

OFFICE OF THE CITY ATTORNEY
ROBERT E. SHANNON, City Attorney
333 West Ocean Boulevard, 11th Floor
Long Beach, CA 90802-4664

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RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE
CITY OF LONG BEACH APPROVING THE MOST RECENT
HARBOR DEPARTMENT SALARY RESOLUTION

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

WHEREAS, the Board has presented to the City Council the most recent Harbor Department Salary Resolution (Resolution No. HD-2689) for consideration and approval by said Council;

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

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

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

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

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I hereby certify that the foregoing resolution was adopted by the City Council of the City of Long Beach at its meeting of _____, 2012 by the following vote:

Ayes: Councilmembers: _____

Noes: Councilmembers: _____

Absent: Councilmembers: _____

City Clerk

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RESOLUTION NO. HD- 2689

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A RESOLUTION OF THE BOARD OF HARBOR COMMISSIONERS OF THE CITY OF LONG BEACH CREATING THE DIVISIONS OF THE HARBOR DEPARTMENT; CREATING POSITIONS OF EMPLOYMENT AND FIXING THE NUMBERS THEREOF; ESTABLISHING SCHEDULES OF SALARY RATES AND RANGES AND ASSIGNING THE APPROPRIATE RANGES TO SAID POSITIONS; FIXING AND PRESCRIBING THE COMPENSATION FOR THE OFFICERS AND EMPLOYEES OF THE HARBOR DEPARTMENT SUBJECT TO APPROVAL OF THE CITY COUNCIL OF THE CITY OF LONG BEACH; AMENDING AND RESTATING THE HARBOR DEPARTMENT SALARY RESOLUTION AND REPEALING RESOLUTION NO. HD-2629; PROVIDING THAT THIS RESOLUTION SHALL BECOME OPERATIVE; AND MAKING A DETERMINATION RELATING THERETO

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

WHEREAS, the Board desires to create offices and positions of employment in the Harbor Department, fix the number thereof, establish schedules of salary rates and ranges, and fix and prescribe the compensation of the officers and employees of the Harbor Department and provide for biweekly payment of such compensation for the fiscal year commencing October 1, 2012; and

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

5 WHEREAS, the Director of Planning and Environmental Affairs has
6 determined that this resolution is not subject to the California Environmental Quality Act.

7 NOW, THEREFORE, the Board of Harbor Commissioners of the City of
8 Long Beach resolves as follows:

9 Section 1. This Resolution shall be known as the "Harbor Department
10 Salary Resolution," and may be cited as such and shall be referred to herein as the
11 Resolution.

12 Sec. 2. There are hereby created and established in the Harbor
13 Department the following bureaus and divisions, each of which shall be respectively
14 under the immediate supervision and control of the indicated head of that bureau or
15 division. Each Managing Director and each division director shall be responsible to the
16 Executive Director for the proper and efficient administration of his or her bureau or
17 division. The Assistant Executive Director (who may also be known as the Deputy
18 Executive Director) may be assigned responsibility for the proper and efficient
19 administration of a bureau as deemed appropriate by the Board.

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<u>BUREAU</u>	<u>HEAD OF BUREAU</u>
Engineering	Managing Director
Environmental Affairs & Planning	Managing Director
Finance & Administration	Managing Director
Trade Development & Port Operations	Managing Director

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<u>DIVISION</u>	<u>HEAD OF DIVISION</u>
Accounting	Manager of Accounting
Air and Water Quality	Assistant Director of Environmental Planning – Air and Water Quality
Business Applications	Manager of Business Applications
Business Development	Assistant Director, Trade Development
Communications & Community Relations	Director of Communications & Community Relations
Contract Administration	Manager of Contract Administration
Contract Compliance	Manager of Internal Controls
Emergency Management	Manager of Emergency Management
Engineering Administration	Assistant Managing Director-Engineering
Engineering Construction Management	Director of Construction Management
Engineering Design	Director of Engineering Design
Environmental Planning	Director of Environmental Planning
Environmental Remediation	Manager of Environmental Remediation
Facilities Maintenance	Manager of Facilities Maintenance
Finance	Chief Financial Officer
Finance-Accounting	Assistant Chief Financial Officer-Accounting
Fleet Maintenance	Manager of Fleet/Green Operations
Government Affairs	Director of Government Affairs
Grants Administration	Manager of Grants Administration
Homeland Security	Assistant Director of Security for Homeland Security

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<u>DIVISION</u>	<u>HEAD OF DIVISION</u>
Personnel Administration	Assistant Director of Human Resources - Harbor
Human Resources	Director of Human Resources - Harbor
Information Management	Director of Information Management
Information Management/Project Management	Assistant Director of Information Management
Infrastructure Maintenance	Manager of Infrastructure Maintenance
Leasing	Assistant Director of Real Estate
Maintenance	Director of Maintenance
Master Planning	Director of Master Planning
Master Planning Development	Manager of Master Planning
Network Operations	Manager of Network Operations
Port Projects	Manager of Port Projects
Protocol	Assistant Executive Officer to the Board
Public Information & Media Relations	Assistant Director of Communications & Community Relations
Real Estate	Director of Real Estate
Risk Management	Director of Risk Management
Safety & Business Continuity	Manager of Safety & Business Continuity
Security	Director of Security
Strategic Planning & Performance Management	Manager of Strategic Planning & Performance Management
Studies and Remediation	Assistant Director of Environmental Planning-Studies and Remediation
Sustainability	Manager of Sustainable Practices

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DIVISION

HEAD OF DIVISION

Trade Development	Director of Trade Development
Transportation Development	Manager of Transportation Planning
Transportation Planning	Director of Transportation Planning
Water Quality	Manager of Water Quality

Sec. 3.

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

3.2 The biweekly salary of any employee who is originally appointed to any office or position of employment listed in this Resolution shall be at Step I of Salary Schedule I for the Pay Rate Range Number designated for such office or position. In those cases where positions are designated with grade numbers, the biweekly salaries of such employees shall be computed based upon the pay rate designated for the grade thereof. The Board, by minute order, may specifically designate that the pay rate of any employee be fixed at some other pay rate included within the applicable Salary Schedule

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

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

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

20 3.5 Subject to the Board's power to set the pay rate of any employee
21 at the time of making the initial appointment at one of the pay rates established herein, in
22 the event an employee (i) is promoted from one position to another for which a higher pay
23 rate is established; or (ii) is advanced from one grade to another in the same position for
24 which a higher pay rate is established; or (iii) is transferred from one department to
25 another without change of position, the Executive Director shall designate the pay rate of
26 such employee to be at one of the pay rates for such position or grade which will be not
27 less than the pay rate received by such employee immediately prior to such promotion;
28 advancement or transfer. Likewise, in the event an employee is transferred, as

1 prescribed by Civil Service Rules and Regulations for other than disciplinary reasons,
2 from one position to another position for which a lower pay rate is established, the
3 Executive Director shall designate the pay rate of such employee to be at one of the pay
4 rates prescribed for such position to which the employee is transferred.

5 3.6 For the purpose of computing the "period of employment" under
6 the provisions of this Resolution, an employee of the Harbor Department who has been
7 reinstated to his former position pursuant to the provisions of the Civil Service Rules and
8 Regulations shall be considered as having been in the continuous service of the Harbor
9 Department during the period said employee shall have served in the Armed Forces.

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

27 3.8 In addition to any merit increase provided in this Resolution
28 above, each employee assigned to the Executive Salary Range (EOO) shall be eligible to

1 Assistant Executive Director, Deputy Executive Director, Managing Director, or division
2 director is unable to perform the duties of his or her position and such an assignment is
3 necessary for the efficient and effective operation of the Harbor Department. During the
4 time the employee is so assigned and is performing in said acting capacity, the employee
5 shall be entitled to receive the compensation designated by the Board at one of the Pay
6 Rate Ranges set forth in this Resolution for the position to which said employee is
7 assigned.

8 3.11 Subject to and within the limitations of the provisions of the City
9 Charter after the initial appointment by the Board, the Executive Director may at any time
10 find and determine that an employee is entitled to be, and shall be, assigned to either a
11 different pay rate within the Pay Rate Range established for such office or position, or to
12 a different grade where positions are designated with grade numbers, and that an
13 employee shall receive the biweekly salary established therefor. Without limiting the
14 generality of the foregoing, the Board confers and delegates to the Executive Director the
15 authority to temporarily adjust the grade or pay rate of an employee subject to disciplinary
16 action, in lieu of suspension without pay, as may be required for the efficient and
17 economical administration and management of the affairs of the Harbor Department.

18 3.12 With respect to the administration of the provisions of this
19 Resolution, the Board confers and delegates to the Executive Director the authority and
20 duty to do and perform all actions relating to the administration and management of
21 employees of the Harbor Department as may be required for the efficient and economical
22 functioning thereof; provided, however, the powers and duties conferred upon and
23 delegated to the Executive Director shall not include the powers (i) to make initial
24 appointments or initial employment of officers and employees of the Harbor Department;
25 (ii) to fix the duties and initial compensation of such officers and employees; (iii) to assign
26 an employee to perform as acting Executive Director, Assistant Executive Director,
27 Deputy Executive Director, Managing Director, or division director in accordance with the
28 provisions of and under the circumstances described in Section 3.10 above; (iv) to grant

1 a leave of absence without compensation to the Executive Director; (v) to grant executive
2 leave to the Executive Director; (vi) to authorize, as additional compensation, the
3 payment of actual moving expenses incurred by a person in accepting a position with the
4 Harbor Department; or (vii) to exercise such powers as are exclusively reserved to the
5 Board under the provisions of Article XII of the Long Beach City Charter.

6 Sec. 4.

7 4.1 The compensation for all Harbor Department employees shall be
8 as prescribed and expressed herein on a per hour rate basis. The amount of the
9 biweekly installment payable to any full-time employee shall be computed by multiplying
10 the employee's pay rate per hour by the number of hours or fraction of hours for which
11 pay is actually due. The hourly pay shall include any additional applicable.

12 4.2 If any employee is absent for any reason other than one of the
13 permitted absences authorized by City Council Personnel Ordinance, such employee
14 shall not be entitled to receive the full amount of his or her installment of pay for any
15 biweekly pay period during which said absence occurred. The amount of pay said
16 employee shall receive for such pay period shall be computed by multiplying the
17 employee's hourly pay rate by the number of hours or fractions of hours for which pay is
18 actually due.

19 4.3 And if an employee is employed on other than a full-time basis,
20 such employee's compensation shall be computed by multiplying the hourly pay rate
21 established for such employee's position by the number of hours or fraction of hours for
22 which pay is due to said employee.

23 Sec. 5. Except as otherwise provided by the City Charter, every person
24 holding any office or position of employment hereinafter set forth shall perform such
25 duties as are indicated by the title of such office or position and as are usually incident to
26 such office or position, and such other duties as shall be assigned by his or her
27 immediate superior, division director, Managing Director, Deputy Executive Director,
28 Assistant Executive Director, the Executive Director or by the Board.

1 Sec. 6.

2 6.1 The designation of certain positions in the schedule of positions
3 and assigned Pay Rate Range numbers contained in this Resolution, and the designation
4 of grades within a specified position, are made for the purpose of creating such positions
5 according to the degree of responsibility and character of the duties required by such
6 positions solely and only to the end that the Salary Schedules for such positions will
7 reflect the differences in the responsibilities and duties attached to said positions. The
8 characterization of positions by said terms is hereby declared to have no other purpose
9 or effect and shall not in any manner change or alter the classification of employees
10 holding such positions.

11 6.2 The use of occupational code designations, and the use of
12 asterisks to denote unclassified positions are for administrative purposes only. Changes
13 in occupational code designation and in the status of a position may occur and such
14 changes will not require amendment of this Resolution.

15 Sec. 7.

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

24 7.2 An employee temporarily assigned to perform duties not
25 ordinarily attached to his/her position, for the purpose of rehabilitation or the recovery
26 from a medical condition that has been certified by the City Health Officer, pursuant to
27 Section 63(5) of the Civil Service Rules and Regulations, will be compensated at the
28 salary rate fixed and prescribed by this resolution for the position involving the duties to

1 which temporary assignment has been made and at the step most closely approximating
2 the pay rate of the employee immediately prior to the temporary assignment provided that
3 in no event shall the pay rate for the temporary assignment exceed the employee's pay
4 rate immediately prior to the temporary assignment.

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

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

18 8.1 Actual cost of transportation per month for public transportation;

19 or

20 8.2 For use of a privately-owned vehicle used for official City
21 business:

22 8.2.1 Thirty-eight and one-half cents (\$0.385) per mile for all
23 authorized mileage actually driven by the officer or employee on official City business
24 each month; or

25 8.2.2 A flat monthly allowance of:

26 8.2.2.1 Such sum as may be determined by the
27 Executive Director, but not to exceed Four Hundred Fifty Dollars (\$450.00) per month; or

28 8.2.2.2 One Hundred Twenty-five Dollars (\$125.00)

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

10 Sec. 9.

11 9.1 Employees of the Harbor Department may also receive
12 additional compensation in the form of suitable recognition awards as determined by the
13 Executive Director.

14 9.2 Employees of the Harbor Department may, pursuant to and in
15 accordance with the provisions of this Resolution and regulations issued by the Executive
16 Director, be awarded additional compensation for suggestions made that result in
17 measurable monetary savings to the Harbor Department. Measurable awards shall not
18 exceed 10% of the anticipated first year savings after adoption of the suggestion,
19 provided, however, that the maximum award shall not exceed Five Thousand Dollars
20 (\$5,000.00). The Executive Director may also authorize an award not to exceed Two
21 Hundred Dollars (\$200.00) for adopted suggestions resulting in benefits to the Harbor
22 Department which are not measurable in monetary terms and may authorize the use of
23 promotional awards to encourage participation in the program.

24 9.3 The Executive Director may provide up to two Port
25 familiarization programs each fiscal year for Harbor Department employees and their
26 families.

27 9.4 Employees of the Harbor Department may also receive
28 additional compensation in the form of a suitable safety award as determined by the

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1 Executive Director for successful participation in the Harbor Department's safety
2 program.

3 9.5 Permanent full-time or permanent part-time employees who are
4 enrolled in an accredited job and/or career-related college or university study program
5 during off-duty hours are eligible to receive tuition reimbursement in accordance with the
6 schedule promulgated by the Executive Director.

7 9.6 Employees of the Harbor Department who are eligible and
8 volunteer to participate in the Harbor Department's Green Commute Program as defined
9 by Administrative Directive shall be eligible to receive appropriate recognition and
10 rewards as determined by the Executive Director.

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

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

27 Sec. 12.

28 12.1 The City Council Personnel Ordinance permits certain City

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

11 12.2 Cash payment for any properly authorized accumulated and/or
12 carried over unused "in lieu of holiday" time off shall be made only upon an employee's
13 termination of employment with the City or when an employee is on a leave of absence
14 pending the approval of an application for ordinary or service-connected disability
15 retirement which has been filed by the employee or the City on behalf of the employee.
16 The amount of such additional compensation to be paid shall be computed by multiplying
17 the employee's hourly rate of compensation, prescribed by this Resolution for the position
18 held by said employee, by the number of unused "in lieu of holiday-hours" to which the
19 employee is entitled.

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

26 12.4 Employees who are laid off and eligible for benefits under the
27 Consolidated Omnibus Budget Reconciliation Act (COBRA) shall have the premiums for
28 the benefits they are entitled to under COBRA paid by the City for the first six (6) months

1 after their layoff.

2 Sec. 13. In addition to the compensation set forth in this Resolution, a night
3 shift differential of eighty cents (\$0.80) per hour shall be paid to all permanent full-time
4 employees whose regular schedule requires said employee to work between the hours of
5 6:00 p.m. and 6:00 a.m., provided that:

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

10 13.2 The employee works between the hours of 6:00 p.m. and 6:00
11 a.m. as part of a "split-shift." The term "split-shift" is defined as a shift of eight (8) or more
12 non-continuous work hours in a single day, separated by a break of at least three (3) non-
13 working hours during said shift. Such employee shall be paid the night shift differential
14 only for each hour actually worked between the hours of 6:00 p.m. and 6:00 a.m.

15 13.3 Employees who work a twelve-hour shift that begins or ends at
16 midnight, shall be paid a night shift differential for only those hours worked between the
17 hours of 6:00 p.m. and 6:00 a.m.

18 Sec. 14.

19 14.1 Each employee represented by the International Association of
20 Machinists and Aerospace Workers or the Long Beach Association of Engineering
21 Employees who is required to perform the full range of duties in a higher-level
22 classification or grade level position that is vacant, up to and including division manager,
23 shall be paid an additional eighty cents (\$0.80) per hour providing the following conditions
24 are met:

25 14.1.1 The employee who is assigned the higher-level duties
26 of the vacated position must work at least forty (40) consecutive hours once per calendar
27 year in said position in order to qualify for the higher classification pay.

28 14.1.2 The higher-level duties performed must be those of a

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

4 14.1.3 In no event shall the total compensation paid to the
5 employee for regular salary and higher classification pay exceed the seventh step of the
6 higher classification or grade level.

7 14.1.4 The temporary appointment to the higher classification
8 must be approved by the Executive Director or designee.

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

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

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

25 Sec. 17. Notwithstanding any other provision of this Resolution, the
26 members of the Board and the officers and employees of the Harbor Department shall be
27 allowed, in addition to their salaries as provided, their actual and necessary expenses
28 incurred in the performance by them of the duties of their respective offices and positions;

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1 provided, however, and except as otherwise provided in this Resolution, such expenses
2 may be allowed to any such board member or officer or employee only in those cases
3 where the Executive Director has either authorized or ratified the incurring of such
4 expenses.

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

11 Sec. 19.

12 19.1 Each officer and employee of the Harbor Department shall,
13 during the time they actually hold an office or position of employment with the Harbor
14 Department, be entitled to receive, as additional compensation, such group life insurance
15 benefits as may be provided from time to time in a policy or policies of insurance obtained
16 by the City or by the Board. Proceeds of such a policy or policies shall be payable to a
17 beneficiary named by the person insured or, if none is named, to his or her estate.

18 19.2. On and after December 1, 2004, the City shall pay a maximum
19 amount of Seven Hundred and Ninety Six Dollars per month toward the cost of health,
20 dental, and life insurance benefits for eligible employees represented by the International
21 Association of Machinists and Aerospace Workers, the Long Beach Association of
22 Engineering Employees, the Long Beach Management Association and each eligible
23 employee not represented by and employee organization.

24 Effective December 1, 2005, and every December 1st thereafter,
25 increases in the costs for health, dental, and life insurance plans selected by employees
26 shall be borne by employees in the same manner set forth in the employee's applicable
27 MOU. The City shall pay the difference between the actual cost and the employee
28 contribution as outlined in the applicable MOU. Cost sharing shall also apply to each

1 eligible employee not represented by an employee organization. In the event various
2 cost sharing plans exist, each eligible employee not represented by an employee
3 organization shall cost share in accordance with the directive of his/her appointing
4 authority.

5 19.3 Employees assigned to the Pay Rate Range E00 shall, unless
6 they elect an available alternative, receive as additional compensation, life insurance
7 benefits equal to three times their full annual salary to a maximum of Five Hundred
8 Thousand Dollars (\$500,000.00), long term and short term disability insurance and in-
9 hospital indemnity benefits. Proceeds of any life insurance benefits shall be payable to a
10 beneficiary named by the person insured or, if none is named, to his or her estate.

11 19.4 If an employee represented by the International Association of
12 Machinist or the Long Beach Association of Engineering Employees is killed on the job
13 because of violence in the workplace, the City shall continue to provide health insurance
14 and dental insurance benefits as follows:

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

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

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

28 Sec. 21. The Executive Director may authorize one or more employees in

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

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

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

24 Sec. 24. Officers and employees of the Harbor Department, pursuant to
25 and in accordance with the provisions of this Resolution and the administrative rules,
26 regulations and policies promulgated and issued by the Executive Director, may
27 authorize deductions to be made from their salaries or wages for purposes authorized by
28 the provisions of the California Government Code in Article 6 of Chapter I of Division 4 of

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

6 Sec. 25. The prior appointments of Harbor Department officers and
7 employees to any of the respective positions of employment set forth in this Resolution
8 who are qualified to hold and who hold such positions at the operative date of this
9 Resolution, are hereby ratified and confirmed.

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

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

- 25 Assistant Chief Financial Officer
- 26 Assistant Director of Communications & Community Relations
- 27 Assistant Director of Environmental Planning – Air and Water Quality
- 28 Assistant Director of Environmental Planning – Studies and Remediation

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- 1 Assistant Director of Human Resources - Harbor
- 2 Assistant Director of Information Management
- 3 Assistant Director of Real Estate
- 4 Assistant Director of Security for Homeland Security
- 5 Assistant Executive Director
- 6 Assistant Executive Officer to the Board
- 7 Assistant Managing Director-Engineering
- 8 Chief Financial Officer
- 9 Deputy Executive Director
- 10 Director of Communications and Community Relations
- 11 Director of Construction Management
- 12 Director of Engineering Design
- 13 Director of Environmental Planning
- 14 Director of Government Affairs
- 15 Director of Human Resources - Harbor
- 16 Director of Information Management
- 17 Director of Maintenance
- 18 Director of Master Planning
- 19 Director of Program Management
- 20 Director of Real Estate
- 21 Director of Risk Management
- 22 Director of Security
- 23 Director of Trade Development
- 24 Director of Transportation Planning
- 25 Executive Director
- 26 Executive Officer to the Board
- 27 Manager of Accounting
- 28 Manager of Air Quality Practices

- 1 Manager of Business Applications
- 2 Manager of Contract Administration
- 3 Manager of Emergency Management
- 4 Manager of Environmental Remediation
- 5 Manager of Facilities Maintenance
- 6 Manager of Fleet/Green Operations
- 7 Manager of Infrastructure Maintenance
- 8 Manager of Internal Controls
- 9 Manager of Network Operations
- 10 Manager of Safety & Business Continuity
- 11 Manager of Strategic Planning & Performance Management
- 12 Manager of Sustainable Practices
- 13 Manager of Transportation Planning
- 14 Manager of Water Quality
- 15 Managing Director

16 The granting of executive leave to the Executive Director shall be in the
17 sole and exclusive discretion of the President of the Board and the granting of such
18 leave to the remainder of such officers and employees shall be at the discretion of the
19 Executive Director.

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

26 Sec. 29. Except for the offices and positions created and established by
27 the City Charter, there are hereby created and established the offices and positions as
28 set forth and listed in this Resolution and except as otherwise provided in this Resolution,

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1 the compensation for each office and position is hereby fixed and prescribed at one of the
 2 pay rates set forth in the Salary Schedules of this Resolution for the period commencing
 3 October 1, 2006, and continuing until superseded by a subsequent resolution of the
 4 Board which is approved by the City Council. The pay rates are indicated opposite each
 5 listed office and position by a Pay Rate Range number, together with the bargaining unit
 6 designation and such additional compensation, if any, as provided herein or by applicable
 7 ordinance.

8 Sec. 30

9 POSITIONS AND ASSIGNED
 10 PAY RATE RANGE NUMBERS

11	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
13	C01AN	Accountant I	490	06
14	T23AN	*Accountant I – NC	M47	06
15	C01BN	Accountant II	540	06
16	C01CN	Accountant III	590	06
17	C02AN	Accounting Clerk I	340	04
18	C02BN	Accounting Clerk II	370	04
19	C02CN	Accounting Clerk III	400	04
20	T24AN	*Accounting Clerk I – NC	M15	06
21	C50NN	Accounting Technician	440	04
22	D80AN	Administrative Aide I	430	04
23	D80BN	Administrative Aide II	460	04
24	NA2CN	Administrative Aide III	520	04
25	EA8AN	Administrative Analyst I	570	06
26	T65AN	*Administrative Analyst I – NC	M68	06

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1	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
2				
3				
4	EA8BN	Administrative Analyst II	600	06
5	T65BN	*Administrative Analyst II – NC	M78	06
6	EA8CN	Administrative Analyst III	630	06
7	T65CN	*Administrative Analyst III – NC	M88	06
8	T01N1	*Administrative Intern – NC	H28	99
9	T01N2	*Administrative Intern – NC	H30	99
10	T01N3	*Administrative Intern – NC	H32	99
11	T01N4	*Administrative Intern – NC	H34	99
12	T01N5	*Administrative Intern – NC	H36	99
13	T01N6	*Administrative Intern – NC	H38	99
14	T01N7	*Administrative Intern – NC	H39	99
15	T01N8	*Administrative Intern – NC	H40	99
16	T93N1	*Administrative Intern – NC	H41	99
17	E03AN	Asst. Admin. Analyst I	470	06
18	E03BN	Asst. Admin. Analyst II	530	20
19	NB4NN	Assistant Chief Financial Officer – Accounting	E00	88
20	N02NN	Assistant Chief Harbor Engineer	764	20
21	NB8NN	*Assistant Director of Communications & Community Relations	E00	88
22				
23		*Assistant Director of Environmental Planning – Air and Water Quality	E00	88
24				
25	NE7NN	*Assistant Director of Environmental Planning – Studies and Remediation	E00	88
26				
27	NB5NN	*Assistant Director of Human Resources - Harbor	E00	88
28	ND7NN	*Assistant Director of Information Management	E00	88

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1	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
2				
3				
4	N62NN	*Assistant Director of Real Estate	E00	88
5	NB9NN	*Assistant Director of Security for Homeland Security	E00	88
6	N09NN	*Assistant Executive Director – Harbor	E00	88
7	NE8NN	*Assistant Executive Officer to the Board	E00	88
8	ND8NN	*Assistant Managing Director for Engineering (Chief Harbor Engineer)	E00	88
9				
10	N67AN	*Assistant Marketing Manager I	470	06
11	N67BN	*Assistant Marketing Manager II	560	06
12	N67CN	*Assistant Marketing Manager III	630	06
13	F50AN	Assistant Planner I	510	06
14	T62AN	*Assistant Planner I – NC	M52	06
15	F50BN	Assistant Planner II	570	06
16	T62BN	*Assistant Planner I – NC	M52	06
17	F50BN	Assistant Planner II	570	06
18	T62BN	*Assistant Planner II – NC	M68	06
19				
20	N03NN	Assistant Terminal Services Manager	580	03
21	NA3NN	*Assistant to Executive Director	E00	88
22	N42NN	*Assistant Traffic Manager	600	06
23	I09NN	Building Maintenance Engineer	560	02
24	J10NN	Building Services Supervisor	430	01
25	EC6AN	Capital Projects Coordinator I	640	06
26	EC6BN	Capital Projects Coordinator II	660	06
27	EC6CN	Capital Projects Coordinator III	690	06
28				

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1	Occup.	Position	Pay	Bargaining
2	Code		Rate	Unit
3			Range	
4			No.	
5	N68AN	Cargo Audit Clerk I	340	04
6	N68BN	Cargo Audit Clerk II	360	04
7	N68CN	Cargo Audit Clerk III	400	04
8	N68DN	Cargo Audit Clerk IV	440	04
9	I11NN	Carpenter	480	02
10	T43NN	*Carpenter – NC	M47	02
11	I12NN	Carpenter Supervisor	510	01
12	K08NN	Chief Construction Inspector	684	20
13	N59NN	*Chief Financial Officer	E00	88
14	N11NN	Chief Port Security Officer	680	07
15	K09NN	Chief Surveyor	694	20
16	N12NN	*Chief Wharfinger	670	03
17	K11NN	Civil Engineer	644	22
18	T55NN	*Civil Engineer – NC	N94	22
19	K12NN	Civil Engineering Assistant	514	22
20	W84NN	*Civil Engineering Assistant – NC	N57	22
21	K13NN	Civil Engineering Associate	594	22
22	T83NN	*Civil Engineering Associate – NC	N80	22
23	D87AN	Clerk I	260	04
24	T44AN	*Clerk I – NC	M03	04
25	D87BN	Clerk II	290	04
26	T44BN	*Clerk II – NC	M07	04
27	D87CN	Clerk III	320	04
28				

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	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
1				
2				
3				
4	T44CN	*Clerk III – NC	M12	04
5	D74NN	Clerk Supervisor	440	03
6	D04AN	Clerk Typist I	320	04
7	T88AN	*Clerk Typist I – NC	M12	04
8	D04BN	Clerk Typist II	350	04
9	T88BN	*Clerk Typist II – NC	M17	04
10	D04CN	Clerk Typist III	380	04
11	T88CN	*Clerk Typist III – NC	M24	04
12	D04DN	Clerk Typist IV	410	04
13	D04EN	Clerk Typist V	440	04
14	N94AN	Communications Assistant I	370	04
15	N94BN	Communications Assistant II	400	04
16	N94CN	Communications Assistant III	430	04
17	N64NN	Communications Officer	660	05
18	K14AN	Construction Inspector I	534	22
19	W76AN	*Construction Inspector I – NC	N63	22
20	K14BN	Construction Inspector II	574	22
21	W76BN	*Construction Inspector II – NC	N72	22
22	NE6NN	Construction Manager	644	20
23	N15NN	Construction Supervisor	540	01
24	NC2AN	Contract Administrator I	460	04
25	NC2BN	Contract Administrator II	520	04
26	N16AN	Deputy Chief Harbor Engineer I	724	20
27				
28				

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	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
1				
2				
3				
4	N16BN	Deputy Chief Harbor Engineer II	757	20
5	NB3NN	*Deputy Executive Director	E00	88
6	N92NN	*Director of Communications and Community Relations	E00	88
7	ND9NN	*Director of Construction Management	E00	88
8	NE1NN	*Director of Engineering Design	E00	88
9	NE2NN	*Director of Environmental Planning	E00	88
10				
11	NB7NN	*Director of Government Affairs	E00	88
12	N77BN	*Director of Human Resources – Harbor	E00	88
13	NA4NN	*Director of Information Management	E00	88
14	N18NN	*Director of Maintenance	E00	88
15	NE3NN	*Director of Master Planning	E00	88
16	NE4NN	*Director of Program Management	E00	88
17	N61NN	*Director of Real Estate	E00	88
18	NB6NN	*Director of Risk Management	E00	88
19	NA5NN	*Director of Security	E00	88
20	N22NN	*Director of Trade Relations	E00	88
21	NE5NN	*Director of Transportation Planning	E00	88
22	K89NN	Electrical Engineer	644	22
23	I14NN	Electrical Supervisor	550	01
24	I15NN	Electrician	500	02
25	T45NN	*Electrician – NC	M52	02
26	K22AN	Engineering Aide I	307	22
27	K22BN	Engineering Aide II	344	22
28				

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	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
1				
2				
3				
4	K22CN	Engineering Aide III	419	22
5	T46CN	*Engineering Aide III – NC	N33	22
6	K95AN	Engineering Technician I	464	22
7	W77AN	*Engineering Technician I – NC	N43	22
8	K95BN	Engineering Technician II	504	22
9	W77BN	*Engineering Technician II – NC	N53	22
10	NC3AN	Environmental Remediation Spec. I	644	22
11	NC3BN	Environmental Remediation Spec. II	694	22
12	N24AN	Environmental Specialist I	644	22
13	N24BN	Environmental Specialist II	694	22
14	N25NN	Environmental Specialist Asst.	514	22
15	W80AN	*Environmental Specialist Asst. – NC	N57	22
16	N26NN	Environmental Specialist Assoc.	594	22
17	W81NN	*Environmental Specialist Assoc. – NC	N80	22
18	I06AN	Equipment Mechanic I	480	02
19	T34AN	*Equipment Mechanic I – NC	M46	02
20	I06BN	Equipment Mechanic II	500	02
21	T34BN	*Equipment Mechanic II – NC	M50	02
22	J18AN	Equipment Operator I	370	02
23	T35AN	*Equipment Operator I – NC	M21	02
24	J18BN	Equipment Operator II	410	02
25	T35BN	*Equipment Operator II – NC	M31	02
26	J18CN	Equipment Operator III	440	02
27				
28				

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	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
1				
2				
3				
4	T35CN	*Equipment Operator III – NC	M37	02
5	N88NN	*Executive Director – Harbor	E00	88
6	N39NN	*Executive Secretary – Harbor	E00	88
7	N27NN	*Executive Officer to the Board	E00	88
8	N71NN	Financial Reporting & Controls Officer	680	05
9	J23AN	Garage Services Attendant I	370	02
10	J23BN	Garage Service Attendant II	390	02
11	J23CN	Garage Service Attendant III	450	02
12	T95AN	*Garage Service Attendant I – NC	M21	06
13	ND3AN	Garage Supervisor I – Harbor	550	01
14	ND3BN	Garage Supervisor II – Harbor	620	01
15	J24AN	Gardener I	360	02
16	W84AN	*Gardener I – NC	M20	02
17	J24BN	Gardener II	390	02
18	I23NN	General Maintenance Assistant	410	02
19	W85NN	*General Maintenance Assistant – NC	M31	02
20	EE1AN	Geographic Info Sys Analyst I	527	22
21	EE1BN	Geographic Info Sys Analyst II	564	22
22	EE1CN	Geographic Info Sys Analyst III	597	22
23	EF1AN	Geographic Info Sys Tech I	460	04
24	EF1BN	Geographic Info Sys Tech II	500	04
25	N56NN	Graphic Artist	520	04
26	NC0NN	*Graphic Technician	410	04
27				
28				

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1	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
2	N32AN	Harbor Maintenance Mechanic I	440	02
3	W86AN	*Harbor Maintenance Mechanic I – NC	M37	02
4	N32BN	Harbor Maintenance Mechanic II	470	02
5	W86BN	*Harbor Maintenance Mechanic II – NC	M46	02
6	N76AN	Harbor Maintenance Superintendent I	610	01
7	N76BN	Harbor Maintenance Superintendent II	640	01
8	N33NN	Harbor Maintenance Supervisor	520	01
9	I59NN	Locksmith	480	02
10	T26AN	*Maintenance Aide I – NC	M01	02
11	T26BN	*Maintenance Aide II – NC	M03	02
12	JA3AN	Maintenance Assistant I	290	03
13	T78AN	*Maintenance Assistant I – NC	M07	02
14	JA3BN	Maintenance Assistant II	330	02
15	T78BN	*Maintenance Assistant II – NC	M13	02
16	JA3CN	Maintenance Assistant III	360	02
17	T78CN	*Maintenance Assistant III – NC	M20	02
18	NG2AN	Maintenance Planner I	540	02
19	NG2BN	Maintenance Planner II	580	02
20	NC6NN	*Manager of Accounting	E00	88
21	NE9NN	*Manager of Air Quality Practices	E00	88
22		*Manager of Business Applications	E00	88
23	NC8NN	*Manager of Contract Administration	E00	88
24	NF1NN	*Manager of Emergency Management	E00	88
25				
26				
27				
28				

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1	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
2				
3		*Manager of Environmental Remediation	E00	88
4				
5	NC9NN	*Manager of Facilities Maintenance	E00	88
6	NF2NN	*Manager of Fleet/Green Operations	E00	88
7	ND5NN	*Manager of Infrastructure Maintenance	E00	88
8		Manager of Internal Controls	E00	88
9	ND5NN	*Manager of Leasing Sales	E00	88
10		*Manager of Network Operations	E00	88
11	NC1NN	Manager of Port Projects	E00	88
12	N65NN	Manager of Rail Transportation Systems	724	20
13	NA7NN	Manager of Transportation Planning	E00	88
14	NC7NN	*Manager of Safety & Business Continuity	E00	88
15	NF3NN	*Manager of Strategic Planning & Performance Management	E00	88
16				
17	ND6NN	*Manager of Sustainable Practices	E00	88
18		*Manager of Water Quality	E00	88
19	N80NN	*Managing Director	E00	88
20	NA8NN	Market Planning Assistant	470	06
21	N48NN	*Market Research Economist	660	05
22	N66NN	*Marketing Manager	680	05
23	N34NN	Mechanic – Harbor	480	02
24	W87NN	*Mechanic – Harbor – NC	480	02
25	K32NN	Mechanical Engineer	644	22
26	L21AN	Mechanical Supervisor I	530	01
27				
28	N41NN	Mechanical Systems Supervisor	530	01

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1	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
2				
3				
4	L21BN	Mechanical Supervisor II	580	01
5	P14NN	Members of Boards & Commission	P14	98
6	J37NN	Motor Sweeper Operator	450	02
7	NB0AN	Office Automation Analyst I	530	06
8	NB0BN	Office Automation Analyst II	560	06
9	NB0CN	Office Automation Analyst III	590	06
10	NB0DN	Office Automation Analyst IV	610	06
11		*Office Automation Analyst I – NC	M52	06
12	ND4AN	Office Systems Analyst I	650	06
13	ND4BN	Office Systems Analyst II	710	06
14	ND4CN	Office Systems Analyst III	750	06
15	I33AN	Painter I	440	02
16	T47AN	*Painter I – NC	M37	02
17	I33BN	Painter II	460	02
18	I35NN	Painter Supervisor	500	01
19	J42NN	Park Maintenance Supervisor	520	02
20	D65AN	Payroll/Personnel Assistant I	350	04
21	D65BN	Payroll/Personnel Assistant II	380	04
22	D65CN	Payroll/Personnel Assistant III	420	04
23				
24	NF7AN	Personnel Analyst I	570	
25	NF7BN	Personnel Analyst II	600	
26	NF7CN	Personnel Analyst III	630	
27	F53AN	Planner I	530	06
28				

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 Long Beach, CA 90802-4664

1	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
2				
3				
4	T62AN	*Planner I – NC	M52	
5	F53BN	Planner II	590	06
6	T62BN	*Planner II – NC	M88	06
7	F53CN	Planner III	640	06
8	W97NN	*Planner III – NC	M90	06
9	F53DN	Planner IV	670	06
10	F53EN	Planner V	700	06
11	EA2NN	Planning Aide	440	06
12	T61NN	*Planning Aide – NC	M36	06
13	I38NN	Plumber	500	02
14	T39NN	*Plumber – NC	M52	02
15	I39NN	Plumber Supervisor	550	01
16	N94AN	*Port Communications Assistant I	370	04
17	N94BN	*Port Communications Assistant II	400	04
18	N94CN	*Port Communications Assistant III	430	04
19	N64NN	*Port Communications Officer	660	05
20	N93AN	*Port Communications Specialist I	470	06
21	N93BN	*Port Communications Specialist II	530	06
22	N93CN	*Port Communications Specialist III	560	06
23	N93DN	*Port Communications Specialist IV	580	06
24	N93EN	*Port Communications Specialist V	620	06
25				
26	ND1AN	Port Financial Analyst I	640	06
27	ND1BN	Port Financial Analyst II	660	06
28				

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1	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
2				
3				
4	ND1CN	Port Financial Analyst III	710	06
5	N63AN	*Port Leasing Sales Officer I	470	06
6	N63BN	*Port Leasing Sales Officer II	530	06
7	N63CN	*Port Leasing Sales Officer III	550	06
8	N63DN	*Port Leasing Sales Officer IV	660	06
9	N63EN	*Port Leasing Sales Officer V	690	06
10	N55AN	Port Planner I	620	05
11	N55BN	Port Planner II	650	05
12	N55CN	Port Planner III	680	05
13	N55DN	Port Planner IV	710	05
14	N55EN	Port Planner V	750	05
15	N64AN	Port Risk Assistant I	460	04
16	N64BN	Port Risk Assistant II	520	04
17	N81AN	Port Risk Manager I	610	05
18	N81BN	Port Risk Manager II	660	05
19	NF4AN	Port Security System Operator I	490	08
20	NF4BN	Port Security System Operator II	530	08
21	NF4CN	Port Security System Operator III	560	08
22				
23		*Port Security System Operator I – NC	M47	06
24	KO3NN	Principal Construction Inspector	624	20
25	NF5NN	Program Scheduler	647	
26	NF6NN	Project Estimator	647	
27	ND0AN	Records Center Supervisor I	430	03
28				

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1	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
2				
3				
4	ND0BN	Records Center Supervisor II	480	03
5	N95NN	*Secretary – Harbor	410	04
6	C32NN	Senior Accountant	630	05
7	K52NN	Senior Civil Engineer	694	20
8	NG0NN	Senior Electrical Engineer	694	20
9	K56NN	Senior Electrical Inspector	574	20
10	K98AN	Senior Engineering Technician I	547	20
11	TD1AN	*Senior Engineering Technician I – NC	547	22
12	K98BN	Senior Engineering Technician II	577	20
13	TD1BN	*Senior Engineering Technician II – NC	577	22
14	NE0NN	Senior Equipment Operator	510	01
15	N63NN	Senior Port Leasing Officer	700	05
16	NF0NN	Senior Program Manager	724	20
17	NA9NN	*Senior Secretary – Harbor	440	04
18	K65NN	Senior Structural Engineer	687	22
19	K66NN	Senior Surveyor	627	20
20	K67NN	Senior Survey Technician	508	22
21	W94NN	*Senior Survey Technician – NC	N55	22
22	K68NN	Senior Traffic Engineer	694	20
23	F33AN	Special Services Officer I	361	08
24	T30AN	*Special Services Officer I – NC	M22	08
25	F33BN	Special Services Officer II	426	08
26	T30BN	*Special Services Officer II – NC	M35	08
27				
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1	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
2				
3				
4	F33CN	Special Services Officer III	440	08
5	F33DN	Special Services Officer IV	500	07
6	F33EN	Special Services Officer V	560	07
7	D37NN	Stock & Receiving Clerk	330	04
8	D38AN	Storekeeper I	380	04
9	D38BN	Storekeeper II	430	04
10	KA1NN	Structural Engineer	647	22
11	K99NN	Structural Engineering Associate	594	22
12	T22N4	*Student Worker – NC	H16	99
13	T22N5	*Student Worker – NC	H17	99
14	T22N6	*Student Worker – NC	H20	99
15	J64NN	Supervising Custodian	370	01
16	C35NN	Supervisor of Stores & Property	490	03
17	K73NN	Surveyor	554	22
18	W95NN	*Surveyor – NC	N67	22
19	K74NN	Survey Technician	467	22
20	W96NN	*Survey Technician – NC	N45	22
21	N43AN	Terminal Services Representative I	440	04
22	N43BN	Terminal Services Representative II	490	04
23	K76NN	Traffic Engineer	644	22
24	K78NN	Traffic Engineering Assistant	514	22
25	W98NN	*Traffic Engineering Assistant – NC	N57	22
26	K79AN	Traffic Engineering Associate I	514	22
27				
28				

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1	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
2				
3				
4	K79BN	Traffic Engineering Associate II	594	22
5	W98NN	*Traffic Engineering Associate – NC	N80	22
6	N36NN	*Traffic Manager	680	05
7	NC6AN	Transportation Planner I	620	06
8	NC6BN	Transportation Planner II	650	06
9	NC6CN	Transportation Planner III	680	06
10	NC6DN	Transportation Planner IV	710	06
11	J68NN	Utilities Systems Operator	450	02
12	I50NN	Welder	490	02
13		*Unclassified Position		
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Key to Bargaining Unit Codes

01	Skilled and General Services	Supervisor
02	Skilled and General Services	Basic
03	Office and Tech Services	Supervisor
04	Office and Tech Services	Basic
05	Professional	Supervisor
06	Professional	Basic
07	Protection	Supervisor
08	Protection	Basic
20	Engineering	Supervisor
22	Engineering	Basic
88	Management	
99	Unrepresented	

Sec. 31. In addition to the compensation prescribed in this Resolution, if an employee classified in one of the positions set forth below is assigned to perform and does perform the occupational skill described in the column hereof designated "Skill," said employee shall be paid on a per diem or an hourly rate basis, as indicated herein. The amount of additional compensation set forth in the column designated "Additional Compensation" prescribed herein shall be paid to the employee at an hourly rate only if said employee is assigned to regularly perform said occupational skill on a daily basis. If an employee is not regularly assigned to perform said occupational skill on a daily basis, then the additional compensation prescribed herein shall be paid at a per diem rate, and said per diem pay shall be paid only for each work day that said employee actually performs said occupational skill, and such employee is not entitled to receive and shall not be paid per diem skill pay for any day that said employee does not work or is absent from work on a permitted absence. For purposes of this Section, any employee in a non-

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1 career position shall receive skill pay in the same manner as prescribed for a comparable
 2 employee in the classified career service and need not be specifically designated in the
 3 following table(s) unless there is no comparable classified position. Further, in addition to
 4 the "skill" designations set forth below, if there is a "skill" designation set forth in a City of
 5 Long Beach negotiated memorandum of understanding, said employee shall be paid as
 6 set forth in said memorandum of understanding, which memorandum is incorporated by
 7 this reference.

Classification	Skill	Additional Compensation
Non-Management classification in the current Salary Resolution represented by the IAM for all classifications in which the top step hourly rates are equal to or less than Salary Range 560	For regular and frequent use of certified and/or written bilingual skills	\$0.70 per hour or \$5.60 per diem
Non-Management classifications represented by the LB Association of Engineering Employees with a base hourly rate of \$21.050 or lower	For regular and frequent use of certified oral and/or written bilingual skills	\$0.60 per hour or \$4.80 per diem
Civil Engineer Sr. Civil Engineer	When possessing a California Structural Engineer's License and assigned to perform Structural Engineering duties	\$10.00 per diem
Classifications in Skilled and General Services	Required to work on ladders, mechanical devices, etc., placing employee at heights over 40 feet. Excludes Window Washers and Tree Trimmer	\$4.00 per diem
Clerk Typist I, II and III	For regular and frequent use of certified shorthand skills	\$0.30 per hour

1	Classification	Skill	Additional Compensation
2	Construction Inspector I;	When fully qualified to	\$0.75 per hour
3	Construction Inspector II;	perform deputy inspection	\$1.00 per hour
4	Principal Construction	work and while possessing	\$1.25 per hour
5	Inspector; Chief	valid deputy inspector cards	\$1.50 per hour
6	Construction Inspector	in specified fields of	
7		expertise (\$0.75 per hour	
8		for one deputy inspector	
9		card, \$1.00 per hour for two	
10		cards, \$1.25 for three cards,	
11		up to a maximum of \$1.50	
12		for four cards	
13	Construction Inspector II	Performing as Lead	\$8.00 per diem
14		Inspector on projects of	
15		directing annual contract	
16		work	
17	Electrician	When regularly assigned to	\$0.604 per hour
18		and performing the duties	
19		as Catholics Crew Leader	
20	Equipment Mechanic I-II	When regularly assigned to	\$1.00 per hour for one
21		the maintenance and repair	certification
22		of Harbor Department	\$1.25 per hour for two
23		Vehicles, and possessing a	certifications
24		current ASE Certification as	
25		a Master Automotive and/or	
26		Master Medium/Heavy	
27		Truck Technician	
28	Garage Service Attendant II	When regularly assigned to	\$5.364 per hour
29		Maintenance Planner duties	
30		in the Maintenance Division	
31	Garage Supervisor	When regularly assigned to	\$1.25 per hour for two
32		maintenance and repair of	certificates
33		Harbor Department	
34		Vehicles, and when	
35		possessing a current ASE	
36		Certification as a Master	
37		Automotive and/or Master	
38		Medium/Heavy Truck	
39		Technician \$1.00 per hour	
40		for one certificate	
41	Gardener I & II	When required to possess a	\$0.554 per hour or \$4.43
42		Pesticide Applicator license	per diem
43		and regularly assigned	
44		pesticide applicator duties	

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1	Classification	Skill	Additional Compensation
2	Gardener II & Park	When required to possess	\$0.554 per hour or \$4.43
3	Maintenance Supervisor	an Agricultural Pest Control	per diem
4		Advisor's license and	
5	Gardener II	regularly assigned advisor	
6		duties	
7	Harbor Maintenance	When regularly assigned	\$9.126 per hour
8	Mechanic II	Systems Planner Duties in	
9		the Maintenance Division	
10	Maintenance Assistant I, II,	When regularly assigned	\$2.046 per hour
11	& III	Administrative Planner	
12	Maintenance Assistant III	duties in Maintenance	
13		Division	
14	Maintenance Assistant III	When assigned and	\$1.42 per hour
15		performing locksmith duties	
16	Maintenance Assistant III	When regularly assigned to	\$0.554 per hour or \$4.43
17		pesticide applicator duties	per diem
18	Maintenance Assistant III	When supervising all	\$1.50 per hour
19		custodial activities in Port	
20	Mechanical Supervisor II	When assigned supervision	\$3.357 per hour
21		of the Mechanical Section	
22	Painter Supervisor	of the Maintenance Division	
23		When assigned supervision	\$1.157 per hour
24		of the Carpentry Section in	
25		addition to the Paint Shop	
26		Section of the Maintenance	
27		Division	
28	Senior Equipment Operator	When regularly assigned	\$2.759 per hour
29		Administrative Planner	
30		duties in Maintenance	
31		Division	
32	Senior Equipment Operator,	When possessing	\$0.560 per hour/per
33	Equipment Operator, I-III, &	certification for crane	certificate
34	Harbor Maintenance	operation issued by an	
35	Mechanic I-II	Accredited Certifying Entity	
36		per CCR Title 8 sec 5006.1	
37	Special Services Officer III	When certified and regularly	\$1.00 per hour
38	& IV	assigned Visible Emissions	\$2.00 per hour
39		Evaluation duties in the	
40		Security Division (\$1.00 for	
41		one certification, \$2.00 for	
42		two certifications)	

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1	Classification	Skill	Additional Compensation
2	Special Services Officer III & IV	When certified and performing Visible Emissions Evaluation duties in the security Division (\$8.00 for one certification \$16.00 for two certifications)	\$8.00 per diem \$16.00 per diem
3			
4			
5	Special Services Officer III	When performing as shift supervisor	\$7.20 per diem
6	Special Services Officer III	When performing as shift supervisor	\$0.90 per hour
7	Special Services Officer III	When performing as supervisor of traffic officers	\$5.20 per diem
8	Special Services Officer III	When performing as supervisor of traffic officers	\$0.65 per hour
9	Special Services Officer III	When acting as field training officer	\$6.85 per diem
10	Special Services Officer III	When acting as field training officer	\$0.856 per hour
11	Special Services Officer III	When acting as field training officer	\$0.856 per hour
12	Special Services Officer III	When acting as field training officer	\$0.856 per hour
13	Special Services Officer III	When acting as field training officer	\$0.856 per hour
14	Special Services Officer IV	When regularly assigned as project manager for technical initiatives associated with homeland security grants	\$3.50 per hour
15			
16			
17	Special Services Officer I, II, & III	Employees assigned to dispatch or CCTV	\$10.00 per diem
18	Special Services Officer I, II, III, & IV	Assignment to Harbor Department Security	\$1.50 per hour
19	Supervisor of Stores & Properties	When directing materials section of Maintenance Division	\$1.00 per hour
20			
21			
22			

Sec. 32.

32.1

SALARY SCHEDULE

EXECUTIVE SALARY RATES:

SALARY RANGE	EQUIVALENT MONTHLY SALARY RATE
E00	\$2,500 to \$25,000

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

4 Sec. 33. Except as otherwise expressly provided in this Resolution, the
5 salaries and compensation fixed and prescribed herein for officers and employees of the
6 Harbor Department shall take effect at such time that the City Council of the City of Long
7 Beach approves, by resolution, the salaries and compensation fixed and prescribed
8 herein.

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

17 Sec. 35. Resolution No. HD-2629 of the Board of Harbor Commissioners of
18 the City of Long Beach is hereby repealed; and the repeal of said resolution shall not
19 repeal or in any way abrogate any rights of an officer or employee, such as, but not
20 limited to, accrued time for step increases, overtime, and compensatory time.

21 Sec. 36. The Board of Harbor Commissioners of the City of Long Beach
22 hereby finds and determines that this Harbor Department Salary Resolution will not have
23 a significant adverse effect on the environment, and that this Harbor Department Salary
24 Resolution is not subject to the provisions of the California Environmental Quality Act and
25 that the requirements of the Guidelines are not applicable.

26 Sec. 37. This resolution shall take effect immediately upon its adoption by
27 the Board of Harbor Commissioners, and the Secretary of the Board shall certify to the
28 vote adopting this resolution and shall cause a certified copy of this resolution to be filed

1 forthwith with the City Clerk. The City Clerk shall post the resolution in three conspicuous
2 places in the City of Long Beach.

3 I hereby certify that the foregoing resolution was adopted by the Board of
4 Harbor Commissioners of the City of Long Beach at its meeting of September 10, 2012
5 by the following vote:

6 Ayes: Commissioners: Dines, Sramek, Fields, Wise

7 _____

8 Noes: Commissioners: _____

9 Absent: Commissioners: Drummond

10 Not Voting: Commissioners: _____

11 _____

12 
13 _____
14 Secretary

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18 Long Beach, CA 90802-4664