

CITY OF LONG BEACH

DEPARTMENT OF FINANCIAL MANAGEMENT

BH-1

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

September 8, 2015

HONORABLE MAYOR AND CITY COUNCIL
City of Long Beach
California

RECOMMENDATION:

Receive supporting documentation into the record, conclude the public hearing and take the actions necessary to adopt the Fiscal Year 2016 budget as listed in Attachment A of this letter. (Citywide)

DISCUSSION

On July 28, 2015, the City Manager's Proposed Budget for Fiscal Year 2016 (FY 16) was delivered by Mayor Garcia to the City Council and community with recommended amendments for consideration. Budget meetings were set for March 3, June 16, July 28, August 4, August 11, August 18, September 1, September 8, September 15, along with five Budget Oversight Committee (BOC) meetings, and nine community meetings at which the FY 16 Proposed Budget was discussed. We are pleased to report that through the scheduled hearings, BOC and community meetings, there have been 23 separate opportunities for public feedback, deliberation and input. In addition, this year, the City has solicited input through two informal survey mechanisms. The first is the Budget Challenge, which is an interactive simulation that provides citizens with the opportunity to balance the City's budget, while also deciding if funding levels should be changed. The second is the Budget Priority Survey to obtain input on what the City's General Fund priorities should be. These were both promoted, along with OpenLB, which shows the budget visually, on the City's website, through Twitter and Facebook, and at the community meetings.

At the conclusion of the hearings, the City Council will amend the proposed budget as it deems appropriate, and adopt the proposed budget as amended. Since the publication of the FY 16 Proposed Budget, updated estimates of revenue and expense, which primarily address technical corrections, are listed by fund and department in Attachments B and C to this letter, respectively. The reasons are discussed at the end of this letter.

There are two Ordinances in Attachment A; one is an Ordinance approving Resolution No. WD-1341 (A-3), which establishes the rates and charges for the water and sewer service, and the other is the Appropriations Ordinance (A-16), which officially adopts the FY 16 budget and authorizes expenditures in conformance with the adopted budget. In order for these two Ordinances to become effective October 1, 2015, the City Council must first declare an emergency to exist before adopting each Ordinance (A-2 and A 15). Specific Resolutions provide for approval of the budgets for the Harbor, Water and

HONORABLE MAYOR AND CITY COUNCIL

September 8, 2015

Page 2

Sewer funds, which are not in the Appropriations Ordinance and certain fee adjustments. There will also be motions that request approvals for the following: the Master Fee and Charges Schedule; the FY 16 Capital Improvement Program; the Mayor's Recommendations; the Budget Oversight Committee's Recommendations; the Departmental Organization Ordinance; and the Salary Resolution for the FY 16 Proposed Budget.

This matter was reviewed by City Attorney Charles Parkin on August 26, 2015.

TIMING CONSIDERATIONS

In accordance with the Long Beach City Charter, the FY 16 budget must be adopted by September 15, 2015. Should the City Council fail to adopt the budget by that date, the City Manager's FY 16 Proposed Budget will be deemed the budget for the 2016 fiscal year. The Mayor has five calendar days from City Council adoption of the budget to use his veto authority. The City Council would then have until September 30, 2015, to override veto action by the Mayor with a two-thirds supermajority vote (six Councilmembers).

FISCAL IMPACT

The City Charter requires that the Appropriations Ordinance shall govern and control the expenditure and commitment amounts stated therein relating to the City's departments, offices and agencies during each fiscal year. The total FY 16 budget for all departments and funds is \$3,123,674,238, which comprises \$2,673,694,658 in new appropriation and \$449,979,580, in estimated carry-over from FY 15 for multi-year grants and projects.

The Appropriations Ordinance, included as Attachment A-16 to this letter, totals \$2,168,945,541 for all funds except Harbor, Sewer, and Water, and \$2,174,310,315 for all departments except Harbor and Water. The \$5,364,774 difference between funds and departments in the Appropriations Ordinance is due to general City indirect costs budgeted in the Financial Management Department, but charged to the Harbor, Water and Sewer funds; which are not included in the Appropriations Ordinance by fund.

The proposed Harbor, Water and Sewer fund budgets are in separate City Council Resolutions included as Attachment A-1 and A-4 to this letter, respectively, and total \$954,973,379. The Board of Harbor Commissioners adopted the budget for the Harbor Department by minute order on May 27, 2015. The Board of Water Commissioners adopted the budget for the Water Department by Resolution on June 18, 2015.

User fees and charges in the Master Fee and Charges Schedule Attachment A-5 have been adjusted due to changes in service and other factors. For details regarding these proposed new fees, deletions and adjustments, please see the List of Proposed Fee Adjustments for FY 16 that has been incorporated as Exhibit C to the Master Fee and Charges Resolution.

HONORABLE MAYOR AND CITY COUNCIL

September 8, 2015

Page 3

Other requested City Council actions include approval of the FY 16 One-Year Capital Improvement Program (CIP) budget, included in Attachment A-6, which is contained in the Appropriations Ordinance. The Planning Commission, at its meeting of August 20, 2015, approved the CIP for FY 16 for conformance with the General Plan.

The City Council is also requested to adopt the Resolution, included as Attachment A-9, establishing the "Gann Appropriations Limit" (Limit) for general purpose expenditures. In November 1979, the voters of the State of California approved Proposition 4, also known as the "Gann Initiative" (Initiative). The Initiative places certain limits on the amount of tax revenue that can be appropriated each fiscal year. The Limit is based on actual appropriations during FY 79 and guards against overspending proceeds of taxes. Only those revenues which are considered as "proceeds of taxes" are subject to the Limit. The Limit is recalculated each fiscal year based on certain inflation and population factors provided by the State. The Proposed Budget includes tax revenue estimates that are at 42.17 percent of the 2015-2016 Appropriations Limit and, therefore, does not exceed the Limit. This calculation is reviewed by the City Auditor for conformance to the law.

A motion is also being requested to amend the Departmental Organization Ordinance, included as Attachment A-12. This amendment incorporates changes to departments, bureaus, and divisions for FY 16. These organizational changes are necessary to implement changes reflected in the Proposed FY 16 budget. (A redline version is also provided). A motion is also being requested to adopt the Salary Resolution, included as Attachment A-13.

After the City Manager delivered the FY 16 Proposed Budget to the Mayor, technical adjustments in nature were made to the budget. These changes are generally not substantive and are shown in Attachment B and C of this letter. Since the release of the FY 16 Proposed Budget, a few changes have occurred. The Civic Center rent allocation was revised to incorporate the addition of the Tidelands Capital Project Management group on the 5th Floor of City Hall. This addition resulted in a net increase of \$841 and \$51,354 to the Development Services Fund and Tidelands Operations Fund, respectively and a decrease of \$52,195 to the General Fund. The second item is a decrease of \$79,289 and an increase of \$1,666,194 to the Tidelands Operations Fund and the Tidelands Marina Fund, respectively, that relates to the Marina Fund debt service changes resulting from the issuance of the 2015 Marina Revenue Bonds, and the prepayment of previous State Department of Boating and Waterways loans. Additionally, the Capital Projects Fund was also decreased by \$230,000 due to timing of a project being completed earlier in FY 15 instead of FY 16. Also, a \$6,000 increase in the General Fund for an interdepartmental service charge related to parking validations for the Legislative Department was made to reflect actual charges. Revenue changes were made since the release of the budget and are reflected in Attachment D. Most of the changes were related to grants and a capital improvement project. A significant change included in Attachment D is the Department of Public Works postponing the proposed restructuring of the refuse rates. This has no impact on the Refuse operating budget, but will impact revenues for the Refuse Fund. The remaining changes were minor technical adjustments made to various funds and departments in order to align the budget with grants and/or revenues.

SUGGESTED ACTION:

Approve recommendation.

Respectfully submitted,

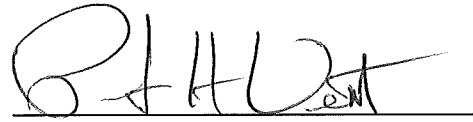


JOHN GROSS
DIRECTOR OF FINANCIAL MANAGEMENT

JG/LE/RAG
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ATTACHMENTS

APPROVED:



PATRICK H. WEST
CITY MANAGER

List of Requested Fiscal Year 2016 Budget Adoption Actions

1. Adopt the Resolution approving the FY 16 budget for the Long Beach Harbor Department as adopted by the Board of Harbor Commissioners on May 27, 2015. (A-1)
2. Declare an emergency to exist. (A-2)
3. Declare the Ordinance approving the Resolution No. WD-1341 establishing the rates and charges for water and sewer service to all customers, as adopted by the Board of Water Commissioners on June 18, 2015, as an Emergency Ordinance, read, and adopted as read and laid over to the next regular meeting of the City Council for final reading. (A-3)
4. Adopt the Resolution approving the FY 16 budget of the Long Beach Water Department as adopted by the Board of Water Commissioners on June 18, 2015. (A-4)
5. Adopt the Resolution amending the Master Fee and Charges Schedule for specified City services for Citywide fees and charges for the City of Long Beach. (A-5)
6. Approve the FY 16 One-Year Capital Improvement Program. (A-6)
7. Adopt a motion approving the FY 16 budget for the Long Beach Community Investment Company (formerly known as the Long Beach Housing Development Company) in the amount of \$5,318,500. (A-7)
8. Adopt a motion approving the estimated transfer of \$17,737,000 from the Harbor Revenue Fund to the Tidelands Operating Fund. (A-8)
9. Adopt the Resolution establishing the "Gann Appropriations Limit" (Limit) for FY 16 pursuant to Article XIII (B) of the California Constitution. (A-9)
10. Adopt the Mayor's proposed budget recommendations, as amended, to the FY 16 Proposed Budget. (A-10)
11. Adopt the Budget Oversight Committee's proposed funding recommendations, as amended, to the FY 16 Proposed Budget. (A-11)
12. Declare the Ordinance amending the Departmental Organization Ordinance read the first time and laid over to the next regular meeting of the City Council for final reading. (A-12)
13. Adopt the amended Salary Resolution for FY 16. (A-13)
14. Adopt a motion amending the proposed FY 16 budget. (A-14)
15. Declare an emergency to exist. (A-15)
16. Declare the Appropriations Ordinance for FY 16, creating and establishing the funds of the Municipal Government and appropriating money to and authorizing expenditures from said funds and for said fiscal year as an Emergency Ordinance, read, and adopted as read and laid over to the next regular meeting of the City Council for final reading. (A-16)

FISCAL YEAR 2016 APPROPRIATIONS ORDINANCE BY FUND
 (Does not include Harbor, Water and Sewer Funds)

<u>FUND</u>	<u>FY 16 PROPOSED EXPENDITURES</u>	<u>CHANGES</u>	<u>FY 15 ESTIMATED CARRYOVER*</u>	<u>FY 16 APPROPRIATIONS</u>
GENERAL FUND	427,892,742	(46,195)	-	427,846,547
UPLAND OIL FUND	13,799,272	-	-	13,799,272
GENERAL GRANTS FUND	8,962,538	68,690	7,422,489	16,453,717
POLICE & FIRE PUBLIC SAFETY OIL PROD ACT FUND	3,232,643	-	-	3,232,643
HEALTH FUND	42,827,615	-	30,013,223	72,840,839
PARKING & BUSINESS AREA IMPROVEMENT FUND	7,968,757	-	-	7,968,757
SPECIAL ADVERTISING & PROMOTION FUND	7,821,689	-	-	7,821,689
HOUSING DEVELOPMENT FUND	6,944,495	-	19,393,340	26,337,836
BELMONT SHORE PARKING METER FUND	830,879	-	-	830,879
BUSINESS ASSISTANCE FUND	694,119	-	40,948	735,067
COMMUNITY DEVELOPMENT GRANTS FUND	20,653,503	6,000	1,253,640	21,913,142
GASOLINE TAX STREET IMPROVEMENT FUND	16,074,663	-	36,406	16,111,069
TRANSPORTATION FUND	20,576,303	-	26,891,072	47,467,375
CAPITAL PROJECTS FUND	7,756,280	(230,000)	63,672,787	71,199,067
CIVIC CENTER FUND	10,880,804	-	5,431,439	16,312,243
GENERAL SERVICES FUND	48,400,286	(114,400)	23,244,294	71,530,180
FLEET SERVICES FUND	45,115,791	-	875,000	45,990,791
INSURANCE FUND	42,402,722	-	139,683	42,542,405
EMPLOYEE BENEFITS FUND	248,910,324	-	-	248,910,324
TIDELANDS FUNDS	99,507,841	1,638,259	163,590,938	264,737,038
TIDELAND OIL REVENUE FUND	158,463,652	-	-	158,463,652
RESERVE FOR SUBSIDENCE	-	-	-	-
DEVELOPMENT SERVICES FUND	18,968,059	841	1,354,310	20,323,209
GAS FUND	105,680,210	-	30,063,817	135,744,027
GAS PREPAY FUND	39,128,641	-	-	39,128,641
AIRPORT FUND	42,608,676	-	28,907,613	71,516,288
REFUSE/RECYCLING FUND	45,102,765	-	73,381	45,176,147
SERRF FUND	51,145,981	-	-	51,145,981
SERRF JPA FUND	11,218,558	-	-	11,218,558
TOWING FUND	5,730,049	-	-	5,730,049
HOUSING AUTHORITY FUND	71,953,593	-	14,993,664	86,947,257
SUCCESSOR AGENCY	75,500,522	-	32,581,531	108,082,053
CUPA FUND	1,658,451	-	5	1,658,456
DEBT SERVICE FUND	9,230,342	-	-	9,230,342
TOTAL	1,717,642,766	1,323,195	449,979,580	2,168,945,541

*Carryover of multi-year grants and CIP funds.

FISCAL YEAR 2016 APPROPRIATIONS ORDINANCE BY DEPARTMENT
(Does not include Harbor and Water)

<u>DEPARTMENT</u>	<u>FY 16 PROPOSED EXPENDITURES</u>	<u>CHANGES</u>	<u>FY 15 ESTIMATED CARRYOVER*</u>	<u>FY 16 APPROPRIATIONS</u>
MAYOR AND COUNCIL	5,319,212	6,000	-	5,325,212
CITY ATTORNEY	9,981,695	-	-	9,981,695
CITY AUDITOR	3,046,904	-	-	3,046,904
CITY CLERK	4,795,431	-	-	4,795,431
CITY MANAGER	13,800,703	(40,635)	114,947,208	128,707,276
CITY PROSECUTOR	5,007,241	-	295,048	5,302,289
CIVIL SERVICE	2,427,489	-	-	2,427,489
AIRPORT	41,891,004	-	28,907,613	70,798,617
DISASTER PREPAREDNESS & EMERGENCY COMMUNICATIONS	11,874,348	-	105,830	11,980,178
DEVELOPMENT SERVICES	115,002,537	6,000	62,693,417	177,701,954
ECONOMIC & PROPERTY DEVELOPMENT	25,772,537	-	-	25,772,537
FINANCIAL MANAGEMENT**	470,653,976	1,586,905	2,032,859	474,273,741
FIRE	98,041,760	-	176,008	98,217,768
HEALTH AND HUMAN SERVICES	115,719,022	-	30,519,563	146,238,584
HUMAN RESOURCES	10,826,039	-	5,884,275	16,710,314
LIBRARY SERVICES	13,160,257	-	1,500,000	14,660,257
LONG BEACH GAS AND OIL	324,917,682	-	30,109,116	355,026,798
PARKS, RECREATION AND MARINE	55,354,629	109,325	30,708,176	86,172,131
POLICE	209,158,622	-	3,977,547	213,136,168
PUBLIC WORKS	139,782,391	(230,000)	114,878,625	254,431,016
TECHNOLOGY & INNOVATION	46,474,062	(114,400)	23,244,296	69,603,958
TOTAL	1,723,007,539	1,323,195	449,979,580	2,174,310,315

*Carryover of multi-year grants and CIP funds.

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

FISCAL YEAR 2016 REVENUES BY FUND
(Does not include Harbor, Water and Sewer Funds)

<u>FUND</u>	<u>FY 16 PROPOSED REVENUES</u>	<u>CHANGES</u>	<u>FY 16 PROPOSED BUDGETED REVENUES</u>
GENERAL FUND	413,203,378	-	413,203,378
UPLAND OIL FUND	14,217,809	-	14,217,809
GENERAL GRANTS FUND	8,907,641	123,586	9,031,228
POLICE & FIRE PUBLIC SAFETY OIL PROD ACT FUND	2,914,420	-	2,914,420
HEALTH FUND	43,347,104	-	43,347,104
PARKING & BUSINESS AREA IMPROVEMENT FUND	7,968,757	-	7,968,757
SPECIAL ADVERTISING & PROMOTION FUND	7,596,000	-	7,596,000
HOUSING DEVELOPMENT FUND	11,598,238	-	11,598,238
BELMONT SHORE PARKING METER FUND	701,734	-	701,734
BUSINESS ASSISTANCE FUND	871,838	(194,000)	677,838
COMMUNITY DEVELOPMENT GRANTS FUND	20,523,305	-	20,523,305
GASOLINE TAX STREET IMPROVEMENT FUND	11,853,372	-	11,853,372
TRANSPORTATION FUND	20,367,912	-	20,367,912
CAPITAL PROJECTS FUND	7,642,049	160,000	7,802,049
CIVIC CENTER FUND	11,193,610	-	11,193,610
GENERAL SERVICES FUND	48,279,036	-	48,279,036
FLEET SERVICES FUND	35,797,973	-	35,797,973
INSURANCE FUND	49,283,048	-	49,283,048
EMPLOYEE BENEFITS FUND	247,348,843	-	247,348,843
TIDELANDS FUNDS	102,295,240	401,538	102,696,778
TIDELAND OIL REVENUE FUND	158,580,567	-	158,580,567
RESERVE FOR SUBSIDENCE	1,480,000	-	1,480,000
DEVELOPMENT SERVICES FUND	18,109,086	-	18,109,086
GAS FUND	106,764,572	-	106,764,572
GAS PREPAY FUND	41,475,391	-	41,475,391
AIRPORT FUND	42,209,669	-	42,209,669
REFUSE/RECYCLING FUND	45,318,927	(2,717,222)	42,601,705
SERRF FUND	47,819,036	-	47,819,036
SERRF JPA FUND	11,250,285	-	11,250,285
TOWING FUND	5,691,849	-	5,691,849
HOUSING AUTHORITY FUND	70,532,437	-	70,532,437
SUCCESSOR AGENCY	75,610,413	-	75,610,413
CUPA FUND	1,607,180	-	1,607,180
DEBT SERVICE FUND	9,230,342	-	9,230,342
TOTAL	1,701,591,062	(2,226,098)	1,699,364,964

RESOLUTION NO.

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

WHEREAS, in accordance with the provisions of the City Charter, the City Council, in Resolution No. RES-14-0079 adopted on September 2, 2014, amended, created and established positions of employment and fixed and prescribed the salaries and compensation of the officers and employees of the City, commencing on September 2, 2014; and

WHEREAS, it is now the desire of the City Council to confirm, readopt, amend and restate the provisions of Resolution No. RES-14-0079, as amended, and to incorporate the confirmed, readopted and amended provisions into this resolution;

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

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

SALARY RESOLUTION
TABLE OF CONTENTS

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

SALARY RESOLUTION

SECTION 1 TITLE 6

ESTABLISHMENT OF OFFICES, POSITIONS AND COMPENSATION

SECTION 2 ESTABLISHMENT OF OFFICES, POSITIONS, AND COMPENSATION .. 6

SECTION 3 POSITION COMPENSATION DESIGNATION 6

SECTION 4 POSITION DUTIES 6

SECTION 5 ESTABLISHMENT OF PAY PERIODS AND PAY DAYS 6

SECTION 6 EMPLOYMENT COMPENSATION 7

SECTION 7 EFFECTIVE TERM OF COMPENSATION 7

SECTION 8 COMPENSATION COMPUTATIONS 7

 A. Hourly 7

 B. 56 Hour Equivalent 8

 C. Unpermitted Absences 8

 D. Platoon Pay Reduction 8

 E. Platoon Overtime 9

SECTION 9 PAY DEDUCTION AUTHORIZATION 9

SECTION 10 SALARY SCHEDULES 9

SECTION 11 PAY RATES 9

SECTION 12 "H" RATES 10

SECTION 13 PAY RATE PROGRESSION 10

 A. Seven-Step Pay Rate Progression 10

 B. Five-Step Pay Rate Progression 10

 C. Lifeguard-Seasonal and Lifeguard-Hrly 11

 D. Ambulance Operator 12

SECTION 14 PAY FOR PERFORMANCE 12

1 SECTION 15 PAY RATE FOR EXECUTIVES/PROFESSIONALS 13

2 A. Salary Ranges 13

3 B. Merit Increases and Performance Incentive Compensation 13

4 C. Offices of City Attorney, City Auditor, and City Prosecutor 14

5 SECTION 16 ELECTED OFFICIALS ANNUAL PAY ADJUSTMENT 15

6 SECTION 17 PROMOTIONS 15

7 **OTHER COMPENSATION**

8 SECTION 18 OVERTIME 15

9 SECTION 19 VACATION PAY-OFF 16

10 SECTION 20 IN-LIEU HOLIDAY PAY 16

11 SECTION 21 JURY DUTY 17

12 SECTION 22 BEREAVEMENT LEAVE 17

13 SECTION 23 OPTION FOR CERTAIN PEACE OFFICER EMPLOYEES 18

14 SECTION 24 EXECUTIVE LEAVE 18

15 SECTION 25 TEMPORARY ASSIGNMENTS 19

16 A. Training and Development 19

17 B. Rehabilitation or Recovery from a Medical Condition 19

18 C. Y-Rate 19

19 D. Refuse Career Development Program 20

20 SECTION 26 ACTING PAY 20

21 SECTION 27 HIGHER CLASSIFICATION PAY 21

22 A. International Association of Machinists & Aerospace Workers 21

23 B. Long Beach Association of Confidential Employees and
 24 Long Beach Association of Engineering Employees 21

25 C. Public Safety Dispatchers 22

26 D. Police Officer Association 22

27 SECTION 28 SKILL PAY 22

28 SECTION 29 NIGHT SHIFT DIFFERENTIAL 23

1	A. Night Shift.....	23
2	B. Split-Shift.....	23
3	SECTION 30 STANDBY PAY.....	24
4	SECTION 31 MARKSMANSHIP PAY.....	24
5	SECTION 32 K-9 PAY.....	25
6	A. Requirements.....	25
7	B. Reimbursement.....	25
8	C. Fair Labor Standards Act Compliance.....	25
9	SECTION 33 INCENTIVE PAY.....	26
10	A. Police Department Incentive Pay Program I.....	26
11	B. Police Department Incentive Pay Program II.....	26
12	C. Police Department Education Pay.....	27
13	D. Police Department Physical Fitness Program.....	27
14	E. Fire Department Education Pay.....	28
15	F. Police Department Longevity Pay.....	29
16	G. Fire Department Longevity Pay.....	30
17	H. Fire Department Wellness Program.....	31
18	SECTION 34 REFUSE INCENTIVE PROGRAM.....	32
19	SECTION 35 PROFESSIONAL CERTIFICATION PAY.....	32
20	SECTION 36 CELLULAR PHONE STIPEND.....	32
21	SECTION 37 UNIFORM ALLOWANCE.....	32
22	SECTION 38 EMPLOYEE SUGGESTION AWARDS.....	33
23	SECTION 39 RELOCATION COMPENSATION.....	33
24	SECTION 40 TUITION REIMBURSEMENT.....	33
25	SECTION 41 DAMAGED PERSONAL PROPERTY REIMBURSEMENT.....	34
26	SECTION 42 TRANSPORTATION.....	34
27	A. Public Transportation.....	35
28	B. Privately Owned Vehicle.....	35

OFFICE OF THE CITY ATTORNEY
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1 SECTION 43 CITY TRIP REDUCTION PLAN 35

2 **BENEFITS**

3 SECTION 44 HEALTH INSURANCE 36

4 SECTION 45 IN-LIEU HEALTH INSURANCE PAY 36

5 SECTION 46 CONSOLIDATED OMNIBUS BUDGET RECONCILIATION ACT (COBRA) . 36

6 SECTION 47 LIFE INSURANCE 36

7 A. City Employees 36

8 B. Elected/Appointed/Executive/Professional 37

9 C. Deputy City Attorney/City Prosecutor/City Auditor Employees 37

10 D. Confidential Employees..... 38

11 E. City Council 38

12 F. International Association of Machinists & Aerospace Workers 38

13 SECTION 48 ACCIDENTAL DEATH OR INJURY INSURANCE 38

14 SECTION 49 RETIREMENT 39

15 A. City Payment of Employee Portion 39

16 B. Tiers 41

17 SECTION 50 DEFERRED COMPENSATION 44

18 SECTION 51 DEFERRED COMPENSATION-MARINE SAFETY 44

19 **CONFLICTS**

20 SECTION 52 MEMORANDA OF UNDERSTANDING CONFLICTS 44

21 **CERTIFICATION OF RESOLUTION ADOPTION**

22 SECTION 53 CERTIFICATION OF RESOLUTION ADOPTION 45

23 **ATTACHMENTS**

24 ATTACHMENT A POSITIONS AND PAY RATES (Pages 1-43)

25 ATTACHMENT B SALARY SCHEDULES (Pages 1-16)

26 ATTACHMENT C SKILL PAYS (Pages 1-46)

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

Section 1. TITLE

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

Section 2. ESTABLISHMENT OF OFFICES, POSITIONS AND COMPENSATION

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

Section 3. POSITION COMPENSATION DESIGNATION

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

Section 4. POSITION DUTIES

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

Section 5. ESTABLISHMENT OF PAY PERIODS AND PAY DAYS

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

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

4 **Section 6. EMPLOYMENT COMPENSATION**

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

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

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

23 **Section 8. COMPENSATION COMPUTATION**

24 A. Hourly

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

1 pay rate shall include any additional compensation applicable.

2 B. 56-Hour Equivalent

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

7 C. Unpermitted Absences

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

16 D. Platoon Pay Reduction

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

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

2 E. Platoon Overtime

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

7 **Section 9. PAY DEDUCTION AUTHORIZATION**

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

16 **Section 10. SALARY SCHEDULES**

17 Pay rates for all offices and positions hereinafter referred to in Attachment A are set forth
18 in Salary Schedules I and IA as set forth in Attachment B. The pay rates set forth in
19 Salary Schedules I and IA shall be operative on and after 12:01 a.m. of October 1, 2015.

20 **Section 11. PAY RATES**

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

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

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

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

10 **Section 13. PAY RATE PROGRESSION**

11 A. Seven-Step Pay Rate Progression

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

25 B. Five-Step Pay Rate Progression

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

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

11 C. Lifeguards-Seasonal and Lifeguards-Hrly

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

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

1 hours previously earned toward a step increase.

2 D. Ambulance Operator

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

8 **Section 14. PAY FOR PERFORMANCE**

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

27
28

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

2 A. Salary Ranges

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

21 B. Merit Increases and Performance Incentive Compensation

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

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

11 C. City Attorney's Office, the City Auditor's Office and the City
12 Prosecutor's Office

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

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

1 the previously approved employee performance plan.

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

3 Effective July 1, 1995, and every July 1 thereafter, the annual salary ranges of all elected
4 officials and the City Clerk will be adjusted in accordance with the provisions of Section
5 203 of the City Charter.

6 **Section 17. PROMOTIONS**

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

26 **Section 18. OVERTIME**

27 The method of computation of the amount of additional compensation to be paid to an
28 employee for overtime worked shall be in accordance with and pursuant to the applicable

1 definitions, conditions, and requirements of the Personnel Ordinance and in accordance
2 with and pursuant to the Fair Labor Standards Act (FLSA), except that the additional
3 compensation for overtime exempt from FLSA shall not include uncontrolled standby
4 amounts in the computation.

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

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

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

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

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

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

17 **Section 21. JURY DUTY**

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

27 **Section 22. BEREAVEMENT LEAVE**

28 In addition to the immediate family members provided in Section 2.09 of the

1 Personnel Ordinance, great-grandfather and great-grandmother are defined as
2 immediate family members. Additionally, all unrepresented employees shall be entitled
3 to the same domestic partner provisions for sick leave and bereavement leave as is
4 contained in the Memorandum of Understanding with the International Association of
5 Machinists.

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

7 As provided in Subsection (g) of Section 4.01 of the Personnel Ordinance,
8 Police Sergeants assigned to Arrest Review and Communications Center and Police
9 Officers, Police Corporals and Police Sergeants assigned to Business Desk on October
10 1, 1997, will have the option of receiving:

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

22 **Section 24. EXECUTIVE LEAVE**

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

1 Section 4.10 of the Personnel Ordinance, the appointing authority may grant up to eighty
2 additional hours executive leave per calendar year for management employees.

3 **Section 25. TEMPORARY ASSIGNMENTS**

4 A. Training and Development

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

13 B. Rehabilitation or Recovery from a Medical Condition

14 An employee temporarily assigned to perform duties not ordinarily attached
15 to his/her position, for the purpose of rehabilitation or the recovery from a medical
16 condition that has been certified by the City Health Officer, pursuant to Section 63(5) of
17 the Civil Service Rules and Regulations, will be compensated at the salary rate fixed and
18 prescribed by this resolution for the position involving the duties to which temporary
19 assignment has been made and at the step most closely approximating the pay rate of
20 the employee immediately prior to the temporary assignment provided that in no event
21 shall the pay rate for the temporary assignment exceed the employee's pay rate
22 immediately prior to the temporary assignment.

23 C. Y-Rate

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

1 D. Refuse Career Development Program

2 The Y-rate shall apply to employees in the positions of Refuse Operator I, II
3 and III who participate in the Refuse Career Development Program and are transferred
4 for training purposes pursuant to Section 63(3). Upon completion of training and when
5 permanently transferred to the position in which training was completed, the hourly pay
6 rate of Refuse Operator I, II and III will continue to be Y-rated until such time as the top
7 step of the employee's new position is equal to or surpasses the employee's Y-rate.

8 **Section 26. ACTING PAY**

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

1 **Section 27. HIGHER CLASSIFICATION PAY**

2 A. International Association of Machinists and Aerospace Workers

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

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

11 2. In no event shall the total compensation paid to the employee for
12 regular salary and higher classification pay exceed the sixth step of the higher
13 classification or grade level.

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

16 B. Long Beach Association of Confidential Employees and Long Beach
17 Association of Engineering Employees

18 Each employee represented by the Long Beach Association of Confidential
19 Employees, and the Long Beach Association of Engineering Employees, who is required
20 to perform the full range of duties in a higher-level classification or grade level position
21 that is vacant, up to and including division manager, shall be paid an additional eighty
22 cents (\$0.80) per hour providing the following conditions are met:

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

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

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

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

7 C. Public Safety Dispatchers

8 Each employee in the classification of Public Safety Dispatcher II shall
9 receive special pay equivalent to the difference between top step Public Safety
10 Dispatcher II and Public Safety Dispatcher III for each hour assigned to and performing
11 training duties.

12 D. Police Officer Association

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

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

21 **Section 28. SKILL PAY**

22 When an employee classified in one of the positions listed in Attachment C is regularly
23 assigned to perform and does perform the occupational skill described in the column
24 hereof designated "Skill", said employee shall be paid on a per diem, hourly rate or one-
25 time payment (bonus) basis, as indicated herein, the amount of additional compensation
26 set forth in the column opposite the described skill. The additional compensation
27 prescribed herein shall be paid to the employee at an hourly rate only if said employee is
28 assigned to regularly perform said occupational skill on a daily basis. If an employee is

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

11 The skill notes listed in Attachment C shall be effective on and after April 1,
12 2000.

13 **Section 29. NIGHT SHIFT DIFFERENTIAL**

14 In addition to the compensation provided by Section 3 hereof, a night shift differential of
15 one dollar and twenty-five cents (\$1. 25) per hour shall be paid to any permanent full-time
16 employee represented by the International Association of Machinists and Aerospace
17 Workers, the Long Beach Association of Confidential Employees, and the Long Beach
18 Association of Engineering Employees bargaining units whose regular schedule requires
19 said employee to work between the hours of 6:00 p.m. and 6:00 a.m., provided that:

20 **A. Night Shift**

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

25 **B. Split-Shift**

26 The employee works between the hours of 6:00 p.m. and 6:00 a.m. as part
27 of a "split shift." Split shift is defined as: a shift of eight or more non-continuous work
28 hours in a single day, separated by a break of at least three non-working hours during

1 said shift. Such employee shall be paid the night shift differential established by this
2 Section only for each hour actually worked between the hours of 6:00 p.m. and 6:00 a.m.

3 **Section 30. STANDBY PAY**

4 Effective on October 1, 2011, each employee designated as being represented by the
5 International Association of Machinists and Aerospace Workers, the Long Beach
6 Association of Confidential Employees, and the Long Beach Association of Engineering
7 Employees, shall be compensated at a rate of one dollar and fifty cents (\$1.50) per hour
8 for each full hour of standby duty as defined in the Memoranda of Understanding
9 between the City and the aforementioned employee organizations.

10 **Section 31. MARKSMANSHIP PAY**

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

16	Marksman	\$ 4.00 per month
17	Sharpshooter	8.00 per month
18	Expert	16.00 per month
19	Master	32.00 per month

20 An employee shall receive the additional compensation only for the calendar year
21 immediately following the prescribed qualification period in which said employee has
22 demonstrated his/her proficiency as herein provided to the satisfaction of the Chief of
23 Police. Such compensation may be paid in an aggregate lump sum for the qualifying
24 period. The determination of the Chief of Police on all scoring is final and conclusive.
25 The City shall not be entitled to a refund in the event employment is terminated by death
26 or otherwise during the period for which a lump sum payment has been made. The
27 weapon used to qualify shall be an approved handgun as authorized by the Police
28 Department.

1 furnishing a police service dog will be deemed to be sufficient to cover all expenses of
2 providing and servicing the police dog. In addition, for purposes of complying with the
3 Fair Labor Standards Act, to accommodate employees for the handling of police dogs off
4 duty, the parties have agreed to the following terms and conditions:

5 Of the biweekly payment, the handler will be deemed to have spent six
6 hours off duty every fourteen calendar days at nine dollars per hour, or current State
7 minimum wage, to feed, exercise, clean and maintain the police dog. At the overtime
8 rate of time and one-half, this equates to eighty-one dollars biweekly. The remainder of
9 the biweekly payment will be considered as sufficient reimbursement for any handling
10 expenses.

11 **Section 33. INCENTIVE PAY**

12 All Firefighter Association and Police Officer Association represented employees
13 employed by the City shall be entitled to receive, in addition to the compensation set forth
14 in this resolution for such positions, an incentive payment under either one of the
15 Incentive Pay Programs hereinafter provided for the Fire Department and the Police
16 Department.

17 A. Police Department Incentive Pay Program I

18 1. The amount of \$0.604 per hour shall be paid as additional
19 compensation to each Police Officer Association represented employee who has
20 completed five years of service in the Police Department, and who has in addition
21 successfully passed a departmental examination and has a satisfactory employment
22 record as determined by a Police Department Examining Board; or

23 2. The amount of \$1.495 per hour shall be paid as additional
24 compensation to each Police Officer Association represented employee who has the
25 same qualifications as set forth in 1 above and has completed ten years of service in the
26 Police Department.

27 B. Police Department Incentive Pay Program II

28 1. The amount of \$0.604 per hour shall be paid as additional

1 compensation to each Police Officer Association represented employee who has
2 obtained a Peace Officer Standards and Training (P.O.S.T.) Intermediate Certificate and
3 has completed four years of service in the Police Department; or the amount of \$1.495
4 per hour shall be paid as additional compensation to each Police Officer Association
5 represented employee who has obtained a P.O.S.T. Intermediate Certificate and has
6 completed five years of service in the Police Department; or

7 2. The amount of \$1.495 per hour shall be paid as additional
8 compensation to each Police Officer Association represented employee who has
9 obtained a P.O.S.T. Advanced Certificate and has completed four years of service in the
10 Police Department.

11 C. Police Department - Education Pay

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

15 AA Degree	\$200 per month
16 BA/BS Degree	\$375 per month
17 MA Degree	\$475 per month

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

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

22 2. Police Commanders and Deputy Chiefs who have applied for or
23 possess a California Commission on Police Officer Standards and Training (POST)
24 Management Certificate shall receive \$500 per month in additional compensation.

25 3. Chief of Police who has applied for or possesses a California
26 Commission on Police Officer Standards and Training (POST) Management Certificate
27 shall receive \$900 per month in additional compensation.

28 D. Police Department Physical Fitness Program

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

5 E. Fire Department Education Pay

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

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

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

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

23 5. The amount of \$1.725 per hour shall be paid as additional
24 compensation to each Marine Safety Officer, Marine Safety Sergeant, Marine Safety Boat
25 Operator, and Marine Safety Captain who have obtained the required Associate of Arts
26 Degree (sixty or more semester units) in the fields and at the institutions described in 4
27 above; or

28 6. The amount of \$2.012 per hour shall be paid as additional

1 compensation to each Marine Safety Officer, Marine Safety Sergeant, Marine Safety Boat
2 Operator, and Marine Safety Captain who have obtained a Bachelor of Arts or Bachelor
3 of Science Degree (120 or more semester units) in the fields and at the institutions
4 described in 4 above; or

5 7. The amount of \$2.300 per hour shall be paid as additional
6 compensation to each Marine Safety Officer, Marine Safety Sergeant, Marine Safety Boat
7 Operator, and Marine Safety Captain who has obtained a Masters of Arts or Masters of
8 Science Degree in the fields and at the institutions described in 4 above.

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

12 F. Police Department Longevity Pay

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

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

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

27 4. Long Beach Police Officers Association bargaining unit members
28 hired as lateral Police Officers with prior law enforcement experience outside of California

1 equivalent to the experience described in paragraph (3), are eligible for credit for
2 longevity pay, as described in paragraphs (1) and (2) above, for each full month worked if
3 they possess a Basic Course Waiver (BCW) issued by the California Commission on
4 Peace Officer Standards and Training and the experience is determined to be equivalent
5 by the Chief of Police.

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

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

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

20 G. Fire Department Longevity Pay

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

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

1 3. Long Beach Firefighters Association bargaining unit members who
2 have prior California firefighting experience as full-time career sworn firefighters with the
3 State of California Firefighter One certification are eligible for credit for longevity pay, as
4 described in paragraphs (1) and (2) above, for each full month worked. Credit will be
5 given for prior experience as a firefighter with the State of California, a California city or
6 county fire department or fire protection district, or other firefighting experience as
7 determined by the Fire Chief to be equivalent as long as the member possessed a
8 Firefighter One certification issued by the State of California in the performance of those
9 duties.

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

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

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

23 H. Fire Department Wellness Program

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

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

5 **Section 34. REFUSE INCENTIVE PROGRAM**

6 Employees in the Classification of Refuse Operator are eligible to participate in the
7 Refuse Incentive Program. Employees may earn the equivalent of two (2) hours at the
8 overtime rate or seven dollars and fifty cents (\$7.50) per hour, whichever is greater, (paid
9 on a daily basis) for each additional load collected over and beyond the baseline load
10 during the employees' regularly scheduled workday. Employees must meet the
11 qualifying criteria, baseline loads, and exclusions defined under the Refuse Incentive
12 Program.

13 **Section 35. PROFESSIONAL CERTIFICATION PAY**

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

22 **Section 36. CELLULAR PHONE STIPEND**

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

27 **Section 37. UNIFORM ALLOWANCE**

28 Employees in eligible classifications that are identified as "classic members" through

1 CalPERS membership shall have reported the following monetary value each pay period
2 for the purchase, replacement, maintenance and/or rental of required City uniforms:

3	Firefighters	\$ 3.850
4	Lifeguards	\$ 1.080
5	Miscellaneous	\$ 5.880
6	Police Officers	\$14.380
7	Security Officers	\$ 8.650

8 **Section 38. EMPLOYEE SUGGESTION AWARDS**

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

15 **Section 39. RELOCATION COMPENSATION**

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

24 **Section 40. TUITION REIMBURSEMENT**

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

28 Effective October 1, 1999:

<u>Semester/Quarter Payment Schedule</u>		
1.0 through 5.9 semester units		\$ 375.00
1.0 through 7.9 quarter units		\$ 375.00
6.0 or more semester units		\$ 400.00
8.0 or more quarter units		\$ 400.00
Community College		\$ 120.00
Total maximum per fiscal year		\$ 800.00

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

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

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

21 **Section 42. TRANSPORTATION**

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

1 following computations:

2 A. Public Transportation

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

4 B. Privately Owned Vehicle

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

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

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

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

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

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

25 Effective July 1, 1992, employees of the City, including employees of the
26 Water Department, who are eligible and volunteer to participate in the City's Trip
27 Reduction Incentive Program as prescribed by the City's Trip Reduction Plan and current
28 Participation Guidelines are eligible for monthly award drawings if they participate at least

1 twelve days per month. Participants with at least eight days per month commuting by
2 means other than a motorized vehicle shall also be eligible for a monthly award drawing.

3 **Section 44. HEALTH INSURANCE**

4 On and after December 1, 2004, the City shall pay a maximum amount of seven hundred
5 ninety six dollars per month toward the cost of health, dental, and life insurance benefits
6 for each eligible employee represented by the International Association of Machinists and
7 Aerospace Workers, the Long Beach Association of Confidential Employees, the Long
8 Beach Association of Engineering Employees, the City Attorneys Association, the City
9 Prosecutors Association, the Long Beach Firefighters Association, the Long Beach Police
10 Officers Association, the Long Beach Lifeguard Association, and each eligible employee
11 not represented by an employee organization.

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

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

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

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

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

27 **Section 47. LIFE INSURANCE**

28 A. City Employees

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

6 B. Elected/Appointed/Executive/Professional

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

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

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

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

6 D. Confidential Employees

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

10 E. City Council

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

14 F. International Association of Machinists and Aerospace Workers

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

18 1. For the surviving spouse until his/her remarriage, death, or Medicare
19 eligibility, whatever occurs first;

20 2. For the surviving children until their 19th birthday, or until age 26, if a
21 full-time student in an accredited college or university.

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

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

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

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

2 **Section 49. RETIREMENT**

3 A. City Payment of Employee Portion

4 Effective March 4, 2006, the City shall pay to the California Public
5 Employees' Retirement System, on behalf of each employee represented by the
6 International Association of Machinists and Aerospace Workers, and unrepresented non-
7 management miscellaneous employees an amount equal to 6/8ths of each such
8 individual employee's normal retirement contributions.

9 Effective July 22, 2006, the City shall pay to the California Public
10 Employees' Retirement System, on behalf of each employee represented by the Long
11 Beach Association of Engineering Employees an amount equal to 6/8ths of each such
12 individual employee's normal retirement contributions.

13 In accordance with the Resolution approved by the City Council on
14 February 15, 2011, employees represented by the Long Beach Association of
15 Engineering Employees hired by the City on or after February 26, 2011, shall pay the full
16 amount of each such individual employee's normal retirement contributions.

17 Effective January 6, 2007, the City shall pay to the California Public
18 Employees' Retirement System, on behalf of each employee represented by the Long
19 Beach Management Association (non-safety managers only), the Long Beach
20 Association of Confidential Employees, and unrepresented management employees an
21 amount equal to 6/8ths of each such individual employee's normal retirement
22 contributions.

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

1 Effective April 1, 2007, the City shall pay to the California Public
2 Employees' Retirement System, on behalf of each employee represented by the Long
3 Beach Management Association (lifeguard managers only), and the Long Beach
4 Lifeguard Association an amount equal to 7/9ths of each such individual employee's
5 normal retirement contributions.

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

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

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

18 Effective February 26, 2011, the City shall pay to the California Public
19 Employees' Retirement System, on behalf of unrepresented management employees in
20 the City Auditor's Office, an amount equal to 4/8ths of each such individual employee's
21 normal retirement contributions.

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

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

1 each such individual employee's normal retirement contribution.

2 Effective August 11, 2012, the City shall pay to the California Public
3 Employees' Retirement System, on behalf of the City Attorney, City Prosecutor, City
4 Auditor, and City Clerk an amount equal to 2/8ths of each such individual employee's
5 normal retirement contributions.

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

8 The City shall continue to pay and report the value of the Employer Paid
9 Member Contributions (EPMC) as special compensation implementing Government Code
10 Section 20636(c)(4) pursuant to Section 20961.

11 B. Tiers

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

15 1. All eligible employees in positions represented by the Long Beach
16 Lifeguard Association and the Long Beach Firefighters Association employed on or prior
17 to October 7, 1989, and employees in positions represented by the Long Beach Police
18 Officers Association employed on or prior to April 21, 1990, shall be provided the
19 opportunity for the following CalPERS benefits:

- 20 a. 3% at 50 retirement formula;
- 21 b. 5% cost of living provision;
- 22 c. Final compensation based on the average monthly pay rate for the
23 highest period of twelve consecutive months; and
- 24 d. Post-retirement Survivor Allowance.

25 2. All eligible new employees in positions represented by the Long
26 Beach Lifeguard Association and the Long Beach Firefighters Association employed after
27 October 7, 1989, and all eligible new employees in positions represented by the Long
28 Beach Police Officers Association employed after April 21, 1990, shall be provided the

1 opportunity for the following CalPERS retirement benefits:

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

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

15 3. All eligible new employees in positions represented by the Long
16 Beach Management Association (safety managers only), Long Beach Firefighters
17 Association Local 372, and the Long Beach Police Officers Association employed after
18 August 3, 2012, shall be provided the opportunity for the following CalPERS retirement
19 benefits:

- 20 a. 2% at 50 retirement formula;
- 21 b. 2% cost of living provision;
- 22 c. Final compensation will be based upon a three year average; and
- 23 d. Post-retirement Survivor Allowance.

24 4. All eligible employees in positions represented by the International
25 Association of Machinists and Aerospace Workers, the Long Beach Association of
26 Confidential Employees, Long Beach Association of Engineering Employees, the City
27 Attorneys Association, and the City Prosecutors Association, and all other eligible City
28 employees employed on or prior to October 21, 1989, shall be provided the opportunity

1 for the following CalPERS retirement benefits:

- 2 a. 2.7% at 55 retirement formula;
- 3 b. 5% cost of living provision;
- 4 c. Final compensation based upon the average monthly pay rate for the
- 5 highest period of twelve consecutive months;
- 6 d. Post-retirement Survivor Allowance; and
- 7 5. All eligible miscellaneous employees in positions represented by the

8 International Association of Machinists and Aerospace Workers, the Long Beach
9 Association of Confidential Employees, Long Beach Association of Engineering
10 Employees, the City Attorneys Association, and the City Prosecutors Association, and all
11 other eligible miscellaneous City employees employed after October 21, 1989, shall be
12 provided the opportunity for the following CalPERS retirement benefits:

- 13 a. 2.7% at 55 retirement formula;
- 14 b. 2.0% cost of living provision;
- 15 c. Final compensation based upon the average monthly pay rate for the
- 16 highest period of twelve consecutive months; and
- 17 d. Post-retirement Survivor Allowance.
- 18 6. All eligible miscellaneous employees in positions represented by the

19 International Association of Machinists and Aerospace Workers, the Long Beach
20 Association of Confidential Employees, Long Beach Association of Engineering
21 Employees, the City Attorneys Association, the City Prosecutors Association, the Long
22 Beach Management Association and all other eligible miscellaneous City employees
23 employed after September 30, 2006, shall be provided the opportunity for the following
24 PERS retirement benefits:

- 25 a. 2.5% at 55 retirement formula;
- 26 b. 2.0% cost of living provision;
- 27 c. Final compensation based upon the average monthly pay rate for the
- 28 highest period of twelve consecutive months; and

1 d. Post-retirement Survivor Allowance.

2 **Section 50. DEFERRED COMPENSATION**

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

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

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

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

16 Except as otherwise provided in this resolution and any other applicable Federal or State
17 laws, rules and regulations, it is the intent of the City Council, by the adoption of this
18 Salary Resolution, to prescribe the salaries and compensation of the employees of the
19 City of Long Beach, including the implementation of such adjustments in salaries and
20 compensation for the employees in each office or position of employment with the City as
21 provided in any applicable Memorandum of Understanding which has heretofore been
22 approved and adopted by the City Council, and in the event of any inconsistency or
23 conflict between the provisions of this resolution and the applicable Memorandum of
24 Understanding regarding such adjustments in compensation due to any inadvertence,
25 oversight, or clerical error, it is intended that the provisions in such Memorandum of
26 Understanding shall control and shall supersede the provisions of this resolution, and
27 such adjustments to the salaries and compensation shall be deemed to have been
28 correctly included herein, effective as of the applicable effective date, and such matters

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

1 shall be subsequently corrected by appropriate action.

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

3 This resolution shall be deemed operative as of 12:01 a.m. on October 1, 2015, except
4 as may otherwise be provided by specific provisions of this resolution, and the City Clerk
5 shall certify the vote adopting this resolution.

6

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

10 Ayes: Councilmembers: _____

11 _____

12 _____

13 _____

14 Noes: Councilmembers: _____

15 _____

16 Absent: Councilmembers: _____

17 _____

18 _____

19 _____

20 _____

City Clerk

21

22

23

24

25

26

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27

28

**ATTACHMENT A
SALARY RESOLUTION AMENDMENT FY16**

City Attorney –

A. Title Change:

From

General Liability Claims Adjuster

To

General Liability Claims Adjuster I

B. Newly added classifications:

New Title

General Liability Claims Adjuster II

General Liability Claims Adjuster III

Salary Range

582

645

City Clerk –

A. Range Change:

Title

City Clerk Analyst

From

630

To

600

City Manager –

A. Title Change:

From

Director-Government Affairs & Strategic Initiatives

To

Manager-Government Affairs

Civil Service –

A. Title Change:

From

Recruitment Officer-Civil Service

To

Recruitment & Selection Officer-Civil Service

Development Services -

C. Title Change:

From

Inspection Services Officer

Community Development Technician I

Community Development Technician II

Community Development Technician III

Community Development Technician IV

To

Building Inspections Officer

Community Program Technician I

Community Program Technician II

Community Program Technician III

Community Program Technician IV

D. Newly added classifications:

New Title

Permit Center Supervisor

Salary Range

534

E. Delete Title:

Title

Community Development Analyst I

Community Development Analyst II

Community Development Analyst III

Redevelopment Project Officer

Salary Range

570

600

630

E00

Economic & Property Development –

A. Title Change:

From

Communications Officer

To

Asst Executive Director-Workforce Development

Health & Human Services –

A. Title Change:

From

Hazardous Waste Operations Officer

To

Environmental Protection & Oversight Officer

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

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

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

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

1	City Manager	990
2	City Mayor	940
3	City Prosecutor	970
4	City Safety Officer	E00
5	City Traffic Engineer	E00
6	City Treasurer	E00
7	Civil Engineer	644
8	Civil Engineering Assistant	514
9	Civil Engineering Associate	594
10	Claims Investigator/Representative I (T)	593
11	Clerk I	260
12	Clerk II	290
13	Clerk III	320
14	Clerk Supervisor	440
15	Clerk Typist I	320
16	Clerk Typist II	350
17	Clerk Typist III	380
18	Clerk Typist IV (T)	410
19	Clerk Typist V (T)	440
20	Clinical Services Officer	E00
21	Code Enforcement Officer	E00
22	Combination Building Inspector	534
23	Combination Building Inspector Aide I	374
24	Combination Building Inspector Aide II	404
25	Commercial and Retail Development Officer	E00
26	Communication Specialist I	520
27	Communication Specialist II	560
28	Communication Specialist III	600

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

1	Community Program Specialist V	630
2	Community Program Technician I	370
3	Community Program Technician II	400
4	Community Program Technician III	430
5	Community Program Technician IV	460
6	Community Relations Assistant I (T)	370
7	Community Relations Assistant II (T)	460
8	Community Services Officer	E00
9	Community Services Supervisor	570
10	Community Services Supervisor II (T)	570
11	Community Worker	320
12	Construction Inspector I	534
13	Construction Inspector II	574
14	Construction Services Officer	E00
15	Contract Management Officer	E00
16	Contracts Officer (T)	E00
17	Contracts Officer - Fleet	E00
18	Controls Operations Officer	E00
19	Corrosion Control Supervisor	584
20	Councilmanic Secretary	470
21	Counselor I	250
22	Counselor II	450
23	Criminalist I	590
24	Criminalist II	660
25	Criminalist III	680
26	Criminalist IV	700
27	Criminalist Supervisor	700
28	Community Service Worker Program Coordinator-City Prosecutor	C00

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

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

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

1	Engineering Technician I	464
2	Engineering Technician II	504
3	Environmental Health Specialist I	480
4	Environmental Health Specialist II	540
5	Environmental Health Specialist III	560
6	Environmental Health Specialist IV	590
7	Environmental Planning Officer (T)	E00
8	Environmental Protection & Oversight Officer	E00
9	Environmental Service Supervisor I	440
10	Environmental Service Supervisor II	500
11	Environmental Service Supervisor III	550
12	Environmental Specialist Associate	594
13	Epidemiologist	520
14	Epidemiologist - Supervisor	590
15	Equipment Mechanic I	480
16	Equipment Mechanic II	500
17	Equipment Operator I	370
18	Equipment Operator II	410
19	Equipment Operator III	440
20	Events Coordinator I	470
21	Events Coordinator II	530
22	Executive Assistant	E00
23	Executive Assistant – City Attorney	E00
24	Executive Assistant/Mayor and Council (T)	E00
25	Executive Director - Civil Service	E00
26	Executive Director of the Regional Workforce Investment Board	E00
27	Executive Assistant - Confidential	B00
28	Executive Assistant to Assistant City Manager	E00

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

1	Gardener II	390
2	Gas Construction Worker I	410
3	Gas Construction Worker II	430
4	Gas Construction Worker III	482
5	Gas Distribution Supervisor I	580
6	Gas Distribution Supervisor II	620
7	Gas Field Service Representative I	390
8	Gas Field Service Representative II	430
9	Gas Field Service Representative III	482
10	Gas Field Technician I	500
11	Gas Field Technician II	550
12	Gas Instrument Technician I	500
13	Gas Instrument Technician II	550
14	Gas Maintenance Supervisor I	580
15	Gas Maintenance Supervisor II	620
16	Gas Marketing Engineer	E00
17	Gas Measurement Assistant	470
18	Gas Orifice Meter Technician I (T)	440
19	Gas Orifice Meter Technician II (T)	460
20	Gas Pipeline Compliance Officer	E00
21	Gas Pipeline Welder/Layout Fitter	560
22	Gas Supply Officer	E00
23	General Liability Claims Adjuster I	523
24	General Liability Claims Adjuster II	582
25	General Liability Claims Adjuster III	645
26	General Librarian	560
27	General Librarian I (T)	500
28	General Librarian II (T)	550

1	General Maintenance Assistant	410
2	General Maintenance Supervisor I	470
3	General Maintenance Supervisor II	510
4	General Superintendent – Development Services	E00
5	General Superintendent - Fleet Services	E00
6	General Superintendent - Park/Marine Maintenance	E00
7	General Superintendent - Recreation	E00
8	General Superintendent of Operations	E00
9	Geographic Information Systems Analyst I	527
10	Geographic Information Systems Analyst II	564
11	Geographic Information Systems Analyst III	597
12	Geographic Information Systems Technician I	460
13	Geographic Information Systems Technician II	500
14	Geologist (T)	747
15	Geologist I	747
16	Geologist II	787
17	Grants Accounting Officer	E00
18	Handwriting Examiner - Miscellaneous	640
19	Handwriting Examiner - Safety	070
20	Hazardous Materials Specialist I	560
21	Hazardous Materials Specialist II	590
22	Hazardous Waste Coordinator	590
23	Hazardous Waste Operations Officer (T)	E00
24	Health Educator I	310
25	Health Educator II	450
26	Health Promotion Officer	E00
27	Helicopter Mechanic	580
28	Historic Sites Officer	E00

1	Homeless Services Officer	E00
2	Housing Aide I	350
3	Housing Aide II	380
4	Housing Assistance Coordinator	550
5	Housing Assistance Officer	E00
6	Housing Development Officer	E00
7	Housing Operations Officer	E00
8	Housing Rehabilitation Counselor	550
9	Housing Rehabilitation Officer	E00
10	Housing Rehabilitation Supervisor I	580
11	Housing Rehabilitation Supervisor II	610
12	Housing Specialist I	400
13	Housing Specialist II	430
14	Housing Specialist III	460
15	Human Dignity Officer	E00
16	Human Resources Officer	E00
17	Institutional Cook	390
18	Inspection Services Officer (T)	E00
19	Intelligence Analyst	610
20	Investigator I	593
21	Investigator - City Prosecutor	B00
22	Investigator II	613
23	Investigator III	633
24	Investment Officer (T)	E00
25	Jail Administrator	E00
26	Lab Assistant I	360
27	Lab Assistant II	380
28	Lab Assistant III	420

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

1	Legislative Assistant	B00
2	Liability Claims Assistant I	410
3	Liability Claims Assistant II	460
4	Library Aide	270
5	Library Circulation Supervisor	560
6	Library Clerk I	330
7	Library Clerk II	370
8	Library Clerk III	400
9	Library Clerk IV	430
10	Library Youth Services Officer	E00
11	License Inspector I	450
12	License Inspector II	470
13	Licensed Vocational Nurse	440
14	Lifeguard - Seasonal (T)	010
15	Locksmith	480
16	Machinist	490
17	Maintenance Aide I	230
18	Maintenance Aide II	260
19	Maintenance Assistant I	290
20	Maintenance Assistant II	330
21	Maintenance Assistant III	360
22	Maintenance Supervisor	500
23	Maintenance Supervisor I	470
24	Maintenance Supervisor II	510
25	Management Assistant	470
26	Manager - Accounting	E00
27	Manager - Administration	E00
28	Manager - Administrative and Financial Services	E00

1	Manager - Animal Care Services	E00
2	Manager - Automated Services	E00
3	Manager – Budget/Performance Management	E00
4	Manager - Business Information Services	E00
5	Manager - Business Operations	E00
6	Manager - Business Operations & Gas Supply (T)	E00
7	Manager - Business Relations	E00
8	Manager – Community and Governmental Affairs	E00
9	Manager – Community Health	E00
10	Manager - Commercial Services	E00
11	Manager - Community Enrichment	E00
12	Manager - Community Recreation	E00
13	Manager - Disaster Management	E00
14	Manager - Economic Development	E00
15	Manager - Electric Generation	E00
16	Manager - Energy Recovery	E00
17	Manager - Engineering Services (T)	E00
18	Manager - Engineering & Construction	E00
19	Manager - Environmental Health	E00
20	Manager - Environmental Services	E00
21	Manager - Facilities	E00
22	Manager – Facilities Maintenance and Engineering	E00
23	Manager – Financial Controls	E00
24	Manager - Fleet Services	E00
25	Manager – Gas and Oil Operations	E00
26	Manager - Gas Services	E00
27	Manager – Government Affairs	E00
28	Manager - Housing Authority	E00

1	Manager - Housing and Community Improvement	E00
2	Manager - Housing Services	E00
3	Manager - Human/Social Services	E00
4	Manager - Information Services	E00
5	Manager - Integrated Resources (T)	E00
6	Manager - Labor Relations	E00
7	Manager - Library Support Services	E00
8	Manager - Long Beach Unit	E00
9	Manager - Main Library Services	E00
10	Manager - Maintenance Operations	E00
11	Manager - Marine Operations	E00
12	Manager - Neighborhood Services	E00
13	Manager - Neighborhood Library Services	E00
14	Manager - Oil Production	E00
15	Manager - Operations and Administration	E00
16	Manager - Operations Support	E00
17	Manager - Personnel Operations	E00
18	Manager - Pipeline Construction (T)	E00
19	Manager - Planning Bureau	E00
20	Manager - Planning & Development	E00
21	Manager - Preventive Health	E00
22	Manager - Project Development	E00
23	Manager - Property Services	E00
24	Manager - Public Service	E00
25	Manager - Public Works Operations	E00
26	Manager - Recreation Services	E00
27	Manager - Redevelopment	E00
28	Manager - Risk Management (T)	E00

1	Manager – Risk and Occupational Health Services	E00
2	Manager - Special Events & Filming	E00
3	Manager - Support Services	E00
4	Manager - Technology Infrastructure Services	E00
5	Manager - Telecommunications (T)	E00
6	Manager - Towing (T)	E00
7	Manager - Traffic and Transportation	E00
8	Manager - Workers' Compensation	E00
9	Manager - Workforce Development	E00
10	Marina Agent I	320
11	Marina Agent II	360
12	Marina Agent III	410
13	Marina Supervisor I	510
14	Marina Supervisor II	570
15	Marina Supervisor (T)	510
16	Marine Safety Captain	120
17	Marine Safety Chief	E00
18	Marine Safety Lieutenant	080
19	Marine Safety Officer	030
20	Marine Safety Sergeant	060
21	Marine Safety Sergeant - Boat Operator	060
22	Marketing Officer	E00
23	Master Mechanic (R)	185
24	Materials Inspector	514
25	Materials Testing Chemist	524
26	Mechanical Engineer	644
27	Mechanical Engineering Associate	594
28	Mechanical Equipment Stock Clerk I	380

1	Mechanical Equipment Stock Clerk II	430
2	Mechanical Equipment Stock Clerk III	490
3	Mechanical Supervisor I (T)	530
4	Mechanical Supervisor	600
5	Medical Assistant I	250
6	Medical Assistant II	370
7	Medical Social Worker I	490
8	Medical Social Worker II	530
9	Members of Boards and Commissions	D-11
10	Messenger/Mail Clerk I (T)	300
11	Messenger/Mail Clerk II (T)	370
12	Microbiologist I	540
13	Microbiologist II	570
14	Microbiologist III	610
15	Microbiologist Supervisor	580
16	Microfilm Technician	420
17	Minute Clerk	410
18	Motor Sweeper Operator	450
19	Historic Preservation Officer	E00
20	Neighborhood Improvement Officer	E00
21	Neighborhood Resource Officer	E00
22	Neighborhood Services Specialist I	400
23	Neighborhood Services Specialist II	430
24	Neighborhood Services Specialist III	460
25	Noise Abatement Officer	E00
26	Noise Abatement Specialist I	500
27	Noise Abatement Specialist II	530
28	Nurse I (T)	550

1	Nurse II (T)	570
2	Nurse Practitioner	670
3	Nursing Services Officer	E00
4	Nutrition Aide (T)	300
5	Nutrition Aide I	310
6	Nutrition Aide II	360
7	Nutrition Services Officer	E00
8	Occupancy Specialist I	390
9	Occupancy Specialist II	420
10	Occupancy Specialist III	450
11	Occupational Health Services Officer	E00
12	Office Manager - Prosecutor	B00
13	Office Services Assistant I	310
14	Office Services Assistant II	340
15	Office Services Assistant III	370
16	Office Services Officer	E00
17	Office Services Supervisor	500
18	Office Specialist - Prosecutor	B00
19	Office Systems Officer	E00
20	Offset Press Operator I	390
21	Offset Press Operator II	420
22	Oil Field Gauger I	504
23	Oil Field Gauger II	507
24	Oil Properties Accounting Officer (T)	E00
25	Operations Officer - Building and Safety	E00
26	Outreach Worker I	260
27	Outreach Worker II	380
28	Page (T)	H-16

1	Painter I	440
2	Painter II	460
3	Painter Supervisor	500
4	Paralegal	B00
5	Park Development Officer	E00
6	Park Maintenance Supervisor	520
7	Park Naturalist	470
8	Park Ranger I	440
9	Park Ranger II	500
10	Parking Control Checker I	370
11	Parking Control Checker II	400
12	Parking Control Supervisor	500
13	Parking Meter Technician I	420
14	Parking Meter Technician II	470
15	Parking Operations Officer (T)	E00
16	Payroll/Personnel Assistant I	350
17	Payroll/Personnel Assistant II	380
18	Payroll/Personnel Assistant III	420
19	Payroll Specialist I	460
20	Payroll Specialist II	500
21	Performance Management Officer	E00
22	Permit Center Supervisor	534
23	Permit Technician I	404
24	Permit Technician II	405
25	Personnel Analyst I	570
26	Personnel Analyst II	600
27	Personnel Analyst III	630
28	Personnel Analyst I - Civil Service	570

1	Personnel Analyst II - Civil Service	600
2	Personnel Analyst III - Civil Service	630
3	Personnel Analyst I - Human Resources	570
4	Personnel Analyst II - Human Resources	600
5	Personnel Analyst III - Human Resources	630
6	Personnel Assistant (Conf.) I	430
7	Personnel Assistant (Conf.) II	460
8	Personnel Assistant (Conf.) III	500
9	Petroleum Engineer (T)	747
10	Petroleum Engineer I	747
11	Petroleum Engineer II	787
12	Petroleum Engineering Assistant	607
13	Petroleum Engineering Associate	697
14	Petroleum Engineering Associate I	607
15	Petroleum Engineering Associate II	697
16	Petroleum Engineering Technician	504
17	Petroleum Operations Coordinator I	750
18	Petroleum Operations Coordinator II	777
19	Photographer	470
20	Physicians Assistant	B00
21	Plan Checker - Electrical I	634
22	Plan Checker - Electrical II	674
23	Plan Checker - Fire Prevention I	634
24	Plan Checker - Fire Prevention II	674
25	Plan Checker - Mechanical I	634
26	Plan Checker - Mechanical II	674
27	Plan Checker - Plumbing I	634
28	Plan Checker - Plumbing II	674

1	Planner I	530
2	Planner II	590
3	Planner III	640
4	Planner IV	670
5	Planner V	700
6	Planning Aide	440
7	Planning Officer	E00
8	Plasterer	480
9	Plumber	500
10	Plumber Supervisor	550
11	Plumbing Inspector	534
12	POA President – Police Officer	140
13	POA President – Police Sergeant	150
14	POA President – Police Lieutenant	160
15	Police Administration Bureau Chief	E00
16	Police Captain (R)	180
17	Police Commander	E00
18	Police Community Relations Officer (T)	E00
19	Police Corporal	100
20	Police Information & Technology Officer	E00
21	Police Inspector (R)	110
22	Police Lieutenant	170
23	Police Officer	050
24	Police Planning and Research Officer	E00
25	Police Property and Supply Clerk	430
26	Police Property and Supply Clerk I	430
27	Police Property and Supply Clerk II	500
28	Police Records Administrator	E00

1	Police Recruit	046
2	Police Sergeant	110
3	Police Services Specialist I	390
4	Police Services Specialist II	440
5	Police Services Specialist III	480
6	Police Systems Supervisor	440
7	Police Woman (R)	050
8	Polygraph Examiner - Miscellaneous	640
9	Polygraph Examiner - Safety	070
10	Power Equipment Repair Mechanic I	430
11	Power Equipment Repair Mechanic II	460
12	Power Equipment Repair Mechanic III	500
13	Principal Building Inspector	624
14	Principal Construction Inspector	624
15	Principal Deputy City Attorney	E00
16	Principal Geological Drafting Technician	624
17	Programmer	480
18	Programmer - Analyst I	520
19	Programmer - Analyst II	570
20	Programmer - Analyst III	610
21	Programmer - Analyst IV	650
22	Programmer - Analyst V	690
23	Programmer - Analyst VI	730
24	Program Specialist - City Manager	B00
25	Project Development Officer	E00
26	Project Management Officer	E00
27	Property Management Specialist I	460
28	Property Management Specialist II	520

1	Prosecutor Assistant	406
2	Prosecutor Assistant I	460
3	Prosecutor Assistant II	480
4	Prosecutor Assistant III	530
5	Prosecutor Assistant IV	550
6	Protection Aide	272
7	Public/Government Affairs Manager	E00
8	Public Health Associate I	250
9	Public Health Associate II	380
10	Public Health Associate III	540
11	Public Health Nurse I	570
12	Public Health Nurse II	590
13	Public Health Nurse III	610
14	Public Health Nurse Supervisor	640
15	Public Health Nutritionist I	500
16	Public Health Nutritionist II	550
17	Public Health Nutritionist III	600
18	Public Health Physician	C00
19	Public Health Professional I	550
20	Public Health Professional II	590
21	Public Health Professional III	620
22	Public Health Registrar	380
23	Public Information Officer	E00
24	Public Safety Dispatcher I	470
25	Public Safety Dispatcher II	500
26	Public Safety Dispatcher III	530
27	Public Safety Dispatcher IV	560
28	Public Works Supervisor	500

1	Purchasing Agent	E00
2	Real Estate Officer	E00
3	Real Estate Project Coordinator I	630
4	Real Estate Project Coordinator II	660
5	Real Estate Project Coordinator III	680
6	Real Estate Technician I	430
7	Real Estate Technician II	460
8	Records Manager - City Clerk	580
9	Recreation Assistant	390
10	Recreation Leader/Specialist IX (T)	H-39
11	Recreation Leader/Specialist X (T)	H-40
12	Recreation Superintendent	E00
13	Recruitment & Selection Officer - Civil Service	E00
14	Recycling Specialist I	470
15	Recycling Specialist II	530
16	Recycling & Sustainability Officer	E00
17	Redevelopment Administrator	E00
18	Redevelopment Finance Officer (T)	E00
19	Redevelopment Project Officer (T)	E00
20	Refuse Field Investigator	460
21	Refuse Operator I	380
22	Refuse Operator II	410
23	Refuse Operator III	440
24	Refuse Supervisor	520
25	Registered Nurse I	570
26	Registered Nurse II	590
27	Reprographics Assistant (T)	350
28	Revenue Management Officer	E00

1	Risk Manager	E00
2	Safety Specialist I	530
3	Safety Specialist I - Conf	530
4	Safety Specialist II	590
5	Safety Specialist II – Conf	590
6	Safety Specialist III – Conf	650
7	School Guard	H-26, H-28
8	Secretary	410
9	Secretary to the City Auditor	486
10	Secretary to the City Attorney	520
11	Secretary to the Executive Director - Civil Service	450
12	Secretary to the Mayor	590
13	Senior Accountant	630
14	Senior Animal Control Officer	490
15	Senior Architectural Engineer	694
16	Senior Auditor	B00
17	Senior City Clerk Analyst	650
18	Senior Civil Engineer	694
19	Senior Combination Building Inspector	574
20	Senior Deputy City Attorney	D00
21	Senior Electrical Inspector	574
22	Senior Engineering Technician I	547
23	Senior Engineering Technician II	577
24	Senior Equipment Operator	510
25	Senior Geological Drafting Technician	567
26	Senior Geologist	787
27	Senior Legal Secretary I	443
28	Senior Legal Secretary II	466

1	Senior Mechanical Engineer	694
2	Senior Mechanical Inspector	574
3	Senior Minute Clerk	450
4	Senior Payroll/Personnel Assistant (T)	460
5	Senior Petroleum Engineer (T)	787
6	Senior Petroleum Engineering Associate (T)	747
7	Senior Plumbing Inspector	574
8	Senior Prosecutor Assistant	B00
9	Senior Records Clerk	570
10	Senior Structural Engineer	687
11	Senior Survey Technician	508
12	Senior Surveyor	627
13	Senior Traffic Engineer	694
14	SERRF Operations Officer	E00
15	Special Investigator - City Manager	B00
16	Special Projects Officer	E00
17	Special Projects Officer - Engineering	E00
18	Special Projects Officer - Financial Management (T)	E00
19	Special Projects Officer - Housing	E00
20	Special Projects Officer - Public Service	E00
21	Special Projects Officer - Public Works	E00
22	Special Services Officer I	361
23	Special Services Officer II	426
24	Special Services Officer III	440
25	Special Services Officer IV	500
26	Special Services Officer V	560
27	Staff Auditor	B00
28	Stock and Receiving Clerk	330

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

1	Superintendent - Fleet Services (T)	E00
2	Superintendent - Gang Intervention	E00
3	Superintendent - Gas Distribution/Customer Service (T)	E00
4	Superintendent - Gas Distribution/Systems Maintenance (T)	E00
5	Superintendent - Golf Operations	E00
6	Superintendent - Marina Operations	E00
7	Superintendent - Meters & Regulators	E00
8	Superintendent - Park Maintenance	E00
9	Superintendent - Personnel and Training	E00
10	Superintendent - Pipeline Maintenance	E00
11	Superintendent - Planning & Development	E00
12	Superintendent - Operations (T)	E00
13	Superintendent - Refuse	E00
14	Superintendent - Street Landscaping (T)	E00
15	Superintendent - Street Maintenance	E00
16	Superintendent - Street Sweeping	E00
17	Superintendent - Structural Services	E00
18	Superintendent - Towing & Lien Sales	E00
19	Superintendent - Warehouse/Inventory Operations	E00
20	Supervising Custodian (T)	370
21	Supervising Deputy City Prosecutor	C00
22	Supervising Park Ranger	550
23	Supervising Prosecutor Assistant	B00
24	Supervising Senior Legal Secretary	482
25	Supervising Workers' Compensation Secretary	470
26	Supervisor - Facilities Maintenance	620
27	Supervisor - Stores and Property	490
28	Supervisor - Waste Operations	570

1	Support Projects Officer	E00
2	Survey Technician	467
3	Surveyor	554
4	Systems Analyst I	500
5	Systems Analyst II	560
6	Systems Support Specialist I	530
7	Systems Support Specialist II	570
8	Systems Support Specialist III	610
9	Systems Support Specialist IV	650
10	Systems Support Specialist V	690
11	Systems Support Specialist VI	730
12	Systems Support Specialist VII	770
13	Systems Technician I	440
14	Systems Technician II	480
15	Systems Technician III	520
16	Systems Technician IV	570
17	Technical Aide	280
18	Technical Assistant	400
19	Technical Services Officer - Library Services (T)	E00
20	Technical Services Administrator	E00
21	Technical Support Officer	E00
22	Telecommunications Officer	E00
23	Tidelands Development Officer	E00
24	Traffic and Transportation Program Administrator	E00
25	Traffic Engineer	644
26	Traffic Engineering Aide I	454
27	Traffic Engineering Aide II	494
28	Traffic Engineering Associate I	514

1	Traffic Engineering Associate II	594
2	Traffic Painter I	400
3	Traffic Painter II	420
4	Traffic Signal Coordinator	640
5	Traffic Signal Technician I	570
6	Traffic Signal Technician II	610
7	Transportation Planner I	620
8	Transportation Planner II	650
9	Transportation Planner III	680
10	Transportation Planner IV	710
11	Transportation Planning Officer	E00
12	Transportation Programming Officer	E00
13	Transportation Programs Planner	620
14	Treasury Operations Officer	E00
15	Tree Trimmer I	400
16	Tree Trimmer II	430
17	Utilities Systems Operator	450
18	Utility Services Officer	E00
19	Vector Control Specialist I	420
20	Vector Control Specialist II	460
21	Veterinarian	B00
22	Video Communications Officer	E00
23	Victim's Advocate - City Prosecutor	B00
24	Visual Arts Specialist I	430
25	Visual Arts Specialist II	470
26	Voice and Data Communications Officer	E00
27	Waste Management Officer (T)	E00
28	Welder	490

1	Wireless Communications Officer	E00
2	Workers' Compensation Administrative Assistant	B00
3	Workers' Compensation Claims Assistant	410
4	Workers' Compensation Claims Examiner I	523
5	Workers' Compensation Claims Examiner II	582
6	Workers' Compensation Claims Examiner III	645
7	Workers' Compensation Medical Only Examiner	480
8	Workers' Compensation Office Assistant	350
9	Workforce Development Officer	E00
10	Workforce Development Supervisor I	670
11	Workforce Development Supervisor II (T)	690
12	X-ray Technician	450
13	Youth Services Coordinator	E00

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

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

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	
			<u>Position Title</u>																									
																												<u>Salary Range No.</u>
			Accountant I - NC																									M47
			Accountant II - NC																									M62
			Accounting Clerk I - NC																									M15
			Accounting Clerk II - NC																									M21
			Accounting Clerk III - NC																									M28
			Administrative Analyst I - NC																									M68
			Administrative Analyst II - NC																									M78
			Administrative Analyst III-NC																									M88
			Administrative Intern - NC																									H-25, H-28, H-30, H-32, H-33, H-34, H-36, H-38, H-39, H-40, H-41, H-42, H-43, H-44, H-45
			Admissions Attendant I - NC (T)																									H-11, H-13, H-15, H-18
			Admissions Attendant II - NC (T)																									H-24, H-27, H-37
			Admissions Attendant III - NC (T)																									H-31, H-33, H-34, H-35, H-36, M15
			Airport Operations Assistant I - NC																									M17
			Ambulance Operator - NC																									H-25
			Animal Control Officer I - NC																									M27
			Animal License Inspector - NC																									H-29, H-31, H-33
			Assistant Band Conductor - NC																									H-61

1	Band Conductor - NC	H-62
2	Carpenter - NC	M47
3	Civil Engineer - NC	N94
4	Civil Engineering Assistant - NC	N57
5	Civil Engineering Associate - NC	N80
6	Clerical Aide I - NC	H-28, H-30, H-32
7		
8	Clerical Aide II - NC	H-32, H-34, H-36
9	Clerk I - NC	M03
10	Clerk II - NC	M07
11	Clerk III - NC	M12
12	Clerk Typist I - NC	M12
13	Clerk Typist II - NC	M17
14	Clerk Typist III - NC	M24
15	Combination Building Inspector - NC	N63
16	Combination Building Inspector Aide I - NC	N23
17	Combination Building Inspector Aide II - NC	N29
18	Community Worker - NC	M12
19	Computer Operator I - NC	M37
20	Customer Service Representative I - NC	M13
21	Customer Service Representative II - NC	M20
22	Data Entry Operator I - NC	M13
23	Data Entry Operator II - NC	M17
24	Deputy City Prosecutor – NC	B00
25	Electrician - NC	M52
26	Engineering Aide I - NC	N09
27	Engineering Aide II - NC	N16
28	Engineering Aide III - NC	N33

1	Engineering Technician I - NC	464
2	Engineering Technician II - NC	504
3	Environmental Health Specialist I-NC	480
4	Equipment Mechanic I - NC	M46
5	Equipment Mechanic II - NC	M50
6	Equipment Operator I - NC	M21
7	Equipment Operator II - NC	M31
8	Equipment Operator III - NC	M37
9	Fire Safety Specialist - NC (non-safety)	055
10	Forensic Specialist II-NC	M68
11	Garage Service Attendant I - NC	M21
12	Gardener I - NC	M20
13	Gas Field Service Representative I - NC	M24
14	General Librarian I - NC	M66
15	Groundskeeper I - NC	M07
16	Groundskeeper II - NC	M13
17	Identification Officer - NC	050
18	Institutional Cook - NC	M26
19	Investigator-City Prosecutor – NC	B00
20	Laboratory Assistant - NC	M20
21	Law Clerk-City Prosecutor – NC	B00
22	Legal Technologist – NC	B00
23	Legislative Assistant – NC	B00
24	Library Aide - NC	H-18, H-20, H-22, H-24
25	Library Clerk I - NC	M13
26	Library Clerk II - NC	M21
27	Library Clerk III - NC	M28
28	Library Clerk IV - NC	M36

ATTACHMENT A

1	Licensed Vocational Nurse - NC	M36
2	Lifeguard - Hourly - NC	010, H-99
3	Maintenance Aide I - NC	M01
4	Maintenance Aide II - NC	M03
5	Maintenance Assistant I - NC	M07
6	Maintenance Assistant II - NC	M13
7	Maintenance Assistant III - NC	M20
8	Marine Aide - NC	M12
9	Mechanical Equipment Stock Clerk I-NC	M27
10	Mechanical Equipment Stock Clerk II-NC	M37
11	Mechanical Equipment Stock Clerk III-NC	M52
12	Medical Social Worker - NC	M47
13	Messenger/Mail Clerk I - NC	M08
14	Microbiologist - NC	M62
15	Microbiologist Trainee - NC	H-42
16	Motor Sweeper Operator - NC	M37
17	Musician - NC	H-60
18	Nurse I - NC	M62
19	Nurse II - NC	M66
20	Nurse Practitioner - NC	M88
21	Nutrition Aide - NC	M10
22	Page - NC	H-16, H-18, H-20, H-22, H-24, H-25, H-26, H28
23		
24		
25	Painter I - NC	M37
26	Paralegal-Prosecutor - NC	B00
27	Park Ranger I - NC	M37
28	Parking Control Checker I - NC	M18

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

1	Parking Meter Technician I - NC	M31
2	Parking Operations Attendant I - NC	M07
3	Parking Operations Attendant II - NC	M12
4	Personnel Analyst I - NC	M68
5	Personnel Analyst II - NC	M78
6	Personnel Assistant I - NC	M42
7	Personnel Assistant II - NC	M52
8	Planner I - NC	M52
9	Planner II - NC	M68
10	Planning Aide - NC	M36
11	Plumber - NC	M52
12	Police Cadet - NC	H-36
13	Police Investigator – NC (T)	050
14	Police Investigator – NC	H46
15	Police Investigator – NC	H49
16	Police Investigator – NC	H52
17	Police Investigator – NC	H54
18	Police Investigator – NC	H57
19	Police Officer - NC	050
20	Police Services Specialist I - NC	M24
21	Pool Lifeguard I - NC	H-32
22	Pool Lifeguard II - NC	H-34
23	Principal Building Inspector - NC	N87
24	Prosecutor Assistant – NC	406
25	Prosecutor Assistant I – NC	460
26	Prosecutor Assistant II – NC	480
27	Prosecutor Assistant III – NC	530
28	Prosecutor Assistant IV – NC	550

1	Public Health Associate I-NC	250
2	Public Health Nurse - NC	M66
3	Public Health Physician - NC	B00
4	Public Health Professional - NC	B00
5	Public Safety Dispatcher I - NC	M42
6	Public Safety Dispatcher II - NC	M47
7	Recreation Leader/Specialist I - NC	H-20, 260
8	Recreation Leader/Specialist II - NC	H-22, 300
9	Recreation Leader/Specialist III - NC	H-25, 330
10	Recreation Leader/Specialist IV - NC	H-28, 360
11	Recreation Leader/Specialist V - NC	H-32
12	Recreation Leader/Specialist VI - NC	H-34
13	Recreation Leader/Specialist VII - NC	H-36
14	Recreation Leader/Specialist VIII - NC	H-38
15	Recreation Leader/Specialist IX - NC	H-39
16	Recreation Leader/Specialist X - NC	H-40
17	Refuse Operator I - NC	370
18	Refuse Operator II - NC	400
19	Special Services Officer I - NC	M22
20	Special Services Officer II - NC	M35
21	Senior Civil Engineer - NC	N94
22	Senior Combination Building Inspector - NC	N72
23	Senior Engineering Technician I - NC	547
24	Senior Engineering Technician II - NC	577
25	Structural Engineering Associate - NC	N80
26	Student Worker - NC	H20
27	Traffic Engineering Aide I - NC	N41
28	X-ray Technician I - NC	M37

1	Youth Trainee I - NC	H-99
2	Youth Trainee II - NC	H-20
3	Youth Trainee III - NC	H-24
4	Youth Trainee IV - NC	H-27

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Lona Beach, CA 90802-4664

ATTACHMENT B

SALARY SCHEDULE I - EFFECTIVE JULY 1, 2015

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
M01	11.360	11.929	12.625	13.262	13.883	14.596	15.330
	908.80	954.32	1,010.00	1,060.96	1,110.64	1,167.68	1,226.40
	1,976.00	2,075.00	2,196.00	2,307.00	2,415.00	2,539.00	2,666.00
M03	12.225	12.838	13.584	14.240	14.940	15.664	16.478
	978.00	1,027.04	1,086.72	1,139.20	1,195.20	1,253.12	1,318.24
	2,126.00	2,233.00	2,363.00	2,477.00	2,598.00	2,724.00	2,866.00
M07	13.132	13.791	14.596	15.330	16.066	16.874	17.738
	1,050.56	1,103.28	1,167.68	1,226.40	1,285.28	1,349.92	1,419.04
	2,284.00	2,399.00	2,539.00	2,666.00	2,794.00	2,935.00	3,085.00
M08	13.443	14.115	14.940	15.664	16.478	17.302	18.171
	1,075.44	1,129.20	1,195.20	1,253.12	1,318.24	1,384.16	1,453.68
	2,338.00	2,455.00	2,598.00	2,724.00	2,866.00	3,009.00	3,160.00
M10	13.798	14.487	15.330	16.066	16.874	17.738	18.622
	1,103.84	1,158.96	1,226.40	1,285.28	1,349.92	1,419.04	1,489.76
	2,400.00	2,520.00	2,666.00	2,794.00	2,935.00	3,085.00	3,239.00
M12	14.096	14.801	15.664	16.478	17.302	18.171	19.091
	1,127.68	1,184.08	1,253.12	1,318.24	1,384.16	1,453.68	1,527.28
	2,452.00	2,574.00	2,724.00	2,866.00	3,009.00	3,160.00	3,320.00
M13	14.457	15.178	16.066	16.874	17.738	18.622	19.559
	1,156.56	1,214.24	1,285.28	1,349.92	1,419.04	1,489.76	1,564.72
	2,514.00	2,640.00	2,794.00	2,935.00	3,085.00	3,239.00	3,402.00
M15	14.829	15.568	16.478	17.302	18.171	19.091	20.051
	1,186.32	1,245.44	1,318.24	1,384.16	1,453.68	1,527.28	1,604.08
	2,579.00	2,708.00	2,866.00	3,009.00	3,160.00	3,320.00	3,487.00
M17	15.184	15.943	16.874	17.738	18.622	19.559	20.595
	1,214.72	1,275.44	1,349.92	1,419.04	1,489.76	1,564.72	1,647.60
	2,641.00	2,773.00	2,935.00	3,085.00	3,239.00	3,402.00	3,582.00
M18	15.484	16.258	17.202	18.078	18.999	19.950	20.997
	1,238.72	1,300.64	1,376.16	1,446.24	1,519.92	1,596.00	1,679.76
	2,693.00	2,828.00	2,992.00	3,144.00	3,304.00	3,470.00	3,652.00
M19	15.806	16.597	17.564	18.426	19.387	20.363	21.400
	1,264.48	1,327.76	1,405.12	1,474.08	1,550.96	1,629.04	1,712.00
	2,749.00	2,887.00	3,055.00	3,205.00	3,372.00	3,542.00	3,722.00
M20	15.569	16.350	17.302	18.171	19.091	20.051	21.249
	1,245.52	1,308.00	1,384.16	1,453.68	1,527.28	1,604.08	1,699.92
	2,708.00	2,844.00	3,009.00	3,160.00	3,320.00	3,487.00	3,696.00
M21	15.963	16.761	17.738	18.622	19.559	20.595	21.816
	1,277.04	1,340.88	1,419.04	1,489.76	1,564.72	1,647.60	1,745.28
	2,776.00	2,915.00	3,085.00	3,239.00	3,402.00	3,582.00	3,794.00
M22	15.871	16.665	17.632	18.528	19.473	20.449	21.522
	1,269.68	1,333.20	1,410.56	1,482.24	1,557.84	1,635.92	1,721.76
	2,760.00	2,899.00	3,067.00	3,223.00	3,387.00	3,557.00	3,743.00
M24	16.354	17.172	18.171	19.091	20.051	21.249	22.361
	1,308.32	1,373.76	1,453.68	1,527.28	1,604.08	1,699.92	1,788.88
	2,844.00	2,987.00	3,160.00	3,320.00	3,487.00	3,696.00	3,889.00
M26	16.757	17.595	18.622	19.559	20.595	21.816	22.869
	1,340.56	1,407.60	1,489.76	1,564.72	1,647.60	1,745.28	1,829.52
	2,915.00	3,060.00	3,239.00	3,402.00	3,582.00	3,794.00	3,978.00
M27	16.881	17.726	18.759	19.698	20.729	21.963	23.038
	1,350.48	1,418.08	1,500.72	1,575.84	1,658.32	1,757.04	1,843.04
	2,936.00	3,083.00	3,263.00	3,426.00	3,605.00	3,820.00	4,007.00
M28	17.181	18.041	19.091	20.051	21.249	22.361	23.468
	1,374.48	1,443.28	1,527.28	1,604.08	1,699.92	1,788.88	1,877.44
	2,988.00	3,138.00	3,320.00	3,487.00	3,696.00	3,889.00	4,082.00
M30	17.875	18.770	19.861	20.871	21.923	23.245	24.440

SALARY SCHEDULE I - EFFECTIVE JULY 1, 2015

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
	1,430.00	1,501.60	1,588.88	1,669.68	1,753.84	1,859.60	1,955.20
	3,109.00	3,265.00	3,454.00	3,630.00	3,813.00	4,043.00	4,251.00
M31	17.602	18.480	19.559	20.595	21.816	22.869	24.049
	1,408.16	1,478.40	1,564.72	1,647.60	1,745.28	1,829.52	1,923.92
	3,061.00	3,214.00	3,402.00	3,582.00	3,794.00	3,978.00	4,183.00
M34	18.048	18.954	20.051	21.249	22.361	23.468	24.639
	1,443.84	1,516.32	1,604.08	1,699.92	1,788.88	1,877.44	1,971.12
	3,139.00	3,297.00	3,487.00	3,696.00	3,889.00	4,082.00	4,285.00
M35	18.320	19.238	20.357	21.394	22.471	23.826	25.052
	1,465.60	1,539.04	1,628.56	1,711.52	1,797.68	1,906.08	2,004.16
	3,186.00	3,346.00	3,541.00	3,721.00	3,908.00	4,144.00	4,357.00
M36	18.537	19.464	20.595	21.816	22.869	24.049	25.280
	1,482.96	1,557.12	1,647.60	1,745.28	1,829.52	1,923.92	2,022.40
	3,224.00	3,385.00	3,582.00	3,794.00	3,978.00	4,183.00	4,397.00
M37	19.126	20.082	21.249	22.361	23.468	24.639	25.894
	1,530.08	1,606.56	1,699.92	1,788.88	1,877.44	1,971.12	2,071.52
	3,327.00	3,493.00	3,696.00	3,889.00	4,082.00	4,285.00	4,504.00
M38	19.602	20.583	21.780	22.920	24.053	25.255	26.541
	1,568.16	1,646.64	1,742.40	1,833.60	1,924.24	2,020.40	2,123.28
	3,409.00	3,580.00	3,788.00	3,986.00	4,184.00	4,393.00	4,616.00
M42	20.126	21.132	22.361	23.468	24.639	25.894	27.257
	1,610.08	1,690.56	1,788.88	1,877.44	1,971.12	2,071.52	2,180.56
	3,500.00	3,675.00	3,889.00	4,082.00	4,285.00	4,504.00	4,741.00
M46	20.579	21.609	22.869	24.049	25.280	26.571	27.945
	1,646.32	1,728.72	1,829.52	1,923.92	2,022.40	2,125.68	2,235.60
	3,579.00	3,758.00	3,978.00	4,183.00	4,397.00	4,621.00	4,860.00
M47	21.122	22.179	23.468	24.639	25.894	27.257	28.661
	1,689.76	1,774.32	1,877.44	1,971.12	2,071.52	2,180.56	2,292.88
	3,674.00	3,858.00	4,082.00	4,285.00	4,504.00	4,741.00	4,985.00
M50	21.642	22.724	24.049	25.280	26.571	27.945	29.375
	1,731.36	1,817.92	1,923.92	2,022.40	2,125.68	2,235.60	2,350.00
	3,764.00	3,952.00	4,183.00	4,397.00	4,621.00	4,860.00	5,109.00
M52	22.174	23.285	24.639	25.894	27.257	28.661	30.150
	1,773.92	1,862.80	1,971.12	2,071.52	2,180.56	2,292.88	2,412.00
	3,857.00	4,050.00	4,285.00	4,504.00	4,741.00	4,985.00	5,244.00
M62	23.912	25.109	26.571	27.945	29.375	30.917	32.481
	1,912.96	2,008.72	2,125.68	2,235.60	2,350.00	2,473.36	2,598.48
	4,159.00	4,367.00	4,621.00	4,860.00	5,109.00	5,377.00	5,649.00
M63	24.512	25.739	27.215	28.644	30.108	31.690	33.294
	1,960.96	2,059.12	2,177.20	2,291.52	2,408.64	2,535.20	2,663.52
	4,263.00	4,477.00	4,733.00	4,982.00	5,237.00	5,512.00	5,791.00
M66	25.151	26.406	27.945	29.375	30.917	32.481	34.189
	2,012.08	2,112.48	2,235.60	2,350.00	2,473.36	2,598.48	2,735.12
	4,374.00	4,593.00	4,860.00	5,109.00	5,377.00	5,649.00	5,946.00
M68	25.794	27.086	28.661	30.150	31.689	33.309	35.056
	2,063.52	2,166.88	2,292.88	2,412.00	2,535.12	2,664.72	2,804.48
	4,486.00	4,711.00	4,985.00	5,244.00	5,512.00	5,793.00	6,097.00
M78	28.380	29.802	31.537	33.129	34.875	36.652	38.537
	2,270.40	2,384.16	2,522.96	2,650.32	2,790.00	2,932.16	3,082.96
	4,936.00	5,183.00	5,485.00	5,762.00	6,066.00	6,375.00	6,703.00
M88	29.976	31.478	33.309	35.056	36.847	38.767	40.798
	2,398.08	2,518.24	2,664.72	2,804.48	2,947.76	3,101.36	3,263.84
	5,214.00	5,475.00	5,793.00	6,097.00	6,409.00	6,743.00	7,096.00
M90	30.773	32.311	34.189	35.934	37.777	39.775	41.865
	2,461.84	2,584.88	2,735.12	2,874.72	3,022.16	3,182.00	3,349.20
	5,352.00	5,620.00	5,946.00	6,250.00	6,570.00	6,918.00	7,282.00
N09	13.783	14.473	15.314	16.058	16.892	17.733	18.630

SALARY SCHEDULE I - EFFECTIVE JULY 1, 2015

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
N16	1,102.64	1,157.84	1,225.12	1,284.64	1,351.36	1,418.64	1,490.40
	2,397.00	2,517.00	2,664.00	2,793.00	2,938.00	3,084.00	3,240.00
	15.230	15.994	16.926	17.786	18.660	19.621	20.613
N23	1,218.40	1,279.52	1,354.08	1,422.88	1,492.80	1,569.68	1,649.04
	2,649.00	2,782.00	2,944.00	3,093.00	3,246.00	3,413.00	3,585.00
	16.214	17.025	18.016	18.908	19.855	20.911	22.152
N29	1,297.12	1,362.00	1,441.28	1,512.64	1,588.40	1,672.88	1,772.16
	2,820.00	2,961.00	3,133.00	3,289.00	3,453.00	3,637.00	3,853.00
	17.684	18.569	19.649	20.634	21.863	23.000	24.134
N33	1,414.72	1,485.52	1,571.92	1,650.72	1,749.04	1,840.00	1,930.72
	3,076.00	3,230.00	3,418.00	3,589.00	3,803.00	4,000.00	4,198.00
	17.445	18.320	19.384	20.436	21.564	22.690	23.906
N41	1,395.60	1,465.60	1,550.72	1,634.88	1,725.12	1,815.20	1,912.48
	3,034.00	3,186.00	3,371.00	3,554.00	3,751.00	3,946.00	4,158.00
	20.160	21.169	22.402	23.512	24.717	26.071	27.317
N43	1,612.80	1,693.52	1,792.16	1,880.96	1,977.36	2,085.68	2,185.36
	3,506.00	3,682.00	3,896.00	4,089.00	4,299.00	4,534.00	4,751.00
	20.680	21.714	22.977	24.099	25.324	26.621	27.997
N45	1,654.40	1,737.12	1,838.16	1,927.92	2,025.92	2,129.68	2,239.76
	3,597.00	3,777.00	3,996.00	4,192.00	4,405.00	4,630.00	4,869.00
	23.234	24.396	25.810	27.077	28.453	29.918	31.461
N51	1,858.72	1,951.68	2,064.80	2,166.16	2,276.24	2,393.44	2,516.88
	4,041.00	4,243.00	4,489.00	4,709.00	4,949.00	5,204.00	5,472.00
	22.241	23.356	24.717	25.975	27.317	28.723	30.168
N53	1,779.28	1,868.48	1,977.36	2,078.00	2,185.36	2,297.84	2,413.44
	3,868.00	4,062.00	4,299.00	4,518.00	4,751.00	4,996.00	5,247.00
	22.792	23.934	25.324	26.621	27.997	29.450	30.972
N54	1,823.36	1,914.72	2,025.92	2,129.68	2,239.76	2,356.00	2,477.76
	3,964.00	4,163.00	4,405.00	4,630.00	4,869.00	5,122.00	5,387.00
	24.392	25.610	27.100	28.487	29.957	31.514	33.144
N55	1,951.36	2,048.80	2,168.00	2,278.96	2,396.56	2,521.12	2,651.52
	4,242.00	4,454.00	4,713.00	4,955.00	5,210.00	5,481.00	5,765.00
	25.608	26.889	28.453	29.918	31.461	33.094	34.807
N57	2,048.64	2,151.12	2,276.24	2,393.44	2,516.88	2,647.52	2,784.56
	4,454.00	4,677.00	4,949.00	5,204.00	5,472.00	5,756.00	6,054.00
	24.540	25.766	27.265	28.673	30.146	31.668	33.338
N60	1,963.20	2,061.28	2,181.20	2,293.84	2,411.68	2,533.44	2,667.04
	4,268.00	4,481.00	4,742.00	4,987.00	5,243.00	5,508.00	5,798.00
	23.957	25.156	26.621	27.997	29.450	30.972	32.583
N61	1,916.56	2,012.48	2,129.68	2,239.76	2,356.00	2,477.76	2,606.64
	4,167.00	4,375.00	4,630.00	4,869.00	5,122.00	5,387.00	5,667.00
	24.517	25.741	27.238	28.647	30.116	31.696	33.298
N63	1,961.36	2,059.28	2,179.04	2,291.76	2,409.28	2,535.68	2,663.84
	4,264.00	4,477.00	4,737.00	4,983.00	5,238.00	5,513.00	5,791.00
	24.587	25.814	27.317	28.723	30.168	31.763	33.382
N65	1,966.96	2,065.12	2,185.36	2,297.84	2,413.44	2,541.04	2,670.56
	4,276.00	4,490.00	4,751.00	4,996.00	5,247.00	5,524.00	5,806.00
	26.961	28.308	29.957	31.514	33.144	34.863	36.616
N67	2,156.88	2,264.64	2,396.56	2,521.12	2,651.52	2,789.04	2,929.28
	4,689.00	4,924.00	5,210.00	5,481.00	5,765.00	6,064.00	6,369.00
	29.048	30.497	32.275	33.899	35.690	37.500	39.476
N69	2,323.84	2,439.76	2,582.00	2,711.92	2,855.20	3,000.00	3,158.08
	5,052.00	5,304.00	5,614.00	5,896.00	6,208.00	6,522.00	6,866.00
	26.444	27.767	29.382	30.910	32.486	34.148	35.939
N70	2,115.52	2,221.36	2,350.56	2,472.80	2,598.88	2,731.84	2,875.12
	4,599.00	4,829.00	5,110.00	5,376.00	5,650.00	5,939.00	6,251.00
	28.082	29.482	31.202	32.802	34.492	36.281	38.166

SALARY SCHEDULE I - EFFECTIVE JULY 1, 2015

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
N72	2,246.56	2,358.56	2,496.16	2,624.16	2,759.36	2,902.48	3,053.28
	4,884.00	5,128.00	5,427.00	5,705.00	5,999.00	6,310.00	6,638.00
	27.153	28.510	30.168	31.763	33.382	35.137	36.916
	2,172.24	2,280.80	2,413.44	2,541.04	2,670.56	2,810.96	2,953.28
N73	4,723.00	4,959.00	5,247.00	5,524.00	5,806.00	6,111.00	6,421.00
	28.365	29.784	31.514	33.144	34.863	36.616	38.533
	2,269.20	2,382.72	2,521.12	2,651.52	2,789.04	2,929.28	3,082.64
	4,933.00	5,180.00	5,481.00	5,765.00	6,064.00	6,369.00	6,702.00
N77	27.875	29.271	30.972	32.583	34.222	36.020	37.855
	2,230.00	2,341.68	2,477.76	2,606.64	2,737.76	2,881.60	3,028.40
	4,848.00	5,091.00	5,387.00	5,667.00	5,952.00	6,265.00	6,584.00
	30.005	31.506	33.338	35.040	36.880	38.747	40.751
N80	2,400.40	2,520.48	2,667.04	2,803.20	2,950.40	3,099.76	3,260.08
	5,219.00	5,480.00	5,798.00	6,094.00	6,414.00	6,739.00	7,088.00
	29.240	30.703	32.486	34.148	35.939	37.773	39.743
	2,339.20	2,456.24	2,598.88	2,731.84	2,875.12	3,021.84	3,179.44
N83	5,086.00	5,340.00	5,650.00	5,939.00	6,251.00	6,570.00	6,912.00
	29.300	30.765	32.558	34.219	36.017	37.839	39.795
	2,344.00	2,461.20	2,604.64	2,737.52	2,881.36	3,027.12	3,183.60
	5,096.00	5,351.00	5,663.00	5,952.00	6,264.00	6,581.00	6,921.00
N84	29.349	30.819	32.613	34.282	36.063	37.877	39.879
	2,347.92	2,465.52	2,609.04	2,742.56	2,885.04	3,030.16	3,190.32
	5,105.00	5,360.00	5,672.00	5,963.00	6,272.00	6,588.00	6,936.00
	30.047	31.549	33.382	35.137	36.916	38.827	40.868
N87	2,403.76	2,523.92	2,670.56	2,810.96	2,953.28	3,106.16	3,269.44
	5,226.00	5,487.00	5,806.00	6,111.00	6,421.00	6,753.00	7,108.00
	30.829	32.369	34.251	36.039	37.872	39.839	41.922
	2,466.32	2,589.52	2,740.08	2,883.12	3,029.76	3,187.12	3,353.76
N89	5,362.00	5,630.00	5,957.00	6,268.00	6,587.00	6,929.00	7,291.00
	31.624	33.207	35.137	36.916	38.827	40.868	43.004
	2,529.92	2,656.56	2,810.96	2,953.28	3,106.16	3,269.44	3,440.32
	5,500.00	5,776.00	6,111.00	6,421.00	6,753.00	7,108.00	7,480.00
N94	34.025	35.729	37.809	39.732	41.818	44.004	46.308
	2,722.00	2,858.32	3,024.72	3,178.56	3,345.44	3,520.32	3,704.64
	5,918.00	6,214.00	6,576.00	6,911.00	7,273.00	7,654.00	8,054.00
	34.835	36.577	38.706	40.690	42.843	45.092	47.436
N96	2,786.80	2,926.16	3,096.48	3,255.20	3,427.44	3,607.36	3,794.88
	6,059.00	6,362.00	6,732.00	7,077.00	7,452.00	7,843.00	8,250.00
	16.988	18.877	19.814	21.009	22.052	23.163	
	1,359.04	1,510.16	1,585.12	1,680.72	1,764.16	1,853.04	
S01	2,955.00	3,283.00	3,446.00	3,654.00	3,835.00	4,029.00	
	27.369	28.788	30.275	31.834	33.539		
	2,189.52	2,303.04	2,422.00	2,546.72	2,683.12		
	4,760.00	5,007.00	5,266.00	5,537.00	5,833.00		
S03	25.405						
	2,032.40						
	4,419.00						
	30.243						
S04	2,419.44						
	5,260.00						
	33.603	35.474	37.393	39.448	41.610		
	2,688.24	2,837.92	2,991.44	3,155.84	3,328.80		
S06	5,845.00	6,170.00	6,504.00	6,861.00	7,237.00		
	28.225	29.800	31.416	33.135	34.953		
	2,258.00	2,384.00	2,513.28	2,650.80	2,796.24		
	4,909.00	5,183.00	5,464.00	5,763.00	6,079.00		
S07	33.074	34.816	36.564	38.445	40.434		

SALARY SCHEDULE I - EFFECTIVE JULY 1, 2015

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
	2,645.92	2,785.28	2,925.12	3,075.60	3,234.72		
	5,753.00	6,055.00	6,360.00	6,687.00	7,033.00		
S08	37.673	39.731	41.891	44.099	46.457		
	3,013.84	3,178.48	3,351.28	3,527.92	3,716.56		
	6,552.00	6,910.00	7,286.00	7,670.00	8,080.00		
S09	38.107	39.991	42.002	44.076	46.299		
	3,048.56	3,199.28	3,360.16	3,526.08	3,703.92		
	6,628.00	6,956.00	7,305.00	7,666.00	8,053.00		
S10	46.802						
	3,744.16						
	8,140.00						
S11	34.246	36.148	38.209	40.319	42.595		
	2,739.68	2,891.84	3,056.72	3,225.52	3,407.60		
	5,956.00	6,287.00	6,646.00	7,013.00	7,408.00		
S12	42.709	44.954	47.412	49.952	54.350		
	3,416.72	3,596.32	3,792.96	3,996.16	4,348.00		
	7,428.00	7,819.00	8,246.00	8,688.00	9,453.00		
S13	42.257	44.418	46.739	49.117	51.672		
	3,380.56	3,553.44	3,739.12	3,929.36	4,133.76		
	7,350.00	7,726.00	8,129.00	8,543.00	8,987.00		
S14	41.694	44.077	46.498	49.097	51.823		
	3,335.52	3,526.16	3,719.84	3,927.76	4,145.84		
	7,252.00	7,666.00	8,087.00	8,539.00	9,014.00		
S15	50.653	53.439	56.291	59.314	62.513		
	4,052.24	4,275.12	4,503.28	4,745.12	5,001.04		
	8,810.00	9,295.00	9,791.00	10,316.00	10,873.00		
S16	48.733	51.416	54.155	57.121	60.167		
	3,898.64	4,113.28	4,332.40	4,569.68	4,813.36		
	8,476.00	8,943.00	9,419.00	9,935.00	10,465.00		
010	17.974	19.970	20.963	22.227	23.329	24.507	
	1,437.92	1,597.60	1,677.04	1,778.16	1,866.32	1,960.56	
	3,126.00	3,473.00	3,646.00	3,866.00	4,058.00	4,262.00	
030	28.189	29.651	31.184	32.789	34.546		
	2,255.12	2,372.08	2,494.72	2,623.12	2,763.68		
	4,903.00	5,157.00	5,424.00	5,703.00	6,009.00		
045	28.139						
	2,251.12						
	4,894.00						
046	30.545						
	2,443.60						
	5,313.00						
050	33.939	35.829	37.767	39.842	42.026		
	2,715.12	2,866.32	3,021.36	3,187.36	3,362.08		
	5,903.00	6,232.00	6,569.00	6,930.00	7,310.00		
055	31.265	32.935	34.646	36.469	38.395		
	2,501.20	2,634.80	2,771.68	2,917.52	3,071.60		
	5,438.00	5,728.00	6,026.00	6,343.00	6,678.00		
060	34.067	35.860	37.662	39.597	41.646		
	2,725.36	2,868.80	3,012.96	3,167.76	3,331.68		
	5,925.00	6,237.00	6,550.00	6,887.00	7,243.00		
070	37.673	39.731	41.891	44.099	46.457		
	3,013.84	3,178.48	3,351.28	3,527.92	3,716.56		
	6,552.00	6,910.00	7,286.00	7,670.00	8,080.00		
080	39.250	41.191	43.263	45.398	47.687		
	3,140.00	3,295.28	3,461.04	3,631.84	3,814.96		
	6,827.00	7,164.00	7,525.00	7,896.00	8,294.00		
100	47.265						

SALARY SCHEDULE I - EFFECTIVE JULY 1, 2015

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

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

SALARY SCHEDULE I - EFFECTIVE JULY 1, 2015

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
	1,148.32	1,205.68	1,275.76	1,337.12	1,404.32	1,476.16	1,549.84
	2,497.00	2,621.00	2,774.00	2,907.00	3,053.00	3,209.00	3,370.00
316	14.910	15.656	16.563	17.363	18.227	19.165	20.139
	1,192.80	1,252.48	1,325.04	1,389.04	1,458.16	1,533.20	1,611.12
	2,593.00	2,723.00	2,881.00	3,020.00	3,170.00	3,333.00	3,503.00
320	14.667	15.397	16.295	17.141	17.998	18.905	19.861
	1,173.36	1,231.76	1,303.60	1,371.28	1,439.84	1,512.40	1,588.88
	2,551.00	2,678.00	2,834.00	2,981.00	3,130.00	3,288.00	3,454.00
330	15.040	15.793	16.714	17.554	18.452	19.373	20.346
	1,203.20	1,263.44	1,337.12	1,404.32	1,476.16	1,549.84	1,627.68
	2,616.00	2,747.00	2,907.00	3,053.00	3,209.00	3,370.00	3,539.00
336	15.628	16.414	17.363	18.227	19.165	20.139	21.160
	1,250.24	1,313.12	1,389.04	1,458.16	1,533.20	1,611.12	1,692.80
	2,718.00	2,855.00	3,020.00	3,170.00	3,333.00	3,503.00	3,680.00
340	15.426	16.196	17.141	17.998	18.905	19.861	20.861
	1,234.08	1,295.68	1,371.28	1,439.84	1,512.40	1,588.88	1,668.88
	2,683.00	2,817.00	2,981.00	3,130.00	3,288.00	3,454.00	3,628.00
344	17.140	17.999	19.051	20.017	21.002	22.083	23.197
	1,371.20	1,439.92	1,524.08	1,601.36	1,680.16	1,766.64	1,855.76
	2,981.00	3,131.00	3,314.00	3,482.00	3,653.00	3,841.00	4,035.00
350	15.796	16.587	17.554	18.452	19.373	20.346	21.426
	1,263.68	1,326.96	1,404.32	1,476.16	1,549.84	1,627.68	1,714.08
	2,747.00	2,885.00	3,053.00	3,209.00	3,370.00	3,539.00	3,727.00
352	16.107	16.916	17.893	18.809	19.766	20.754	21.842
	1,288.56	1,353.28	1,431.44	1,504.72	1,581.28	1,660.32	1,747.36
	2,801.00	2,942.00	3,112.00	3,271.00	3,438.00	3,610.00	3,799.00
356	16.444	17.266	18.273	19.169	20.171	21.183	22.263
	1,315.52	1,381.28	1,461.84	1,533.52	1,613.68	1,694.64	1,781.04
	2,860.00	3,003.00	3,178.00	3,334.00	3,508.00	3,684.00	3,872.00
360	16.197	17.007	17.998	18.905	19.861	20.861	22.106
	1,295.76	1,360.56	1,439.84	1,512.40	1,588.88	1,668.88	1,768.48
	2,817.00	2,958.00	3,130.00	3,288.00	3,454.00	3,628.00	3,845.00
361	16.508	17.334	18.342	19.277	20.259	21.274	22.389
	1,320.64	1,386.72	1,467.36	1,542.16	1,620.72	1,701.92	1,791.12
	2,871.00	3,015.00	3,190.00	3,353.00	3,524.00	3,700.00	3,894.00
370	16.607	17.437	18.452	19.373	20.346	21.426	22.696
	1,328.56	1,394.96	1,476.16	1,549.84	1,627.68	1,714.08	1,815.68
	2,888.00	3,033.00	3,209.00	3,370.00	3,539.00	3,727.00	3,947.00
374	18.252	19.164	20.279	21.284	22.353	23.538	24.935
	1,460.16	1,533.12	1,622.32	1,702.72	1,788.24	1,883.04	1,994.80
	3,175.00	3,333.00	3,527.00	3,702.00	3,888.00	4,094.00	4,337.00
380	17.011	17.865	18.905	19.861	20.861	22.106	23.263
	1,360.88	1,429.20	1,512.40	1,588.88	1,668.88	1,768.48	1,861.04
	2,959.00	3,107.00	3,288.00	3,454.00	3,628.00	3,845.00	4,046.00
386	17.669	18.554	19.636	20.635	21.678	22.988	24.172
	1,413.52	1,484.32	1,570.88	1,650.80	1,734.24	1,839.04	1,933.76
	3,073.00	3,227.00	3,415.00	3,589.00	3,770.00	3,998.00	4,204.00
390	17.433	18.306	19.373	20.346	21.426	22.696	23.789
	1,394.64	1,464.48	1,549.84	1,627.68	1,714.08	1,815.68	1,903.12
	3,032.00	3,184.00	3,370.00	3,539.00	3,727.00	3,947.00	4,138.00
391	17.561	18.439	19.513	20.493	21.565	22.847	23.964
	1,404.88	1,475.12	1,561.04	1,639.44	1,725.20	1,827.76	1,917.12
	3,054.00	3,207.00	3,394.00	3,564.00	3,751.00	3,974.00	4,168.00
400	17.873	18.766	19.861	20.861	22.106	23.263	24.414
	1,429.84	1,501.28	1,588.88	1,668.88	1,768.48	1,861.04	1,953.12
	3,109.00	3,264.00	3,454.00	3,628.00	3,845.00	4,046.00	4,246.00
404	19.907	20.903	22.121	23.227	24.611	25.894	27.167

SALARY SCHEDULE I - EFFECTIVE JULY 1, 2015

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
	1,592.56	1,672.24	1,769.68	1,858.16	1,968.88	2,071.52	2,173.36
	3,462.00	3,636.00	3,847.00	4,040.00	4,281.00	4,504.00	4,725.00
406	18.594	19.522	20.663	21.711	22.806	24.179	25.425
	1,487.52	1,561.76	1,653.04	1,736.88	1,824.48	1,934.32	2,034.00
	3,234.00	3,395.00	3,594.00	3,776.00	3,967.00	4,205.00	4,422.00
410	18.310	19.224	20.346	21.426	22.696	23.789	25.023
	1,464.80	1,537.92	1,627.68	1,714.08	1,815.68	1,903.12	2,001.84
	3,185.00	3,344.00	3,539.00	3,727.00	3,947.00	4,138.00	4,352.00
419	19.636	20.618	21.815	23.001	24.273	25.537	26.907
	1,570.88	1,649.44	1,745.20	1,840.08	1,941.84	2,042.96	2,152.56
	3,415.00	3,586.00	3,794.00	4,001.00	4,222.00	4,442.00	4,680.00
420	18.777	19.712	20.861	22.106	23.263	24.414	25.634
	1,502.16	1,576.96	1,668.88	1,768.48	1,861.04	1,953.12	2,050.72
	3,266.00	3,428.00	3,628.00	3,845.00	4,046.00	4,246.00	4,458.00
422	18.911	19.859	21.011	22.279	23.436	24.594	25.829
	1,512.88	1,588.72	1,680.88	1,782.32	1,874.88	1,967.52	2,066.32
	3,289.00	3,454.00	3,654.00	3,875.00	4,076.00	4,278.00	4,492.00
426	19.059	20.014	21.180	22.253	23.377	24.782	26.060
	1,524.72	1,601.12	1,694.40	1,780.24	1,870.16	1,982.56	2,084.80
	3,315.00	3,481.00	3,684.00	3,870.00	4,066.00	4,310.00	4,533.00
430	19.283	20.248	21.426	22.696	23.789	25.023	26.295
	1,542.64	1,619.84	1,714.08	1,815.68	1,903.12	2,001.84	2,103.60
	3,354.00	3,522.00	3,727.00	3,947.00	4,138.00	4,352.00	4,573.00
440	19.898	20.891	22.106	23.263	24.414	25.634	26.937
	1,591.84	1,671.28	1,768.48	1,861.04	1,953.12	2,050.72	2,154.96
	3,461.00	3,634.00	3,845.00	4,046.00	4,246.00	4,458.00	4,685.00
442	20.037	21.037	22.263	23.414	24.570	25.778	27.089
	1,602.96	1,682.96	1,781.04	1,873.12	1,965.60	2,062.24	2,167.12
	3,485.00	3,659.00	3,872.00	4,072.00	4,273.00	4,484.00	4,712.00
443	20.407	21.426	22.673	24.030	25.279	26.597	27.866
	1,632.56	1,714.08	1,813.84	1,922.40	2,022.32	2,127.76	2,229.28
	3,549.00	3,727.00	3,943.00	4,180.00	4,397.00	4,626.00	4,847.00
450	20.427	21.448	22.696	23.789	25.023	26.295	27.641
	1,634.16	1,715.84	1,815.68	1,903.12	2,001.84	2,103.60	2,211.28
	3,553.00	3,730.00	3,947.00	4,138.00	4,352.00	4,573.00	4,808.00
454	22.692	23.825	25.212	26.466	27.818	29.343	30.746
	1,815.36	1,906.00	2,016.96	2,117.28	2,225.44	2,347.44	2,459.68
	3,947.00	4,144.00	4,385.00	4,603.00	4,838.00	5,104.00	5,348.00
460	20.937	21.981	23.263	24.414	25.634	26.937	28.357
	1,674.96	1,758.48	1,861.04	1,953.12	2,050.72	2,154.96	2,268.56
	3,642.00	3,823.00	4,046.00	4,246.00	4,458.00	4,685.00	4,932.00
464	23.276	24.440	25.859	27.121	28.504	29.961	31.511
	1,862.08	1,955.20	2,068.72	2,169.68	2,280.32	2,396.88	2,520.88
	4,048.00	4,251.00	4,498.00	4,717.00	4,958.00	5,211.00	5,481.00
466	21.632	22.714	24.038	25.228	26.497	27.844	29.294
	1,730.56	1,817.12	1,923.04	2,018.24	2,119.76	2,227.52	2,343.52
	3,762.00	3,951.00	4,181.00	4,388.00	4,609.00	4,843.00	5,095.00
467	26.149	27.455	29.051	30.477	32.025	33.670	35.409
	2,091.92	2,196.40	2,324.08	2,438.16	2,562.00	2,693.60	2,832.72
	4,548.00	4,775.00	5,053.00	5,301.00	5,570.00	5,856.00	6,159.00
470	21.407	22.477	23.789	25.023	26.295	27.641	29.070
	1,712.56	1,798.16	1,903.12	2,001.84	2,103.60	2,211.28	2,325.60
	3,723.00	3,909.00	4,138.00	4,352.00	4,573.00	4,808.00	5,056.00
480	21.747	22.834	24.162	25.369	26.659	28.065	29.508
	1,739.76	1,826.72	1,932.96	2,029.52	2,132.72	2,245.20	2,360.64
	3,782.00	3,971.00	4,202.00	4,412.00	4,637.00	4,881.00	5,132.00
482	22.709	23.843	25.228	26.497	27.844	29.294	30.808

SALARY SCHEDULE I - EFFECTIVE JULY 1, 2015

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
	1,816.72	1,907.44	2,018.24	2,119.76	2,227.52	2,343.52	2,464.64
	3,950.00	4,147.00	4,388.00	4,609.00	4,843.00	5,095.00	5,358.00
486	22.884	24.028	25.425	26.696	28.019	29.461	30.981
	1,830.72	1,922.24	2,034.00	2,135.68	2,241.52	2,356.88	2,478.48
	3,980.00	4,179.00	4,422.00	4,643.00	4,873.00	5,124.00	5,388.00
490	22.518	23.644	25.023	26.295	27.641	29.070	30.560
	1,801.44	1,891.52	2,001.84	2,103.60	2,211.28	2,325.60	2,444.80
	3,917.00	4,112.00	4,352.00	4,573.00	4,808.00	5,056.00	5,315.00
491	23.276	24.438	25.860	27.159	28.541	30.027	31.578
	1,862.08	1,955.04	2,068.80	2,172.72	2,283.28	2,402.16	2,526.24
	4,048.00	4,250.00	4,498.00	4,724.00	4,964.00	5,223.00	5,492.00
494	25.034	26.285	27.818	29.236	30.746	32.326	33.958
	2,002.72	2,102.80	2,225.44	2,338.88	2,459.68	2,586.08	2,716.64
	4,354.00	4,572.00	4,838.00	5,085.00	5,348.00	5,622.00	5,906.00
500	23.070	24.221	25.634	26.937	28.357	29.815	31.367
	1,845.60	1,937.68	2,050.72	2,154.96	2,268.56	2,385.20	2,509.36
	4,013.00	4,213.00	4,458.00	4,685.00	4,932.00	5,186.00	5,456.00
504	25.653	26.936	28.504	29.961	31.511	33.145	34.861
	2,052.24	2,154.88	2,280.32	2,396.88	2,520.88	2,651.60	2,788.88
	4,462.00	4,685.00	4,958.00	5,211.00	5,481.00	5,765.00	6,063.00
507	27.454	28.823	30.500	32.063	33.717	35.469	37.306
	2,196.32	2,305.84	2,440.00	2,565.04	2,697.36	2,837.52	2,984.48
	4,775.00	5,013.00	5,305.00	5,577.00	5,864.00	6,169.00	6,489.00
508	28.820	30.265	32.025	33.670	35.409	37.246	39.173
	2,305.60	2,421.20	2,562.00	2,693.60	2,832.72	2,979.68	3,133.84
	5,013.00	5,264.00	5,570.00	5,856.00	6,159.00	6,478.00	6,813.00
510	23.665	24.849	26.295	27.641	29.070	30.560	32.165
	1,893.20	1,987.92	2,103.60	2,211.28	2,325.60	2,444.80	2,573.20
	4,116.00	4,322.00	4,573.00	4,808.00	5,056.00	5,315.00	5,594.00
514	27.620	29.004	30.685	32.271	33.931	35.642	37.522
	2,209.60	2,320.32	2,454.80	2,581.68	2,714.48	2,851.36	3,001.76
	4,804.00	5,045.00	5,337.00	5,613.00	5,902.00	6,199.00	6,526.00
520	24.245	25.457	26.937	28.357	29.815	31.367	32.968
	1,939.60	2,036.56	2,154.96	2,268.56	2,385.20	2,509.36	2,637.44
	4,217.00	4,428.00	4,685.00	4,932.00	5,186.00	5,456.00	5,734.00
523	29.609	31.171	32.776	34.479	36.238		
	2,368.72	2,493.68	2,622.08	2,758.32	2,899.04		
	5,150.00	5,422.00	5,701.00	5,997.00	6,303.00		
524	26.964	28.311	29.961	31.509	33.144	34.861	36.670
	2,157.12	2,264.88	2,396.88	2,520.72	2,651.52	2,788.88	2,933.60
	4,690.00	4,924.00	5,211.00	5,480.00	5,765.00	6,063.00	6,378.00
527	27.590	28.971	30.658	32.241	33.894	35.674	37.476
	2,207.20	2,317.68	2,452.64	2,579.28	2,711.52	2,853.92	2,998.08
	4,799.00	5,039.00	5,332.00	5,608.00	5,895.00	6,205.00	6,518.00
530	24.879	26.120	27.641	29.070	30.560	32.165	33.787
	1,990.32	2,089.60	2,211.28	2,325.60	2,444.80	2,573.20	2,702.96
	4,327.00	4,543.00	4,808.00	5,056.00	5,315.00	5,594.00	5,877.00
534	27.676	29.062	30.752	32.333	33.962	35.756	37.579
	2,214.08	2,324.96	2,460.16	2,586.64	2,716.96	2,860.48	3,006.32
	4,814.00	5,055.00	5,349.00	5,624.00	5,907.00	6,219.00	6,536.00
540	25.517	26.792	28.357	29.815	31.367	32.968	34.651
	2,041.36	2,143.36	2,268.56	2,385.20	2,509.36	2,637.44	2,772.08
	4,438.00	4,660.00	4,932.00	5,186.00	5,456.00	5,734.00	6,027.00
547	30.344	31.861	33.717	35.469	37.306	39.238	41.213
	2,427.52	2,548.88	2,697.36	2,837.52	2,984.48	3,139.04	3,297.04
	5,278.00	5,542.00	5,864.00	6,169.00	6,489.00	6,825.00	7,168.00
550	26.162	27.470	29.070	30.560	32.165	33.787	35.570

SALARY SCHEDULE I - EFFECTIVE JULY 1, 2015

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
	2,092.96	2,197.60	2,325.60	2,444.80	2,573.20	2,702.96	2,845.60
	4,550.00	4,778.00	5,056.00	5,315.00	5,594.00	5,877.00	6,187.00
554	32.692	34.326	36.325	38.154	40.172	42.207	44.430
	2,615.36	2,746.08	2,906.00	3,052.32	3,213.76	3,376.56	3,554.40
	5,686.00	5,970.00	6,318.00	6,636.00	6,987.00	7,341.00	7,728.00
560	26.836	28.176	29.815	31.367	32.968	34.651	36.467
	2,146.88	2,254.08	2,385.20	2,509.36	2,637.44	2,772.08	2,917.36
	4,668.00	4,901.00	5,186.00	5,456.00	5,734.00	6,027.00	6,343.00
564	29.763	31.251	33.070	34.791	36.564	38.435	40.452
	2,381.04	2,500.08	2,645.60	2,783.28	2,925.12	3,074.80	3,236.16
	5,177.00	5,435.00	5,752.00	6,051.00	6,360.00	6,685.00	7,036.00
567	30.684	32.218	34.095	35.842	37.689	39.645	41.704
	2,454.72	2,577.44	2,727.60	2,867.36	3,015.12	3,171.60	3,336.32
	5,337.00	5,604.00	5,930.00	6,234.00	6,555.00	6,895.00	7,254.00
570	27.503	28.875	30.560	32.165	33.787	35.570	37.384
	2,200.24	2,310.00	2,444.80	2,573.20	2,702.96	2,845.60	2,990.72
	4,784.00	5,022.00	5,315.00	5,594.00	5,877.00	6,187.00	6,502.00
574	30.568	32.094	33.962	35.756	37.579	39.553	41.555
	2,445.44	2,567.52	2,716.96	2,860.48	3,006.32	3,164.24	3,324.40
	5,317.00	5,582.00	5,907.00	6,219.00	6,536.00	6,879.00	7,228.00
577	31.923	33.520	35.469	37.306	39.238	41.213	43.368
	2,553.84	2,681.60	2,837.52	2,984.48	3,139.04	3,297.04	3,469.44
	5,552.00	5,830.00	6,169.00	6,489.00	6,825.00	7,168.00	7,543.00
580	28.230	29.640	31.367	32.968	34.651	36.467	38.331
	2,258.40	2,371.20	2,509.36	2,637.44	2,772.08	2,917.36	3,066.48
	4,910.00	5,155.00	5,456.00	5,734.00	6,027.00	6,343.00	6,667.00
582	33.323	35.031	36.817	38.749	40.724		
	2,665.84	2,802.48	2,945.36	3,099.92	3,257.92		
	5,796.00	6,093.00	6,404.00	6,740.00	7,083.00		
583	32.200	33.844	35.571	37.441	39.347		
	2,576.00	2,707.52	2,845.68	2,995.28	3,147.76		
	5,600.00	5,886.00	6,187.00	6,512.00	6,844.00		
584	31.373	32.943	34.861	36.671	38.520	40.542	42.607
	2,509.84	2,635.44	2,788.88	2,933.68	3,081.60	3,243.36	3,408.56
	5,457.00	5,730.00	6,063.00	6,378.00	6,700.00	7,051.00	7,411.00
590	28.945	30.395	32.165	33.787	35.570	37.384	39.302
	2,315.60	2,431.60	2,573.20	2,702.96	2,845.60	2,990.72	3,144.16
	5,034.00	5,287.00	5,594.00	5,877.00	6,187.00	6,502.00	6,836.00
593	36.260	38.074	39.976	41.976	44.073		
	2,900.80	3,045.92	3,198.08	3,358.08	3,525.84		
	6,307.00	6,622.00	6,953.00	7,301.00	7,666.00		
594	33.771	35.462	37.522	39.439	41.508	43.612	45.864
	2,701.68	2,836.96	3,001.76	3,155.12	3,320.64	3,488.96	3,669.12
	5,874.00	6,168.00	6,526.00	6,860.00	7,219.00	7,585.00	7,977.00
597	32.908	34.556	36.564	38.435	40.452	42.512	44.729
	2,632.64	2,764.48	2,925.12	3,074.80	3,236.16	3,400.96	3,578.32
	5,724.00	6,010.00	6,360.00	6,685.00	7,036.00	7,394.00	7,780.00
600	29.670	31.155	32.968	34.651	36.467	38.331	40.328
	2,373.60	2,492.40	2,637.44	2,772.08	2,917.36	3,066.48	3,226.24
	5,160.00	5,419.00	5,734.00	6,027.00	6,343.00	6,667.00	7,014.00
604	34.626	36.646	38.514	40.537	42.588	44.789	47.028
	2,770.08	2,931.68	3,081.12	3,242.96	3,407.04	3,583.12	3,762.24
	6,022.00	6,374.00	6,699.00	7,051.00	7,407.00	7,790.00	8,180.00
607	34.685	36.708	38.582	40.590	42.635	44.884	47.128
	2,774.80	2,936.64	3,086.56	3,247.20	3,410.80	3,590.72	3,770.24
	6,033.00	6,385.00	6,711.00	7,060.00	7,415.00	7,807.00	8,197.00
610	30.410	31.931	33.787	35.570	37.384	39.302	41.379

SALARY SCHEDULE I - EFFECTIVE JULY 1, 2015

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
	2,432.80	2,554.48	2,702.96	2,845.60	2,990.72	3,144.16	3,310.32
	5,289.00	5,554.00	5,877.00	6,187.00	6,502.00	6,836.00	7,197.00
613	38.074	39.976	41.976	44.073	46.280		
	3,045.92	3,198.08	3,358.08	3,525.84	3,702.40		
	6,622.00	6,953.00	7,301.00	7,666.00	8,049.00		
614	33.799	35.764	37.643	39.547	41.598	43.782	45.972
	2,703.92	2,861.12	3,011.44	3,163.76	3,327.84	3,502.56	3,677.76
	5,879.00	6,220.00	6,547.00	6,878.00	7,235.00	7,615.00	7,996.00
620	31.184	32.744	34.651	36.467	38.331	40.328	42.441
	2,494.72	2,619.52	2,772.08	2,917.36	3,066.48	3,226.24	3,395.28
	5,424.00	5,695.00	6,027.00	6,343.00	6,667.00	7,014.00	7,382.00
623	34.186	35.985	37.814	39.786	41.869		
	2,734.88	2,878.80	3,025.12	3,182.88	3,349.52		
	5,946.00	6,259.00	6,577.00	6,920.00	7,282.00		
624	34.704	36.438	38.559	40.570	42.633	44.849	47.192
	2,776.32	2,915.04	3,084.72	3,245.60	3,410.64	3,587.92	3,775.36
	6,036.00	6,338.00	6,707.00	7,056.00	7,415.00	7,801.00	8,208.00
627	35.596	37.373	39.547	41.548	43.701	45.997	48.398
	2,847.68	2,989.84	3,163.76	3,323.84	3,496.08	3,679.76	3,871.84
	6,191.00	6,500.00	6,878.00	7,226.00	7,601.00	8,000.00	8,418.00
630	32.013	33.614	35.570	37.384	39.302	41.379	43.553
	2,561.04	2,689.12	2,845.60	2,990.72	3,144.16	3,310.32	3,484.24
	5,568.00	5,846.00	6,187.00	6,502.00	6,836.00	7,197.00	7,575.00
633	39.902	41.897	43.992	46.190	48.508		
	3,192.16	3,351.76	3,519.36	3,695.20	3,880.64		
	6,940.00	7,287.00	7,651.00	8,034.00	8,437.00		
634	35.601	37.382	39.553	41.555	43.709	46.008	48.410
	2,848.08	2,990.56	3,164.24	3,324.40	3,496.72	3,680.64	3,872.80
	6,192.00	6,502.00	6,879.00	7,228.00	7,602.00	8,002.00	8,420.00
640	32.822	34.465	36.467	38.331	40.328	42.441	44.668
	2,625.76	2,757.20	2,917.36	3,066.48	3,226.24	3,395.28	3,573.44
	5,709.00	5,994.00	6,343.00	6,667.00	7,014.00	7,382.00	7,769.00
644	40.213	42.555	44.723	47.067	49.527	52.123	54.729
	3,217.04	3,404.40	3,577.84	3,765.36	3,962.16	4,169.84	4,378.32
	6,994.00	7,402.00	7,779.00	8,186.00	8,614.00	9,066.00	9,519.00
645	39.046	41.040	43.182	45.441	47.825		
	3,123.68	3,283.20	3,454.56	3,635.28	3,826.00		
	6,791.00	7,138.00	7,511.00	7,903.00	8,318.00		
647	42.197	44.652	46.940	49.427	52.021	54.723	57.459
	3,375.76	3,572.16	3,755.20	3,954.16	4,161.68	4,377.84	4,596.72
	7,339.00	7,766.00	8,164.00	8,597.00	9,048.00	9,518.00	9,994.00
650	33.644	35.327	37.384	39.302	41.379	43.553	45.821
	2,691.52	2,826.16	2,990.72	3,144.16	3,310.32	3,484.24	3,665.68
	5,852.00	6,144.00	6,502.00	6,836.00	7,197.00	7,575.00	7,970.00
660	34.499	36.225	38.331	40.328	42.441	44.668	46.988
	2,759.92	2,898.00	3,066.48	3,226.24	3,395.28	3,573.44	3,759.04
	6,000.00	6,301.00	6,667.00	7,014.00	7,382.00	7,769.00	8,173.00
670	35.370	37.139	39.302	41.379	43.553	45.821	48.189
	2,829.60	2,971.12	3,144.16	3,310.32	3,484.24	3,665.68	3,855.12
	6,152.00	6,460.00	6,836.00	7,197.00	7,575.00	7,970.00	8,381.00
674	38.412	40.332	42.684	44.910	47.263	49.737	52.319
	3,072.96	3,226.56	3,414.72	3,592.80	3,781.04	3,978.96	4,185.52
	6,681.00	7,015.00	7,424.00	7,811.00	8,220.00	8,651.00	9,100.00
680	36.297	38.113	40.328	42.441	44.668	46.988	49.445
	2,903.76	3,049.04	3,226.24	3,395.28	3,573.44	3,759.04	3,955.60
	6,313.00	6,629.00	7,014.00	7,382.00	7,769.00	8,173.00	8,600.00
684	40.363	42.383	44.849	47.192	49.666	52.265	54.979

SALARY SCHEDULE I - EFFECTIVE JULY 1, 2015

HOURLY / BIWEEKLY

RANGE	EQUIVALENT MONTHLY RATES						
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
687	3,229.04	3,390.64	3,587.92	3,775.36	3,973.28	4,181.20	4,398.32
	7,020.00	7,372.00	7,801.00	8,208.00	8,638.00	9,090.00	9,562.00
	46.640	49.349	51.931	54.647	57.511	60.501	63.525
690	3,731.20	3,947.92	4,154.48	4,371.76	4,600.88	4,840.08	5,082.00
	8,112.00	8,583.00	9,032.00	9,505.00	10,003.00	10,523.00	11,049.00
	37.205	39.066	41.336	43.504	45.785	48.165	50.682
694	2,976.40	3,125.28	3,306.88	3,480.32	3,662.80	3,853.20	4,054.56
	6,471.00	6,795.00	7,190.00	7,567.00	7,963.00	8,377.00	8,815.00
	44.476	47.067	49.527	52.123	54.848	57.698	60.582
697	3,558.08	3,765.36	3,962.16	4,169.84	4,387.84	4,615.84	4,846.56
	7,736.00	8,186.00	8,614.00	9,066.00	9,540.00	10,035.00	10,537.00
	40.393	42.414	44.884	47.165	49.654	52.168	54.853
700	3,231.44	3,393.12	3,590.72	3,773.20	3,972.32	4,173.44	4,388.24
	7,025.00	7,377.00	7,807.00	8,203.00	8,636.00	9,074.00	9,541.00
	38.826	40.765	42.805	44.943	47.191	49.552	52.031
710	3,106.08	3,261.20	3,424.40	3,595.44	3,775.28	3,964.16	4,162.48
	6,753.00	7,090.00	7,445.00	7,817.00	8,208.00	8,619.00	9,050.00
	39.856	41.852	43.945	46.140	48.449	50.871	53.412
720	3,188.48	3,348.16	3,515.60	3,691.20	3,875.92	4,069.68	4,272.96
	6,932.00	7,279.00	7,643.00	8,025.00	8,427.00	8,848.00	9,290.00
	40.200	42.210	44.668	46.988	49.445	52.043	54.746
724	3,216.00	3,376.80	3,573.44	3,759.04	3,955.60	4,163.44	4,379.68
	6,992.00	7,342.00	7,769.00	8,173.00	8,600.00	9,052.00	9,522.00
	49.252	52.123	54.848	57.698	60.712	63.873	67.066
730	3,940.16	4,169.84	4,387.84	4,615.84	4,856.96	5,109.84	5,365.28
	8,566.00	9,066.00	9,540.00	10,035.00	10,560.00	11,109.00	11,665.00
	41.205	43.266	45.785	48.165	50.680	53.343	56.116
740	3,296.40	3,461.28	3,662.80	3,853.20	4,054.40	4,267.44	4,489.28
	7,167.00	7,525.00	7,963.00	8,377.00	8,815.00	9,278.00	9,760.00
	42.441	44.563	47.161	49.583	52.165	54.911	57.764
747	3,395.28	3,565.04	3,772.88	3,966.64	4,173.20	4,392.88	4,621.12
	7,382.00	7,751.00	8,203.00	8,624.00	9,073.00	9,551.00	10,047.00
	47.071	49.427	52.305	54.997	57.857	60.903	64.063
750	3,765.68	3,954.16	4,184.40	4,399.76	4,628.56	4,872.24	5,125.04
	8,187.00	8,597.00	9,097.00	9,566.00	10,063.00	10,593.00	11,142.00
	43.504	45.679	48.340	50.824	53.466	56.283	59.204
757	3,480.32	3,654.32	3,867.20	4,065.92	4,277.28	4,502.64	4,736.32
	7,567.00	7,945.00	8,408.00	8,840.00	9,299.00	9,789.00	10,297.00
	50.662	53.609	56.373	59.304	62.425	65.669	68.951
760	4,052.96	4,288.72	4,509.84	4,744.32	4,994.00	5,253.52	5,516.08
	8,812.00	9,324.00	9,805.00	10,315.00	10,857.00	11,422.00	11,993.00
	44.851	47.093	49.445	52.043	54.746	57.484	60.358
764	3,588.08	3,767.44	3,955.60	4,163.44	4,379.68	4,598.72	4,828.64
	7,801.00	8,191.00	8,600.00	9,052.00	9,522.00	9,998.00	10,498.00
	56.145	59.414	62.382	65.500	68.778	72.217	75.824
770	4,491.60	4,753.12	4,990.56	5,240.00	5,502.24	5,777.36	6,065.92
	9,765.00	10,334.00	10,850.00	11,392.00	11,962.00	12,561.00	13,188.00
	47.347	49.719	52.203	54.943	57.799	60.690	63.723
777	3,787.76	3,977.52	4,176.24	4,395.44	4,623.92	4,855.20	5,097.84
	8,235.00	8,648.00	9,080.00	9,556.00	10,053.00	10,556.00	11,083.00
	45.621	47.902	50.695	53.305	56.077	59.026	62.088
787	3,649.68	3,832.16	4,055.60	4,264.40	4,486.16	4,722.08	4,967.04
	7,935.00	8,332.00	8,817.00	9,271.00	9,753.00	10,266.00	10,799.00
	52.073	54.674	57.857	60.903	64.063	67.409	70.921
	4,165.84	4,373.92	4,628.56	4,872.24	5,125.04	5,392.72	5,673.68
	9,057.00	9,509.00	10,063.00	10,593.00	11,142.00	11,724.00	12,335.00

SALARY SCHEDULE I - EFFECTIVE JULY 1, 2015

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
940	65.709						
	5,256.72						
	11,429.00						
950	72.344						
	5,787.52						
	12,583.00						
960	97.231						
	7,778.48						
	16,911.00						
970	102.217						
	8,177.36						
	17,778.00						
980	130.680						
	10,454.40						
	22,729.00						
990	124.979						
	9,998.32						
	21,737.00						

SALARY SCHEDULE IA - EFFECTIVE JULY 1, 2015

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
			H17	9.224			
			H18	9.265			
			H19	9.414			
			H20	9.569			
			H22	9.905			
			H23	10.037			
			H24	10.365			
			H25	10.695			
			H26	11.627			
			H27	11.640			
			H28	11.977			
			H29	12.456			
			H30	12.921			
			H31	13.405			
			H32	13.901			
			H33	14.529			
			H34	15.173			
			H35	15.963			
			H36	16.756			
			H37	17.702			
			H38	18.675			
			H39	19.468			
			H40	20.271			
			H41	19.290			
			H42	19.849			
			H43	21.255			
			H44	22.339			
			H45	23.514			
			H46	24.981			
			H49	29.382			
			H52	33.783			
			H54	36.717			
			H57	41.118			
			H60	45.522			
			H61	54.627			
			H62	63.730			
			P16	9.286			
			P24	10.695			
			P25	11.231			
			P26	11.627			
			P27	11.790			
			P28	12.458			
			P32	11.871			
			P34	12.957			
			P36	14.311			
			P39	20.252			

SALARY SCHEDULE

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

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

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

III. EXECUTIVE SALARY RATES: (Effective October 1, 2014)

<u>SALARY RANGE</u>	<u>EQUIVALENT MONTHLY SALARY RATE</u>
E00	\$2,500 to \$25,000

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

IV. MEMBERS OF BOARDS AND COMMISSIONS - COMPENSATION RATE:

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

SALARY RANGE

- D-11 \$50.00 per each member for each meeting of the Board of Examiners, Appeals, and Condemnation, the Disabled Access Appeals Board, and the Housing Authority Board; not to exceed \$250.00 per month. Absence in fact from a meeting of a Board or Commission, when duly authorized for the purpose of attending a professional conference, meeting, or other official City business, shall not be deemed to be an absence from such Board or Commission meeting for the purpose of this Salary Resolution.
- D-12 Pursuant to Section 2.21.050 of the Long Beach Municipal Code, compensation for the City's representative to the Board of Directors of the Metropolitan Water District of Southern California shall be at the rate of \$100.00 per day for any day that the representative/director attends a meeting of the MWD Board, a committee of the MWD Board or both, not to exceed \$500.00 per calendar month.

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

V. ELECTED OFFICIALS:

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

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

Salary Range	Rate	(Effective July 1, 2015)
D10	\$16.429	

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

SKILL PAYS

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

SKILL PAYS

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

SKILL PAYS

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

SKILL PAYS

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

SKILL PAYS

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

SKILL PAYS

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

SKILL PAYS

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

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	567	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
<i>CHIEF CONSTRUCTION INSPECTOR</i>					
	505	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$0.750		
	506	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.000		
	507	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.250		
	565	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.500		
<i>CLERK SUPERVISOR</i>					
	895	When regularly assigned to night shift at the Police Department	\$1.200		
	896	When regularly assigned to swing shift at the Police Department	\$0.900		
	897	When regularly assigned to day shift at the Police Department	\$0.600		
<i>CLERK TYPIST I-III</i>					
	501	For regular and frequent use of certified shorthand skills	\$0.300		
	873	When regularly performing Payroll/Personnel Asst duties for the Police Department. This	\$0.700		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		Skill pay may not be used in conjunction with 563.			
	895	When regularly assigned to night shift at the Police Department	\$1.200		
	896	When regularly assigned to swing shift at the Police Department	\$0.900		
	897	When regularly assigned to day shift at the Police Department	\$0.600		
<i>CLERK TYPIST V</i>					
	895	When regularly assigned to night shift at the Police Department	\$1.200		
	896	When regularly assigned to swing shift at the Police Department	\$0.900		
	897	When regularly assigned to day shift at the Police Department	\$0.600		
<i>COMB BLDG INSP AIDE I-II</i>					
	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and	\$0.750		

SKILL PAYS

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

SKILL PAYS

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

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	507	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.250		
	565	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.500		
	813	When possessing an American Welding Society certificate for gas pipeline welding inspections or a National Association of Corrosion Engineers certificate. (\$0.75 per hour for one specialty certificate, up to a maximum of \$1.00 per hour for two certifications.)	\$0.750		
	814	When possessing an American Welding Society certificate for gas pipeline welding inspections or a National Association of Corrosion Engineers certificate. (\$0.75 per hour for one specialty certificate, up to a maximum of \$1.00 per hour for two certifications.)	\$1.000		
	853	When possessing the classification appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan certifications for journey level.	\$2.000		

CONSTRUCTION INSPECTOR II

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

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

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		hour for one specialty certificate, up to a maximum of \$1.00 per hour for two certifications.)			
<i>CUSTOMER SERVICE REP II</i>					
	513	When performing meter rereads	\$0.472		
<i>CUSTOMER SERVICE REP III</i>					
	514	When regularly assigned and performing duties as a section lead person	\$1.000		
	515	When working Hotline Desk	\$0.586		
<i>CUSTOMER SVCS SUPERVISOR I</i>					
	879	When regularly assigned and performing as supervisor for License Inspectors	\$1.630		
<i>ELECTRICAL INSPECTOR</i>					
	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per	\$0.750		

SKILL PAYS

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

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
<i>EQUIPMENT OPERATOR II</i>					
	561	When required to possess an Agricultural Pest Control Advisors license and regularly assigned advisor duties	\$0.554		
<i>EQUIPMENT OPERATOR III</i>					
	573	When regularly assigned and performing dredge level operator duties	\$0.882		
<i>FIRE BOAT OPERATOR</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800		
	700	When in possession of a valid 100-ton license and regularly assigned to operating an 88-foot fire boat.	\$2.300		
	730	Compensation to eligible fire classifications who has ten (10) years of service as a Firefighter with the City of Long Beach or bargaining unit members who have prior California firefighting experience as a full-time career sworn firefighter with the State of California Firefighter One certification.	\$1.920		
	731	Compensation to eligible fire classifications who has fifteen (15) years of service as a Firefighter with the City of Long Beach or bargaining unit members who have prior California firefighting experience as a full-time career sworn firefighter with the State of California Firefighter One certification.	\$3.840		
	737	When certified and permanently assigned to perform Fire Prevention duties	\$1.920		
	784	Compensation to eligible classifications who have obtained a degree of Associate of Arts in fire science, administration, and similar approved fields from an accredited institution.	\$1.725		
	786	Compensation to eligible classifications who have obtained a degree of Bachelor of Arts or Bachelor of Science, or Bachelor of Vocational Education from an accredited college or university in fire science, administration or similar approved fields.	\$2.012		
	787	Compensation to eligible classifications who have obtained a Masters degree from an accredited college or university in fire science, administration or similar approved fields.	\$2.300		
	788	Compensation to eligible classifications who have completed 60 or more semester units from an accredited institution in fire science, administration and similar approved fields.	\$1.725		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
FIRE CAPTAIN	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800		
	712	When regularly assigned and performing the full duties of an arson investigator. (16% top step Firefighter per hour. Will increase with Firefighter base pay.)	\$6.143		
	722	When certified and permanently assigned to the Urban Search and Rescue (USAR) program station. (6% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$2.304		
	723	When certified and assigned as qualified relief coverage to the USAR program. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.728		
	724	When permanently assigned as an instructor and training coordinator at an Urban Search and Rescue program station. (2.5% of top step Firefighter per hour. Will increase with Firefighter base pay.) Location exceptions may be approved by Fire Chief. Limited to two employees per shift.	\$0.960		
	725	When certified and permanently assigned to the Hazardous Materials (HAZMAT) program station. (6% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$2.304		
	726	When certified and assigned as qualified relief coverage to the HAZMAT program. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.711		
	727	When certified and permanently assigned to the Hazardous Materials (HAZMAT) program station. (2.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$0.960		
	728	When certified and permanently assigned to the Aircraft Rescue and Firefighting program station. (5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.920		
	729	When certified and assigned as qualified relief coverage to the Aircraft Rescue and Firefighting. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.728		
	730	Compensation to eligible fire classifications who has ten (10) years of service as a Firefighter with the City of Long Beach or bargaining unit members who have prior California firefighting experience as a full-time career sworn firefighter with the State of California Firefighter One certification.	\$1.920		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	731	Compensation to eligible fire classifications who has fifteen (15) years of service as a Firefighter with the City of Long Beach or bargaining unit members who have prior California firefighting experience as a full-time career sworn firefighter with the State of California Firefighter One certification.	\$3.840		
	732	When certified and permanently assigned to a Rescue Boat, the Paramedic Coordinator, the Public Information Officer, the Training Captain, or the Fire Prevention Captain. (6% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$2.304		
	733	When certified and assigned as qualified relief for a Rescue Boat Captain. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.728		
	734	Cap QR2	\$0.576		
	735	When regularly assigned to a non-platoon schedule in Fire Prevention, Community Services, Support Services, Operations, Disaster Management, or Administration	\$2.300		
	736	When assigned to an administrative assignment Position and on a qualified relief roster.	\$0.576		
	751	When possessing a certificate for USAR but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.576		
	752	When possessing a certificate for HAZMAT but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.576		
	753	When possessing a certificate for ARFF but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.576		
	754	When possessing a certificate for Fire Prevention but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.576		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	755	When possessing a certificate for but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.576		
	756	When possessing a certificate for Public Information Officer but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.576		
	757	When possessing a certificate for Instructor/ Training (Fire Instructor II) but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.576		
	784	Compensation to eligible classifications who have obtained a degree of Associate of Arts in fire science, administration, and similar approved fields from an accredited institution.	\$1.725		
	786	Compensation to eligible classifications who have obtained a degree of Bachelor of Arts or Bachelor of Science, or Bachelor of Vocational Education from an accredited college or university in fire science, administration or similar approved fields.	\$2.012		
	787	Compensation to eligible classifications who have obtained a Masters degree from an accredited college or university in fire science, administration or similar approved fields.	\$2.300		
	788	Compensation to eligible classifications who have completed 60 or more semester units from an accredited institution in fire science, administration and similar approved fields.	\$1.725		
FIRE ENGINEER					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800		
	712	When regularly assigned and performing the full duties of an arson investigator. (16% top step Firefighter per hour. Will increase with Firefighter base pay.)	\$6.143		
	720	When regularly assigned to an 88-foot fire boat as Fire Engineer.	\$0.920		
	721	When regularly assigned to apparatus other than a single function fire boat & in possession of the required California State Emergency Apparatus Operator's License.	\$0.173		

SKILL PAYS

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

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		experience as a full-time career sworn firefighter with the State of California Firefighter One certification.			
	735	When regularly assigned to a non-platoon schedule in Fire Prevention, Community Services, Support Services, Operations, Disaster Management, or Administration	\$2.300		
	736	When assigned to an administrative assignment Position and on a qualified relief roster.	\$0.576		
	737	When certified and permanently assigned to perform Fire Prevention duties. (5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.920		
	751	When possessing a certificate for USAR but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.576		
	752	When possessing a certificate for HAZMAT but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.576		
	753	When possessing a certificate for ARFF but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.576		
	754	When possessing a certificate for Fire Prevention but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.576		
	784	Compensation to eligible classifications who have obtained a degree of Associate of Arts in fire science, administration, and similar approved fields from an accredited institution.	\$1.725		
	786	Compensation to eligible classifications who have obtained a degree of Bachelor of Arts or Bachelor of Science, or Bachelor of Vocational Education from an accredited college or university In fire science, administration or similar approved fields.	\$2.012		
	787	Compensation to eligible classifications who have obtained a Masters degree from an accredited college or university in fire science, administration or similar approved fields.	\$2.300		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	788	Compensation to eligible classifications who have completed 60 or more semester units from an accredited institution in fire science, administration and similar approved fields.	\$1.725		
<i>FIREFIGHTER</i>	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800		
	703	After being licensed through the State of CA and accredited by the local emergency svcs agency and while fully trained and assigned to paramedic duty; or (see Sec. 18) 16% top step Firefighter	\$6.143		
	712	When regularly assigned and performing the full duties of an arson investigator. (16% top step Firefighter per hour. Will increase with Firefighter base pay.)	\$6.143		
	722	When certified and permanently assigned to the Urban Search and Rescue (USAR) program station. (6% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$2.304		
	723	When certified and assigned as qualified relief coverage to the USAR program. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.728		
	724	When permanently assigned as an instructor and training coordinator at an Urban Search and Rescue program station. (2.5% of top step Firefighter per hour. Will increase with Firefighter base pay.) Location exceptions may be approved by Fire Chief. Limited to two employees per shift.	\$0.960		
	725	When certified and permanently assigned to the Hazardous Materials (HAZMAT) program station. (6% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$2.304		
	726	When certified and assigned as qualified relief coverage to the HAZMAT program. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.728		
	727	When certified and permanently assigned to the Hazardous Materials (HAZMAT) program station. (2.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$0.960		
	728	When certified and permanently assigned to the Aircraft Rescue and Firefighting program station. (5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.920		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	729	When certified and assigned as qualified relief coverage to the Aircraft Rescue and Firefighting. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.728		
	730	Compensation to eligible fire classifications who has ten (10) years of service as a Firefighter with the City of Long Beach or bargaining unit members who have prior California firefighting experience as a full-time career sworn firefighter with the State of California Firefighter One certification	\$1.920		
	731	Compensation to eligible fire classifications who has fifteen (15) years of service as a Firefighter with the City of Long Beach or bargaining unit members who have prior California firefighting experience as a full-time career sworn firefighter with the State of California Firefighter One certification.	\$3.840		
	735	When regularly assigned to a non-platoon schedule in Fire Prevention, Community Services, Support Services, Operations, Disaster Management, or Administration	\$2.300		
	736	When assigned to an administrative assignment Position and on a qualified relief roster.	\$0.576		
	737	When certified and permanently assigned to perform Fire Prevention duties. (5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.920		
	751	When possessing a certificate for USAR but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.576		
	752	When possessing a certificate for HAZMAT but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.576		
	753	When possessing a certificate for ARFF but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.576		
	754	When possessing a certificate for Fire Prevention but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum	\$0.576		

SKILL PAYS

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

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
<i>GAS CONSTRUCTION WORKER II</i>					
	850	When possessing a Long Beach Gas & Oil meter installation/reinstallation certification for up to a 400 class meter	\$0.350		
	852	When possessing a SoCal Gas (or equivalent) Leakage Survey or Pressure Control certification, or Long Beach Gas & Oil Valve Inspection and Maintenance certification, or a NACE Basic Level Certification	\$0.500		
	853	When possessing the classification appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan certifications for journey level.	\$2.000		
<i>GAS CONSTRUCTION WORKER III</i>					
	853	When possessing the classification appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan certifications for journey level.	\$2.000		
	854	When possessing the classification appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan certifications for advanced level.	\$0.600		
	856	When possessing a Long Beach Gas & Oil meter installation/reinstallation certification for commercial meters or multimeter sets of 5 or more, or a SoCal Gas (or equivalent) Leakage Survey certification, or a Long Beach Gas & Oil Pressure Control certification for 6" and above PC fittings, or a NACE Tester-level certification or a Fusion Trainer/Inspector certification from a gas pipeline industry recognized agency, or when performing DOT record-keeping for Valve Maintenance.	\$0.550		
<i>GAS DISTRIBUTION SUPERVISOR I-II</i>					
	858	When possessing a Flow Computer Unit Operation and Maintenance and BTU Transmitter Operations and Maintenance certifications, or a SoCal Gas (or equivalent) Appliance Technology certification (or equivalent) Appliance Technology certification, or Regulator Troubleshooting certification	\$0.200		
<i>GAS FIELD SERVICE REP II</i>					
	850	When possessing a Long Beach Gas & Oil meter installation/reinstallation certification for up to a 400 class meter	\$0.350		

SKILL PAYS

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

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
<i>HOUSING SPECIALIST III</i>					
	898	When regularly assigned to and performing the duties of trainer or portability specialist	\$0.500		
<i>LIFEGUARD-HRLY-NC</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800		
	800	When certified as an Emergency Medical Technician (EMT) and recertified as required by law, and having completed 1200 or more hours at Salary Range 010, Step 6.	\$1.102		
	805	When regularly assigned and/or performing the duties of a deck hand.	\$0.500		
<i>LIFEGUARD-SEASONAL (T)</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800		
	800	When certified as an Emergency Medical Technician (EMT) and recertified as required by law, and having completed 1200 or more hours at Salary Range 010, Step 6.	\$1.102		
	805	When regularly assigned and/or performing the duties of a deck hand.	\$0.500		
<i>MAINTENANCE ASSISTANT II-III</i>					
	522	When performing as a refuse packer truck operator for Public Works and the Parks and Recreation Departments	\$1.180		
<i>MAINTENANCE ASSISTANT III</i>					
	523	When supervising crews or contractors performing custodial and/or maintenance duties	\$0.500		
	524	When regularly assigned and/or performing lot cleaning crew leader duties	\$0.440		
	525	When regularly assigned and/or performing on dual axle packing units with a capacity of 16 yards or more.	\$1.210		
	526	When required to possess a Pesticide Applicator's license and regularly assigned Pesticide Applicator duties	\$0.554		
<i>MARINE SAFETY CAPTAIN</i>					
	807	Compensation to eligible classifications who have obtained sixty (60) or more semester units) in courses in administration or similar approved fields from an accredited Institution.	\$0.604		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	808	Compensation to eligible classifications who have obtained a degree of Associate of Arts in administration or similar approved fields from an accredited Institution	\$1.725		
	809	Compensation to eligible classifications who have obtained a degree of Bachelor of Arts or Bachelor of Science in courses in administration or similar approved fields from an accredited Institution	\$2.012		
	810	Compensation to eligible classifications who have obtained a Masters degree from an accredited college or university in administration or similar approved fields.	\$2.300		
	811	When the classification of Marine Safety Captain Is assigned to perform in an administrative capacity.	\$1.150		
<i>MARINE SAFETY OFFICER</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800		
	801	When certified and possessing a Coast Guard Operator's license and towing certificate.	\$1.438		
	802	When regularly assigned and performing as a member of the dive team unless serving as Dive Master or SWRC.	\$1.150		
	803	When regularly assigned and performing as the dive master.	\$1.438		
	804	When regularly assigned and performing as the Swift Water Rescue Coordinator.	\$1.438		
	807	Compensation to eligible classifications who have obtained sixty (60) or more semester units) in courses in administration or similar approved fields from an accredited Institution.	\$0.604		
	808	Compensation to eligible classifications who have obtained a degree of Associate of Arts in administration or similar approved fields from an accredited Institution	\$1.725		
	809	Compensation to eligible classifications who have obtained a degree of Bachelor of Arts or Bachelor of Science in courses in administration or similar approved fields from an accredited Institution	\$2.012		
	810	Compensation to eligible classifications who have obtained a Masters degree from an accredited college or university in administration or similar approved fields.	\$2.300		
	811	When the classification of Marine Safety Captain Is assigned to perform in an administrative capacity.	\$1.150		
	815	For the attainment of EMT-D certification.	\$1.121		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
<i>MARINE SAFETY SERGEANT</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800		
	801	When certified and possessing a Coast Guard Operator's license and towing certificate.	\$1.438		
	802	When regularly assigned and performing as a member of the dive team unless serving as Dive Master or SWRC.	\$1.150		
	803	When regularly assigned and performing as the dive master.	\$1.438		
	804	When regularly assigned and performing as the Swift Water Rescue Coordinator.	\$1.438		
	807	Compensation to eligible classifications who have obtained sixty (60) or more semester units) in courses in administration or similar approved fields from an accredited Institution.	\$0.604		
	808	Compensation to eligible classifications who have obtained a degree of Associate of Arts in administration or similar approved fields from an accredited Institution	\$1.725		
	809	Compensation to eligible classifications who have obtained a degree of Bachelor of Arts or Bachelor of Science in courses in administration or similar approved fields from an accredited Institution	\$2.012		
	810	Compensation to eligible classifications who have obtained a Masters degree from an accredited college or university in administration or similar approved fields.	\$2.300		
	811	When the classification of Marine Safety Captain Is assigned to perform in an administrative capacity.	\$1.150		
<i>MARINE SAFETY SERGEANT-BT-OP</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800		
	801	When certified and possessing a Coast Guard Operator's license and towing certificate.	\$1.438		
	802	When regularly assigned and performing as a member of the dive team unless serving as Dive Master or SWRC.	\$1.150		
	803	When regularly assigned and performing as the dive master.	\$1.438		
	804	When regularly assigned and performing as the Swift Water Rescue Coordinator.	\$1.438		
	807	Compensation to eligible classifications who have obtained sixty (60) or more semester units) in courses in administration or similar approved fields from an accredited Institution.	\$0.604		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	808	Compensation to eligible classifications who have obtained a degree of Associate of Arts in administration or similar approved fields from an accredited Institution	\$1.725		
	809	Compensation to eligible classifications who have obtained a degree of Bachelor of Arts or Bachelor of Science in courses in administration or similar approved fields from an accredited Institution	\$2.012		
	810	Compensation to eligible classifications who have obtained a Masters degree from an accredited college or university in administration or similar approved fields.	\$2.300		
	811	When the classification of Marine Safety Captain Is assigned to perform in an administrative capacity.	\$1.150		
<i>MECHANICAL SUPERVISOR II</i>					
	570	When regularly assigned and performing as a general supervisor of the HVAC, Electrical, Street Lighting and Plumbing Sections	\$1.000		
<i>MEDICAL SOCIAL WORKER II</i>					
	530	When regularly assigned and performing as a team leader of a rehabilitation team or specialized clinic or STD clinic in the Health Department	\$0.633		
<i>MOTOR SWEEPER OPERATOR</i>					
	527	When regularly assigned and operating a three-wheeled motor sweeper (T)	\$0.250		
<i>Non-management classifications as specified in the City's Safety and Health Manual</i>					
	812	Employees who maintain current certification and are assigned as a Floor Warden in accordance with the Floor Warden Procedure of the City's Safety & Health Manual	\$0.500		
<i>Non-management classifications in the current Salary Resolution represented by the IAM and the LB Association of Confidential Employees.</i>					
	560	For regular and frequent use of certified oral and/or written bilingual skills	\$0.700		
<i>Non-management classifications in the Skilled & General Bargaining Units represented by the IAM</i>					
	547	When regularly assigned to and possessing certification issued by an Accredited Certifying Entity per CCR Title 8 Section 5006.1 for crane operations	\$0.560		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
<i>Non-management classifications represented by the LB Assoc. of Engineering Employees with base hourly rate of \$21.050 or lower</i>					
	590	For regular and frequent use of certified oral and/or written bilingual skills	\$0.600		
<i>NUTRITION AIDE</i>					
	530	When regularly assigned and performing as a team leader of a rehabilitation team or specialized clinic or STD clinic in the Health Department	\$0.633		
<i>NUTRITION AIDE I-II</i>					
	530	When regularly assigned and performing as a team leader of a rehabilitation team or specialized clinic or STD clinic in the Health Department	\$0.633		
<i>PAINTER SUPERVISOR</i>					
	568	When regularly assigned and performing as general supervisor of the Carpentry-Field, Carpentry-Shop, Paint & Welding sections or Marine & Facility Maintenance	\$2.000		
	572	When regularly assigned and performing as general supervisor of the Traffic Painting/Marking and Security sections	\$0.500		
<i>PARK MAINTENANCE SUPERVISOR</i>					
	561	When required to possess an Agricultural Pest Control Advisors license and regularly assigned advisor duties	\$0.554		
	888	When supervising Senior Equipment Operators	\$1.350		
	899	When possessing a current International Society of Arboriculture certification as a Certified Arborist	\$0.500		
<i>PARK RANGER I-II</i>					
	859	When assigned by the Department Head to train new personnel as part of a structured training plan.	\$2.250		
<i>PAYROLL/PERSONNEL ASST I-III</i>					
	873	When regularly performing Payroll/Personnel Asst duties for the Police Department (May not be used in conjunction with skill pay 563.)	\$0.700		
<i>PAYROLL/PERSONNEL ASST III</i>					
	563	When supervising payroll & personnel functions at Police Department (T)	\$1.157		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
<i>PERSONNEL ASST II-CONF</i>					
	598	When regularly assigned and performing duties as a section lead person for employee health insurance programs	\$2.000		
<i>PLAN CHECKER-ELECTRICAL</i>					
<i>PLAN CHECKER-ELECTRICAL I-II</i>					
<i>PLAN CHECKER-FIRE PREVENTION</i>					
<i>PLAN CHECKER-FIRE PREVENTION I-II</i>					
<i>PLAN CHECKER-MECHANICAL</i>					
<i>PLAN CHECKER-MECHANICAL I-II</i>					
<i>PLAN CHECKER-PLUMBING</i>					
<i>PLAN CHECKER-PLUMBING I-II</i>					
	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
<i>PLANNER IV-V</i>					
	875	When regularly assigned and performing help desk duties	\$0.700		
	876	When assigned and performing special project duties related to the development of sustainability policy, the creation of a Sustainable Development Board, and the provision of technical assistance related to environmental policy	\$0.700		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
PLUMBER	529	When regularly assigned and performing duties as irrigation systems plumbing specialist	\$0.647		
	596	When possessing a Los Angeles County Department of Health Cross Connection Tester Certificate	\$0.450		
PLUMBER SUPERVISOR	570	When regularly assigned and performing as a general supervisor of the HVAC, Electrical, Street Lighting and Plumbing Sections	\$1.000		
	597	When possessing a University of Southern California Foundation for Cross Connection Control and Hydraulic Research certificate as a Specialist in Cross Connection Control or equivalent	\$0.600		
PLUMBING INSPECTOR	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for	\$0.750		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		three, up to a maximum of \$1.50 per hour for four special certifications)			
	536	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	537	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	567	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
<i>POLICE CORPORAL</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800		
	600	Helicopter Pilot	\$3.612		
	601	Helicopter Observer	1.7280		
	602	When performing on a two-wheeled motorcycle.	\$2.199		
	603	When regularly assigned to and performing administrative and/or investigative duties in the Police Department as determined by the Chief of Police	\$1.885		
	610	K-9	\$1.526		
	611	When regularly assigned to and performing the duties of Boat Patrol Operator and in possession of a valid Coast Guard Operators License & Towing certificate.	\$1.438		
	612	When regularly assigned to and performing the duties of Boat Patrol Operations and in possession of a valid Basic Boat Operations certificate.	\$0.719		
	613	When regularly assigned to the Port Security Unit. Not eligible to receive any other skill pay associated with responsibilities on the Port Security Unit, one-man car pay or FTO pay when receiving Port Security Assignment pay.	\$2.199		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		When regularly assigned to a one officer unit in Patrol between the hours of 1630 and 0730, an amount equal to 10% of their current top step rank for each hour worked in a one Officer unit	\$4.727		
		When assigned by the Chief of Police to be Field Training Officer, an amount equal to 10% top step of Police Corporal for each hour worked in that assignment. Field Training Officers will be assigned to train Police Officers during the 12-month probation period. However, for lateral transfers, said assignment period shall be determined by the Chief of Police	\$4.727		
	620	Compensation to eligible classifications who have obtained a degree of Associate of Arts in administration and similar approved fields from an accredited Institution.	\$1.150		
	621	Compensation to eligible classifications who have obtained a degree of Bachelor of Arts or Bachelor of Science in administration and similar approved fields from an accredited Institution.	\$2.155		
	622	Compensation to eligible classifications who have obtained a Masters degree from an accredited college or university in administration and similar approved fields.	\$2.729		
	623	Compensation to eligible classifications who have completed 60 or more semester units in courses in administration and similar approved fields from an accredited Institution and do not receive education pay or POST Intermediate pay.	\$1.150		
	630	Compensation to eligible POA classifications who have ten (10) years of service as a Police Officer with the City of Long Beach or as a lateral Transfer to a Police Officer with prior California law enforcement experience.	\$2.101		
	631	Compensation to eligible POA classifications who have fifteen (15) years of service as a Police Officer with the City of Long Beach or as a lateral Transfer to a Police Officer with prior California law enforcement experience.	\$4.203		
	683	Compensation to eligible classifications who received P.O.S.T. Intermediate Certificate pay prior to October 1, 2011. Officers may not receive both education and POST pay simultaneously.	\$1.495		
	684	Compensation to eligible classifications who have obtained a P.O.S.T Advanced Certificate and do not receive education pay. Officers may not receive both education and POST pay simultaneously.	\$1.150		
POLICE LIEUTENANT					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800		
	603	When regularly assigned to and performing	\$1.725		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		administrative and/or investigative duties in the Police Department as determined by the Chief of Police			
	611	When regularly assigned to and performing the duties of Boat Patrol Operator and in possession of a valid Coast Guard Operators License & Towing certificate.	\$1.438		
	612	When regularly assigned to and performing the duties of Boat Patrol Operations and in possession of a valid Basic Boat Operations certificate.	\$0.719		
	613	When regularly assigned to the Port Security Unit. Not eligible to receive any other skill pay associated with responsibilities on the Port Security Unit, one-man car pay or FTO pay when receiving Port Security Assignment pay.	\$2.199		
	620	Compensation to eligible classifications who have obtained a degree of Associate of Arts in administration and similar approved fields from an accredited Institution.	\$1.150		
	621	Compensation to eligible classifications who have obtained a degree of Bachelor of Arts or Bachelor of Science in administration and similar approved fields from an accredited Institution.	\$2.155		
	622	Compensation to eligible classifications who have obtained a Masters degree from an accredited college or university in administration and similar approved fields.	\$2.729		
	623	Compensation to eligible classifications who have completed 60 or more semester units in courses in administration and similar approved fields from an accredited Institution and do not receive education pay or POST Intermediate pay.	\$1.150		
	630	Compensation to eligible police classifications who have ten (10) years of service as a Police Officer with the City of Long Beach or as a lateral Transfer to a Police Officer with prior California Law enforcement experience.	\$2.101		
	631	Compensation to eligible police classifications who have fifteen (15) years of service as a Police Officer with the City of Long Beach or as a lateral Transfer to a Police Officer with prior California	\$4.203		
	683	Compensation to eligible classifications who received P.O.S.T. Intermediate Certificate pay prior to October 1, 2011. Officers may not receive both education and POST pay simultaneously.	\$1.495		
	684	Compensation to eligible classifications who have obtained a P.O.S.T Advanced Certificate and do not receive education pay. Officers may not receive both education and POST pay simultaneously.	\$1.150		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
POLICE OFFICER	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800		
	600	Helicopter Pilot	\$3.612		
	601	Helicopter Observer	\$1.728		
	602	When performing on a two-wheeled motorcycle.	\$2.199		
	603	When regularly assigned to and performing administrative and/or investigative duties in the Police Department as determined by the Chief of Police	\$1.885		
	610	K-9	\$1.526		
	611	When regularly assigned to and performing the duties of Boat Patrol Operator and in possession of a valid Coast Guard Operators License & Towing certificate.	\$1.438		
	612	When regularly assigned to and performing the duties of Boat Patrol Operations and in possession of a valid Basic Boat Operations certificate.	\$0.719		
	613	When regularly assigned to the Port Security Unit. Not eligible to receive any other skill pay associated with responsibilities on the Port Security Unit, one-man car pay or FTO pay when receiving Port Security Assignment pay.	\$2.199		
		When regularly assigned to a one officer unit in Patrol between the hours of 1630 and 0730, an amount equal to 10% of their current top step rank for each hour worked in a one Officer unit	\$4.727		
		When assigned by the Chief of Police to be Field Training Officer, an amount equal to 10% top step of Police Officer for each hour worked in that assignment. Field Training Officers will be assigned to train Police Officers during the 12-month probation period. However, for lateral transfers, said assignment period shall be determined by the Chief of Police	\$4.727		
	620	Compensation to eligible classifications who have obtained a degree of Associate of Arts in administration and similar approved fields from an accredited Institution.	\$1.150		
	621	Compensation to eligible classifications who have obtained a degree of Bachelor of Arts or Bachelor of Science in administration and similar approved fields from an accredited Institution.	\$2.155		
	622	Compensation to eligible classifications who have obtained a Masters degree from an accredited college or university in administration and similar approved fields.	\$2.729		
	623	Compensation to eligible classifications who have completed 60 or more semester units	\$1.150		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		in courses in administration and similar approved fields from an accredited Institution and do not receive education pay or POST Intermediate pay.			
	630	Compensation to eligible police classifications who have ten (10) years of service as a Police Officer with the City of Long Beach or as a lateral Transfer to a Police Officer with prior California Law enforcement experience.	\$2.101		
	631	Compensation to eligible police classifications who have fifteen (15) years of service as a Police Officer with the City of Long Beach or as a lateral Transfer to a Police Officer with prior California	\$4.203		
	683	Compensation to eligible classifications who received P.O.S.T. Intermediate Certificate pay prior to October 1, 2011. Officers may not receive both education and POST pay simultaneously.	\$1.495		
	684	Compensation to eligible classifications who have obtained a P.O.S.T Advanced Certificate and do not receive education pay. Officers may not receive both education and POST pay simultaneously.	\$1.150		
<i>POLICE PROPERTY & SPLY CLRK I-II</i>					
	874	When regularly assigned and performing lead duties	\$1.500		
<i>POLICE SERGEANT</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800		
	600	Helicopter Pilot	\$3.612		
	601	Helicopter Observer	\$1.728		
	602	When performing on a two-wheeled motorcycle.	\$2.012		
	603	When regularly assigned to and performing administrative and/or investigative duties in the Police Department as determined by the Chief of Police	\$1.885		
	611	When regularly assigned to and performing the duties of Boat Patrol Operator and in possession of a valid Coast Guard Operators License & Towing certificate.	\$1.438		
	612	When regularly assigned to and performing the duties of Boat Patrol Operations and in possession of a valid Basic Boat Operations certificate.	\$0.719		
	613	When regularly assigned to the Port Security Unit. Not eligible to receive any other skill pay associated with responsibilities on the Port Security Unit, one-man car pay or FTO pay when receiving Port Security Assignment pay.	\$2.199		

SKILL PAYS

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

PRINCIPAL BUILDING INSPECTOR

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

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	536	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	537	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	567	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
<i>PRINCIPAL CONSTRUCTION INSPCTR</i>					
	505	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$0.750		
	506	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of	\$1.000		

SKILL PAYS

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

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
REGISTERED NURSE I-II	530	When regularly assigned and performing as a team leader of a rehabilitation team or specialized clinic or STD clinic in the Health Department	\$0.633		
SENIOR COMBINATION BLDG INSP	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	536	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	537	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per	\$1.250		

SKILL PAYS

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

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

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

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)			
	537	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	567	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
<i>SENIOR EQUIPMENT OPERATOR</i>					
	538	When regularly assigned and operating the cutter head and suction boom on a dredge boat	\$0.437		
	853	When possessing the classification appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan certifications for journey level.	\$2.000		
<i>SENIOR MECHANICAL INSPECTOR</i>					
	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved	\$1.500		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)			
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	536	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	537	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	567	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		

SENIOR PLUMBING INSPECTOR

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

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)			
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	536	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	537	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	567	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
<i>SPECIAL SERVICES OFFICER I</i>					
	589	When regularly assigned & performing in the Police Dept Traffic Division (T-4/1/01)	\$2.085		
<i>SPECIAL SERVICES OFFICER II</i>					
	534	When regularly assigned to patrol marina slips and basins between the hours of 8:00 p.m. and 4:00 a.m.	\$0.433		
<i>SPECIAL SERVICES OFFICER I-V</i>					
	588	When assigned to and performing jailer duties	\$2.500		
	859	When assigned by the Department Head to	\$2.250		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		train new personnel as part of a structured training plan.			
	866	When assigned to the Airport, Marine Patrol or Long Beach City College (LBCC).	\$1.500		
<i>STREET LANDSCAPING SUPVR I-II</i>					
	561	When required to possess an Agricultural Pest Control Advisors license and regularly assigned advisor duties	\$0.554		
	888	When supervising Senior Equipment Operators	\$1.350		
	899	When possessing a current International Society of Arboriculture certification as a Certified Arborist	\$0.500		
<i>STREET MAINTENANCE SUPERVISOR</i>					
<i>STREET MAINTENANCE SUPVR I-II</i>					
	572	When regularly assigned and performing as general supervisor of the Traffic Painting/Marking and Security sections	\$0.500		
	888	When supervising Senior Equipment Operators	\$1.350		
	899	When possessing a current International Society of Arboriculture certification as a Certified Arborist	\$0.500		
<i>SUPERVISING CUSTODIAN</i>					
	523	When supervising crews or contractors performing custodial and/or maintenance duties in the Library Services Dept.	\$0.500		
<i>SUPERVISOR-STORES & PROPERTY</i>					
	894	When regularly assigned to the maintenance and repair of City vehicles and possessing one ASE Master certification or for Supervisor-Stores and Property when possessing ASE Parts certification.	\$1.000		
<i>TREE TRIMMER I-II</i>					
	541	When regularly performing tree trimming duties from an aerial bucket (T)	\$0.350		
	899	When possessing a current International Society of Arboriculture certification as a Certified Arborist	\$0.500		