk IV	1	440	04																							
I11NN	Carpenter	3	480	02																							
T43NN	*Carpenter - NC	2	M47	02																							
I12NN	Carpenter Supervisor	1	510	01																							
K08NN	Chief Construction Inspector	1	684	20																							
N10NN	*Chief Harbor Engineer	1	E00	88																							

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1	2			Pay	
	Occup.	Position	Number of	Rate	Bargaining
3	Code		Positions	Range	Unit
				No.	
4		*Chief Financial Officer	1	E00	88
5	N11NN	Chief Port Security Officer	1	680	07
6	K09NN	Chief Surveyor	1	674	20
7	N12NN	*Chief Wharfinger	1	670	03
8	K11NN	Civil Engineer	6	644	22
9	T55NN	*Civil Engineer - NC	2	N94	22
10	K12NN	Civil Engineering Assistant	1	514	22
11	W84NN	Civil Engineering Assistant - NC	3	N57	22
12	K13NN	Civil Engineering Associate	6	594	22
13	T83NN	Civil Engineering Associate - NC	3	N80	22
14	D87AN	Clerk I	2	260	04
15	T44AN	*Clerk I - NC	2	M03	04
16	D87BN	Clerk II	2	290	04
17	T44BN	*Clerk II - NC	2	M07	04
18	D87CN	Clerk III	1	320	04
19	T44CN	*Clerk III - NC	2	M12	04
20	D74NN	Clerk Supervisor	1	440	03
21	D04AN	Clerk Typist I	6	320	04
22	T88AN	*Clerk Typist I - NC	2	M12	04
23	D04BN	Clerk Typist II	8	350	04
24	T88BN	*Clerk Typist II - NC	2	M17	04
25	D04CN	Clerk Typist III	9	380	04
26	T88CN	*Clerk Typist III - NC	2	M24	04
27	D04DN	Clerk Typist IV	3	410	04
28	D04EN	Clerk Typist V	3	440	04
	N15NN	Construction Supervisor	1	540	01
	K14AN	Construction Inspector I	3	534	22
	W76AN	*Construction Inspector I - NC	2	N63	22
	K14BN	Construction Inspector II	12	574	22

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1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Occup. Code	Position	Number of Positions	Pay Rate Range No.	Bargaining Unit																							
W76BN	*Construction Inspector II - NC	2	N72	22																							
NC2AN	Contract Administrator I	1	460	04																							
NC2BN	Contract Administrator II	1	520	04																							
N16AN	Deputy Chief Harbor Engineer I	2	724	20																							
N16BN	Deputy Chief Harbor Engineer II	2	757	20																							
N77NN	*Director of Administration	1	E00	88																							
N92NN	*Director of Communications	1	E00	88																							
	*Director of Community Relations & Government Affairs	1	E00	88																							
NA4NN	*Director of Information Management	1	E00	88																							
N18NN	*Director of Maintenance	1	E00	88																							
N59NN	*Director of Finance	1	E00	88																							
NB2NN	*Director of Planning & Environmental Affairs	1	E00	88																							
N61NN	*Director of Properties	1	E00	88																							
NA5NN	*Director of Security	1	E00	88																							
N22NN	*Director of Trade & Maritime Services	1	E00	88																							
K89NN	Electrical Engineer	1	644	22																							
I14NN	Electrical Supervisor	1	550	01																							
I15NN	Electrician	3	500	02																							
T45NN	*Electrician - NC	2	M52	02																							
K22AN	Engineering Aide I	2	307	22																							
K22BN	Engineering Aide II	2	344	22																							
K22CN	Engineering Aide III	2	419	22																							
T46CN	*Engineering Aide III - NC	2	N33	22																							
K95AN	Engineering Technician I	2	464	22																							
W77AN	*Engineering Technician I - NC	1	N43	22																							
K95BN	Engineering Technician II	8	504	22																							
W77BN	*Engineering Technician II - NC	1	N53	22																							
NC3AN	Environmental Remediation Spec. I	1	644	22																							

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1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
	Occup. Code	Position	Number of Positions	Pay Rate Range No.	Bargaining Unit																						
	NC3BN	Environmental Remediation Spec. II	1	694	22																						
	N24AN	Environmental Specialist I	1	644	22																						
	N24BN	Environmental Specialist II	1	694	22																						
	N25NN	Environmental Specialist Asst.	1	514	22																						
	W80AN	*Environmental Specialist Asst. - NC	1	N57	22																						
	N26NN	Environmental Specialist Assoc.	2	594	22																						
	W81NN	*Environmental Specialist Assoc. - NC	1	N80	22																						
	I06AN	Equipment Mechanic I	2	480	02																						
	T34BN	*Equipment Mechanic I - NC	2	M46	02																						
	I06BN	Equipment Mechanic II	2	500	02																						
	T34BN	*Equipment Mechanic II - NC	1	M50	02																						
	J18AN	Equipment Operator I	3	370	02																						
	T35AN	*Equipment Operator I - NC	2	M21	02																						
	J18BN	Equipment Operator II	4	410	02																						
	T35BN	*Equipment Operator II - NC	2	M31	02																						
	J18CN	Equipment Operator III	4	440	02																						
	T35CN	*Equipment Operator III - NC	2	M37	02																						
	N88NN	*Executive Director - Harbor	1	E00	88																						
	N39NN	*Executive Secretary - Harbor	1	E00	88																						
	N27NN	*Executive Secretary of the Board	1	E00	88																						
	J23AN	Garage Service Attendant I	3	370	02																						
	J23BN	Garage Service Attendant II	2	390	02																						
	J23CN	Garage Service Attendant III	1	450	02																						
	I22NN	Garage Supervisor	1	550	01																						
	J24AN	Gardener I	4	360	02																						
	W84AN	*Gardener I - NC	2	M20	02																						
	J24BN	Gardener II	3	390	02																						
	I23NN	General Maintenance Assistant	4	410	02																						
	W85NN	*General Maintenance Assistant - NC	4	M31	02																						

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1	2			Pay	
3	Occup.	Position	Number of	Rate	Bargaining
4	Code		Positions	Range	Unit
5				No.	
6	EE1AN	Geographic Info Sys Analyst I	4	527	22
7	EE1BN	Geographic Info Sys Analyst II	1	564	22
8	EE1CN	Geographic Info Sys Analyst III	1	597	22
9	EF1AN	Geographic Info Sys Tech I	2	460	04
10	EF1BN	Geographic Info Sys Tech II	1	500	04
11	N56NN	Graphic Artist	1	520	04
12	NC0NN	*Graphic Technician	1	440	04
13	N32AN	Harbor Maintenance Mechanic I	9	440	02
14	W86AN	*Harbor Maintenance Mechanic I - NC	1	M37	02
15	N32BN	Harbor Maintenance Mechanic II	8	470	02
16	W86BN	*Harbor Maintenance Mechanic II - NC	1	M46	02
17	N76AN	Harbor Maintenance Superintendent I	1	610	01
18	N76BN	Harbor Maintenance Superintendent II	4	640	01
19	N33NN	Harbor Maintenance Supervisor	2	520	01
20		*Harbor Risk Manager	1	E00	88
21	I59NN	Locksmith	1	480	02
22	T26AN	*Maintenance Aide I - NC	2	M01	02
23	T26BN	*Maintenance Aide II - NC	4	M03	02
24	JA3AN	Maintenance Assistant I	8	290	02
25	T78AN	Maintenance Assistant I - NC	3	M07	02
26	JA3BN	Maintenance Assistant II	3	330	02
27	T78BN	Maintenance Assistant II - NC	4	M13	02
28	JA3CN	Maintenance Assistant III	16	360	02
29	T78CN	Maintenance Assistant III - NC	4	M20	02
30	NA6NN	Manager of Environmental Planning	1	757	20
31		*Manager of Homeland Security	1	E00	88
32	N62NN	*Manager of Leasing Sales	1	750	05
33		*Manager of Maritime Services	1	680	05

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1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Occup. Code	Position	Number of Positions	Pay Rate Range No.	Bargaining Unit																							
N57NN	Manager of Master Planning	1	750	05																							
	*Manager of Port Projects	1	E00	88																							
N65NN	Manager of Rail Transportation Systems	1	724	20																							
NA7NN	*Manager of Transportation Planning	1	750	05																							
N80NN	Managing Director	2	E00	88																							
NA8NN	Market Planning Assistant	1	470	06																							
N48NN	*Market Research Economist	1	660	05																							
N66NN	*Marketing Manager	1	680	05																							
W87NN	*Mechanic - Harbor - NC	2	480	02																							
K32NN	Mechanical Engineer	1	644	22																							
L21AN	Mechanical Supervisor I	1	530	01																							
L21BN	Mechanical Supervisor II	1	560	01																							
N41NN	Mechanical Systems Supervisor	1	530	01																							
J37NN	Motor Sweeper Operator	2	440	02																							
NBOAN	Office Automation Analyst I	1	530	06																							
NBOBN	Office Automation Analyst II	1	560	06																							
NBOCN	Office Automation Analyst III	1	590	06																							
NBODN	Office Automation Analyst IV		610	06																							
	Office Systems Analyst I	2	650	06																							
	Office Systems Analyst II	2	710	06																							
I33AN	Painter I	2	440	02																							
T47AN	*Painter I - NC	2	M37	02																							
I33BN	Painter II	2	460	02																							
I35NN	Painter Supervisor	1	500	01																							
J42NN	Park Maintenance Supervisor	1	500	02																							
D65AN	Payroll/Personnel Assistant I	1	350	04																							
D65BN	Payroll/Personnel Assistant II	1	380	04																							
D65CN	Payroll/Personnel Assistant III	1	420	04																							



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1				Pay	
2	Occup.		Number of	Rate	Bargaining
3	Code	Position	Positions	Range	Unit
4					No.
4	F53AN	Planner I	1	510	06
5	F53BN	Planner II	1	570	06
6	W96BN	*Planner II - NC	1	M88	06
7	F53CN	Planner III	1	620	06
8	W97NN	*Planner III - NC	3	M90	06
9	F53DN	Planner IV	1	650	06
10	F53EN	Planner V	1	680	06
11	EA2NN	Planning Aide	3	440	06
12	T61NN	*Planning Aide - NC	1	M36	06
13	I38NN	Plumber	3	500	02
14	T39NN	*Plumber - NC	2	M52	02
15	I39NN	Plumber Supervisor	1	550	01
16	N94AN	*Port Communications Assistant I	1	370	04
17	N94BN	*Port Communications Assistant II	1	400	04
18	N94CN	*Port Communications Assistant III	1	430	04
19	N64NN	*Port Communications Officer	1	660	05
20	N93AN	*Port Communications Specialist I	1	470	06
21	N93BN	*Port Communications Specialist II	3	530	06
22	N93CN	*Port Communications Specialist III	1	560	06
23	N93DN	*Port Communications Specialist IV	1	580	06
24	N93EN	*Port Communications Specialist V	1	620	06
25		Port Financial Analyst I	1	640	06
26		Port Financial Analyst II	1	660	06
27	N63AN	*Port Leasing Sales Officer I	1	470	06
28	N63BN	*Port Leasing Sales Officer II	1	530	06
	N63CN	*Port Leasing Sales Officer III	2	560	06
	N63DN	*Port Leasing Sales Officer IV	3	660	06
	N63EN	*Port Leasing Sales Officer V	1	690	06

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1				Pay	
2	Occup.		Number of	Rate	Bargaining
3	Code	Position	Positions	Range	Unit
4				No.	
4	N55AN	Port Planner I	3	620	05
5	N55BN	Port Planner II	3	650	05
6	N55CN	Port Planner III	3	680	05
7	N55DN	Port Planner IV	2	710	05
8	N64AN	Port Risk Assistant I	1	460	04
9	N64BN	Port Risk Assistant II	1	520	04
10	N81AN	Port Risk Manager I	1	610	05
11	N81BN	Port Risk Manager II	1	660	05
12	K03NN	Principal Construction Inspector	2	624	20
13	ND0AN	Records Center Supervisor I	1	430	03
14	ND0BN	Records Center Supervisor II	1	480	03
15		*Revenue Manager	1	E00	88
16	N95NN	*Secretary - Harbor	11	410	04
17	F33AN	Security Officer I	3	352	08
18	T30AN	*Security Officer I - NC	3	M18	08
19	F33BN	Security Officer II	22	406	08
20	T30BN	*Security Officer II - NC	3	M30	08
21		Security Officer III	2	430	08
22	F33DN	Security Officer IV	4	490	07
23	C32NN	Senior Accountant	3	630	05
24	K52NN	Senior Civil Engineer	2	694	20
25		Senior Electrical Engineer	1	694	20
26	K98AN	Senior Engineering Technician I	1	547	20
27		Senior Engineering Technician I - NC	1	547	22
28	K98BN	Senior Engineering Technician II	2	577	20
		Senior Engineering Technician II - NC	2	577	22
	J75NN	Senior Equipment Operator	2	490	01
	N63NN	Senior Port Leasing Officer	1	700	05

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1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
Occup. Code	Position	Number of Positions	Pay Rate Range No.	Bargaining Unit																							
NF0NN	Senior Program Manager	4	724	20																							
NA9NN	*Senior Secretary - Harbor	1	440	04																							
K65NN	Senior Structural Engineer	1	687	22																							
K66NN	Senior Surveyor	1	627	20																							
K67NN	Senior Survey Technician	4	508	22																							
W94NN	*Senior Survey Technician - NC	3	N55	22																							
K68NN	Senior Traffic Engineer	1	694	20																							
D37NN	Stock & Receiving Clerk	3	330	04																							
D38AN	Storekeeper I	1	380	04																							
D38BN	Storekeeper II	2	430	04																							
KA1NN	Structural Engineer	1	647	22																							
K99NN	Structural Engineering Associate	1	594	22																							
T22N4	*Student Worker - NC	4	H15	99																							
T22N5	*Student Worker - NC	4	H17	99																							
T22N6	*Student Worker - NC	4	H99	99																							
J64NN	Supervising Custodian	1	370	01																							
C35NN	Supervisor of Stores & Property	1	490	03																							
K73NN	Surveyor	4	554	22																							
W95NN	*Surveyor - NC	3	N67	22																							
K74NN	Survey Technician	2	467	22																							
W96NN	*Survey Technician - NC	3	N45	22																							
K76NN	Traffic Engineer	1	644	22																							
K78NN	Traffic Engineering Assistant	1	514	22																							
W98NN	Traffic Engineering Assistant - NC	1	N57	22																							
K79NN	Traffic Engineering Associate	1	594	22																							
	Traffic Engineering Associate - NC	1	N80	22																							
N36NN	*Traffic Manager	1	680	05																							
NC6AN	*Transportation Planner I	1	620	06																							

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Occup. Code	Position	Number of Positions	Pay Rate Range No.	Bargaining Unit
NC6BN	*Transportation Planner II	1	650	06
NC6CN	*Transportation Planner III	1	680	06
J68NN	Utilities Systems Operator	1	450	02
I50NN	Welder	1	490	02
N43AN	Wharfinger I	6	440	04
N43BN	Wharfinger II	2	490	04

9 \* Unclassified Position

10 **Key to Bargaining Unit Codes**

11	01	Skilled and General Services	Supervisor
12	02	Skilled and General Services	Basic
13	03	Office and Tech Services	Supervisor
14	04	Office and Tech Services	Basic
15	05	Professional	Supervisor
16	06	Professional	Basic
17	07	Protection	Supervisor
18	08	Protection	Basic
19	20	Engineering	Supervisor
20	22	Engineering	Basic
21	88	Management	
22	99	Unrepresented	

22 **Sec. 30.1** addition to the offices and positions listed  
 23 in this Section 30, the Board may appoint qualified individuals to  
 24 offices or positions listed in the City's Salary Resolution, but  
 25 not listed in this Resolution, if said individual is an approved  
 26 participant in the City's Civil Service Training Program, or in the  
 27 City's Rehabilitation Program.

28

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1           **Sec. 31.** In addition to the compensation prescribed in  
2 Section 32 of this Resolution, if an employee classified in one of  
3 the positions set forth below is assigned to perform and does  
4 perform the occupational skill described in the column hereof  
5 designated "Skill", said employee shall be paid on a per diem or an  
6 hourly rate basis, as indicated herein. The amount of additional  
7 compensation set forth in the column designated "Additional  
8 Compensation" prescribed herein shall be paid to the employee at an  
9 hourly rate only if said employee is assigned to regularly perform  
10 said occupational skill on a daily basis. If an employee is not  
11 regularly assigned to perform said occupational skill on a daily  
12 basis, then the additional compensation prescribed herein shall be  
13 paid at a per diem rate, and said per diem pay shall be paid only  
14 for each work day that said employee actually performs said  
15 occupational skill, and such employee is not entitled to receive  
16 and shall not be paid per diem skill pay for any day that said  
17 employee does not work or is absent from work on a permitted  
18 absence. For purposes of this Section 31, any employee in a non-  
19 career position shall receive skill pay in the same manner as  
20 prescribed for a comparable employee in the classified career  
21 service and need not be specifically designated in the following  
22 table(s) unless there is no comparable classified position.  
23  
24

<u>Classification</u>	<u>Skill</u>	<u>Additional Compensation</u>
25 Non-Management 26 classification 27 in the current 28 Salary Resolution represented by the	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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1	<u>Classification</u>	<u>Skill</u>	<u>Additional Compensation</u>
2	IAM for all classifi-		
3	cations in which the		
4	top step hourly rates		
	are equal to or less		
	than Salary Range 560		
5	Non-Management	For regular and frequent use	\$0.60 per
6	classifications	of certified oral and/or	hour or \$4.80 per diem
7	represented by	written bilingual skills	
8	the LB Associa-		
9	tion of Engineering		
	Employees with a		
	base hourly rate		
	of \$21.050 or lower		
9	Civil Engineer	When possessing a California	\$5.00 per diem
10	Sr. Civil Engineer	Structural Engineer's License	
		and assigned to perform	
		Structural Engineering duties	
11	Classifications	Required to work on ladders,	\$4.00 per diem
12	in Skilled and	mechanical devices, etc.,	
	General Services	placing employee at heights	
		over 40 feet. Excludes	
		Window Washers and Tree	
		Trimmers	
14	Clerk Typist I	For regular and frequent use	\$0.30 per
15	II and III	of certified shorthand skills	hour
16	Construction	When fully qualified to per-	\$0.50 per
	Inspector I;	form deputy inspection work	hour
	Construction Inspector	and while possessing valid	
17	II; Principal Con-	deputy inspector cards in	\$0.75 per
	struction Inspector;	specified fields of exper-	hour
	Chief Construction	tise (\$0.35 per hour for one	
18	Inspector	deputy inspector card, \$0.60	\$1.00 per
		per hour for two cards,	hour
19		\$0.80 per hour for three	
		cards, up to a maximum of	\$1.25 per
20		\$1.00 for four cards)	hour
21	Construction	Performing as Lead Inspector	\$8.00 per diem
	Inspector II	on projects or directing	
22		annual contract work.	
23	Electrician	When regularly assigned to	\$0.604 per
		and performing the duties as	hour
24		Catholics Crew Leader	
25	Equipment Mechanic	When regularly assigned to	\$1.00 per
	I-II	the maintenance and repair of	hour for one certifi-
26		Harbor Department Vehicles,	cation \$1.25 per hour
		and possessing a current ASE	for two certifications
27		Certification as a Master	
		Automotive and/or Master	
28		Medium/Heavy Truck Technician	

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1	<u>Classification</u>	<u>Skill</u>	<u>Additional Compensation</u>
2	Garage Service	When regularly assigned to	\$5.364 per
3	Attendant II	Maintenance Planner duties in the Maintenance Division	hour
4	Garage Supervisor	When regularly assigned to	\$1.00 per
5		maintenance and repair of	hour for one certificate
6		Harbor Department Vehicles, and when possessing a current	\$1.25 per hour for two
7		ASE Certification as a Master Automotive and/or Master Medium/ Heavy Truck Technician	certificates
8	Gardener II	When regularly assigned	\$4.579 per
9		Planner duties in the	hour
10	Gardener I & II	When required to possess a	\$0.554 per
11		Pesticide Applicator license and regularly assigned pesti- cide applicator duties	hour or \$4.43 per diem
12	Gardener II & Park Maintenance Supervisor	When required to possess an Agricultural Pest Control Advisor's license and regu- larly assigned advisor duties	\$0.554 per hour or \$4.43 per diem
13			
14	Gardener II	When regularly assigned Sys- tems Planner Duties in the	\$9.126 per
15		Maintenance Division	hour
16	Harbor Main- tenance Mechanic II	When regularly assigned	\$2.046 per
17		Administrative Planner duties in Maintenance Division	hour
18		When intermittently operating a crane of 35 tons or larger	\$4.480 per diem
19	Maintenance Assistant I, II & III	When assigned and performing locksmith duties	\$1.42 per hour
20			
21	Maintenance Assistant II	When regularly assigned to pesticide applicator duties	\$0.554 per hour or \$4.43 per diem
22			
23	Maintenance Assistant III	When supervising all custodial activities in Port	\$1.50 per hour
24	Mechanical Supervisor II	When assigned supervision of the Mechanical Section of the Maintenance Division	\$3.357 per hour
25			
26	Painter Supervisor	When assigned supervision of the Carpentry Section in addition to the Paint Shop Section of the Maintenance Division	\$1.157 per hour
27			
28			

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1	<u>Classification</u>	<u>Skill</u>	<u>Additional Compensation</u>
2	Security Officer	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
3	III		
4			\$2.00 per hour
5	Security Officer	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
6	III		
7			\$16.00 per diem
8	Security Officer	When performing as shift supervisor	\$7.20 per diem
9	III		
10	Security Officer	When performing as shift supervisor	\$.90 per hour
11	III		
12	Security Officer	When performing as supervisor of traffic officers	\$5.20 per diem
13	III		
14	Security Officer	When performing as supervisor of traffic officers	\$0.65 per hour
15	III		
16	Security Officer	When acting as field training officer	\$6.85 per diem
17	III		
18	Security Officer	When acting as field training officer	\$0.856 per hour
19	IV		
20		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
21	Security Officer		
22	IV		\$2.00 per hour
23		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
24	Security Officer		
25	IV		\$16.00 per diem
26	Security Officer	When regularly assigned as project manager for technical initiatives associated with homeland security grants	\$3.50 per
27	IV		
28	Senior Equipment Operator	When regularly assigned to the operating of a crane of 35 tons or larger	\$0.560 per hour



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<u>Classification</u>	<u>Skill</u>	<u>Additional Compensation</u>
	When regularly assigned Administrative Planner duties in Maintenance Division	\$2.759 per hour
	When intermittently operating a crane of 35 tons or larger	\$4.480 per diem
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>
E00	\$2,500 to \$20,000

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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32.2

SALARY SCHEDULE 1 - EFFECTIVE OCTOBER 1, 2003  
 HOURLY / BIWEEKLY  
 EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
M01	8.791 703.28 1,529.00	9.231 738.48 1,606.00	9.769 781.52 1,699.00	10.263 821.04 1,785.00	10.744 859.52 1,869.00	11.294 903.52 1,964.00	11.864 949.12 2,063.00
M03	9.461 756.88 1,646.00	9.934 794.72 1,728.00	10.511 840.88 1,828.00	11.019 881.52 1,917.00	11.561 924.88 2,011.00	12.121 969.68 2,108.00	12.750 1,020.00 2,218.00
M07	10.164 813.12 1,768.00	10.673 853.84 1,856.00	11.294 903.52 1,964.00	11.864 949.12 2,063.00	12.431 994.48 2,162.00	13.057 1,044.56 2,271.00	13.725 1,098.00 2,387.00
M08	10.403 832.24 1,809.00	10.923 873.84 1,900.00	11.561 924.88 2,011.00	12.121 969.68 2,108.00	12.750 1,020.00 2,218.00	13.388 1,071.04 2,329.00	14.063 1,125.04 2,446.00
M10	10.677 854.16 1,857.00	11.211 896.88 1,950.00	11.864 949.12 2,063.00	12.431 994.48 2,162.00	13.057 1,044.56 2,271.00	13.725 1,098.00 2,387.00	14.410 1,152.80 2,506.00
M12	10.908 872.64 1,897.00	11.454 916.32 1,992.00	12.121 969.68 2,108.00	12.750 1,020.00 2,218.00	13.388 1,071.04 2,329.00	14.063 1,125.04 2,446.00	14.774 1,181.92 2,570.00
M13	11.187 894.96 1,946.00	11.746 939.68 2,043.00	12.431 994.48 2,162.00	13.057 1,044.56 2,271.00	13.725 1,098.00 2,387.00	14.410 1,152.80 2,506.00	15.135 1,210.80 2,632.00
M15	11.475 918.00 1,996.00	12.048 963.84 2,095.00	12.750 1,020.00 2,218.00	13.388 1,071.04 2,329.00	14.063 1,125.04 2,446.00	14.774 1,181.92 2,570.00	15.517 1,241.36 2,699.00
M17	11.750 940.00 2,044.00	12.337 986.96 2,146.00	13.057 1,044.56 2,271.00	13.725 1,098.00 2,387.00	14.410 1,152.80 2,506.00	15.135 1,210.80 2,632.00	15.939 1,275.12 2,772.00
M18	11.982 958.56 2,084.00	12.581 1,006.48 2,188.00	13.312 1,064.96 2,315.00	13.989 1,119.12 2,433.00	14.702 1,176.16 2,557.00	15.438 1,235.04 2,685.00	16.249 1,299.92 2,826.00
M19	12.231 978.48 2,127.00	12.843 1,027.44 2,234.00	13.593 1,087.44 2,364.00	14.260 1,140.80 2,480.00	15.003 1,200.24 2,609.00	15.757 1,260.56 2,741.00	16.560 1,324.80 2,880.00
M20	12.049 963.92 2,096.00	12.651 1,012.08 2,200.00	13.388 1,071.04 2,329.00	14.063 1,125.04 2,446.00	14.774 1,181.92 2,570.00	15.517 1,241.36 2,699.00	16.444 1,315.52 2,860.00
M21	12.353 988.24 2,149.00	12.970 1,037.60 2,256.00	13.725 1,098.00 2,387.00	14.410 1,152.80 2,506.00	15.135 1,210.80 2,632.00	15.939 1,275.12 2,772.00	16.882 1,350.56 2,936.00

SALARY SCHEDULE 1 - EFFECTIVE OCTOBER 1, 2003  
 HOURLY / BIWEEKLY  
 EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
M24	12.655 1,012.40 2,201.00	13.288 1,063.04 2,311.00	14.063 1,125.04 2,446.00	14.774 1,181.92 2,570.00	15.517 1,241.36 2,699.00	16.444 1,315.52 2,860.00	17.305 1,384.40 3,010.00
M26	12.967 1,037.36 2,255.00	13.616 1,089.28 2,368.00	14.410 1,152.80 2,506.00	15.135 1,210.80 2,632.00	15.939 1,275.12 2,772.00	16.882 1,350.56 2,936.00	17.696 1,415.68 3,078.00
M27	13.063 1,045.04 2,272.00	13.717 1,097.36 2,386.00	14.517 1,161.36 2,525.00	15.244 1,219.52 2,651.00	16.041 1,283.28 2,790.00	16.996 1,359.68 2,956.00	17.828 1,426.24 3,101.00
M28	13.295 1,063.60 2,312.00	13.960 1,116.80 2,428.00	14.774 1,181.92 2,570.00	15.517 1,241.36 2,699.00	16.444 1,315.52 2,860.00	17.305 1,384.40 3,010.00	18.161 1,452.88 3,159.00
M30	13.832 1,106.56 2,406.00	14.524 1,161.92 2,526.00	15.369 1,229.52 2,673.00	16.150 1,292.00 2,809.00	16.965 1,357.20 2,951.00	17.987 1,438.96 3,128.00	18.913 1,513.04 3,290.00
M31	13.620 1,089.60 2,369.00	14.300 1,144.00 2,487.00	15.135 1,210.80 2,632.00	15.939 1,275.12 2,772.00	16.882 1,350.56 2,936.00	17.696 1,415.68 3,078.00	18.612 1,488.96 3,237.00
M34	13.967 1,117.36 2,429.00	14.666 1,173.28 2,551.00	15.517 1,241.36 2,699.00	16.444 1,315.52 2,860.00	17.305 1,384.40 3,010.00	18.161 1,452.88 3,159.00	19.066 1,525.28 3,316.00
M36	14.345 1,147.60 2,495.00	15.062 1,204.96 2,620.00	15.939 1,275.12 2,772.00	16.882 1,350.56 2,936.00	17.696 1,415.68 3,078.00	18.612 1,488.96 3,237.00	19.562 1,564.96 3,402.00
M37	14.800 1,184.00 2,574.00	15.540 1,243.20 2,703.00	16.444 1,315.52 2,860.00	17.305 1,384.40 3,010.00	18.161 1,452.88 3,159.00	19.066 1,525.28 3,316.00	20.038 1,603.04 3,485.00
M42	15.574 1,245.92 2,709.00	16.353 1,308.24 2,844.00	17.305 1,384.40 3,010.00	18.161 1,452.88 3,159.00	19.066 1,525.28 3,316.00	20.038 1,603.04 3,485.00	21.093 1,687.44 3,669.00
M46	15.925 1,274.00 2,770.00	16.721 1,337.68 2,908.00	17.696 1,415.68 3,078.00	18.612 1,488.96 3,237.00	19.562 1,564.96 3,402.00	20.561 1,644.88 3,576.00	21.624 1,729.92 3,761.00
M47	16.346 1,307.68 2,843.00	17.163 1,373.04 2,985.00	18.161 1,452.88 3,159.00	19.066 1,525.28 3,316.00	20.038 1,603.04 3,485.00	21.093 1,687.44 3,669.00	22.179 1,774.32 3,858.00
M50	16.748 1,339.84 2,913.00	17.586 1,406.88 3,059.00	18.612 1,488.96 3,237.00	19.562 1,564.96 3,402.00	20.561 1,644.88 3,576.00	21.624 1,729.92 3,761.00	22.73 1,818.56 3,954.00

SALARY SCHEDULE 1 - EFFECTIVE OCTOBER 1, 2003  
 HOURLY / BIWEEKLY  
 EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
M52	17.159 1,372.72 2,984.00	18.018 1,441.44 3,134.00	19.066 1,525.28 3,316.00	20.038 1,603.04 3,485.00	21.093 1,687.44 3,669.00	22.179 1,774.32 3,858.00	23.331 1,866.48 4,058.00
M62	18.505 1,480.40 3,219.00	19.431 1,554.48 3,380.00	20.561 1,644.88 3,576.00	21.624 1,729.92 3,761.00	22.732 1,818.56 3,954.00	23.926 1,914.08 4,161.00	25.135 2,010.80 4,372.00
M66	19.462 1,556.96 3,385.00	20.435 1,634.80 3,554.00	21.624 1,729.92 3,761.00	22.732 1,818.56 3,954.00	23.926 1,914.08 4,161.00	25.135 2,010.80 4,372.00	26.457 2,116.56 4,602.00
M68	19.961 1,596.88 3,472.00	20.960 1,676.80 3,646.00	22.179 1,774.32 3,858.00	23.331 1,866.48 4,058.00	24.523 1,961.84 4,265.00	25.777 2,062.16 4,483.00	27.128 2,170.24 4,718.00
M78	21.963 1,757.04 3,820.00	23.061 1,844.88 4,011.00	24.405 1,952.40 4,245.00	25.637 2,050.96 4,459.00	26.987 2,158.96 4,694.00	28.364 2,269.12 4,933.00	29.821 2,385.68 5,187.00
M88	23.197 1,855.76 4,035.00	24.358 1,948.64 4,237.00	25.777 2,062.16 4,483.00	27.128 2,170.24 4,718.00	28.513 2,281.04 4,959.00	29.999 2,399.92 5,218.00	31.571 2,525.68 5,491.00
M90	23.813 1,905.04 4,142.00	25.003 2,000.24 4,349.00	26.457 2,116.56 4,602.00	27.808 2,224.64 4,837.00	29.235 2,338.80 5,085.00	30.780 2,462.40 5,354.00	32.397 2,591.76 5,635.00
N09	10.400 832.00 1,809.00	10.920 873.60 1,899.00	11.556 924.48 2,010.00	12.117 969.36 2,107.00	12.746 1,019.68 2,217.00	13.382 1,070.56 2,328.00	14.058 1,124.64 2,445.00
N16	11.492 919.36 1,999.00	12.068 965.44 2,099.00	12.771 1,021.68 2,221.00	13.419 1,073.52 2,334.00	14.080 1,126.40 2,449.00	14.805 1,184.40 2,575.00	15.553 1,244.24 2,705.00
N23	12.234 978.72 2,128.00	12.846 1,027.68 2,234.00	13.594 1,087.52 2,364.00	14.267 1,141.36 2,481.00	14.982 1,198.56 2,606.00	15.778 1,262.24 2,744.00	16.715 1,337.20 2,907.00
N29	13.345 1,067.60 2,321.00	14.012 1,120.96 2,437.00	14.826 1,186.08 2,579.00	15.570 1,245.60 2,708.00	16.496 1,319.68 2,869.00	17.355 1,388.40 3,019.00	18.211 1,456.88 3,167.00
N33	13.164 1,053.12 2,290.00	13.823 1,105.84 2,404.00	14.626 1,170.08 2,544.00	15.420 1,233.60 2,682.00	16.272 1,301.76 2,830.00	17.121 1,369.68 2,978.00	18.039 1,443.12 3,137.00
N41	15.212 1,216.96 2,646.00	15.973 1,277.84 2,778.00	16.903 1,352.24 2,940.00	17.743 1,419.44 3,086.00	18.650 1,492.00 3,244.00	19.672 1,573.76 3,422.00	20.613 1,649.04 3,585.00

SALARY SCHEDULE 1 - EFFECTIVE OCTOBER 1, 2003  
 HOURLY / BIWEEKLY  
 EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
N43	15.604 1,248.32 2,714.00	16.384 1,310.72 2,850.00	17.337 1,386.96 3,015.00	18.184 1,454.72 3,163.00	19.110 1,528.80 3,324.00	20.086 1,606.88 3,494.00	21.125 1,690.00 3,674.00
N45	17.531 1,402.48 3,049.00	18.407 1,472.56 3,202.00	19.476 1,558.08 3,387.00	20.432 1,634.56 3,554.00	21.470 1,717.60 3,734.00	22.574 1,805.92 3,926.00	23.738 1,899.04 4,129.00
N51	16.783 1,342.64 2,919.00	17.623 1,409.84 3,065.00	18.650 1,492.00 3,244.00	19.600 1,568.00 3,409.00	20.613 1,649.04 3,585.00	21.672 1,733.76 3,769.00	22.764 1,821.12 3,959.00
N53	17.198 1,375.84 2,991.00	18.059 1,444.72 3,141.00	19.110 1,528.80 3,324.00	20.086 1,606.88 3,494.00	21.125 1,690.00 3,674.00	22.221 1,777.68 3,865.00	23.371 1,869.68 4,065.00
N54	18.405 1,472.40 3,201.00	19.325 1,546.00 3,361.00	20.449 1,635.92 3,557.00	21.495 1,719.60 3,739.00	22.604 1,808.32 3,931.00	23.779 1,902.32 4,136.00	25.009 2,000.72 4,350.00
N55	19.323 1,545.84 3,361.00	20.289 1,623.12 3,529.00	21.470 1,717.60 3,734.00	22.574 1,805.92 3,926.00	23.738 1,899.04 4,129.00	24.971 1,997.68 4,343.00	26.263 2,101.04 4,568.00
N57	18.517 1,481.36 3,221.00	19.442 1,555.36 3,382.00	20.572 1,645.76 3,578.00	21.636 1,730.88 3,763.00	22.747 1,819.76 3,956.00	23.895 1,911.60 4,156.00	25.155 2,012.40 4,375.00
N60	18.077 1,446.16 3,144.00	18.981 1,518.48 3,301.00	20.086 1,606.88 3,494.00	21.125 1,690.00 3,674.00	22.221 1,777.68 3,865.00	23.371 1,869.68 4,065.00	24.585 1,966.80 4,276.00
N61	18.498 1,479.84 3,217.00	19.423 1,553.84 3,378.00	20.553 1,644.24 3,575.00	21.615 1,729.20 3,759.00	22.724 1,817.92 3,952.00	23.917 1,913.36 4,160.00	25.125 2,010.00 4,370.00
N63	18.552 1,484.16 3,227.00	19.479 1,558.32 3,388.00	20.613 1,649.04 3,585.00	21.672 1,733.76 3,769.00	22.764 1,821.12 3,959.00	23.966 1,917.28 4,168.00	25.189 2,015.12 4,381.00
N65	20.344 1,627.52 3,538.00	21.361 1,708.88 3,715.00	22.604 1,808.32 3,931.00	23.779 1,902.32 4,136.00	25.009 2,000.72 4,350.00	26.306 2,104.48 4,575.00	27.629 2,210.32 4,805.00
N67	21.918 1,753.44 3,812.00	23.013 1,841.04 4,003.00	24.353 1,948.24 4,236.00	25.580 2,046.40 4,449.00	26.931 2,154.48 4,684.00	28.297 2,263.76 4,922.00	29.787 2,382.96 5,181.00
N69	19.953 1,596.24 3,470.00	20.951 1,676.08 3,644.00	22.171 1,773.68 3,856.00	23.323 1,865.84 4,057.00	24.513 1,961.04 4,264.00	25.767 2,061.36 4,482.00	27.11 2,169.44 4,717.00

SALARY SCHEDULE 1 - EFFECTIVE OCTOBER 1, 2003  
 HOURLY / BIWEEKLY  
 EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
N70	21.188 1,695.04 3,685.00	22.247 1,779.76 3,869.00	23.544 1,883.52 4,095.00	24.750 1,980.00 4,305.00	26.026 2,082.08 4,527.00	27.377 2,190.16 4,762.00	28.798 2,303.84 5,009.00
N72	20.489 1,639.12 3,564.00	21.513 1,721.04 3,742.00	22.764 1,821.12 3,959.00	23.966 1,917.28 4,168.00	25.189 2,015.12 4,381.00	26.513 2,121.04 4,611.00	27.855 2,228.40 4,845.00
N73	21.403 1,712.24 3,723.00	22.474 1,797.92 3,909.00	23.779 1,902.32 4,136.00	25.009 2,000.72 4,350.00	26.306 2,104.48 4,575.00	27.629 2,210.32 4,805.00	29.076 2,326.08 5,057.00
N77	21.034 1,682.72 3,658.00	22.086 1,766.88 3,841.00	23.371 1,869.68 4,065.00	24.585 1,966.80 4,276.00	25.823 2,065.84 4,491.00	27.180 2,174.40 4,727.00	28.564 2,285.12 4,968.00
N80	22.641 1,811.28 3,938.00	23.773 1,901.84 4,135.00	25.155 2,012.40 4,375.00	26.440 2,115.20 4,599.00	27.829 2,226.32 4,840.00	29.238 2,339.04 5,085.00	30.750 2,460.00 5,348.00
N81	22.063 1,765.04 3,837.00	23.166 1,853.28 4,029.00	24.513 1,961.04 4,264.00	25.767 2,061.36 4,482.00	27.118 2,169.44 4,717.00	28.502 2,280.16 4,957.00	29.987 2,398.96 5,216.00
N83	22.109 1,768.72 3,845.00	23.214 1,857.12 4,038.00	24.568 1,965.44 4,273.00	25.820 2,065.60 4,491.00	27.177 2,174.16 4,727.00	28.551 2,284.08 4,966.00	30.027 2,402.16 5,223.00
N84	22.146 1,771.68 3,852.00	23.254 1,860.32 4,045.00	24.609 1,968.72 4,280.00	25.867 2,069.36 4,499.00	27.213 2,177.04 4,733.00	28.581 2,286.48 4,971.00	30.091 2,407.28 5,234.00
N87	22.672 1,813.76 3,943.00	23.806 1,904.48 4,141.00	25.189 2,015.12 4,381.00	26.513 2,121.04 4,611.00	27.855 2,228.40 4,845.00	29.297 2,343.76 5,096.00	30.838 2,467.04 5,364.00
N89	23.261 1,860.88 4,046.00	24.424 1,953.92 4,248.00	25.845 2,067.60 4,495.00	27.194 2,175.52 4,730.00	28.576 2,286.08 4,970.00	30.061 2,404.88 5,228.00	31.633 2,530.64 5,502.00
N92	23.863 1,909.04 4,150.00	25.057 2,004.56 4,358.00	26.513 2,121.04 4,611.00	27.855 2,228.40 4,845.00	29.297 2,343.76 5,096.00	30.838 2,467.04 5,364.00	32.449 2,595.92 5,644.00
N94	25.675 2,054.00 4,466.00	26.960 2,156.80 4,689.00	28.529 2,282.32 4,962.00	29.982 2,398.56 5,215.00	31.554 2,524.32 5,488.00	33.204 2,656.32 5,775.00	34.943 2,795.44 6,078.00
N96	26.285 2,102.80 4,572.00	27.599 2,207.92 4,800.00	29.206 2,336.48 5,080.00	30.703 2,456.24 5,340.00	32.328 2,586.24 5,623.00	34.024 2,721.92 5,918.00	35.794 2,863.52 6,226.00

SALARY SCHEDULE 1 - EFFECTIVE OCTOBER 1, 2003  
 HOURLY / BIWEEKLY  
 EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
S01	12.959 1,036.72 2,254.00	14.399 1,151.92 2,504.00	15.115 1,209.20 2,629.00	16.026 1,282.08 2,787.00	16.821 1,345.68 2,926.00	17.669 1,413.52 3,073.00	
S02	20.877 1,670.16 3,631.00	21.958 1,756.64 3,819.00	23.093 1,847.44 4,017.00	24.283 1,942.64 4,224.00	25.583 2,046.64 4,450.00		
S03	19.870 1,589.60 3,456.00						
S04	21.252 1,700.16 3,696.00						
S05	23.615 1,889.20 4,107.00	24.930 1,994.40 4,336.00	26.279 2,102.32 4,571.00	27.721 2,217.68 4,821.00	29.241 2,339.28 5,086.00		
S06	22.075 1,766.00 3,839.00	23.307 1,864.56 4,054.00	24.571 1,965.68 4,274.00	25.915 2,073.20 4,507.00	27.337 2,186.96 4,755.00		
S07	25.228 2,018.24 4,388.00	26.556 2,124.48 4,619.00	27.890 2,231.20 4,851.00	29.325 2,346.00 5,100.00	30.842 2,467.36 5,364.00		
S08	26.473 2,117.84 4,604.00	27.921 2,233.68 4,856.00	29.438 2,355.04 5,120.00	30.989 2,479.12 5,390.00	32.649 2,611.92 5,679.00		
S09	29.067 2,325.36 5,056.00	30.504 2,440.32 5,306.00	32.039 2,563.12 5,572.00	33.620 2,689.60 5,847.00	35.316 2,825.28 6,142.00		
S10	32.889 2,631.12 5,720.00						
S11	26.784 2,142.72 4,659.00	28.270 2,261.60 4,917.00	29.884 2,390.72 5,198.00	31.533 2,522.64 5,484.00	33.315 2,665.20 5,794.00		
S12	30.015 2,401.20 5,220.00	31.592 2,527.36 5,495.00	33.318 2,665.44 5,795.00	35.104 2,808.32 6,106.00	38.194 3,055.52 6,643.00		
S13	32.233 2,578.64 5,606.00	33.882 2,710.56 5,893.00	35.650 2,852.00 6,201.00	37.466 2,997.28 6,516.00	39.416 3,153.28 6,856.00		

SALARY SCHEDULE 1 - EFFECTIVE OCTOBER 1, 2003  
 HOURLY / BIWEEKLY  
 EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
S14	32.608 2,608.64 5,671.00	34.474 2,757.92 5,996.00	36.366 2,909.28 6,325.00	38.398 3,071.84 6,679.00	40.531 3,242.48 7,049.00		
S15	35.595 2,847.60 6,191.00	37.555 3,004.40 6,532.00	39.557 3,164.56 6,880.00	41.683 3,334.64 7,250.00	43.931 3,514.48 7,641.00		
S16	38.114 3,049.12 6,629.00	40.212 3,216.96 6,994.00	42.355 3,388.40 7,367.00	44.675 3,574.00 7,770.00	47.055 3,764.40 8,184.00		
010	12.959 1,036.72 2,254.00	14.399 1,151.92 2,504.00	15.115 1,209.20 2,629.00	16.026 1,282.08 2,787.00	16.821 1,345.68 2,926.00	17.669 1,413.52 3,073.00	
030	20.877 1,670.16 3,631.00	21.958 1,756.64 3,819.00	23.093 1,847.44 4,017.00	24.283 1,942.64 4,224.00	25.583 2,046.64 4,450.00		
045	19.870 1,589.60 3,456.00						
046	21.252 1,700.16 3,696.00						
050	23.615 1,889.20 4,107.00	24.930 1,994.40 4,336.00	26.279 2,102.32 4,571.00	27.721 2,217.68 4,821.00	29.241 2,339.28 5,086.00		
055	22.075 1,766.00 3,839.00	23.307 1,864.56 4,054.00	24.571 1,965.68 4,274.00	25.915 2,073.20 4,507.00	27.337 2,186.96 4,755.00		
060	25.228 2,018.24 4,388.00	26.556 2,124.48 4,619.00	27.890 2,231.20 4,851.00	29.325 2,346.00 5,100.00	30.842 2,467.36 5,364.00		
070	26.473 2,117.84 4,604.00	27.921 2,233.68 4,856.00	29.438 2,355.04 5,120.00	30.989 2,479.12 5,390.00	32.649 2,611.92 5,679.00		
080	29.067 2,325.36 5,056.00	30.504 2,440.32 5,306.00	32.039 2,563.12 5,572.00	33.620 2,689.60 5,847.00	35.316 2,825.28 6,142.00		
100	32.889 2,631.12 5,720.00						



SALARY SCHEDULE 1 - EFFECTIVE OCTOBER 1, 2003  
 HOURLY / BIWEEKLY  
 EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
105	26.784 2,142.72 4,659.00	28.270 2,261.60 4,917.00	29.884 2,390.72 5,198.00	31.533 2,522.64 5,484.00	33.315 2,665.20 5,794.00		
110	30.015 2,401.20 5,220.00	31.592 2,527.36 5,495.00	33.318 2,665.44 5,795.00	35.104 2,808.32 6,106.00	38.194 3,055.52 6,643.00		
120	32.233 2,578.64 5,606.00	33.882 2,710.56 5,893.00	35.650 2,852.00 6,201.00	37.466 2,997.28 6,516.00	39.416 3,153.28 6,856.00		
155	32.608 2,608.64 5,671.00	34.474 2,757.92 5,996.00	36.366 2,909.28 6,325.00	38.398 3,071.84 6,679.00	40.531 3,242.48 7,049.00		
170	35.595 2,847.60 6,191.00	37.555 3,004.40 6,532.00	39.557 3,164.56 6,880.00	41.683 3,334.64 7,250.00	43.931 3,514.48 7,641.00		
180	40.048 3,203.84 6,965.00	42.257 3,380.56 7,350.00	44.502 3,560.16 7,740.00	46.940 3,755.20 8,164.00	49.437 3,954.96 8,599.00		
185	38.114 3,049.12 6,629.00	40.212 3,216.96 6,994.00	42.355 3,388.40 7,367.00	44.675 3,574.00 7,770.00	47.055 3,764.40 8,184.00		
230	9.145 731.60 1,591.00	9.604 768.32 1,670.00	10.162 812.96 1,767.00	10.677 854.16 1,857.00	11.177 894.16 1,944.00	11.749 939.92 2,043.00	12.341 987.28 2,146.00
250	9.608 768.64 1,671.00	10.087 806.96 1,754.00	10.677 854.16 1,857.00	11.177 894.16 1,944.00	11.749 939.92 2,043.00	12.341 987.28 2,146.00	12.933 1,034.64 2,249.00
260	9.842 787.36 1,712.00	10.333 826.64 1,797.00	10.934 874.72 1,902.00	11.463 917.04 1,994.00	12.026 962.08 2,092.00	12.610 1,008.80 2,193.00	13.264 1,061.12 2,307.00
270	10.057 804.56 1,749.00	10.561 844.88 1,837.00	11.177 894.16 1,944.00	11.749 939.92 2,043.00	12.341 987.28 2,146.00	12.933 1,034.64 2,249.00	13.584 1,086.72 2,363.00
272	10.078 806.24 1,753.00	10.581 846.48 1,840.00	11.198 895.84 1,948.00	11.779 942.32 2,049.00	12.373 989.84 2,152.00	12.959 1,036.72 2,254.00	13.609 1,088.72 2,367.00
280	10.318 825.44 1,795.00	10.833 866.64 1,884.00	11.464 917.12 1,994.00	12.047 963.76 2,095.00	12.636 1,010.88 2,198.00	13.258 1,060.64 2,306.00	13.93 1,114.40 2,423.00

SALARY SCHEDULE 1 - EFFECTIVE OCTOBER 1, 2003  
 HOURLY / BIWEEKLY  
 EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
290	10.575 846.00 1,839.00	11.103 888.24 1,931.00	11.749 939.92 2,043.00	12.341 987.28 2,146.00	12.933 1,034.64 2,249.00	13.584 1,086.72 2,363.00	14.278 1,142.24 2,483.00
307	11.142 891.36 1,938.00	11.699 935.92 2,035.00	12.380 990.40 2,153.00	12.980 1,038.40 2,258.00	13.655 1,092.40 2,375.00	14.337 1,146.96 2,494.00	15.060 1,204.80 2,619.00
310	11.108 888.64 1,932.00	11.663 933.04 2,029.00	12.341 987.28 2,146.00	12.933 1,034.64 2,249.00	13.584 1,086.72 2,363.00	14.278 1,142.24 2,483.00	14.991 1,199.28 2,607.00
316	11.538 923.04 2,007.00	12.115 969.20 2,107.00	12.817 1,025.36 2,229.00	13.436 1,074.88 2,337.00	14.104 1,128.32 2,453.00	14.831 1,186.48 2,580.00	15.584 1,246.72 2,711.00
320	11.349 907.92 1,974.00	11.916 953.28 2,073.00	12.610 1,008.80 2,193.00	13.264 1,061.12 2,307.00	13.928 1,114.24 2,422.00	14.630 1,170.40 2,545.00	15.369 1,229.52 2,673.00
330	11.639 931.12 2,024.00	12.221 977.68 2,126.00	12.933 1,034.64 2,249.00	13.584 1,086.72 2,363.00	14.278 1,142.24 2,483.00	14.991 1,199.28 2,607.00	15.745 1,259.60 2,739.00
336	12.095 967.60 2,104.00	12.700 1,016.00 2,209.00	13.436 1,074.88 2,337.00	14.104 1,128.32 2,453.00	14.831 1,186.48 2,580.00	15.584 1,246.72 2,711.00	16.374 1,309.92 2,848.00
340	11.937 954.96 2,076.00	12.533 1,002.64 2,180.00	13.264 1,061.12 2,307.00	13.928 1,114.24 2,422.00	14.630 1,170.40 2,545.00	15.369 1,229.52 2,673.00	16.142 1,291.36 2,808.00
344	12.312 984.96 2,141.00	12.928 1,034.24 2,249.00	13.683 1,094.64 2,380.00	14.377 1,150.16 2,501.00	15.084 1,206.72 2,624.00	15.861 1,268.88 2,759.00	16.661 1,332.88 2,898.00
350	12.224 977.92 2,126.00	12.835 1,026.80 2,232.00	13.584 1,086.72 2,363.00	14.278 1,142.24 2,483.00	14.991 1,199.28 2,607.00	15.745 1,259.60 2,739.00	16.581 1,326.48 2,884.00
352	12.464 997.12 2,168.00	13.088 1,047.04 2,276.00	13.848 1,107.84 2,409.00	14.554 1,164.32 2,531.00	15.296 1,223.68 2,660.00	16.060 1,284.80 2,793.00	16.903 1,352.24 2,940.00
356	12.725 1,018.00 2,213.00	13.361 1,068.88 2,324.00	14.141 1,131.28 2,460.00	14.833 1,186.64 2,580.00	15.609 1,248.72 2,715.00	16.392 1,311.36 2,851.00	17.227 1,378.16 2,996.00
360	12.534 1,002.72 2,180.00	13.161 1,052.88 2,289.00	13.928 1,114.24 2,422.00	14.630 1,170.40 2,545.00	15.369 1,229.52 2,673.00	16.142 1,291.36 2,808.00	17.107 1,368.56 2,975.00

SALARY SCHEDULE 1 - EFFECTIVE OCTOBER 1, 2003  
 HOURLY / BIWEEKLY  
 EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
370	12.850 1,028.00 2,235.00	13.494 1,079.52 2,347.00	14.278 1,142.24 2,483.00	14.991 1,199.28 2,607.00	15.745 1,259.60 2,739.00	16.581 1,326.48 2,884.00	17.563 1,405.04 3,055.00
374	13.109 1,048.72 2,280.00	13.764 1,101.12 2,394.00	14.565 1,165.20 2,533.00	15.287 1,222.96 2,659.00	16.053 1,284.24 2,792.00	16.906 1,352.48 2,940.00	17.910 1,432.80 3,115.00
380	13.165 1,053.20 2,290.00	13.824 1,105.92 2,404.00	14.630 1,170.40 2,545.00	15.369 1,229.52 2,673.00	16.142 1,291.36 2,808.00	17.107 1,368.56 2,975.00	18.002 1,440.16 3,131.00
386	13.674 1,093.92 2,378.00	14.357 1,148.56 2,497.00	15.195 1,215.60 2,643.00	15.968 1,277.44 2,777.00	16.775 1,342.00 2,918.00	17.788 1,423.04 3,094.00	18.706 1,496.48 3,254.00
390	13.490 1,079.20 2,346.00	14.166 1,133.28 2,464.00	14.991 1,199.28 2,607.00	15.745 1,259.60 2,739.00	16.581 1,326.48 2,884.00	17.563 1,405.04 3,055.00	18.410 1,472.80 3,202.00
391	13.590 1,087.20 2,364.00	14.270 1,141.60 2,482.00	15.101 1,208.08 2,626.00	15.858 1,268.64 2,758.00	16.687 1,334.96 2,902.00	17.682 1,414.56 3,075.00	18.545 1,483.60 3,226.00
400	13.830 1,106.40 2,405.00	14.522 1,161.76 2,526.00	15.369 1,229.52 2,673.00	16.142 1,291.36 2,808.00	17.107 1,368.56 2,975.00	18.002 1,440.16 3,131.00	18.892 1,511.36 3,286.00
404	14.298 1,143.84 2,487.00	15.013 1,201.04 2,611.00	15.887 1,270.96 2,763.00	16.683 1,334.64 2,902.00	17.676 1,414.08 3,074.00	18.597 1,487.76 3,235.00	19.513 1,561.04 3,394.00
406	14.389 1,151.12 2,503.00	15.108 1,208.64 2,628.00	15.989 1,279.12 2,781.00	16.800 1,344.00 2,922.00	17.649 1,411.92 3,070.00	18.711 1,496.88 3,254.00	19.675 1,574.00 3,422.00
410	14.169 1,133.52 2,464.00	14.877 1,190.16 2,588.00	15.745 1,259.60 2,739.00	16.581 1,326.48 2,884.00	17.563 1,405.04 3,055.00	18.410 1,472.80 3,202.00	19.363 1,549.04 3,368.00
419	14.103 1,128.24 2,453.00	14.808 1,184.64 2,576.00	15.668 1,253.44 2,725.00	16.520 1,321.60 2,873.00	17.433 1,394.64 3,032.00	18.342 1,467.36 3,190.00	19.325 1,546.00 3,361.00
420	14.530 1,162.40 2,527.00	15.255 1,220.40 2,653.00	16.142 1,291.36 2,808.00	17.107 1,368.56 2,975.00	18.002 1,440.16 3,131.00	18.892 1,511.36 3,286.00	19.835 1,586.80 3,450.00
422	14.635 1,170.80 2,545.00	15.367 1,229.36 2,673.00	16.260 1,300.80 2,828.00	17.240 1,379.20 2,999.00	18.135 1,450.80 3,154.00	19.032 1,522.56 3,310.00	19.98 1,599.04 3,476.00

**SALARY SCHEDULE 1 - EFFECTIVE OCTOBER 1, 2003**  
**HOURLY / BIWEEKLY**  
**EQUIVALENT MONTHLY RATES**

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
430	14.923 1,193.84 2,596.00	15.668 1,253.44 2,725.00	16.581 1,326.48 2,884.00	17.563 1,405.04 3,055.00	18.410 1,472.80 3,202.00	19.363 1,549.04 3,368.00	20.349 1,627.92 3,539.00
440	15.396 1,231.68 2,678.00	16.166 1,293.28 2,812.00	17.107 1,368.56 2,975.00	18.002 1,440.16 3,131.00	18.892 1,511.36 3,286.00	19.835 1,586.80 3,450.00	20.845 1,667.60 3,626.00
442	15.506 1,240.48 2,697.00	16.281 1,302.48 2,832.00	17.227 1,378.16 2,996.00	18.120 1,449.60 3,152.00	19.013 1,521.04 3,307.00	19.949 1,595.92 3,470.00	20.963 1,677.04 3,646.00
443	15.791 1,263.28 2,747.00	16.581 1,326.48 2,884.00	17.545 1,403.60 3,052.00	18.596 1,487.68 3,234.00	19.561 1,564.88 3,402.00	20.581 1,646.48 3,580.00	21.565 1,725.20 3,751.00
450	15.807 1,264.56 2,749.00	16.597 1,327.76 2,887.00	17.563 1,405.04 3,055.00	18.410 1,472.80 3,202.00	19.363 1,549.04 3,368.00	20.349 1,627.92 3,539.00	21.390 1,711.20 3,720.00
454	16.297 1,303.76 2,835.00	17.112 1,368.96 2,976.00	18.108 1,448.64 3,149.00	19.009 1,520.72 3,306.00	19.980 1,598.40 3,475.00	21.075 1,686.00 3,666.00	22.082 1,766.56 3,841.00
460	16.201 1,296.08 2,818.00	17.011 1,360.88 2,959.00	18.002 1,440.16 3,131.00	18.892 1,511.36 3,286.00	19.835 1,586.80 3,450.00	20.845 1,667.60 3,626.00	21.944 1,755.52 3,817.00
464	16.717 1,337.36 2,908.00	17.552 1,404.16 3,053.00	18.573 1,485.84 3,230.00	19.480 1,558.40 3,388.00	20.472 1,637.76 3,561.00	21.518 1,721.44 3,743.00	22.631 1,810.48 3,936.00
466	16.740 1,339.20 2,912.00	17.577 1,406.16 3,057.00	18.602 1,488.16 3,235.00	19.524 1,561.92 3,396.00	20.505 1,640.40 3,566.00	21.547 1,723.76 3,748.00	22.669 1,813.52 3,943.00
467	18.781 1,502.48 3,267.00	19.719 1,577.52 3,430.00	20.865 1,669.20 3,629.00	21.889 1,751.12 3,807.00	23.000 1,840.00 4,000.00	24.183 1,934.64 4,206.00	25.431 2,034.48 4,423.00
470	16.567 1,325.36 2,881.00	17.395 1,391.60 3,025.00	18.410 1,472.80 3,202.00	19.363 1,549.04 3,368.00	20.349 1,627.92 3,539.00	21.390 1,711.20 3,720.00	22.496 1,799.68 3,913.00
480	17.004 1,360.32 2,957.00	17.854 1,428.32 3,105.00	18.892 1,511.36 3,286.00	19.835 1,586.80 3,450.00	20.845 1,667.60 3,626.00	21.944 1,755.52 3,817.00	23.072 1,845.76 4,013.00
482	17.573 1,405.84 3,056.00	18.451 1,476.08 3,209.00	19.524 1,561.92 3,396.00	20.505 1,640.40 3,566.00	21.547 1,723.76 3,748.00	22.669 1,813.52 3,943.00	23.842 1,907.36 4,147.00

**SALARY SCHEDULE 1 - EFFECTIVE OCTOBER 1, 2003**  
**HOURLY / BIWEEKLY**  
**EQUIVALENT MONTHLY RATES**

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
486	17.708 1,416.64 3,080.00	18.594 1,487.52 3,234.00	19.675 1,574.00 3,422.00	20.657 1,652.56 3,593.00	21.683 1,734.64 3,771.00	22.798 1,823.84 3,965.00	23.974 1,917.92 4,170.00
490	17.425 1,394.00 3,031.00	18.295 1,463.60 3,182.00	19.363 1,549.04 3,368.00	20.349 1,627.92 3,539.00	21.390 1,711.20 3,720.00	22.496 1,799.68 3,913.00	23.649 1,891.92 4,113.00
494	17.980 1,438.40 3,127.00	18.879 1,510.32 3,284.00	19.980 1,598.40 3,475.00	20.998 1,679.84 3,652.00	22.082 1,766.56 3,841.00	23.217 1,857.36 4,038.00	24.388 1,951.04 4,242.00
500	17.852 1,428.16 3,105.00	18.744 1,499.52 3,260.00	19.835 1,586.80 3,450.00	20.845 1,667.60 3,626.00	21.944 1,755.52 3,817.00	23.072 1,845.76 4,013.00	24.272 1,941.76 4,222.00
504	18.425 1,474.00 3,205.00	19.345 1,547.60 3,365.00	20.472 1,637.76 3,561.00	21.518 1,721.44 3,743.00	22.631 1,810.48 3,936.00	23.805 1,904.40 4,140.00	25.037 2,002.96 4,355.00
507	19.717 1,577.36 3,429.00	20.702 1,656.16 3,601.00	21.906 1,752.48 3,810.00	23.028 1,842.24 4,005.00	24.216 1,937.28 4,212.00	25.474 2,037.92 4,431.00	26.793 2,143.44 4,660.00
508	20.700 1,656.00 3,600.00	21.736 1,738.88 3,781.00	23.000 1,840.00 4,000.00	24.183 1,934.64 4,206.00	25.431 2,034.48 4,423.00	26.750 2,140.00 4,653.00	28.135 2,250.80 4,893.00
510	18.314 1,465.12 3,185.00	19.230 1,538.40 3,345.00	20.349 1,627.92 3,539.00	21.390 1,711.20 3,720.00	22.496 1,799.68 3,913.00	23.649 1,891.92 4,113.00	24.890 1,991.20 4,329.00
514	19.838 1,587.04 3,450.00	20.830 1,666.40 3,623.00	22.039 1,763.12 3,833.00	23.178 1,854.24 4,031.00	24.369 1,949.52 4,238.00	25.599 2,047.92 4,452.00	26.949 2,155.92 4,687.00
520	18.762 1,500.96 3,263.00	19.701 1,576.08 3,427.00	20.845 1,667.60 3,626.00	21.944 1,755.52 3,817.00	23.072 1,845.76 4,013.00	24.272 1,941.76 4,222.00	25.511 2,040.88 4,437.00
523	22.696 1,815.68 3,947.00	23.891 1,911.28 4,155.00	25.121 2,009.68 4,369.00	26.428 2,114.24 4,597.00	27.776 2,222.08 4,831.00		
524	19.367 1,549.36 3,368.00	20.334 1,626.72 3,537.00	21.518 1,721.44 3,743.00	22.631 1,810.48 3,936.00	23.805 1,904.40 4,140.00	25.037 2,002.96 4,355.00	26.338 2,107.04 4,581.00
527	19.816 1,585.28 3,447.00	20.807 1,664.56 3,619.00	22.019 1,761.52 3,830.00	23.156 1,852.48 4,027.00	24.343 1,947.44 4,234.00	25.622 2,049.76 4,456.00	26.9 2,153.28 4,681.00

**SALARY SCHEDULE 1 - EFFECTIVE OCTOBER 1, 2003**  
**HOURLY / BIWEEKLY**  
**EQUIVALENT MONTHLY RATES**

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
530	19.251 1,540.08 3,348.00	20.214 1,617.12 3,516.00	21.390 1,711.20 3,720.00	22.496 1,799.68 3,913.00	23.649 1,891.92 4,113.00	24.890 1,991.20 4,329.00	26.147 2,091.76 4,548.00
534	19.879 1,590.32 3,458.00	20.873 1,669.84 3,630.00	22.086 1,766.88 3,841.00	23.221 1,857.68 4,039.00	24.391 1,951.28 4,242.00	25.680 2,054.40 4,466.00	26.990 2,159.20 4,694.00
540	19.746 1,579.68 3,434.00	20.734 1,658.72 3,606.00	21.944 1,755.52 3,817.00	23.072 1,845.76 4,013.00	24.272 1,941.76 4,222.00	25.511 2,040.88 4,437.00	26.816 2,145.28 4,664.00
547	21.794 1,743.52 3,791.00	22.884 1,830.72 3,980.00	24.216 1,937.28 4,212.00	25.474 2,037.92 4,431.00	26.793 2,143.44 4,660.00	28.182 2,254.56 4,902.00	29.599 2,367.92 5,148.00
550	20.245 1,619.60 3,521.00	21.257 1,700.56 3,697.00	22.496 1,799.68 3,913.00	23.649 1,891.92 4,113.00	24.890 1,991.20 4,329.00	26.147 2,091.76 4,548.00	27.524 2,201.92 4,787.00
554	23.481 1,878.48 4,084.00	24.654 1,972.32 4,288.00	26.089 2,087.12 4,538.00	27.403 2,192.24 4,766.00	28.851 2,308.08 5,018.00	30.314 2,425.12 5,272.00	31.910 2,552.80 5,550.00
560	20.766 1,661.28 3,612.00	21.804 1,744.32 3,792.00	23.072 1,845.76 4,013.00	24.272 1,941.76 4,222.00	25.511 2,040.88 4,437.00	26.816 2,145.28 4,664.00	28.220 2,257.60 4,908.00
564	21.376 1,710.08 3,718.00	22.445 1,795.60 3,904.00	23.752 1,900.16 4,131.00	24.987 1,998.96 4,346.00	26.261 2,100.88 4,568.00	27.605 2,208.40 4,801.00	29.052 2,324.16 5,053.00
567	22.038 1,763.04 3,833.00	23.140 1,851.20 4,025.00	24.487 1,958.96 4,259.00	25.743 2,059.44 4,477.00	27.069 2,165.52 4,708.00	28.474 2,277.92 4,952.00	29.952 2,396.16 5,210.00
570	21.283 1,702.64 3,702.00	22.347 1,787.76 3,887.00	23.649 1,891.92 4,113.00	24.890 1,991.20 4,329.00	26.147 2,091.76 4,548.00	27.524 2,201.92 4,787.00	28.929 2,314.32 5,032.00
574	21.954 1,756.32 3,818.00	23.051 1,844.08 4,009.00	24.391 1,951.28 4,242.00	25.680 2,054.40 4,466.00	26.990 2,159.20 4,694.00	28.408 2,272.64 4,941.00	29.847 2,387.76 5,191.00
577	22.928 1,834.24 3,988.00	24.075 1,926.00 4,187.00	25.474 2,037.92 4,431.00	26.793 2,143.44 4,660.00	28.182 2,254.56 4,902.00	29.599 2,367.92 5,148.00	31.149 2,491.92 5,418.00
580	21.845 1,747.60 3,799.00	22.937 1,834.96 3,989.00	24.272 1,941.76 4,222.00	25.511 2,040.88 4,437.00	26.816 2,145.28 4,664.00	28.220 2,257.60 4,908.00	29.663 2,373.04 5,159.00

SALARY SCHEDULE 1 - EFFECTIVE OCTOBER 1, 2003  
 HOURLY / BIWEEKLY  
 EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
582	25.542 2,043.36 4,442.00	26.850 2,148.00 4,670.00	28.220 2,257.60 4,908.00	29.701 2,376.08 5,166.00	31.215 2,497.20 5,429.00		
583	24.680 1,974.40 4,293.00	25.940 2,075.20 4,512.00	27.264 2,181.12 4,742.00	28.698 2,295.84 4,991.00	30.158 2,412.64 5,245.00		
584	22.534 1,802.72 3,919.00	23.661 1,892.88 4,115.00	25.037 2,002.96 4,355.00	26.338 2,107.04 4,581.00	27.665 2,213.20 4,812.00	29.117 2,329.36 5,064.00	30.600 2,448.00 5,322.00
590	22.399 1,791.92 3,896.00	23.520 1,881.60 4,091.00	24.890 1,991.20 4,329.00	26.147 2,091.76 4,548.00	27.524 2,201.92 4,787.00	28.929 2,314.32 5,032.00	30.414 2,433.12 5,290.00
593	27.792 2,223.36 4,834.00	29.183 2,334.64 5,076.00	30.641 2,451.28 5,329.00	32.174 2,573.92 5,596.00	33.781 2,702.48 5,875.00		
594	24.255 1,940.40 4,219.00	25.468 2,037.44 4,430.00	26.949 2,155.92 4,687.00	28.326 2,266.08 4,927.00	29.812 2,384.96 5,185.00	31.323 2,505.84 5,448.00	32.942 2,635.36 5,730.00
597	23.635 1,890.80 4,111.00	24.818 1,985.44 4,317.00	26.261 2,100.88 4,568.00	27.605 2,208.40 4,801.00	29.052 2,324.16 5,053.00	30.533 2,442.64 5,311.00	32.125 2,570.00 5,587.00
600	22.960 1,836.80 3,993.00	24.108 1,928.64 4,193.00	25.511 2,040.88 4,437.00	26.816 2,145.28 4,664.00	28.220 2,257.60 4,908.00	29.663 2,373.04 5,159.00	31.207 2,496.56 5,428.00
604	24.869 1,989.52 4,325.00	26.320 2,105.60 4,578.00	27.661 2,212.88 4,811.00	29.114 2,329.12 5,064.00	30.587 2,446.96 5,320.00	32.168 2,573.44 5,595.00	33.776 2,702.08 5,875.00
607	24.912 1,992.96 4,333.00	26.364 2,109.12 4,585.00	27.712 2,216.96 4,820.00	29.152 2,332.16 5,070.00	30.620 2,449.60 5,326.00	32.237 2,578.96 5,607.00	33.848 2,707.84 5,887.00
610	23.533 1,882.64 4,093.00	24.711 1,976.88 4,298.00	26.147 2,091.76 4,548.00	27.524 2,201.92 4,787.00	28.929 2,314.32 5,032.00	30.414 2,433.12 5,290.00	32.020 2,561.60 5,569.00
613	29.183 2,334.64 5,076.00	30.641 2,451.28 5,329.00	32.174 2,573.92 5,596.00	33.781 2,702.48 5,875.00	35.472 2,837.76 6,170.00		
614	25.503 2,040.24 4,436.00	26.985 2,158.80 4,693.00	28.403 2,272.24 4,940.00	29.841 2,387.28 5,190.00	31.387 2,510.96 5,459.00	33.036 2,642.88 5,746.00	34.66 2,775.04 6,033.00

**SALARY SCHEDULE 1 - EFFECTIVE OCTOBER 1, 2003**  
**HOURLY / BIWEEKLY**  
**EQUIVALENT MONTHLY RATES**

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
620	24.132 1,930.56 4,197.00	25.339 2,027.12 4,407.00	26.816 2,145.28 4,664.00	28.220 2,257.60 4,908.00	29.663 2,373.04 5,159.00	31.207 2,496.56 5,428.00	32.844 2,627.52 5,713.00
623	27.264 2,181.12 4,742.00	28.698 2,295.84 4,991.00	30.158 2,412.64 5,245.00	31.730 2,538.40 5,519.00	33.392 2,671.36 5,808.00		
624	24.925 1,994.00 4,335.00	26.171 2,093.68 4,552.00	27.693 2,215.44 4,817.00	29.139 2,331.12 5,068.00	30.619 2,449.52 5,326.00	32.211 2,576.88 5,602.00	33.895 2,711.60 5,895.00
627	25.565 2,045.20 4,446.00	26.843 2,147.44 4,669.00	28.403 2,272.24 4,940.00	29.841 2,387.28 5,190.00	31.386 2,510.88 5,459.00	33.035 2,642.80 5,746.00	34.761 2,780.88 6,046.00
630	24.773 1,981.84 4,309.00	26.012 2,080.96 4,524.00	27.524 2,201.92 4,787.00	28.929 2,314.32 5,032.00	30.414 2,433.12 5,290.00	32.020 2,561.60 5,569.00	33.704 2,696.32 5,862.00
633	30.584 2,446.72 5,319.00	32.114 2,569.12 5,586.00	33.720 2,697.60 5,865.00	35.403 2,832.24 6,158.00	37.180 2,974.40 6,467.00		
634	25.570 2,045.60 4,447.00	26.848 2,147.84 4,670.00	28.408 2,272.64 4,941.00	29.847 2,387.76 5,191.00	31.392 2,511.36 5,460.00	33.043 2,643.44 5,747.00	34.769 2,781.52 6,047.00
640	25.400 2,032.00 4,418.00	26.670 2,133.60 4,639.00	28.220 2,257.60 4,908.00	29.663 2,373.04 5,159.00	31.207 2,496.56 5,428.00	32.844 2,627.52 5,713.00	34.566 2,765.28 6,012.00
644	28.882 2,310.56 5,023.00	30.563 2,445.04 5,316.00	32.120 2,569.60 5,587.00	33.804 2,704.32 5,879.00	35.572 2,845.76 6,187.00	37.435 2,994.80 6,511.00	39.307 3,144.56 6,837.00
645	29.928 2,394.24 5,205.00	31.456 2,516.48 5,471.00	33.097 2,647.76 5,757.00	34.829 2,786.32 6,058.00	36.658 2,932.64 6,376.00		
647	30.307 2,424.56 5,271.00	32.070 2,565.60 5,578.00	33.714 2,697.12 5,864.00	35.499 2,839.92 6,174.00	37.362 2,988.96 6,498.00	39.304 3,144.32 6,836.00	41.269 3,301.52 7,178.00
650	26.035 2,082.80 4,528.00	27.337 2,186.96 4,755.00	28.929 2,314.32 5,032.00	30.414 2,433.12 5,290.00	32.020 2,561.60 5,569.00	33.704 2,696.32 5,862.00	35.457 2,836.56 6,167.00
660	26.697 2,135.76 4,643.00	28.032 2,242.56 4,876.00	29.663 2,373.04 5,159.00	31.207 2,496.56 5,428.00	32.844 2,627.52 5,713.00	34.566 2,765.28 6,012.00	36.362 2,908.96 6,324.00



SALARY SCHEDULE 1 - EFFECTIVE OCTOBER 1, 2003  
 HOURLY / BIWEEKLY  
 EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
670	27.371 2,189.68 4,761.00	28.740 2,299.20 4,999.00	30.414 2,433.12 5,290.00	32.020 2,561.60 5,569.00	33.704 2,696.32 5,862.00	35.457 2,836.56 6,167.00	37.291 2,983.28 6,486.00
674	28.984 2,318.72 5,041.00	30.433 2,434.64 5,293.00	32.208 2,576.64 5,602.00	33.888 2,711.04 5,894.00	35.662 2,852.96 6,203.00	37.530 3,002.40 6,528.00	39.478 3,158.24 6,866.00
680	28.088 2,247.04 4,885.00	29.493 2,359.44 5,130.00	31.207 2,496.56 5,428.00	32.844 2,627.52 5,713.00	34.566 2,765.28 6,012.00	36.362 2,908.96 6,324.00	38.263 3,061.04 6,655.00
684	28.990 2,319.20 5,042.00	30.440 2,435.20 5,294.00	32.211 2,576.88 5,602.00	33.895 2,711.60 5,895.00	35.671 2,853.68 6,204.00	37.538 3,003.04 6,529.00	39.486 3,158.88 6,868.00
687	33.498 2,679.84 5,826.00	35.444 2,835.52 6,165.00	37.299 2,983.92 6,487.00	39.249 3,139.92 6,827.00	41.306 3,304.48 7,184.00	43.452 3,476.16 7,558.00	45.624 3,649.92 7,935.00
690	28.791 2,303.28 5,008.00	30.231 2,418.48 5,258.00	31.988 2,559.04 5,564.00	33.665 2,693.20 5,855.00	35.431 2,834.48 6,162.00	37.272 2,981.76 6,483.00	39.220 3,137.60 6,821.00
694	31.944 2,555.52 5,556.00	33.804 2,704.32 5,879.00	35.572 2,845.76 6,187.00	37.435 2,994.80 6,511.00	39.393 3,151.44 6,852.00	41.440 3,315.20 7,208.00	43.511 3,480.88 7,568.00
697	29.012 2,320.96 5,046.00	30.462 2,436.96 5,298.00	32.237 2,578.96 5,607.00	33.875 2,710.00 5,892.00	35.663 2,853.04 6,203.00	37.468 2,997.44 6,517.00	39.396 3,151.68 6,852.00
720	31.109 2,488.72 5,411.00	32.665 2,613.20 5,681.00	34.566 2,765.28 6,012.00	36.362 2,908.96 6,324.00	38.263 3,061.04 6,655.00	40.274 3,221.92 7,005.00	42.366 3,389.28 7,369.00
724	35.374 2,829.92 6,153.00	37.435 2,994.80 6,511.00	39.393 3,151.44 6,852.00	41.440 3,315.20 7,208.00	43.605 3,488.40 7,584.00	45.874 3,669.92 7,979.00	48.168 3,853.44 8,378.00
730	31.887 2,550.96 5,546.00	33.482 2,678.56 5,823.00	35.431 2,834.48 6,162.00	37.272 2,981.76 6,483.00	39.218 3,137.44 6,821.00	41.280 3,302.40 7,180.00	43.425 3,474.00 7,553.00
740	32.844 2,627.52 5,713.00	34.485 2,758.80 5,998.00	36.494 2,919.52 6,347.00	38.371 3,069.68 6,674.00	40.368 3,229.44 7,021.00	42.493 3,399.44 7,391.00	44.699 3,575.92 7,774.00
747	33.808 2,704.64 5,880.00	35.499 2,839.92 6,174.00	37.565 3,005.20 6,534.00	39.499 3,159.92 6,870.00	41.554 3,324.32 7,227.00	43.742 3,499.36 7,608.00	46.0 3,680.96 8,003.00

SALARY SCHEDULE 1 - EFFECTIVE OCTOBER 1, 2003  
 HOURLY / BIWEEKLY  
 EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
750	33.665 2,693.20 5,855.00	35.349 2,827.92 6,148.00	37.407 2,992.56 6,506.00	39.330 3,146.40 6,841.00	41.376 3,310.08 7,196.00	43.555 3,484.40 7,575.00	45.816 3,665.28 7,969.00
757	36.387 2,910.96 6,329.00	38.504 3,080.32 6,697.00	40.487 3,238.96 7,042.00	42.593 3,407.44 7,408.00	44.836 3,586.88 7,798.00	47.165 3,773.20 8,203.00	49.522 3,961.76 8,613.00
760	34.706 2,776.48 6,036.00	36.442 2,915.36 6,338.00	38.263 3,061.04 6,655.00	40.274 3,221.92 7,005.00	42.366 3,389.28 7,369.00	44.485 3,558.80 7,737.00	46.709 3,736.72 8,124.00
764	40.325 3,226.00 7,014.00	42.672 3,413.76 7,422.00	44.805 3,584.40 7,793.00	47.044 3,763.52 8,182.00	49.398 3,951.84 8,592.00	51.867 4,149.36 9,021.00	54.459 4,356.72 9,472.00
770	36.640 2,931.20 6,373.00	38.474 3,077.92 6,692.00	40.397 3,231.76 7,026.00	42.518 3,401.44 7,395.00	44.728 3,578.24 7,779.00	46.965 3,757.20 8,169.00	49.313 3,945.04 8,577.00
777	35.303 2,824.24 6,140.00	37.069 2,965.52 6,447.00	39.229 3,138.32 6,823.00	41.250 3,300.00 7,175.00	43.394 3,471.52 7,547.00	45.677 3,654.16 7,945.00	48.048 3,843.84 8,357.00
787	37.399 2,991.92 6,505.00	39.268 3,141.44 6,830.00	41.554 3,324.32 7,227.00	43.742 3,499.36 7,608.00	46.012 3,680.96 8,003.00	48.414 3,873.12 8,421.00	50.937 4,074.96 8,859.00
940	50.188 4,015.04 8,729.00						
950	50.679 4,054.32 8,815.00						
960	72.807 5,824.56 12,663.00						
970	76.540 6,123.20 13,312.00						
980	94.162 7,532.96 16,377.00						
990	94.387 7,550.96 16,417.00						

32.3

SALARY SCHEDULE IA - EFFECTIVE OCTOBER 1, 2003  
HOURLY PAY RATES

RANGE	RATE
H09	5.689
H11	6.567
H12	6.567
H13	6.413
H15	6.791
H16	6.907
H17	7.092
H18	7.168
H19	7.284
H20	7.405
H22	7.663
H24	8.020
H25	8.276
H27	9.008
H28	9.268
H29	9.639
H30	10.000
H31	10.374
H32	10.756
H33	11.244
H34	11.741
H35	12.353
H36	12.966
H37	13.698
H38	14.451
H39	15.065
H40	15.687
H41	17.305
H42	18.161
H43	19.066
H44	20.038
H45	21.093
H60	35.227
H61	42.274
H62	49.317
P16	7.186
P26	8.997
P28	9.641
P32	11.189
P34	12.214
P36	13.489
P39	15.672

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1           **Sec. 33.** Except as otherwise expressly provided in this  
2 Resolution, the salaries and compensation fixed and prescribed  
3 herein for officers and employees of the Harbor Department shall  
4 take effect, as provided herein, as of October 1, 2005 provided  
5 that the City Council of the City of Long Beach has, by resolution  
6 duly adopted by said Council, approved the salaries and  
7 compensation fixed and prescribed herein.  
8

9           **Sec. 34.** If the City Council of the City of Long Beach  
10 shall, in its resolution of approval of the compensation  
11 hereinabove fixed and prescribed, or in its salary resolution of  
12 the City of Long Beach, approve a pay rate range for one or more of  
13 the positions listed above at a pay rate range other than that  
14 indicated opposite the above listed positions, then and in such  
15 event, the Board does hereby fix and prescribe the compensation for  
16 position or positions at the pay rate range therefor as approved by  
17 said City Council resolution and such changes will not require  
18 amendment of this Resolution.  
19

20           **Sec. 35.** Resolutions No. HD-2176 and HD-2244 of the  
21 Board of Harbor Commissioners of the City of Long Beach are hereby  
22 repealed; and the repeal of said resolution shall not repeal or in  
23 any way abrogate any rights of an officer or employee, such as, but  
24 not limited to, accrued time for step increases, overtime, and  
25 compensatory time.

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

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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.** The Secretary of the Board shall certify to the  
7 passage of this Harbor Department Salary Resolution by the Board of  
8 Harbor Commissioners of the City of Long Beach and it shall be  
9 deemed operative on October 1, 2005, upon approval by resolution of  
10 the City Council of the City of Long Beach.

11 I hereby certify that the foregoing Harbor Department  
12 Salary Resolution was adopted by the Board of Harbor Commissioners  
13 of the City of Long Beach at its meeting of October 17, 2005,  
14 by the following vote:  
15

16 Ayes: Commissioners: Walter, Hancock, Cordero, Hankla,  
17 Topsy-Elvord

18 Noes: Commissioners: \_\_\_\_\_


19 Absent: Commissioners: \_\_\_\_\_

20 Not Voting: Commissioners: \_\_\_\_\_

21  
22  
23 **Certified as a True and  
Correct Copy**

24 Gustaw T. Heir  
25 **Executive Secretary**  
26 **Board of Harbor Commissioners**  
27 **of the City of Long Beach, CA**

28 **Dated** October 17, 2005

  
Secretary of the  
Board of Harbor Commissioners

DTH:rjr 10/13/05 #05-04840  
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