



The Port of  
**LONG BEACH**  
*The Green Port*

April 5, 2011

HONORABLE MAYOR AND MEMBERS OF THE CITY COUNCIL  
City of Long Beach

**Subject: PROPOSED FISCAL YEAR 2010-2011 HARBOR DEPARTMENT SALARY  
RESOLUTION**

The Board of Harbor Commissioners adopted, at its meeting of September 13, 2010, Resolution No. HD-2579, the FY 2010-2011 Harbor Department Salary Resolution. This document not only sets forth matters of compensation for Harbor Department positions, but also establishes an organization in accordance with the City Charter. Specifically, this Resolution adds and renames two divisions for the Harbor Department's organizational structure and establishes positions to head these organizational units. In addition, this resolution corrects and in some instances creates new positions, divisions, grade levels and skill pay provisions and includes items for consistency with the general City Salary Resolution. These items have been discussed and vetted with the appropriate employee organizations and the Human Resources Department has been advised of the changes.

In the interest of expediency, we have taken the liberty of requesting the City Attorney's Office to prepare an appropriate Resolution of Approval for your consideration and City Council's adoption. We respectfully request that you support and adopt the Resolution of Approval, approving the FY 2010-2011 Harbor Department Salary Resolution.

Respectfully submitted,

  
Richard D. Steinke  
Executive Director

Attachments



The Port of  
**LONG BEACH**


AGENDA ITEM NO. 12  
**Memorandum**

BOARD OF  
HARBOR COMMISSIONERS

Meeting of SEP 13 2010

Action Approved

Resolution No. HD- 257A

**Date:** September 13, 2010  
**To:** Board of Harbor Commissioners  
**From:** Margaret Huebner, Director of Human Resources   
**Subject:** Proposed FY 2010-2011 Salary Resolution

**Requested Action**

Approve the Salary Resolution for FY 2010-2011 for which there are no changes, additions, deletions or modifications. It incorporates the previous Salary Resolutions adopted by the Board on February 17, 2010 and December 8, 2008, but that were not yet approved by the City Council.

**Background**

On February 2, 2010, the Board of Harbor Commissioners approved the Harbor Department's FY 2009-2010 Salary Resolution. The Salary Resolution was then forwarded to the City to be submitted along with the Water Department's and the City Manager's Salary Resolutions to the City Council. Subsequently, it was decided by City Human Resources that all the Salary Resolutions would not be submitted to the City Council, given a variety of reasons including ongoing union negotiations. Consequently, no Salary Resolutions were submitted nor approved by the City Council in FY 2008 through FY 2010.

City Human Resources has informed the Harbor Department that it is preparing to submit the outstanding Resolutions to the City Council for approval in October 2010. Upon the recommendation from the City Attorney's office, the proposed Salary Resolution amendments that were approved by the Board of Harbor Commissioners in both November 2008 and February 2010 need to be re-approved due to the amount of time that has lapsed from the original date of approval, and thus, are incorporated into the accompanying Resolution. No additional changes, additions, deletions or modifications have been made to the amendment for FY 2010-2011.

The Harbor Board of Commissioners' authority extends over compensation and organizational matters. Upon approval by the Board, the Salary Resolution is forwarded to the City Manager's Office to be submitted to the City Council for approval by Resolution. The Salary Resolution primarily reflects position and organizational changes that have already been approved in the Harbor Department's Adopted Budget for the same year. It also reflects negotiated changes with collective bargaining units.

**Prior Action**

This item was placed on today's Finance and Administration Committee agenda for approval.

**Recommendation**

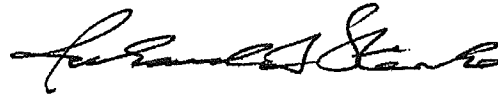
Approve the Harbor Department's FY 2010-2011 Salary Resolution. After Board approval, the Salary Resolution will be forwarded to the City Council for final approval.

Recommended by:



Steven B. Rubin  
Managing Director  
Finance and Administration

Approved by:



Richard D. Steinke  
Executive Director

RESOLUTION NO. HD- 2579

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2  
3 A RESOLUTION OF THE BOARD OF HARBOR  
4 COMMISSIONERS OF THE CITY OF LONG BEACH  
5 CREATING THE DIVISIONS OF THE HARBOR  
6 DEPARTMENT; CREATING POSITIONS OF  
7 EMPLOYMENT AND FIXING THE NUMBERS THEREOF;  
8 ESTABLISHING SCHEDULES OF SALARY RATES AND  
9 RANGES AND ASSIGNING THE APPROPRIATE RANGES  
10 TO SAID POSITIONS; FIXING AND PRESCRIBING THE  
11 COMPENSATION FOR THE OFFICERS AND EMPLOYEES  
12 OF THE HARBOR DEPARTMENT SUBJECT TO  
13 APPROVAL OF THE CITY COUNCIL OF THE CITY OF  
14 LONG BEACH; AMENDING AND RESTATING THE  
15 HARBOR DEPARTMENT SALARY RESOLUTION AND  
16 REPEALING RESOLUTION NO. HD-2546; PROVIDING  
17 THAT THIS RESOLUTION SHALL BECOME OPERATIVE;  
18 AND MAKING A DETERMINATION RELATING THERETO  
19

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

24 WHEREAS, the Board desires to create offices and positions of  
25 employment in the Harbor Department, fix the number thereof, establish schedules of  
26 salary rates and ranges, and fix and prescribe the compensation of the officers and  
27 employees of the Harbor Department and provide for biweekly payment of such  
28 compensation for the fiscal years commencing October 1, 2008, October 1, 2009 and

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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-2579) 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.

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

Sec. 3. This resolution shall take effect immediately upon its adoption by the City Council, and the City Clerk shall certify 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 \_\_\_\_\_, 2011 by the following vote:

Ayes: Councilmembers: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Noes: Councilmembers: \_\_\_\_\_

\_\_\_\_\_

Absent: Councilmembers: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

City Clerk

CMG:rjr 01/28/11 #A11-00328  
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1 October 1, 2010; and

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

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

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

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

13 Sec. 2. There are hereby created and established in the Harbor  
14 Department the following bureaus and divisions, each of which shall be respectively  
15 under the immediate supervision and control of the indicated head of that bureau or  
16 division. Each Managing Director and each division director shall be responsible to the  
17 Executive Director for the proper and efficient administration of his or her bureau or  
18 division. The Assistant Executive Director (who may also be known as the Deputy  
19 Executive Director) may be assigned responsibility for the proper and efficient  
20 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 Relations & 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 |
| Communications & Community Relations              | Director of Communications & Community Relations                     |
| Contract Administration                           | Manager of Contract Administration                                   |
| 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                                   |
| Facilities Maintenance                            | Manager of Facilities Maintenance                                    |
| Finance   | Chief Financial Officer  |
| Finance-Accounting                                | Assistant Chief Financial Officer-Accounting                         |
| Finance-Operations                                | Assistant Chief Financial Officer-Operations                         |
| Fleet Maintenance                                 | Manager of Fleet/Green Operations                                    |
| Government Affairs                                | Director of Government Affairs                                       |
| Homeland Security                                 | Assistant Director of Security for Homeland Security                 |
| Human Resources & Administrative Special Projects | Assistant Director of Human Resources                                |
| Human Resources & Special Services                | Director of Human Resources & Special Services                       |
| Information Management                            | Director of Information Management                                   |



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| <u>DIVISION</u>                             | <u>HEAD OF DIVISION</u>  |
|---|--|
| 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  |
| 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                                     |
| Trade Relations                             | Director of Trade Relations  |
| Transportation Development                  | Manager of Transportation Planning                                   |
| Transportation Planning                     | Director of Transportation Planning                                  |

Sec. 3.

3.1 Every person who has been or who hereafter may be duly



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

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

1 successful completion of a one-year period of employment at that pay rate, be at the next  
2 successively higher applicable Pay Rate Step.

3 3.3.2 Employees hired prior to April 1, 2001, who are covered  
4 by an existing Memorandum of Understanding with the International Association of  
5 Machinists and Aerospace Workers or the Long Beach Association of Engineering  
6 Employees, will continue their step advancement in accordance with the step placement  
7 in effect on that date, but subject to the performance provisions set forth above.

8 3.4 As to those positions for which there is an "H" pay rate specified  
9 in this Resolution, as well as the regular pay rate, the Board shall specify, at the time of  
10 making an appointment or at any time thereafter, that the appointee to such position is to  
11 be paid at the "H" rate or at a regular pay rate.

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

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

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

2                   3.7 Notwithstanding any other provision contained in this Resolution,  
3 the level of compensation and any adjustment thereof payable to an officer or employee  
4 of the Harbor Department in a position to which he or she has been assigned the  
5 Executive Salary Range in this Resolution shall be determined on a merit basis. The  
6 initial compensation of said officers or employees shall be fixed by the Board at a level of  
7 compensation within the Executive Salary Range designated below. Thereafter, the  
8 Executive Director, shall have the authority to increase or decrease the level of  
9 compensation of all said officers and employees assigned to the Executive Salary Range  
10 except the Executive Director and Executive Secretary to the Board of Harbor  
11 Commissioners. The Board, at its sole and exclusive discretion, may change or revoke  
12 this delegation of authority at any time. The Board shall have the sole and exclusive  
13 authority to designate the compensation of the Executive Director and Executive  
14 Secretary to the Board of Harbor Commissioners as merited by performance. Said  
15 increases and decreases in compensation shall not exceed a total of twelve percent  
16 (12%) for officers and employees assigned to the Executive Salary Range in any fiscal  
17 year, unless the Board finds that the percentage limitation is not applicable by reason of a  
18 substantial change in the responsibility and authority of said officer or employee.

19                   3.8 In addition to any merit increase provided in this Resolution  
20 above, each employee assigned to the Executive Salary Range (EEO) shall be eligible to  
21 participate and receive Individual Performance Incentive Compensation.

22                   3.8.1 The purpose of Individual Performance Incentive  
23 Compensation is to compensate management employees for prospective distinguished  
24 and outstanding performance and in further anticipation of continued distinguished and  
25 outstanding performance in subsequent periods.

26                   3.8.2 At or near the commencement of a fiscal year, an  
27 eligible employee and the Executive Director or, in the case of the Executive Director, the  
28 Executive Director and the President of the Board shall develop and establish a written

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1 and approved performance plan for said employee or the Executive Director which sets  
2 forth objectives or targeted results for the ensuing fiscal year or remaining portion thereof.  
3 The attainment of these targeted results or distinguished performance in a specific  
4 project or program shall qualify the employee for Individual Performance Incentive  
5 Compensation.

6 3.8.3 Individual Performance Incentive Compensation may be  
7 paid to any eligible employee in an amount not to exceed \$3,500 per fiscal year based  
8 upon the evaluation of the employee's performance by the Executive Director, or in the  
9 case of the Executive Director, the President of the Board, and a determination by the  
10 evaluator that the objectives or targeted results of the previously approved performance  
11 plan have been attained.

12 3.9 Effective October 1, 1997, and subject to satisfaction of all  
13 eligibility requirements and conditions, each officer and employee of the Harbor  
14 Department shall be eligible to participate and receive all retirement benefits which have  
15 been and hereafter are established by City Council by ordinance or resolution for officers  
16 and employees of the City of Long Beach.

17 3.10 The Board may assign an employee of the Harbor Department  
18 to perform as the acting Executive Director, Assistant Executive Director, Deputy  
19 Executive Director, Managing Director, or division director whenever a vacancy occurs in  
20 any such positions or when the Board determines that the incumbent Executive Director,  
21 Assistant Executive Director, Deputy Executive Director, Managing Director, or division  
22 director is unable to perform the duties of his or her position and such an assignment is  
23 necessary for the efficient and effective operation of the Harbor Department. During the  
24 time the employee is so assigned and is performing in said acting capacity, the employee  
25 shall be entitled to receive the compensation designated by the Board at one of the Pay  
26 Rate Ranges set forth in this Resolution for the position to which said employee is  
27 assigned.

28 3.11 Subject to and within the limitations of the provisions of the City

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

10                                   3.12 With respect to the administration of the provisions of this  
11 Resolution, the Board confers and delegates to the Executive Director the authority and  
12 duty to do and perform all actions relating to the administration and management of  
13 employees of the Harbor Department as may be required for the efficient and economical  
14 functioning thereof; provided, however, the powers and duties conferred upon and  
15 delegated to the Executive Director shall not include the powers (i) to make initial  
16 appointments or initial employment of officers and employees of the Harbor Department;  
17 (ii) to fix the duties and initial compensation of such officers and employees; (iii) to assign  
18 an employee to perform as acting Executive Director, Assistant Executive Director,  
19 Deputy Executive Director, Managing Director, or division director in accordance with the  
20 provisions of and under the circumstances described in Section 3.10 above; (iv) to grant  
21 a leave of absence without compensation to the Executive Director; (v) to grant executive  
22 leave to the Executive Director; (vi) to authorize, as additional compensation, the  
23 payment of actual moving expenses incurred by a person in accepting a position with the  
24 Harbor Department; or (vii) to exercise such powers as are exclusively reserved to the  
25 Board under the provisions of Article XII of the Long Beach City Charter.

26                                   Sec. 4.

27                                   4.1 The compensation for all Harbor Department employees shall be  
28 as prescribed and expressed herein on a per hour rate basis. The amount of the

1 biweekly installment payable to any full-time employee shall be computed by multiplying  
2 the employee's pay rate per hour by the number of hours or fraction of hours for which  
3 pay is actually due. The hourly pay shall include any additional applicable.

4 4.2 If any employee is absent for any reason other than one of the  
5 permitted absences authorized by City Council Personnel Ordinance, such employee  
6 shall not be entitled to receive the full amount of his or her installment of pay for any  
7 biweekly pay period during which said absence occurred. The amount of pay said  
8 employee shall receive for such pay period shall be computed by multiplying the  
9 employee's hourly pay rate by the number of hours or fractions of hours for which pay is  
10 actually due.

11 4.3 And if an employee is employed on other than a full-time basis,  
12 such employee's compensation shall be computed by multiplying the hourly pay rate  
13 established for such employee's position by the number of hours or fraction of hours for  
14 which pay is due to said employee.

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

21 Sec. 6.

22 6.1 The designation of certain positions in the schedule of positions  
23 and assigned Pay Rate Range numbers contained in this Resolution, and the designation  
24 of grades within a specified position, are made for the purpose of creating such positions  
25 according to the degree of responsibility and character of the duties required by such  
26 positions solely and only to the end that the Salary Schedules for such positions will  
27 reflect the differences in the responsibilities and duties attached to said positions. The  
28 characterization of positions by said terms is hereby declared to have no other purpose



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1 or effect and shall not in any manner change or alter the classification of employees  
2 holding such positions.

3 6.2 The use of occupational code designations, and the use of  
4 asterisks to denote unclassified positions are for administrative purposes only. Changes  
5 in occupational code designation and in the status of a position may occur and such  
6 changes will not require amendment of this Resolution.

7 Sec. 7.

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

16 7.2 An employee temporarily assigned to perform duties not  
17 ordinarily attached to his/her position, for the purpose of rehabilitation or the recovery  
18 from a medical condition that has been certified by the City Health Officer, pursuant to  
19 Section 63(5) of the Civil Service Rules and Regulations, will be compensated at the  
20 salary rate fixed and prescribed by this resolution for the position involving the duties to  
21 which temporary assignment has been made and at the step most closely approximating  
22 the pay rate of the employee immediately prior to the temporary assignment provided that  
23 in no event shall the pay rate for the temporary assignment exceed the employee's pay  
24 rate immediately prior to the temporary assignment.

25 7.3 An employee temporarily assigned to perform duties not  
26 ordinarily attached to his/her position pursuant to Sections 63(3) or 63(5) of the Civil  
27 Service Rules and Regulations, which temporary assignment results in a lower hourly  
28 pay rate, may be Y-rated (pay rate frozen) until such time as the top step of the

1 employee's new position is equal to or surpasses the employee's Y-rate.

2           Sec. 8. Officers and employees requiring transportation in connection with  
3 the performance of their duties for the Harbor Department, may be assigned a City-  
4 owned vehicle by the Executive Director in accordance with criteria established by the  
5 Executive Director; or, in the alternative, with the approval of the Executive Director may  
6 receive, by way of reimbursement, the cost of transportation incurred in the performance  
7 of his or her duties with the Harbor Department. Reimbursement may, at the discretion of  
8 the Executive Director, be paid to such officers and employees upon the basis of any one  
9 of the following computations:

10                       8.1 Actual cost of transportation per month for public transportation;

11 or

12                       8.2 For use of a privately-owned vehicle used for official City  
13 business:

14                               8.2.1 Thirty-eight and one-half cents (\$0.385) per mile for all  
15 authorized mileage actually driven by the officer or employee on official City business  
16 each month; or

17                               8.2.2 A flat monthly allowance of:

18                                       8.2.2.1 Such sum as may be determined by the  
19 Executive Director, but not to exceed Four Hundred Fifty Dollars (\$450.00) per month; or

20                                       8.2.2.2 One Hundred Twenty-five Dollars (\$125.00)  
21 per month plus twelve cents (\$0.12) per mile for all authorized mileage actually driven by  
22 the officer or employee on official City business, which allowances are hereby determined  
23 to constitute the reimbursement for the expenditures and costs of operating and  
24 maintaining such vehicle, including its availability, as required for the performance of  
25 such official City duties; provided, however, that in each instance said employee shall  
26 procure and maintain in full force and effect, at all times while said privately-owned  
27 vehicle is used for official City business, bodily injury and property damage insurance  
28 from a company or companies authorized to do business in the State of California, with

1 minimum coverages as prescribed by the Executive Director.

2 Sec. 9.

3 9.1 Employees of the Harbor Department may also receive  
4 additional compensation in the form of suitable recognition awards as determined by the  
5 Executive Director.

6 9.2 Employees of the Harbor Department may, pursuant to and in  
7 accordance with the provisions of this Resolution and regulations issued by the Executive  
8 Director, be awarded additional compensation for suggestions made that result in  
9 measurable monetary savings to the Harbor Department. Measurable awards shall not  
10 exceed 10% of the anticipated first year savings after adoption of the suggestion,  
11 provided, however, that the maximum award shall not exceed Five Thousand Dollars  
12 (\$5,000.00). The Executive Director may also authorize an award not to exceed Two  
13 Hundred Dollars (\$200.00) for adopted suggestions resulting in benefits to the Harbor  
14 Department which are not measurable in monetary terms and may authorize the use of  
15 promotional awards to encourage participation in the program.

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

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

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

27 9.6 Employees of the Harbor Department who are eligible and  
28 volunteer to participate in the Harbor Department's Green Commute Program as defined

1 by Administrative Directive shall be eligible to receive appropriate recognition and  
2 rewards as determined by the Executive Director.

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

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

19           Sec. 12.

20           12.1 The City Council Personnel Ordinance permits certain City  
21 employees to be absent thirteen working days per year with full pay, to be prorated,  
22 biweekly in lieu of absence of the employee on the holidays enumerated in the City  
23 Council Personnel Ordinance. Subject to the prior approval of the Executive Director, an  
24 employee may accumulate and carry over such properly authorized unused "in lieu of  
25 holiday" time off for no longer than the close of the calendar year immediately following  
26 the calendar year in which such time off was earned. In the event that such accumulated  
27 "in lieu of holiday" time off is not taken as time off by the employee by the end of the  
28 calendar year immediately following the calendar year in which it was earned, then such

1 accumulated time off shall be forfeited by the employee and no compensation shall  
2 thereafter be paid therefor.

3 12.2 Cash payment for any properly authorized accumulated and/or  
4 carried over unused "in lieu of holiday" time off shall be made only upon an employee's  
5 termination of employment with the City or when an employee is on a leave of absence  
6 pending the approval of an application for ordinary or service-connected disability  
7 retirement which has been filed by the employee or the City on behalf of the employee.  
8 The amount of such additional compensation to be paid shall be computed by multiplying  
9 the employee's hourly rate of compensation, prescribed by this Resolution for the position  
10 held by said employee, by the number of unused "in lieu of holiday-hours" to which the  
11 employee is entitled.

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

18 12.4 Employees who are laid off and eligible for benefits under the  
19 Consolidated Omnibus Budget Reconciliation Act (COBRA) shall have the premiums for  
20 the benefits they are entitled to under COBRA paid by the City for the first six (6) months  
21 after their layoff.

22 Sec. 13. In addition to the compensation set forth in this Resolution, a night  
23 shift differential of eighty cents (\$0.80) per hour shall be paid to all permanent full-time  
24 employees whose regular schedule requires said employee to work between the hours of  
25 6:00 p.m. and 6:00 a.m., provided that:

26 13.1 The employee works one-half or more of his or her regularly  
27 scheduled shift between the hours of 6:00 p.m. and 6:00 a.m. Such employee shall be  
28 eligible to be paid the additional rate established by this Section for each hour worked

1 during the entire shift; or

2                   13.2 The employee works between the hours of 6:00 p.m. and 6:00  
3 a.m. as part of a "split-shift." The term "split-shift" is defined as a shift of eight (8) or more  
4 non-continuous work hours in a single day, separated by a break of at least three (3) non-  
5 working hours during said shift. Such employee shall be paid the night shift differential  
6 only for each hour actually worked between the hours of 6:00 p.m. and 6:00 a.m.

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

10                   Sec. 14.

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

17                   14.1.1 The employee who is assigned the higher-level duties  
18 of the vacated position must work at least forty (40) consecutive hours once per calendar  
19 year in said position in order to qualify for the higher classification pay.

20                   14.1.2 The higher-level duties performed must be those of a  
21 permanent budgeted position that is vacant, either temporarily because of absence or  
22 reassignment of the regular employee or vacant due to resignation, termination or other  
23 such action.

24                   14.1.3 In no event shall the total compensation paid to the  
25 employee for regular salary and higher classification pay exceed the seventh step of the  
26 higher classification or grade level.

27                   14.1.4 The temporary appointment to the higher classification  
28 must be approved by the Executive Director or designee.

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1                                   14.2 The provisions of subsection 14.1 of this Section shall not  
2 apply to employees in classifications included in and paralleling the safety series of the  
3 Public Employees' Retirement System.

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

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

17                                  Sec. 17. Notwithstanding any other provision of this Resolution, the  
18 members of the Board and the officers and employees of the Harbor Department shall be  
19 allowed, in addition to their salaries as provided, their actual and necessary expenses  
20 incurred in the performance by them of the duties of their respective offices and positions;  
21 provided, however, and except as otherwise provided in this Resolution, such expenses  
22 may be allowed to any such board member or officer or employee only in those cases  
23 where the Executive Director has either authorized or ratified the incurring of such  
24 expenses.

25                                  Sec. 18. Any officer or employee of the Harbor Department who is duly  
26 summoned to attend any court during the time regularly required for his or her office or  
27 employment, for the purpose of jury service, shall be entitled to paid release time up to  
28 eighty (80) hours while so actually serving, and provided he or she deposits the fees for

1 service and mileage with the City Treasurer, to his or her regular compensation and to  
2 reimbursement for travel expense at the rate actually received during such service.

3 Sec. 19.

4 19.1 Each officer and employee of the Harbor Department shall,  
5 during the time they actually hold an office or position of employment with the Harbor  
6 Department, be entitled to receive, as additional compensation, such group life insurance  
7 benefits as may be provided from time to time in a policy or policies of insurance obtained  
8 by the City or by the Board. Proceeds of such a policy or policies shall be payable to a  
9 beneficiary named by the person insured or, if none is named, to his or her estate.

10 19.2. On and after December 1, 2004, the City shall pay a maximum  
11 amount of Seven Hundred and Ninety Six Dollars per month toward the cost of health,  
12 dental, and life insurance benefits for eligible employees represented by the International  
13 Association of Machinists and Aerospace Workers, the Long Beach Association of  
14 Engineering Employees, the Long Beach Management Association and each eligible  
15 employee not represented by and employee organization.

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

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



1 hospital indemnity benefits. Proceeds of any life insurance benefits shall be payable to a  
2 beneficiary named by the person insured or, if none is named, to his or her estate.

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

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

9 2) For the surviving children until their 19th birthday or until age  
10 26, if a full-time student in an accredited college or university.

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

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

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

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

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

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

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

26           Sec. 25. The prior appointments of Harbor Department officers and  
27 employees to any of the respective positions of employment set forth in this Resolution  
28 who are qualified to hold and who hold such positions at the operative date of this

1 Resolution, are hereby ratified and confirmed.

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

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

- 17           Assistant Chief Financial Officer - Accounting
- 18           Assistant Chief Financial Officer - Operations
- 19           Assistant Director of Communications & Community Relations
- 20           Assistant Director of Environmental Planning – Air and Water Quality
- 21           Assistant Director of Environmental Planning – Studies and Remediation
- 22           Assistant Director of Human Resources - Harbor
- 23           Assistant Director of Information Management
- 24           Assistant Director of Real Estate
- 25           Assistant Director of Security for Homeland Security
- 26           Assistant Executive Director
- 27           Assistant Executive Officer to the Board
- 28           Assistant Managing Director-Engineering

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- 1 Chief Financial Officer
- 2 Deputy Executive Director
- 3 Director of Communications and Community Relations
- 4 Director of Construction Management
- 5 Director of Engineering Design
- 6 Director of Environmental Planning
- 7 Director of Government Affairs
- 8 Director of Human Resources & Special Services – Harbor
- 9 Director of Information Management
- 10 Director of Maintenance
- 11 Director of Master Planning
- 12 Director of Program Management
- 13 Director of Real Estate
- 14 Director of Risk Management
- 15 Director of Security
- 16 Director of Trade Relations
- 17 Director of Transportation Planning
- 18 Executive Director
- 19 Executive Secretary to the Board
- 20 Manager of Accounting
- 21 Manager of Air Quality Practices
- 22 Manager of Contract Administration
- 23 Manager of Emergency Management
- 24 Manager of Facilities Maintenance
- 25 Manager of Fleet/Green Operations
- 26 Manager of Infrastructure Maintenance
- 27 Manager of Safety & Business Continuity
- 28 Manager of Strategic Planning & Performance Management

1                   Manager of Sustainable Practices

2                   Manager of Transportation Planning

3                   Managing Director

4                   The granting of executive leave to the Executive Director shall be in the  
5 sole and exclusive discretion of the President of the Board and the granting of such  
6 leave to the remainder of such officers and employees shall be at the discretion of the  
7 Executive Director.

8                   Sec. 28. The Board, in its discretion, may authorize, as additional  
9 compensation, the payment of the actual moving expenses incurred by a person in  
10 accepting a position with the Harbor Department as approved by the Executive Director  
11 when the Board determines that such additional compensation is required as a further  
12 inducement to a prospective officer or employee to accept employment with the Harbor  
13 Department.

14                  Sec. 29. Except for the offices and positions created and established by  
15 the City Charter, there are hereby created and established the offices and positions as  
16 set forth and listed in this Resolution and except as otherwise provided in this Resolution,  
17 the compensation for each office and position is hereby fixed and prescribed at one of the  
18 pay rates set forth in the Salary Schedules of this Resolution for the period commencing  
19 October 1, 2006, and continuing until superseded by a subsequent resolution of the  
20 Board which is approved by the City Council. The pay rates are indicated opposite each  
21 listed office and position by a Pay Rate Range number, together with the bargaining unit  
22 designation and such additional compensation, if any, as provided herein or by applicable  
23 ordinance.

24                  Sec. 30

25                  POSITIONS AND ASSIGNED

26                  PAY RATE RANGE NUMBERS

27

28

OFFICE OF THE CITY ATTORNEY  
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| 1  | Occup. | Position                     | Pay   | Bargaining |
|----|--------|------------------------------|-------|------------|
| 2  | Code   |                              | Rate  | Unit       |
| 3  |        |                              | Range |            |
| 4  |        |                              | No.   |            |
| 4  | C01AN  | Accountant I                 | 490   | 06         |
| 5  | T23AN  | *Accountant I – NC           | M47   | 06         |
| 6  | C01BN  | Accountant II                | 540   | 06         |
| 7  | C01CN  | Accountant III               | 590   | 06         |
| 8  | C02AN  | Accounting Clerk I           | 340   | 04         |
| 9  | C02BN  | Accounting Clerk II          | 370   | 04         |
| 10 | C02CN  | Accounting Clerk III         | 400   | 04         |
| 11 | C50NN  | Accounting Technician        | 440   | 04         |
| 12 | D80AN  | Administrative Aide I        | 430   | 04         |
| 13 | D80BN  | Administrative Aide II       | 460   | 04         |
| 14 | NA2CN  | Administrative Aide III      | 520   | 04         |
| 15 | EA8AN  | Administrative Analyst I     | 570   | 06         |
| 16 |        | *Administrative Analyst – NC | M68   | 06         |
| 17 | EA8BN  | Administrative Analyst II    | 600   | 06         |
| 18 |        | *Administrative Analyst – NC | M78   | 06         |
| 19 | EA8CN  | Administrative Analyst III   | 630   | 06         |
| 20 | T01N1  | *Administrative Intern – NC  | H28   | 99         |
| 21 | T01N2  | *Administrative Intern – NC  | H30   | 99         |
| 22 | T01N3  | *Administrative Intern – NC  | H32   | 99         |
| 23 | T01N4  | *Administrative Intern – NC  | H34   | 99         |
| 24 | T01N5  | *Administrative Intern – NC  | H36   | 99         |
| 25 | T01N6  | *Administrative Intern – NC  | H38   | 99         |
| 26 | T01N7  | *Administrative Intern – NC  | H39   | 99         |
| 27 |        |                              |       |            |
| 28 |        |                              |       |            |

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| 1  | Occup. Code | Position  | Pay Rate Range No. | Bargaining Unit |
|----|-------------|---|--------------------|-----------------|
| 2  |             |   |                    |                 |
| 3  |             |   |                    |                 |
| 4  | T01N8       | *Administrative Intern – NC   | H40                | 99              |
| 5  | T93N1       | *Administrative Intern – NC   | H41                | 99              |
| 6  | E03AN       | Asst. Admin. Analyst I  | 470                | 06              |
| 7  | E03BN       | Asst. Admin. Analyst II   | 530                | 20              |
| 8  |             | Assistant Chief Financial Officer – Accounting                          | E00                | 88              |
| 9  |             | Assistant Chief Financial Officer – Operations                          | E00                | 88              |
| 10 | N02NN       | Assistant Chief Harbor Engineer   | 764                | 20              |
| 11 | NB8NN       | *Assistant Director of Communications & Community Relations             | E00                | 88              |
| 12 |             |   |                    |                 |
| 13 |             | *Assistant Director of Environmental Planning – Air and Water Quality   | E00                | 88              |
| 14 |             |   |                    |                 |
| 15 |             | *Assistant Director of Environmental Planning – Studies and Remediation | E00                | 88              |
| 16 | NB5NN       | *Assistant Director of Human Resources - Harbor                         | E00                | 88              |
| 17 | NB5NN       | *Assistant Director of Information Management                           | E00                | 88              |
| 18 | N61NN       | *Assistant Director of Real Estate                                      | E00                | 88              |
| 19 | NA5NN       | *Assistant Director of Security for Homeland Security                   | E00                | 88              |
| 20 |             |   |                    |                 |
| 21 | N09NN       | *Assistant Executive Director – Harbor                                  | E00                | 88              |
| 22 | N64NN       | *Assistant Executive Officer to the Board                               | E00                | 88              |
| 23 | ND8NN       | *Assistant Managing Director for Engineering (Chief Harbor Engineer)    | E00                | 88              |
| 24 |             |   |                    |                 |
| 25 | N67AN       | *Assistant Marketing Manager I  | 470                | 06              |
| 26 | N67BN       | *Assistant Marketing Manager II   | 560                | 06              |
| 27 | N67CN       | *Assistant Marketing Manager III  | 630                | 06              |
| 28 | F50AN       | Assistant Planner I   | 510                | 06              |

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| 1  | Occup.<br>Code | Position                            | Pay<br>Rate<br>Range<br>No. | Bargaining<br>Unit |
|----|----------------|-------------------------------------|-----------------------------|--------------------|
| 2  |                |                                     |                             |                    |
| 3  |                |                                     |                             |                    |
| 4  | T62AN          | *Assistant Planner I – NC           | M52                         | 06                 |
| 5  | F50BN          | Assistant Planner II                | 570                         | 06                 |
| 6  | T62BN          | *Assistant Planner I – NC           | M52                         | 06                 |
| 7  | F50BN          | Assistant Planner II                | 570                         | 06                 |
| 8  | T62BN          | *Assistant Planner II – NC          | M68                         | 06                 |
| 9  | N03NN          | Assistant Terminal Services Manager | 580                         | 03                 |
| 10 | NA3NN          | *Assistant to Executive Director    | E00                         | 88                 |
| 11 | N42NN          | *Assistant Traffic Manager          | 600                         | 06                 |
| 12 | I09NN          | Building Maintenance Engineer       | 540                         | 02                 |
| 13 | J10NN          | Building Services Supervisor        | 430                         | 01                 |
| 14 | DA8AN          | Capital Projects Coordinator I      | 640                         | 06                 |
| 15 | DA8BN          | Capital Projects Coordinator II     | 660                         | 06                 |
| 16 | DA8CN          | Capital Projects Coordinator III    | 690                         | 06                 |
| 17 | N68AN          | Cargo Audit Clerk I                 | 340                         | 04                 |
| 18 | N68BN          | Cargo Audit Clerk II                | 360                         | 04                 |
| 19 | N69CN          | Cargo Audit Clerk III               | 400                         | 04                 |
| 20 | N69DN          | Cargo Audit Clerk IV                | 440                         | 04                 |
| 21 |                |                                     |                             |                    |
| 22 | I11NN          | Carpenter                           | 480                         | 02                 |
| 23 | T43NN          | *Carpenter – NC                     | M47                         | 02                 |
| 24 | I12NN          | Carpenter Supervisor                | 510                         | 01                 |
| 25 | K08NN          | Chief Construction Inspector        | 684                         | 20                 |
| 26 | N59NN          | *Chief Financial Officer            | E00                         | 88                 |
| 27 | N11NN          | Chief Port Security Officer         | 680                         | 07                 |
| 28 |                |                                     |                             |                    |



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|    | Occup.<br>Code | Position                          | Pay<br>Rate<br>Range<br>No. | Bargaining<br>Unit |
|----|----------------|-----------------------------------|-----------------------------|--------------------|
| 1  |                |                                   |                             |                    |
| 2  |                |                                   |                             |                    |
| 3  |                |                                   |                             |                    |
| 4  | K09NN          | Chief Surveyor                    | 694                         | 20                 |
| 5  | N12NN          | *Chief Wharfinger                 | 670                         | 03                 |
| 6  | K11NN          | Civil Engineer                    | 644                         | 22                 |
| 7  | T55NN          | *Civil Engineer – NC              | N94                         | 22                 |
| 8  | K12NN          | Civil Engineering Assistant       | 514                         | 22                 |
| 9  | W84NN          | *Civil Engineering Assistant – NC | N57                         | 22                 |
| 10 | K13NN          | Civil Engineering Associate       | 594                         | 22                 |
| 11 | T83NN          | *Civil Engineering Associate – NC | N80                         | 22                 |
| 12 | D87AN          | Clerk I                           | 260                         | 04                 |
| 13 | T44AN          | *Clerk I – NC                     | M03                         | 04                 |
| 14 | D87BN          | Clerk II                          | 290                         | 04                 |
| 15 | T44BN          | *Clerk II – NC                    | M07                         | 04                 |
| 16 | D87CN          | Clerk III                         | 320                         | 04                 |
| 17 | T33CN          | *Clerk III – NC                   | M12                         | 04                 |
| 18 | D74NN          | Clerk Supervisor                  | 440                         | 03                 |
| 19 | D04AN          | Clerk Typist I                    | 320                         | 04                 |
| 20 | T88AN          | *Clerk Typist I – NC              | M12                         | 04                 |
| 21 | D04BN          | Clerk Typist II                   | 350                         | 04                 |
| 22 | T88BN          | *Clerk Typist II – NC             | M17                         | 04                 |
| 23 | D04CN          | Clerk Typist III                  | 380                         | 04                 |
| 24 | T88CN          | *Clerk Typist III – NC            | M24                         | 04                 |
| 25 | D04DN          | Clerk Typist IV                   | 410                         | 04                 |
| 26 | D04EN          | Clerk Typist V                    | 440                         | 04                 |
| 27 |                |                                   |                             |                    |
| 28 |                |                                   |                             |                    |

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| 1  | Occup. | Position   | Pay   | Bargaining |
|----|--------|--|-------|------------|
| 2  | Code   |  | Rate  | Unit       |
| 3  |        |  | Range |            |
| 4  |        |  | No.   |            |
| 4  | K14AN  | Construction Inspector I                                 | 534   | 22         |
| 5  | W76AN  | *Construction Inspector I – NC                           | N63   | 22         |
| 6  | K14BN  | Construction Inspector II                                | 574   | 22         |
| 7  | W76BN  | *Construction Inspector II – NC                          | N72   | 22         |
| 8  |        | Construction Manager                                     | 644   | 20         |
| 9  | N15NN  | Construction Supervisor                                  | 540   | 01         |
| 10 | NC2AN  | Contract Administrator I                                 | 460   | 04         |
| 11 | NC2BN  | Contract Administrator II                                | 520   | 04         |
| 12 | N16AN  | Deputy Chief Harbor Engineer I                           | 724   | 20         |
| 13 | N16BN  | Deputy Chief Harbor Engineer II                          | 757   | 20         |
| 14 |        | *Deputy Executive Director                               | E00   | 88         |
| 15 | N92NN  | *Director of Communications and Community Relations      | E00   | 88         |
| 16 |        |  |       |            |
| 17 | ND9NN  | *Director of Construction Management                     | E00   | 88         |
| 18 | NE1NN  | *Director of Engineering Design                          | E00   | 88         |
| 19 | NE2NN  | *Director of Environmental Planning                      | E00   | 88         |
| 20 | NB7NN  | *Director of Government Affairs                          | E00   | 88         |
| 21 | N77BN  | *Director of Human Resources & Special Services – Harbor | E00   | 88         |
| 22 |        |  |       |            |
| 23 | NA4NN  | *Director of Information Management                      | E00   | 88         |
| 24 | N18NN  | *Director of Maintenance                                 | E00   | 88         |
| 25 | NE3NN  | *Director of Master Planning                             | E00   | 88         |
| 26 | NE4NN  | *Director of Program Management                          | E00   | 88         |
| 27 | N61NN  | *Director of Real Estate                                 | E00   | 88         |
| 28 |        |  |       |            |

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

| 1  | Occup.<br>Code | Position                             | Pay<br>Rate<br>Range<br>No. | Bargaining<br>Unit |
|----|----------------|--------------------------------------|-----------------------------|--------------------|
| 2  |                |                                      |                             |                    |
| 3  |                |                                      |                             |                    |
| 4  | NB6NN          | *Director of Risk Management         | E00                         | 88                 |
| 5  | NA5NN          | *Director of Security                | E00                         | 88                 |
| 6  | N22NN          | *Director of Trade Relations         | E00                         | 88                 |
| 7  | NE5NN          | *Director of Transportation Planning | E00                         | 88                 |
| 8  | K89NN          | Electrical Engineer                  | 644                         | 22                 |
| 9  | I14NN          | Electrical Supervisor                | 550                         | 01                 |
| 10 | I15NN          | Electrician                          | 500                         | 02                 |
| 11 | T45NN          | *Electrician – NC                    | M52                         | 02                 |
| 12 | K22AN          | Engineering Aide I                   | 307                         | 22                 |
| 13 | K22BN          | Engineering Aide II                  | 344                         | 22                 |
| 14 | K22CN          | Engineering Aide III                 | 419                         | 22                 |
| 15 | T46CN          | *Engineering Aide III – NC           | N33                         | 22                 |
| 16 | K95AN          | Engineering Technician I             | 464                         | 22                 |
| 17 | W77AN          | *Engineering Technician I – NC       | N43                         | 22                 |
| 18 | K95BN          | Engineering Technician II            | 504                         | 22                 |
| 19 | W77BN          | *Engineering Technician II – NC      | N53                         | 22                 |
| 20 |                |                                      |                             |                    |
| 21 | NC3AN          | Environmental Remediation Spec. I    | 644                         | 22                 |
| 22 | NC3BN          | Environmental Remediation Spec. II   | 694                         | 22                 |
| 23 | N24AN          | Environmental Specialist I           | 644                         | 22                 |
| 24 | N24BN          | Environmental Specialist II          | 694                         | 22                 |
| 25 | N25NN          | Environmental Specialist Asst.       | 514                         | 22                 |
| 26 | W80AN          | *Environmental Specialist Asst. – NC | N57                         | 22                 |
| 27 | N26NN          | Environmental Specialist Assoc.      | 594                         | 22                 |
| 28 |                |                                      |                             |                    |

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| 1  | Occup.<br>Code | Position                               | Pay<br>Rate<br>Range<br>No. | Bargaining<br>Unit |
|----|----------------|--|-----------------------------|--------------------|
| 2  |                |  |                             |                    |
| 3  |                |  |                             |                    |
| 4  | W81NN          | *Environmental Specialist Assoc. – NC  | N80                         | 22                 |
| 5  | I06AN          | Equipment Mechanic I                   | 480                         | 02                 |
| 6  | T34BN          | *Equipment Mechanic I – NC             | M46                         | 02                 |
| 7  | I06BN          | Equipment Mechanic II                  | 500                         | 02                 |
| 8  | T34BN          | *Equipment Mechanic II – NC            | M50                         | 02                 |
| 9  | J18AB          | Equipment Operator I                   | 370                         | 02                 |
| 10 | T35AN          | *Equipment Operator I – NC             | M21                         | 02                 |
| 11 | J18BN          | Equipment Operator II                  | 410                         | 02                 |
| 12 | T35BN          | *Equipment Operator II – NC            | M31                         | 02                 |
| 13 | J18CN          | Equipment Operator III                 | 440                         | 02                 |
| 14 | T35CN          | *Equipment Operator III – NC           | M37                         | 02                 |
| 15 | N88NN          | *Executive Director – Harbor           | E00                         | 88                 |
| 16 | N39NN          | *Executive Secretary – Harbor          | E00                         | 88                 |
| 17 | N27NN          | *Executive Secretary to the Board      | E00                         | 88                 |
| 18 | N71NN          | Financial Reporting & Controls Officer | 680                         | 05                 |
| 19 | J23AN          | Garage Services Attendant I            | 370                         | 02                 |
| 20 | J23BN          | Garage Service Attendant II            | 390                         | 02                 |
| 21 | J23CN          | Garage Service Attendant III           | 450                         | 02                 |
| 22 | ND3NN          | Garage Supervisor I – Harbor           | 550                         | 01                 |
| 23 |                | Garage Supervisor II – Harbor          | 620                         | 01                 |
| 24 | J24AN          | Gardener I                             | 360                         | 02                 |
| 25 | W84AN          | *Gardener I – NC                       | M20                         | 02                 |
| 26 | J24BN          | Gardener II                            | 390                         | 02                 |
| 27 |                |  |                             |                    |
| 28 |                |  |                             |                    |

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| 1  | Occup. | Position                             | Pay   | Bargaining |
|----|--------|--------------------------------------|-------|------------|
| 2  | Code   |                                      | Rate  | Unit       |
| 3  |        |                                      | Range |            |
| 4  |        |                                      | No.   |            |
| 4  | I23NN  | General Maintenance Assistant        | 410   | 02         |
| 5  | W85NN  | *General Maintenance Assistant – NC  | M31   | 02         |
| 6  | EE1AN  | Geographic Info Sys Analyst I        | 527   | 22         |
| 7  | EE1BN  | Geographic Info Sys Analyst II       | 564   | 22         |
| 8  | EE1CN  | Geographic Info Sys Analyst III      | 597   | 22         |
| 9  | EF1AN  | Geographic Info Sys Tech I           | 460   | 04         |
| 10 | EF1BN  | Geographic Info Sys Tech II          | 500   | 04         |
| 11 | N56NN  | Graphic Artist                       | 520   | 04         |
| 12 | NC0NN  | *Graphic Technician                  | 440   | 04         |
| 13 | N32AN  | Harbor Maintenance Mechanic I        | 440   | 02         |
| 14 | W86AN  | *Harbor Maintenance Mechanic I – NC  | M37   | 02         |
| 15 | N32BN  | Harbor Maintenance Mechanic II       | 470   | 02         |
| 16 | W86BN  | *Harbor Maintenance Mechanic II – NC | M46   | 02         |
| 17 | N76AN  | Harbor Maintenance Superintendent I  | 610   | 01         |
| 18 | N76BN  | Harbor Maintenance Superintendent II | 640   | 01         |
| 19 | N33NN  | Harbor Maintenance Supervisor        | 520   | 01         |
| 20 | I59NN  | Locksmith                            | 480   | 02         |
| 21 | T26AN  | *Maintenance Aide I – NC             | M01   | 02         |
| 22 | T26BN  | *Maintenance Aide II – NC            | M03   | 02         |
| 23 | JA3AN  | Maintenance Assistant I              | 290   | 03         |
| 24 | T78AN  | *Maintenance Assistant I – NC        | M07   | 02         |
| 25 | JA3BN  | Maintenance Assistant II             | 330   | 02         |
| 26 | T78BN  | *Maintenance Assistant II – NC       | M13   | 02         |
| 27 |        |                                      |       |            |
| 28 |        |                                      |       |            |

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| 1  | Occup.<br>Code | Position   | Pay<br>Rate<br>Range<br>No. | Bargaining<br>Unit |
|----|----------------|--|-----------------------------|--------------------|
| 2  |                |  |                             |                    |
| 3  |                |  |                             |                    |
| 4  | JA3CN          | Maintenance Assistant III                                  | 360                         | 02                 |
| 5  | T78CN          | *Maintenance Assistant III – NC                            | M20                         | 02                 |
| 6  | J23BN          | Maintenance Planner I                                      | 540                         | 02                 |
| 7  | J75NN          | Maintenance Planner II                                     | 580                         | 02                 |
| 8  | NC6NN          | *Manager of Accounting                                     | E00                         | 88                 |
| 9  |                | *Manager of Air Quality Practices                          | E00                         | 88                 |
| 10 |                | *Manager of Contract Administration                        | E00                         | 88                 |
| 11 |                | *Manager of Emergency Management                           | E00                         | 88                 |
| 12 | NC9NN          | *Manager of Facilities Maintenance                         | E00                         | 88                 |
| 13 | NC9NN          | *Manager of Fleet/Green Operations                         | E00                         | 88                 |
| 14 | NA6NN          | *Manager of Infrastructure Maintenance                     | E00                         | 88                 |
| 15 | N62NN          | *Manager of Leasing Sales                                  | E00                         | 88                 |
| 16 | N65NN          | Manager of Rail Transportation Systems                     | 724                         | 20                 |
| 17 |                | Manager of Transportation Planning                         | E00                         | 88                 |
| 18 | NB6NN          | *Manager of Safety & Business Continuity                   | E00                         | 88                 |
| 19 |                |  |                             |                    |
| 20 | NC1NN          | *Manager of Strategic Planning & Performance<br>Management | E00                         | 88                 |
| 21 |                | *Manager of Sustainable Practices                          | E00                         | 88                 |
| 22 | N80NN          | *Managing Director   | E00                         | 88                 |
| 23 | NA8NN          | Market Planning Assistant                                  | 470                         | 06                 |
| 24 | N48NN          | *Market Research Economist                                 | 660                         | 05                 |
| 25 | N66NN          | *Marketing Manager   | 680                         | 05                 |
| 26 | W87NN          | *Mechanic – Harbor – NC                                    | 480                         | 02                 |
| 27 |                |  |                             |                    |
| 28 | K32NN          | Mechanical Engineer  | 644                         | 22                 |

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| 1  | Occup. | Position                        | Pay   | Bargaining |
|----|--------|---------------------------------|-------|------------|
| 2  | Code   |                                 | Rate  | Unit       |
| 3  |        |                                 | Range |            |
| 4  |        |                                 | No.   |            |
| 4  | L21AN  | Mechanical Supervisor I         | 530   | 01         |
| 5  | L21BN  | Mechanical Supervisor II        | 580   | 01         |
| 6  | N41NN  | Mechanical Systems Supervisor   | 530   | 01         |
| 7  | J37NN  | Motor Sweeper Operator          | 450   | 02         |
| 8  | NB0AN  | Office Automation Analyst I     | 530   | 06         |
| 9  | NB0BN  | Office Automation Analyst II    | 560   | 06         |
| 10 | NB0CN  | Office Automation Analyst III   | 590   | 06         |
| 11 | NB0DN  | Office Automation Analyst IV    | 610   | 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     | 500   | 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 |        | Personnel Analyst I             | 570   |            |
| 24 |        | Personnel Analyst II            | 600   |            |
| 25 |        | Personnel Analyst III           | 630   |            |
| 26 |        |                                 |       |            |
| 27 | F53AN  | Planner I                       | 530   | 06         |
| 28 |        |                                 |       |            |

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| 1  | Occup.<br>Code | Position                            | Pay<br>Rate<br>Range<br>No. | Bargaining<br>Unit |
|----|----------------|-------------------------------------|-----------------------------|--------------------|
| 2  |                |                                     |                             |                    |
| 3  |                |                                     |                             |                    |
| 4  | T62AN          | Planner 1 – NC                      | M52                         |                    |
| 5  | F53BN          | Planner II                          | 590                         | 06                 |
| 6  | W96BN          | *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.<br>Code | Position                          | Pay<br>Rate<br>Range<br>No. | Bargaining<br>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   | 560                         | 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 |                | 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 |                | Port Security System Operator I   | 490                         | 08                 |
| 20 |                | Port Security System Operator II  | 530                         | 08                 |
| 21 |                | Port Security System Operator III | 560                         | 08                 |
| 22 |                |                                   |                             |                    |
| 23 | KO3NN          | Principal Construction Inspector  | 624                         | 20                 |
| 24 |                | Program Scheduler                 | 647                         |                    |
| 25 |                | Project Estimator                 | 647                         |                    |
| 26 | ND0AN          | Records Center Supervisor I       | 430                         | 03                 |
| 27 | ND0BN          | Records Center Supervisor II      | 480                         | 03                 |
| 28 |                |                                   |                             |                    |

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| 1  | Occup. | Position                               | Pay   | Bargaining |
|----|--------|--|-------|------------|
| 2  | Code   |  | Rate  | Unit       |
| 3  |        |  | Range |            |
| 4  |        |  | No.   |            |
| 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  | K98AN  | Senior Engineering Technician I        | 547   | 20         |
| 10 |        | *Senior Engineering Technician I – NC  | 547   | 22         |
| 11 | K98BN  | Senior Engineering Technician II       | 577   | 20         |
| 12 |        | *Senior Engineering Technician II – NC | 577   | 22         |
| 13 | J75NN  | Senior Equipment Operator              | 510   | 01         |
| 14 | N63NN  | Senior Port Leasing Officer            | 700   | 05         |
| 15 | NF0NN  | Senior Program Manager                 | 724   | 20         |
| 16 | NA9NN  | *Senior Secretary – Harbor             | 440   | 04         |
| 17 | K65NN  | Senior Structural Engineer             | 687   | 22         |
| 18 | K66NN  | Senior Surveyor                        | 627   | 20         |
| 19 | K67NN  | Senior Survey Technician               | 508   | 22         |
| 20 | W94NN  | *Senior Survey Technician – NC         | N55   | 22         |
| 21 | K68NN  | Senior Traffic Engineer                | 694   | 20         |
| 22 | F33AN  | Special Services Officer I             | 361   | 08         |
| 23 | T30AN  | *Special Services Officer I – NC       | M22   | 08         |
| 24 | F33BN  | Special Services Officer II            | 426   | 08         |
| 25 | T30BN  | *Special Services Officer II – NC      | M35   | 08         |
| 26 | F33CN  | Special Services Officer III           | 440   | 08         |
| 27 | F33DN  | Special Services Officer IV            | 500   | 07         |
| 28 |        |  |       |            |

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| 1  | Occup.<br>Code | Position                            | Pay<br>Rate<br>Range<br>No. | Bargaining<br>Unit |
|----|----------------|-------------------------------------|-----------------------------|--------------------|
| 2  |                |                                     |                             |                    |
| 3  |                |                                     |                             |                    |
| 4  | D37NN          | Stock & Receiving Clerk             | 330                         | 04                 |
| 5  | D38AN          | Storekeeper I                       | 380                         | 04                 |
| 6  | D38BN          | Storekeeper II                      | 430                         | 04                 |
| 7  | KA1NN          | Structural Engineer                 | 647                         | 22                 |
| 8  | K99NN          | Structural Engineering Associate    | 594                         | 22                 |
| 9  | T22N4          | *Student Worker – NC                | H15                         | 99                 |
| 10 | T22N5          | *Student Worker – NC                | H17                         | 99                 |
| 11 | T22N6          | *Student Worker – NC                | H99                         | 99                 |
| 12 | J64NN          | Supervising Custodian               | 370                         | 01                 |
| 13 | C35NN          | Supervisor of Stores & Property     | 490                         | 03                 |
| 14 | K73NN          | Surveyor                            | 554                         | 22                 |
| 15 | W95NN          | *Surveyor – NC                      | N67                         | 22                 |
| 16 | K74NN          | Survey Technician                   | 467                         | 22                 |
| 17 | W96NN          | *Survey Technician – NC             | N45                         | 22                 |
| 18 | N43AN          | Terminal Services Representative I  | 440                         | 04                 |
| 19 | N43BN          | Terminal Services Representative II | 490                         | 04                 |
| 20 | K76NN          | Traffic Engineer                    | 644                         | 22                 |
| 21 | K78NN          | Traffic Engineering Assistant       | 514                         | 22                 |
| 22 | W98NN          | *Traffic Engineering Assistant – NC | N57                         | 22                 |
| 23 | K79AN          | Traffic Engineering Associate I     | 514                         | 22                 |
| 24 | K79BN          | Traffic Engineering Associate II    | 594                         | 22                 |
| 25 |                | *Traffic Engineering Associate – NC | N80                         | 22                 |
| 26 |                |                                     |                             |                    |
| 27 | N36NN          | *Traffic Manager                    | 680                         | 05                 |
| 28 |                |                                     |                             |                    |

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| 1 | Occup. Code | Position                   | Pay Rate Range No. | Bargaining Unit |
|---|-------------|----------------------------|--------------------|-----------------|
| 2 |             |                            |                    |                 |
| 3 |             |                            |                    |                 |
| 4 | NC6AN       | Transportation Planner I   | 620                | 06              |
| 5 | NC6BN       | Transportation Planner II  | 650                | 06              |
| 6 | NC6CN       | Transportation Planner III | 680                | 06              |
| 7 |             | Transportation Planner IV  | 710                | 06              |
| 8 | J68NN       | Utilities Systems Operator | 450                | 02              |
| 9 | I50NN       | Welder                     | 490                | 02              |

10 \*Unclassified Position

11

12

13

14 **Key to Bargaining Unit Codes**

|    |    |                              |            |
|----|----|------------------------------|------------|
| 15 | 01 | Skilled and General Services | Supervisor |
| 16 | 02 | Skilled and General Services | Basic      |
| 17 | 03 | Office and Tech Services     | Supervisor |
| 18 | 04 | Office and Tech Services     | Basic      |
| 19 | 05 | Professional                 | Supervisor |
| 20 | 06 | Professional                 | Basic      |
| 21 | 07 | Protection                   | Supervisor |
| 22 | 08 | Protection                   | Basic      |
| 23 | 20 | Engineering                  | Supervisor |
| 24 | 22 | Engineering                  | Basic      |
| 25 | 88 | Management                   |            |
| 26 | 99 | Unrepresented                |            |
| 27 |    |                              |            |
| 28 |    |                              |            |

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

| 22 <b>Classification</b>   | 22 <b>Skill</b>   | 22 <b>Additional Compensation</b>     |
|--|---|---------------------------------------|
| 23 Non-Management<br>24 classification in the current<br>25 Salary Resolution<br>26 represented by the IAM for<br>27 all classifications in which<br>28 the top step hourly rates are<br>equal to or less than Salary<br>Range 560 | For regular and frequent<br>use of certified and/or<br>written bilingual skills | \$0.70 per hour or \$5.60 per<br>diem |

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| 1  | <b>Classification</b>       | <b>Skill</b>                   | <b>Additional Compensation</b> |
|----|-----------------------------|--------------------------------|--------------------------------|
| 2  | Non-Management              | For regular and frequent       | \$0.60 per hour or \$4.80 per  |
| 3  | classifications represented | use of certified oral and/or   | diem                           |
| 4  | by the LB Association of    | written bilingual skills       |                                |
| 5  | Engineering Employees       |                                |                                |
| 6  | with a base hourly rate of  |                                |                                |
| 7  | \$21.050 or lower           |                                |                                |
| 8  | Civil Engineer Sr. Civil    | When possessing a              | \$10.00 per diem               |
| 9  | Engineer                    | California Structural          |                                |
| 10 |                             | Engineer's License and         |                                |
| 11 |                             | assigned to perform            |                                |
| 12 |                             | Structural Engineering         |                                |
| 13 |                             | duties                         |                                |
| 14 | Classifications in Skilled  | Required to work on            | \$4.00 per diem                |
| 15 | and General Services        | ladders, mechanical            |                                |
| 16 |                             | devices, etc., placing         |                                |
| 17 |                             | employee at heights over       |                                |
| 18 |                             | 40 feet. Excludes Window       |                                |
| 19 |                             | Washers and Tree Trimmer       |                                |
| 20 | Clerk Typist I, II and III  | For regular and frequent       | \$0.30 per hour                |
| 21 |                             | use of certified shorthand     |                                |
| 22 |                             | skills                         |                                |
| 23 | Construction Inspector I;   | When fully qualified to        | \$0.75 per hour                |
| 24 | Construction Inspector II;  | perform deputy inspection      | \$1.00 per hour                |
| 25 | Principal Construction      | work and while possessing      | \$1.25 per hour                |
| 26 | Inspector; Chief            | valid deputy inspector cards   | \$1.50 per hour                |
| 27 | Construction Inspector      | in specified fields of         |                                |
| 28 |                             | expertise (\$0.75 per hour     |                                |
|    |                             | for one deputy inspector       |                                |
|    |                             | card, \$1.00 per hour for two  |                                |
|    |                             | cards, \$1.25 for three cards, |                                |
|    |                             | up to a maximum of \$1.50      |                                |
|    |                             | for four cards                 |                                |
|    | Construction Inspector II   | Performing as Lead             | \$8.00 per diem                |
|    |                             | Inspector on projects of       |                                |
|    |                             | directing annual contract      |                                |
|    |                             | work                           |                                |
|    | Electrician                 | When regularly assigned to     | \$0.604 per hour               |
|    |                             | and performing the duties      |                                |
|    |                             | as Cathodics Crew Leader       |                                |

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 Long Beach, CA 90802-4664

| 1  | <b>Classification</b>                     | <b>Skill</b>  | <b>Additional Compensation</b>  |
|----|---|---|---|
| 2  | Equipment Mechanic I-II                   | When regularly assigned to the maintenance and repair of Harbor Department Vehicles, and possessing a current ASE Certification as a Master Automotive and/or Master Medium/Heavy Truck Technician  | \$1.00 per hour for one certification<br>\$1.25 per hour for two certifications |
| 3  |   |   |   |
| 4  |   |   |   |
| 5  |   |   |   |
| 6  |   |   |   |
| 7  | Garage Service Attendant II               | When regularly assigned to Maintenance Planner duties in the Maintenance Division   | \$5.364 per hour  |
| 8  |   |   |   |
| 9  | Garage Supervisor                         | When regularly assigned to maintenance and repair of Harbor Department Vehicles, and when possessing a current ASE Certification as a Master Automotive and/or Master Medium/Heavy Truck Technician | \$1.25 per hour for two certificates<br>\$1.00 per hour for one certificate     |
| 10 |   |   |   |
| 11 |   |   |   |
| 12 |   |   |   |
| 13 |   |   |   |
| 14 |   |   |   |
| 15 | Gardener I & II                           | When required to possess a Pesticide Applicator license and regularly assigned pesticide applicator duties  | \$0.554 per hour or \$4.43 per diem   |
| 16 |   |   |   |
| 17 | Gardener II & Park Maintenance Supervisor | When required to possess an Agricultural Pest Control Advisor's license and regularly assigned advisor duties   | \$0.554 per hour or \$4.43 per diem   |
| 18 |   |   |   |
| 19 |   |   |   |
| 20 | Gardener II                               | When regularly assigned Systems Planner Duties in the Maintenance Division  | \$9.126 per hour  |
| 21 |   |   |   |
| 22 | Harbor Maintenance Mechanic II            | When regularly assigned Administrative Planner duties in Maintenance Division   | \$2.046 per hour  |
| 23 |   |   |   |
| 24 |   |   |   |
| 25 | Maintenance Assistant I, II, & III        | When assigned and performing locksmith duties   | \$1.42 per hour   |
| 26 | Maintenance Assistant III                 | When regularly assigned to pesticide applicator duties  | \$0.554 per hour or \$4.43 per diem   |
| 27 |   |   |   |
| 28 | Maintenance Assistant III                 | When supervising all custodial activities in Port   | \$1.50 per hour   |

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| Classification   | Skill  | Additional Compensation             |
|--|--|-------------------------------------|
| Mechanical Supervisor II   | When assigned supervision of the Mechanical Section of the Maintenance Division  | \$3.357 per hour                    |
| Painter Supervisor   | When assigned supervision of the Carpentry Section in addition to the Paint Shop Section of the Maintenance Division   | \$1.157 per hour                    |
| Senior Equipment Operator  | When regularly assigned Administrative Planner duties in Maintenance Division  | \$2.759 per hour                    |
| Senior Equipment Operator, Equipment Operator, I-III, & Harbor Maintenance Mechanic I-II | When possessing certification for crane operation issued by an Accredited Certifying Entity per CCR Title 8 sec 5006.1   | \$0.560 per hour/per certificate    |
| Special Services Officer III & IV  | When certified and regularly assigned Visible Emissions Evaluation duties in the Security Division (\$1.00 for one certification, \$2.00 for two certifications) | \$1.00 per hour<br>\$2.00 per hour  |
| 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<br>\$16.00 per diem |
| Special Services Officer III   | When performing as shift supervisor  | \$7.20 per diem                     |
| Special Services Officer III   | When performing as shift supervisor  | \$0.90 per hour                     |
| Special Services Officer III   | When performing as supervisor of traffic officers  | \$5.20 per diem                     |
| Special Services Officer III   | When performing as supervisor of traffic officers  | \$0.65 per hour                     |
| Special Services Officer III   | When acting as field training officer  | \$6.85 per diem                     |
| Special Services Officer III   | When acting as field training officer  | \$0.856 per hour                    |



| Classification                            | Skill   | Additional Compensation |
|---|---|-------------------------|
| Special Services Officer IV               | When regularly assigned as project manager for technical initiatives associated with homeland security grants | \$3.50 per hour         |
| Special Services Officer I, II, & III     | Employees assigned to dispatch or CCTV  | \$10.00 per diem        |
| Special Services Officer I, II, III, & IV | Assignment to Harbor Department Security  | \$1.50 per hour         |
| Supervisor of Stores & Properties         | When directing materials section of Maintenance Division  | \$1.00 per hour         |

Sec. 32.

32.1

SALARY SCHEDULE

EXECUTIVE SALARY RATES:

| SALARY RANGE | EQUIVALENT MONTHLY SALARY RATE |
|--------------|--------------------------------|
| EOO          | \$2,500 to \$25,000            |

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

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

Sec. 34. If the City Council, in its resolution approving the compensation fixed herein, or in the City Salary Resolution, approves compensation (including skill pay) for offices or positions listed herein at a compensation or skill pay different than that indicated opposite the positions listed herein or approves classifications for offices or positions not listed herein, then the Board does hereby fix the compensation for said

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1 office or position at the compensation (including skill pay) so fixed by the City Council by  
2 resolution and the Board does hereby adopt the classification for offices and positions  
3 fixed by the City Council by resolution.

4           Sec. 35. Resolution No. HD-2546 of the Board of Harbor Commissioners of  
5 the City of Long Beach is hereby repealed; and the repeal of said resolution shall not  
6 repeal or in any way abrogate any rights of an officer or employee, such as, but not  
7 limited to, accrued time for step increases, overtime, and compensatory time.

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

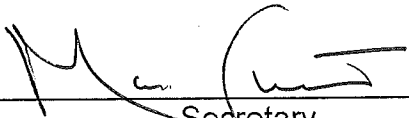
13           Sec. 37. This resolution shall take effect immediately upon its adoption by  
14 the Board of Harbor Commissioners, and the Secretary of the Board shall certify to the  
15 vote adopting this resolution and shall cause a certified copy of this resolution to be filed  
16 forthwith with the City Clerk. The City Clerk shall post the resolution in three conspicuous  
17 places in the City of Long Beach.


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I hereby certify that the foregoing resolution was adopted by the Board of Harbor Commissioners of the City of Long Beach at its meeting of September 13 2010 by the following vote:

Ayes: Commissioners: Fields, Cordero, Wise, Sramek  
\_\_\_\_\_  
Noes: Commissioners: \_\_\_\_\_  
Absent: Commissioners: Walter  
\_\_\_\_\_  
Not Voting: Commissioners: \_\_\_\_\_

  
\_\_\_\_\_  
Secretary

**Certified as a True and Correct Copy**  
  
\_\_\_\_\_  
Executive Secretary  
Board of Harbor Commissioners  
of the City of Long Beach, CA  
Dated 3-24-11

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