

**CITY OF LONG BEACH**

DEPARTMENT OF FINANCIAL MANAGEMENT

333 West Ocean Boulevard 6th Floor • Long Beach, CA 90802

September 6, 2011

HONORABLE MAYOR AND CITY COUNCIL
City of Long Beach
California

RECOMMENDATION:

Receive supporting documentation into the record, conclude the public hearing and take the actions necessary to adopt the Fiscal Year 2012 budget as listed in Attachment A of this letter. (Citywide)

DISCUSSION

On August 2, 2011, the City Manager's Proposed Budget for Fiscal Year 2012 (FY 12) was delivered by the Mayor to the City Council and community with recommended amendments for consideration. Subsequent hearings were set for August 2, August 16, August 23, August 30, and September 6, along with approximately three Budget Oversight Committee (BOC) meetings and 11 community meetings at which the FY 12 Proposed Budget was discussed. We are pleased to report that through the scheduled hearings, BOC and community meetings, presentations have been made by multiple City departments resulting in 19 separate opportunities for public feedback, deliberation and input.

At the conclusion of the hearings, the City Council will be asked to amend the proposed budget as it deems appropriate, and to adopt the proposed budget as amended. Since the publication of the FY 12 Proposed Budget, updated estimates of revenue and expense, which address technical corrections as well as decisions made by elected offices, are listed by fund and department in Attachments B and C to this letter, respectively.

The Appropriations Ordinance officially adopts the FY 12 budget and authorizes expenditures in conformance with the adopted budget. To become effective October 1, 2011, this Ordinance must include a finding of emergency. Specific resolutions provide for approval of the budgets for the Harbor, Sewer and Water funds, and certain fee adjustments. Requests for approval include the FY 12 Capital Improvement Program; the Mayor's Recommendations; and the Budget Oversight Committee's Recommendations to the FY 12 Proposed Budget.

This letter was reviewed by Assistant City Attorney Heather A. Mahood on August 19, 2011.

TIMING CONSIDERATIONS

In accordance with the Long Beach City Charter, the FY 12 budget must be adopted by September 15, 2011, following at least one public hearing. Should the City Council fail to adopt the budget on or by that date, the City Manager's FY 12 Proposed Budget shall be deemed the budget for the 2012 fiscal year. The Mayor then has five calendar days from City Council adoption of the budget to use his veto authority. The City Council would then have until September 30, 2011, to override veto action by the Mayor with a two-thirds supermajority vote.

FISCAL IMPACT

The City Charter requires that the Appropriations Ordinance shall govern and control the expenditure and commitment amounts stated therein relating to the City's departments, offices and agencies during each fiscal year. The total FY 12 budget for all departments and funds is \$4,057,654,963 which comprises \$2,779,631,046 in new appropriation and \$1,278,023,917 in estimated carry-over from FY 11 for multi-year grants and projects.

The Appropriations Ordinance, included as Attachment A-18 to this letter, totals \$2,480,775,505 for all funds except Harbor, Water and Sewer, and \$2,484,086,963 for all departments except Harbor and Water. The \$3,311,458 difference between funds and departments in the Appropriations Ordinance is due to general City indirect costs budgeted in the Department of Financial Management but charged to the Harbor, Water and Sewer funds, which are not included in the Appropriations Ordinance by fund.

The proposed Harbor, Water and Sewer Fund budgets are in separate City Council ordinances included as Attachment A-1 and A-4 to this letter, respectively, and total \$949,227,699. The budget for the Harbor Department was adopted by the Board of Harbor Commissioners by minute order on June 20, 2011. The budget for the Water Department was adopted by the Board of Water Commissioners by resolution on June 23, 2011.

All user fees and charges in the attached Master Fee and Charges Schedule (A-5) have been increased by the City Cost Index (CCI), a calculation of the projected increase in the City's cost from FY 11 to FY 12, except for those fees that are set using other criteria. In addition to the CCI-based fee changes, some fees have been added or adjusted due to a change in service or other bases. For details regarding these proposed new fees and non-CCI fee adjustments, please see the List of Proposed Fee Adjustments for FY 12 that has been incorporated as Exhibit C to the Master Fee and Charges Resolution.

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Other requested City Council actions include approval of the FY 12 One-Year Capital Improvement Program (CIP) budget, which is contained in the Appropriations Ordinance. The Planning Commission, at its meeting of August 18, 2011, approved the CIP for FY 12 for conformance with the General Plan. Any projects that are not in conformance with the Plan will be highlighted by Development Services staff and steps to secure conformance will be outlined.

Motions approving the budgets of the Redevelopment Agency's (RDA) Project Area Committees (PACs) for the Central Long Beach, the West Long Beach Industrial and the North Long Beach Project Areas and the Long Beach Housing Development Company (HDC) are requested. The PAC budgets are included in the budget of the Development Services Department. In addition, a motion to find that the contribution of North Redevelopment Project Area funds to Central Redevelopment Project Area low-and-moderate-income housing efforts will benefit the North Redevelopment Project Area is requested. The Redevelopment Agency adopted its FY 12 budget on June 20, 2011, premised on no changes to California Redevelopment Law (Health and Safety Code Section 33000 *et seq.*). Approximately one week later, AB 1X 26 and AB 1X 27, which respectively eliminated and recreated redevelopment agencies on a voluntary basis, were enacted. In August 2011, the City Council approved an ordinance pursuant to AB 1X 27 to participate in the voluntary redevelopment program at a cost of approximately \$34 million. AB 1X 26 and AB 1X 27 have been stayed by the California Supreme Court; however, the Agency may continue to pay its existing obligations, which are well within the proposed budget. If AB 1X 27 is upheld, the Agency's overall budget will not change but funds will need to be reallocated to make the payment.

A motion to amend the Departmental Organization Ordinance is also being requested. This amendment incorporates changes to departments, bureaus, and divisions for Fiscal Year 2012. These organizational changes are necessary to implement changes reflected in the Proposed FY 12 budget. The Salary Resolution is also included for adoption.

The City Council is also requested to adopt the Resolution establishing the "Gann Appropriations Limit" (Limit) for general purpose expenditures. In November 1979, the voters of the State of California approved Proposition 4, also known as the "Gann Initiative." The Initiative places certain limits on the amount of tax revenue that can be appropriated each fiscal year. The Limit is based on actual appropriations during FY 79 and guards against overspending proceeds of taxes. Only those revenues which are considered as "proceeds of taxes" are subject to the Limit. The Limit is recalculated each fiscal year based on certain inflation and population factors provided by the State. The Proposed Budget includes tax revenue estimates that are at 39.36 percent of the 2011-2012 Appropriations Limit and, therefore, does not exceed the Limit. This calculation is reviewed by the City Auditor for conformance to the law.

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SUGGESTED ACTION:

Approve recommendation.

Respectfully submitted,



JOHN GROSS
DIRECTOR OF FINANCIAL MANAGEMENT

JG/jt
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ATTACHMENTS

APPROVED:



PATRICK H. WEST
CITY MANAGER

List of Requested Fiscal Year 2012 Budget Adoption Actions

1. Adopt the Resolution approving the FY 12 budget for the Long Beach Harbor Department as adopted by the Board of Harbor Commissioners on June 20, 2011. (A-1)
2. Declare an emergency to exist. (A-2)
3. Declare the Ordinance approving the Resolution No. WD-1285 establishing the rates and charges for water and sewer service to all customers, as adopted by the Board of Water Commissioners on June 23, 2011, as an Emergency Ordinance, read, and adopted as read and laid over to the next regular meeting of the City Council for final reading. (A-3)
4. Adopt the Resolution approving the FY 12 budget of the Long Beach Water Department as adopted by the Board of Water Commissioners on June 23, 2011. (A-4)
5. Adopt the Resolution amending the master fee and charges schedule for specified city services for citywide fees and charges for the City of Long Beach. (A-5)
6. Approve the FY 12 One-Year Capital Improvement Program. (A-6)
7. Adopt a motion approving the budgets for the Redevelopment Agency's Project Area Committees in the amounts of \$50,000 for Central Long Beach, \$80,000 for West Long Beach Industrial, and \$50,000 for North Long Beach. (A-7)
8. Adopt the Resolution finding that the use of taxes allocated to the North Redevelopment Project on behalf of the Central Redevelopment Project for the purpose of increasing, improving and preserving the community's supply of low- and moderate-income housing will be of benefit to the North Redevelopment Project. (A-8)
9. Adopt a motion approving the budget for the Long Beach Housing Development Company in the amount of \$20,193,989. (A-9)
10. Adopt a motion approving the transfer of \$16,920,700 from the Harbor Revenue Fund to the Tidelands Operating Fund. (A-10)
11. Declare the Ordinance amending the Departmental Organization Ordinance read the first time and laid over to the next regular meeting of the City Council for final reading. (A-11)
12. Adopt the amended Salary Resolution for FY 12. (A-12)
13. Adopt the Resolution adopting an appropriations limit (Gann) for FY 12 pursuant to Article XIII (B) of the California Constitution. (A-13)
14. Adopt the Mayor's proposed funding recommendations, as amended, to the FY 12 Proposed Budget. (A-14)

List of Requested Fiscal Year 2012 Budget Adoption Actions

15. Adopt the Budget Oversight Committee's proposed funding recommendations, as amended, to the FY 12 Proposed Budget. (A-15)
16. Adopt a motion amending the proposed FY 12 budget. (A-16)
17. Declare an emergency to exist. (A-17)
18. Declare the Appropriations Ordinance for FY 12, creating and establishing the funds of the Municipal Government and appropriating money to and authorizing expenditures from said funds and for said fiscal year as an Emergency Ordinance, read, and adopted as read and laid over to the next regular meeting of the City Council for final reading. (A-18)

FISCAL YEAR 2012 APPROPRIATIONS ORDINANCE BY FUND

FUND	FY 12		FY 11 ESTIMATED CARRYOVER*	FY 12 APPROPRIATION
	PROPOSED EXPENDITURES	CHANGES		
GENERAL FUND	392,919,799	(915,198)	-	392,004,602
GENERAL GRANTS FUND	6,316,419	52,502	11,051,337	17,420,258
POLICE & FIRE PUBLIC SAFETY OIL PROD ACT FUND	3,133,760	1,544	-	3,135,304
HEALTH FUND	38,775,090	381,108	27,986,543	67,142,740
PARKING & BUSINESS AREA IMPROVEMENT FUND	6,178,583	53,286	-	6,231,869
SPECIAL ADVERTISING & PROMOTION FUND	5,251,736	(3,493)	-	5,248,243
UPLAND OIL FUND	18,348,325	1,302,532	-	19,650,857
HOUSING DEVELOPMENT FUND	28,191,550	(14,190)	55,104,629	83,281,989
BELMONT SHORE PARKING METER FUND	674,147	(212,275)	-	461,872
DEVELOPMENT SERVICES FUND	12,299,709	(400,662)	-	11,899,047
BUSINESS ASSISTANCE FUND	724,197	(909)	1,340,574	2,063,862
COMMUNITY DEVELOPMENT GRANTS FUND	31,126,960	(2,966,776)	29,985,248	58,145,432
PARK DEVELOPMENT FUND	3,735	(3,735)	-	-
GASOLINE TAX STREET IMPROVEMENT FUND	16,662,565	(8,636)	21,805,942	38,459,871
TRANSPORTATION FUND	15,882,549	(3,017)	18,448,967	34,328,498
CAPITAL PROJECTS FUND	4,875,477	4,532	159,084,775	163,964,784
DEBT SERVICE FUND	-	10,813,439	-	10,813,439
CIVIC CENTER FUND	1,293,530	15,982	724,955	2,034,467
GENERAL SERVICES FUND	38,804,422	53,484	189,233	39,047,139
FLEET SERVICES FUND	31,193,217	108,061	(577,111)	30,724,167
INSURANCE FUND	38,733,582	131,318	295,483	39,160,383
EMPLOYEE BENEFITS FUND	222,796,558	11,441,636	-	234,238,194
TIDELANDS FUNDS	133,556,857	(1,776,921)	60,733,543	192,513,479
TIDELAND OIL REVENUE FUND	242,170,966	(100,997)	-	242,069,969
RESERVE FOR SUBSIDENCE	-	-	-	-
GAS FUND	103,502,278	24,779	12,564,139	116,091,196
GAS PREPAY FUND	20,871,645	(855,628)	-	20,016,018
AIRPORT FUND	39,960,231	49,022	64,837,870	104,847,123
REFUSE/RECYCLING FUND	42,088,611	1,602,091	122,138	43,812,840
SERRF FUND	46,714,501	1,280,788	-	47,995,289
SERRF JPA FUND	11,369,810	-	-	11,369,810
TOWING FUND	8,349,681	(53,764)	-	8,295,917
PARKING AUTHORITY FUND	-	-	-	-
HOUSING AUTHORITY FUND	73,226,330	41,804	658,353	73,926,487
REDEVELOPMENT FUND	170,171,437	806,440	188,160,508	359,138,385
CUPA FUND	1,261,418	(19,440)	-	1,241,978
TOTAL	1,807,429,676	20,828,706	652,517,124	2,480,775,505

*Carryover of multi-year grants and CIP funds.

FISCAL YEAR 2012 APPROPRIATIONS ORDINANCE BY DEPARTMENT

<u>DEPARTMENT</u>	<u>FY 12 PROPOSED EXPENDITURES</u>	<u>CHANGES</u>	<u>FY 11 ESTIMATED CARRYOVER*</u>	<u>FY 12 APPROPRIATION</u>
MAYOR AND COUNCIL	4,839,203	(20,229)	-	4,818,974
CITY ATTORNEY	8,585,107	(2,747)	-	8,582,360
CITY AUDITOR	2,638,210	(9,826)	-	2,628,384
CITY CLERK	4,982,164	(12,693)	-	4,969,471
CITY MANAGER	8,536,494	18,542,066	(196)	27,078,364
CITY PROSECUTOR	4,824,978	19,987	91,946	4,936,911
CIVIL SERVICE	2,160,085	(19,310)	-	2,140,775
COMMUNITY DEVELOPMENT	-	-	92,742,471	92,742,471
AIRPORT	39,376,533	22,750	64,717,064	104,116,347
DEVELOPMENT SERVICES	231,075,221	(4,246,249)	289,718,208	516,547,180
FINANCIAL MANAGEMENT**	380,252,817	21,147,305	19,266,064	420,666,186
FIRE	94,356,153	(308,938)	1,980,096	96,027,311
HEALTH AND HUMAN SERVICES	115,886,603	(3,896,233)	28,111,036	140,101,407
HUMAN RESOURCES	22,094,035	1,732,604	-	23,826,639
LIBRARY SERVICES	13,002,844	(32,787)	-	12,970,057
LONG BEACH GAS AND OIL	401,289,908	2,589,775	12,564,139	416,443,821
PARKS, RECREATION AND MARINE	59,966,893	(8,760,104)	38,555,096	89,761,884
POLICE	200,238,669	(964,643)	6,535,800	205,809,827
PUBLIC WORKS	179,347,493	(4,743,302)	98,069,200	272,673,391
TECHNOLOGY SERVICES	37,073,759	5,245	166,200	37,245,203
TOTAL	1,810,527,168	21,042,672	652,517,124	2,484,086,963

*Carryover of multi-year grants and CIP funds.

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

A-12
BH-25.12

RESOLUTION NO.

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

WHEREAS, in accordance with the provisions of the City Charter, the City Council, in Resolution No. RES-11-0048 adopted on April 12, 2011, amended, created and established positions of employment and fixed and prescribed the salaries and compensation of the officers and employees of the City, commencing on April 12, 2011; and

WHEREAS, it is now the desire of the City Council to confirm, readopt amend and restate the provisions of Resolution No. RES-11-0048, as amended, and to incorporate the confirmed, readopted and amended provisions into this resolution;

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

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

SALARY RESOLUTION

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1 **Section 1. TITLE**

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

4 **Section 2. ESTABLISHMENT OF OFFICES, POSITIONS AND**
5 **COMPENSATION**

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

12 **Section 3. POSITION COMPENSATION DESIGNATION**

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

21 **Section 4. POSITION DUTIES**

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

27 **Section 5. ESTABLISHMENT OF PAY PERIODS AND PAY DAYS**

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

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

4 **Section 6. EMPLOYMENT COMPENSATION**

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

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

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

23 **Section 8. COMPENSATION COMPUTATION**

24 A. Hourly

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

1 pay rate shall include any additional compensation applicable.

2 B. 56-Hour Equivalent

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

7 C. Un-permitted Absences

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

16 D. Platoon Pay Reduction

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

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

2 E. Platoon Overtime

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

7 **Section 9. PAY DEDUCTION AUTHORIZATION**

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

16 **Section 10. SALARY SCHEDULES**

17 Pay rates for all offices and positions hereinafter referred to in Attachment A are set forth
18 in Salary Schedules I and IA as set forth in Attachment B. The pay rates set forth in
19 Salary Schedules I and IA shall be operative on and after 12:01 a.m. of October 1, 2010.

20 **Section 11. PAY RATES**

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

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

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

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

10 **Section 13. PAY RATE PROGRESSION**

11 A. Seven-Step Pay Rate Progression

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

25 B. Five-Step Pay Rate Progression

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

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

11 C. Lifeguards-Seasonal and Lifeguards-Hrly

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

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

1 hours previously earned toward a step increase.

2 D. Ambulance Operator

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

8 **Section 14. PAY FOR PERFORMANCE**

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

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

28 A. Salary Ranges

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

21 B. Merit Increases and Performance Incentive Compensation

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

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

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

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

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

1 the previously approved employee performance plan.

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

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

6 **Section 17. PROMOTIONS**

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

26 **Section 18. OVERTIME**

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

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

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

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

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

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

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

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

17 **Section 21. Jury Duty**

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

27 **Section 22. Bereavement Leave**

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

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

6 **Section 23. Option for Certain Peace Officer Employees**

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

11 A. One extra holiday per month, or

12 B. One thousand dollars annually, to be prorated monthly and paid on
13 the first pay period ending after December 1 of each year. The option may be selected
14 once per year. The benefit will be prorated for persons entering or leaving the
15 assignment. (For purposes of proration, if at least fifty percent of the month is served in
16 the assignment, the full month shall be counted. If less than fifty percent is served, the
17 month shall not be counted.)

18 C. Eligibility for the above-mentioned benefits shall terminate at the time
19 the employee leaves the position. Any employee newly assigned to any of the above-
20 referenced positions on or after October 1, 1997, shall not be eligible to receive either the
21 holiday or cash payment benefits.

22 **Section 24. EXECUTIVE LEAVE**

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

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

3 **Section 25. TEMPORARY ASSIGNMENTS**

4 A. Training and Development

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

13 B. Rehabilitation or Recovery from a Medical Condition

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

23 C. Y-Rate

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

1 D. Refuse Career Development Program

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

8 **Section 26. ACTING PAY**

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

27 **Section 27. HIGHER CLASSIFICATION PAY**

28 A. International Association of Machinists and Aerospace Workers

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

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

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

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

14 B. Long Beach Association of Engineering Employees

15 Each employee represented by the Long Beach Association of Confidential
16 Employees, and the Long Beach Association of Engineering Employees, who is required
17 to perform the full range of duties in a higher-level classification or grade level position
18 that is vacant, up to and including division manager, shall be paid an additional eighty
19 cents (\$0. 80) per hour providing the following conditions are met:

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

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

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

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

4 C. Public Safety Dispatchers

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

9 **Section 28. SKILL PAY**

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

27 The skill notes listed in Attachment C shall be effective on and after April 1,
28 2000.

1 **Section 29. NIGHT SHIFT DIFFERENTIAL**

2 In addition to the compensation provided by Section 3 hereof, a night shift differential of
3 one dollar and twenty-five cents (\$1. 25) per hour shall be paid to any permanent full-time
4 employee in the IAM bargaining units whose regular schedule requires said employee to
5 work between the hours of 6:00 p.m. and 6:00 a.m., provided that:

6 A. Night Shift

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

11 B. Split-Shift

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

17 **Section 30. STANDBY PAY**

18 Effective on July 1, 2006, each employee designated as being represented by the IAM,
19 the Long Beach Association of Confidential Employees, and the Long Beach Association
20 of Engineering Employees, shall be compensated at a rate of ninety-five cents per hour
21 for each full hour of standby duty as defined in the Memoranda of Understanding
22 between the City and the aforementioned employee organizations.

23 Effective on January 1, 2010, each employee designated as being represented by the
24 IAM, shall be compensated at a rate of one dollar and twenty-five cents (\$1.25) per hour
25 for each full hour of standby duty as defined in the Memorandum of Understanding
26 between the City and the aforementioned employee organization.

27 **Section 31. MARKSMANSHIP PAY**

28 Sworn personnel of the Police Department, Special Services Officers and Park Rangers

1 who may be called upon to use firearms in the performance of their duties and who on a
2 qualifying schedule prescribed by the Chief of Police attain a required degree of
3 proficiency in marksmanship shall receive additional compensation as herein provided.

4	Marksman	\$ 4.00 per month
5	Sharpshooter	8.00 per month
6	Expert	16.00 per month
7	Master	32.00 per month

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

17 **Section 32. K-9 PAY**

18 An employee of the Long Beach Police Department who, with the authorization and at the
19 request of the City Manager or the Chief of Police, furnishes a privately owned police
20 service dog and uses said dog in connection with the performance of his/her patrol and
21 law enforcement duties with the Police Department, may be paid in the amount and in the
22 manner set forth herein as reimbursement of costs and expenses incurred by said
23 employee in connection with furnishing said dog for use in the performance of his/her
24 official duties with the City. Reimbursement may, at the discretion and with the approval
25 of the City Manager or the Chief of Police, be paid to such employee as specified herein,
26 provided that during the period for which reimbursement is paid hereunder:

27 A. Requirements

28 Said employee keeps, maintains and furnishes a fully trained and duly

1 certified police service dog for use in connection with the performance of his/her patrol
2 and law enforcement duties with the Police Department; and said police service dog is
3 actually used by the employee in the performance of his/her official duties with the Long
4 Beach Police Department.

5 B. Reimbursement

6 Effective October 1, 2003, the biweekly cost and expense reimbursement
7 will be One Hundred seventy-two dollars and fifty cents. An employee will be paid the
8 reimbursement for any biweekly pay period during which the employee furnishes and
9 uses the dog for City services, including vacation and holidays. If the employee does not
10 use the dog for a majority of a period, the reimbursement will not be paid.

11 In addition to the biweekly reimbursement provided in the preceding
12 paragraph, the City will reimburse an employee for veterinarian costs for on-the-job injury
13 to police dogs. The City will continue to provide liability insurance for on-duty/off-duty
14 purposes at current levels.

15 C. Fair Labor Standards Act Compliance

16 The amount received by K-9 Officers for reimbursement for expenses of
17 furnishing a police service dog will be deemed to be sufficient to cover all expenses of
18 providing and servicing the police dog. In addition, for purposes of complying with the
19 Fair Labor Standards Act, to accommodate employees for the handling of police dogs off
20 duty, the parties have agreed to the following terms and conditions:

21 Of the biweekly payment, the handler will be deemed to have spent six
22 hours off duty every fourteen calendar days at eight dollars per hour, or current State
23 minimum wage, to feed, exercise, clean and maintain the police dog. At the overtime
24 rate of time and one-half, this equates to seventy-two dollars biweekly. The remainder of
25 the biweekly payment will be considered as sufficient reimbursement for any handling
26 expenses.

27 **Section 33. INCENTIVE PAY**

28 All Firefighters, Auto Firefighters (R), Fire Boat Operators, Fire Engineers, Fire Captains,

1 Battalion Chiefs, Police Officers and Identification Officers (T) employed by the City shall
2 be entitled to receive, in addition to the compensation set forth in this solution for such
3 positions, an incentive payment under either one of the Incentive Pay Programs
4 hereinafter provided for the Fire Department and the Police Department.

5 A. Police Department Incentive Pay Program I

6 1. The amount of \$0.604 per hour shall be paid as additional
7 compensation to each Police Officer and Identification Officer (T) who has completed five
8 years of service as a Police Officer or Identification Officer (T) in the Police Department,
9 and who has in addition successfully passed a departmental examination and has a
10 satisfactory employment record as determined by a Police Department Examining Board;
11 or

12 2. The amount of \$1.495 per hour shall be paid as additional
13 compensation to each Police Officer and Identification Officer (T) who has the same
14 qualifications as set forth in 1 above and has completed ten years of service as a Police
15 Officer or Identification Officer (T) in the Police Department.

16 B. Police Department Incentive Pay Program II

17 1. The amount of \$0.604 per hour shall be paid as additional
18 compensation to each Police Officer who has obtained a Peace Officer Standards and
19 Training (P.O.S.T.) Intermediate Certificate and has completed four years of service as a
20 Police Officer in the Police Department; or the amount of \$1.495 shall be paid as
21 additional compensation to each Police Officer who has obtained a P.O.S.T. Intermediate
22 Certificate and has completed five years of service as a Police Officer in the Police
23 Department; or

24 2. The amount of \$1.495 per hour shall be paid as additional
25 compensation to each Police Officer who has obtained a P.O.S.T. Advanced Certificate
26 and has completed four years of service as a Police Officer in the Police Department.

27 C. Police Department - Education Pay

28 1. Effective October 1, 1999, all POA-represented employees are

1 eligible to receive the following equivalent monthly rate for the indicated degrees from a
2 fully accredited college or university:

3	AA Degree	\$175 per month
4	BA/BS Degree	\$350 per month
5	MA Degree	\$450 per month

6 Effective October 1, 2009, all POA-represented employees are eligible to
7 receive \$175 per month for either an AA Degree or for 60 units completed towards a
8 BA/BS Degree at a fully accredited college or university.

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

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

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

16 D. Fire Department Education Pay

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

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

27 3. The amount of \$2.300 per hour shall be paid as additional
28 compensation to each Firefighter and Auto Firefighter (R), Fire Engineer, Fire Boat

1 Operator, Fire Captain, and Battalion Chief who has obtained a Masters of Arts or
2 Masters of Science Degree in the fields and at the institutions described in 1 above.

3 4. Deputy Fire Chiefs, Assistant Fire Chiefs, and the Marine Safety
4 Chief who possess a Bachelor Degree shall receive \$500 per month in additional
5 compensation.

6 E. Police Department Longevity Pay

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

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

13 3. LBPOA bargaining unit members hired as lateral Police
14 Officers who have prior California law enforcement experience are eligible for longevity
15 pay, as described in paragraphs (1) and (2) above, for each full month worked. Credit
16 will be given for prior experience as a Highway Patrol Officer, Deputy Sheriff, Municipal
17 Police Officer, State Police Officer, or other law enforcement experience as determined
18 by the Chief of Police to be equivalent as long as the member possessed a Basic POST
19 Certificate issued by the State of California in the performance of those duties;

20 4. LBPOA bargaining unit members hired as lateral Police Officers with
21 prior law enforcement experience outside of California equivalent to the experience
22 described in paragraph (3), are eligible for credit for longevity pay, as described in
23 paragraphs (1) and (2) above, for each full month worked if they possess a Basic Course
24 Waiver (BCW) issued by the California Commission on Peace Officer Standards and
25 Training and the experience is determined to be equivalent by the Chief of Police.

26 5. LBPOA bargaining unit members who have prior law enforcement
27 experience outside of the state of California, but who do not possess a Basic Course
28 Waiver (BCW) may be eligible for credit for longevity pay as described in paragraphs (1)

1 and (2) above for each full month worked if the Chief of Police determines that their
2 experience is equivalent to that referred to in paragraph (3) above.

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

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

11 F. Fire Department Longevity Pay

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

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

18 3. LBFFA bargaining unit members who have prior California
19 firefighting experience as full-time career sworn firefighters with the State of California
20 Firefighter One certification are eligible for credit for longevity pay, as described in
21 paragraphs (1) and (2) above, for each full month worked. Credit will be given for prior
22 experience as a firefighter with the State of California, a California city or county fire
23 department or fire protection district, or other firefighting experience as determined by the
24 Fire Chief to be equivalent as long as the member possessed a Firefighter One
25 certification issued by the State of California in the performance of those duties.

26 4. LBFFA bargaining unit members hired with prior firefighting
27 experience outside of California, including military firefighting service, equivalent to the
28 experience described in paragraph (3), are eligible for credit for longevity pay, as

1 described in paragraphs (1) and (2) above, for each full month worked if the experience
2 and certification is determined to be equivalent by the Fire Chief.

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

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

11 **Section 34. REFUSE INCENTIVE PROGRAM**

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

19 **Section 35. PROFESSIONAL CERTIFICATION PAY**

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

28 **Section 36. EMPLOYEE SUGGESTION AWARDS**

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

7 **Section 37. RELOCATION COMPENSATION**

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

16 **Section 38. TUITION REIMBURSEMENT**

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

20 Effective October 1, 1999:

21 Semester/Quarter Payment Schedule

22	1.0 through 5.9 semester units	\$ 375.00
23	1.0 through 7.9 quarter units	\$ 375.00
24	6.0 or more semester units	\$ 400.00
25	8.0 or more quarter units	\$ 400.00
26	Community College	\$ 120.00
27	Total maximum per fiscal year	\$ 800.00

28 Requests for Education Assistance will be considered in order of the date

1 received and reimbursement will be made until the funds budgeted for Education
2 Assistance are no longer available.

3 **Section 39. DAMAGED PERSONAL PROPERTY REIMBURSEMENT**

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

13 **Section 40. TRANSPORTATION**

14 Employees requiring transportation in connection with the performance of their duties for
15 the City, may be assigned a City-owned vehicle by the City Manager or appropriate
16 appointing authority; or, in the alternative, with the approval of the City Manager or
17 appropriate appointing authority, an employee may receive, by way of reimbursement,
18 the cost of transportation incurred in the performance of his/her duties. On and after
19 October 1, 1999, reimbursement, at the discretion of the City Manager or appropriate
20 appointing authority, may be paid to such employees upon the basis of any of the
21 following computations:

22 A. Public Transportation

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

24 B. Privately Owned Vehicle

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

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

28 2. Effective October 1, 2008, the Internal Revenue Service rate per mile

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

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

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

16 **Section 41. CITY TRIP REDUCTION PLAN**

17 Effective July 1, 1992, employees of the City, including employees of the
18 Water Department, who are eligible and volunteer to participate in the City's Trip
19 Reduction Incentive Program as prescribed by the City's Trip Reduction Plan and current
20 Participation Guidelines are eligible for monthly award drawings if they participate at least
21 twelve days per month. Participants with at least eight days per month commuting by
22 means other than a motorized vehicle shall also be eligible for a monthly award drawing.

23 **Section 42. HEALTH INSURANCE**

24 On and after December 1, 2004, the City shall pay a maximum amount of seven hundred
25 ninety six dollars per month toward the cost of health, dental, and life insurance benefits
26 for each eligible employee represented by the IAM, the Long Beach Association of
27 Confidential Employees, the Long Beach Association of Engineering Employees, the City
28 Attorneys Association, the City Prosecutors Association, the Long Beach Firefighters

1 Association, the Long Beach Police Officers Association, the Long Beach Lifeguard
2 Association, and each eligible employee not represented by an employee organization.

3 **Section 43. IN-LIEU HEALTH INSURANCE PAY**

4 In lieu of coverage under the health insurance program provided by the City for
5 employees holding permanent full-time positions, each employee in a permanent part-
6 time position (as defined in the Personnel Ordinance), shall, for every one hundred and
7 seventy-four hours worked by such permanent part-time employee be paid four hundred
8 thirty dollars effective October 1, 2010.

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

13 **Section 44. CONSOLIDATED OMNIBUS BUDGET RECONCILIATION**

14 **ACT (COBRA)**

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

18 **Section 45. LIFE INSURANCE**

19 A. City Employees

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

25 B. Elected/Appointed/Executive/Professional

26 Employees assigned to Salary Range E00, the City Manager, the City
27 Attorney, Senior Deputy City Attorney, Principal Deputy City Attorney, the City
28 Prosecutor, the City Auditor, Deputy City Auditor, the Mayor, and the City Clerk shall

1 receive, unless they elect an available alternative, as additional compensation life
2 insurance benefits equal to three times their full annual salary to a maximum of five
3 hundred thousand dollars, long- and short-term disability insurance, and in-hospital
4 indemnity benefits. Proceeds of any life insurance benefits shall be payable to a
5 beneficiary named by the person insured or, if none is named, to his/her estate.

6 C. Deputy City Attorney

7 Employees in the classification of Deputy City Attorney shall receive as
8 additional compensation a Two Hundred Thousand Dollar life insurance policy and long-
9 term and short-term disability insurance currently provided to management employees in
10 the City. Employees represented by the City Attorneys Association, except as noted
11 above, shall receive as additional compensation a One Hundred Thousand Dollar Life
12 Insurance Policy and shall be entitled, at their discretion, to participate in the program for
13 long-term and short-term disability insurance currently provided to the Deputy City
14 Attorneys. Employees who elect to participate shall pay the full cost of premiums.

15 Employees in the classification of Audit Manager shall receive as additional
16 compensation a One Hundred Thousand Dollar life insurance policy, long-term and short-
17 term disability insurance, and in-hospital indemnity benefits. Employees in the
18 classification of Senior Auditor, Staff Auditor, and Audit Analyst shall receive long-term
19 and short-term disability insurance. Employees in the classification of Deputy City
20 Prosecutor shall receive as additional compensation a One Hundred Fifty Thousand
21 Dollar life insurance policy and long-term and short-term disability insurance. Employees
22 represented by the City Prosecutors Association, except as noted above, shall receive as
23 additional compensation a Fifty Thousand Dollar life insurance policy.

24 D. Confidential Employees

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

28 E. City Council

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

4 F. International Association of Machinists and Aerospace Workers

5 If an employee represented by the IAM is killed on the job because of
6 violence in the workplace, the City shall continue to provide health insurance and dental
7 insurance benefits as follows:

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

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

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

13 **Section 46. ACCIDENTAL DEATH OR INJURY INSURANCE**

14 Employees of the City, including employees of the Harbor Department and Water
15 Department, shall receive as additional compensation such insurance benefits for bodily
16 injury or death incurred by such employees while traveling on the official business of the
17 City of Long Beach or its boards, commissions or committees as may be provided from
18 time to time in a master policy or policies of travel insurance as may be obtained by the
19 City pursuant to Section 3121 of the California Government Code.

20 **Section 47. RETIREMENT**

21 A. City Payment of Employee Portion

22 Effective March 4, 2006, the City shall pay to the California Public
23 Employees' Retirement System, on behalf of each employee represented by the IAM,
24 and unrepresented non-management miscellaneous employees an amount equal to
25 6/8ths of each such individual employee's normal retirement contributions.

26 Effective July 22, 2006, the City shall pay to the California Public
27 Employees' Retirement System, on behalf of each employee represented by the Long
28 Beach Association of Engineering Employees an amount equal to 6/8ths of each such

1 individual employee's normal retirement contributions.

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

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

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

18 Effective April 1, 2007, the City shall pay to the California Public
19 Employees' Retirement System, on behalf of each employee represented by the Long
20 Beach Management Association (safety managers only), the Long Beach Police Officers'
21 Association, the Long Beach Firefighters' Association Local 372, and the Long Beach
22 Lifeguard Association an amount equal to 7/9ths of each such individual employee's
23 normal retirement contributions.

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

28 Effective February 26, 2011, the City shall pay to the California Public

1 Employees' Retirement System, on behalf of each employee represented by the City
2 Attorneys' Association and the City Prosecutors' Association, and on behalf of
3 unrepresented management employees in the City Auditor's Office, an amount equal to
4 4/8ths of each such individual employee's normal retirement contributions.

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

10 Effective February 26, 2011, the City shall pay to the California Public
11 Employees' Retirement System, on behalf of the City Attorney, City Prosecutor, City
12 Auditor, and City Clerk an amount equal to 4.2/8ths of each such individual employee's
13 normal retirement contributions.

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

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

19 B. Tiers

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

23 1. All eligible employees in positions represented by the Long Beach
24 Lifeguard Association and the Long Beach Firefighters Association employed on or prior
25 to October 7, 1989, and employees in positions represented by the Long Beach Police
26 Officers Association employed on or prior to April 21, 1990, shall be provided the
27 opportunity for the following CalPERS benefits:

28 a. 3% at 50 retirement formula;

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

5 2. All eligible new employees in positions represented by the Long
6 Beach Lifeguard Association and the Long Beach Firefighters Association employed after
7 October 7, 1989, and all eligible new employees in positions represented by the Long
8 Beach Police Officers Association employed after April 21, 1990, shall be provided the
9 opportunity for the following CalPERS retirement benefits:

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

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

23 3. All eligible employees in positions represented by the IAM, the Long
24 Beach Association of Confidential Employees, Long Beach Association of Engineering
25 Employees, the City Attorneys Association, and the City Prosecutors Association, and all
26 other eligible City employees employed on or prior to October 21, 1989, shall be provided
27 the opportunity for the following CalPERS retirement benefits:

- 28 a. 2.7% at 55 retirement formula;

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

5 4. All eligible miscellaneous employees in positions represented by the
6 IAM, the Long Beach Association of Confidential Employees, Long Beach Association of
7 Engineering Employees, the City Attorneys Association, and the City Prosecutors
8 Association, and all other eligible miscellaneous City employees employed after October
9 21, 1989, shall be provided the opportunity for the following CalPERS retirement benefits:

- 10 a. 2.7% at 55 retirement formula;
- 11 b. 2.0% cost of living provision;
- 12 c. Final compensation based upon the average monthly pay rate for the
- 13 highest period of twelve consecutive months; and
- 14 d. Post-retirement Survivor Allowance.

15 5. All eligible miscellaneous employees in positions represented by the
16 IAM, the Long Beach Association of Confidential Employees, Long Beach Association of
17 Engineering Employees, the City Attorneys Association, the City Prosecutors
18 Association, the Long Beach Management Association and all other eligible
19 miscellaneous City employees employed after September 30, 2006, shall be provided the
20 opportunity for the following PERS retirement benefits:

- 21 a. 2.5% at 55 retirement formula;
- 22 b. 2.0% cost of living provision;
- 23 c. Final compensation based upon the average monthly pay rate for the
- 24 highest period of twelve consecutive months; and
- 25 d. Post-retirement Survivor Allowance.

Section 48. DEFERRED COMPENSATION

27 Effective January 1, 2007, the City shall contribute a nine hundred dollar payment for
28 mandatory enrollment in deferred compensation for every employee in a position

1 represented by the City Attorneys Association, the City Prosecutors Association and the
2 Long Beach Association of Confidential Employees. The amount of deferred
3 compensation shall not be considered compensation for purposes of overtime, vacation,
4 sick leave and other similar calculations. The City does not warrant, guarantee, or
5 represent in any way that said contributions are not subject to State or Federal taxes in
6 whole or in part.

7 **Section 49. DEFERRED COMPENSATION-MARINE SAFETY**

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

11 **Section 50. MEMORANDA OF UNDERSTANDING CONFLICTS**

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

26 **Section 51. CERTIFICATION OF RESOLUTION ADOPTION**

27 This resolution shall be deemed operative as of 12:01 a.m. on September 17, 2011,
28 except as may otherwise be provided by specific provisions of this resolution, and the

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

1 City Clerk shall certify the vote adopting this resolution.

2 I hereby certify that the foregoing resolution was adopted by the City
3 Council of the City of Long Beach at its meeting of _____, 20__ by the
4 following vote:

5
6 Ayes: Councilmembers: _____
7 _____
8 _____
9 _____

10 Noes: Councilmembers: _____
11 _____

12 Absent: Councilmembers: _____
13 _____

14
15
16 _____
17 City Clerk

21 DM:kw:tb:slrk:CLC:kjm 8-26-11 A11-01932;
22 L:\Apps\CtyLaw32\WPDocs\D026\P012\00272746.doc

23
24
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28

1	<u>POSITION TITLES AND</u>	<u>Salary Range No.</u>
2	<u>ASSIGNED SALARY RANGE NUMBERS</u>	
3	<u>Position Title</u>	
4	Accountant I	490
5	Accountant II	540
6	Accountant III	590
7	Accounting Clerk I	340
8	Accounting Clerk II	370
9	Accounting Clerk III	400
10	Accounting Operations Officer	E00
11	Accounting Technician	440
12	Administrative Aide I	430
13	Administrative Aide II	460
14	Administrative Analyst I	570
15	Administrative Analyst II	600
16	Administrative Analyst III	630
17	Administrative Analyst IV	660
18	Administrative Assistant - City Manager	E00
19	Administrative Officer	E00
20	Administrative Officer - Airport	E00
21	Administrative Officer - Civil Service	E00
22	Administrative Officer - Commercial Services (T)	E00
23	Administrative Officer - Community Development (T)	E00
24	Administrative Officer – Development Services	E00
25	Administrative Officer - Engineering	E00
26	Administrative Officer - Fleet	E00
27	Administrative Officer - Gas (T)	E00
28	Administrative Officer - General Services	E00

OFFICE OF THE CITY ATTORNEY
ROBERT E. SHANNON, City Attorney
333 West Ocean Boulevard, 11th Floor
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1	Administrative Officer - Library Services	E00
2	Administrative Officer - Police	E00
3	Administrative Officer - Public Health (T)	E00
4	Administrative Officer - Public Works	E00
5	Administrative Officer - Towing (T)	E00
6	Administrative Services Officer	E00
7	Advance Planning Officer	E00
8	Airport Operations Assistant I	360
9	Airport Operations Assistant II	410
10	Airport Operations Specialist I	510
11	Airport Operations Specialist II	540
12	Airport Public Affairs Assistant	540
13	Airport Public Affairs Officer	E00
14	Alternative Fuels Coordinator	570
15	Ambulance Operator	P-24, P-25 P-27
16	Animal Control Officer I	410
17	Animal Control Officer II	430
18	Animal Control Officer III	490
19	Animal Health Technician	420
20	Aquatics Supervisor I	500
21	Aquatics Supervisor II	570
22	Assistant Administrative Analyst I	470
23	Assistant Administrative Analyst II	530
24	Assistant Buyer I	420
25	Assistant Buyer II	460
26	Assistant Chief of Police	E00
27	Assistant Chief of Staff-Prosecutor	B00
28	Assistant City Attorney	E00

1	Assistant City Auditor	E00
2	Assistant City Clerk	E00
3	Assistant City Engineer	E00
4	Assistant City Manager	E00
5	Assistant City Prosecutor	E00
6	Assistant Community Development Analyst I	470
7	Assistant Community Development Analyst II	530
8	Assistant Director-Financial Management	E00
9	Assistant Fire Chief	E00
10	Assistant General Manager/Chief Gas Engineer	E00
11	Assistant Planner I	510
12	Assistant Planner II	570
13	Assistant to the City Manager	E00
14	Assistant to the Director-Development Services	E00
15	Assistant Traffic Signal Technician I	430
16	Assistant Traffic Signal Technician II	470
17	Audit Analyst	B00
18	Audit Manager	C00
19	Auto Firefighter (R)	055
20	Automated Systems Officer	E00
21	Automatic Sprinkler Control Technician	440
22	Battalion Chief	185
23	Body and Fender Mechanic - Painter I	480
24	Body and Fender Mechanic - Painter II	500
25	Budget Management Officer	E00
26	Building Maintenance Engineer	540
27	Building Services Supervisor	430
28	Business Development Officer	E00

1	Business Information Technology Officer	E00
2	Business Information Systems Officer	E00
3	Business Services Officer (T)	E00
4	Business Systems Specialist I	530
5	Business Systems Specialist II	570
6	Business Systems Specialist III	610
7	Business Systems Specialist IV	650
8	Business Systems Specialist V	690
9	Business Systems Specialist VI	730
10	Business Systems Specialist VII	770
11	Buyer I	540
12	Buyer II	610
13	Capital Project Coordinator (T)	640
14	Capital Project Coordinator I	640
15	Capital Project Coordinator II	660
16	Capital Project Coordinator III	690
17	Capital Project Coordinator IV	750
18	Carpenter	480
19	Carpenter Supervisor	510
20	Case Manager I	250
21	Case Manager II	340
22	Case Manager III	380
23	Cement Finisher I	430
24	Cement Finisher II	450
25	Chief Assistant City Prosecutor	E00
26	Chief Building Inspector	684
27	Chief Clerk of Records (R)	090
28	Chief Construction Inspector	684

OFFICE OF THE CITY ATTORNEY
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1	Chief Investigator	B00
2	Chief of Police	E00
3	Chief of Staff-Council	E00
4	Chief of Staff-Mayor	E00
5	Chief of Staff-Prosecutor	B00
6	Chief Surveyor	674
7	City Attorney	980
8	City Auditor	960
9	City Clerk	950
10	City Clerk Analyst	630
11	City Clerk Assistant	390
12	City Clerk Bureau Manager	E00
13	City Clerk Specialist	560
14	City Controller	E00
15	City Engineer	E00
16	City Health Officer	E00
17	City Manager	990
18	City Prosecutor	970
19	City Safety Officer	E00
20	City Traffic Engineer	E00
21	City Treasurer/Revenue Officer	E00
22	Civil Engineer	644
23	Civil Engineering Assistant	514
24	Civil Engineering Associate	594
25	Claims Investigator/Representative I (T)	593
26	Clerk I	260
27	Clerk II	290
28	Clerk III	320

1	Clerk Supervisor	440
2	Clerk Typist I	320
3	Clerk Typist II	350
4	Clerk Typist III	380
5	Clerk Typist IV	410
6	Clerk Typist V (T)	440
7	Code Enforcement Officer	E00
8	Combination Building Inspector	534
9	Combination Building Inspector Aide I	374
10	Combination Building Inspector Aide II	404
11	Commercial and Retail Development Officer	E00
12	Communication Specialist I	520
13	Communication Specialist II	560
14	Communication Specialist III	600
15	Communication Specialist IV	650
16	Communication Specialist V	690
17	Communication Specialist VI	730
18	Communication Specialist VII	770
19	Communications Center Coordinator	660
20	Communications Center Supervisor	590
21	Communications Officer	E00
22	Community Development Analyst I	570
23	Community Development Analyst II	600
24	Community Development Analyst III	630
25	Community Development Clerical Assistant I	320
26	Community Development Clerical Assistant II	350
27	Community Development Clerical Assistant III	380
28	Community Development Technician I	370

1	Community Development Technician II	400
2	Community Development Technician III	430
3	Community Development Technician IV	460
4	Community Development Specialist I	470
5	Community Development Specialist II	530
6	Community Development Specialist III	570
7	Community Development Specialist IV	600
8	Community Development Specialist V	630
9	Community Information Officer	E00
10	Community Information Specialist I	350
11	Community Information Specialist II	390
12	Community Relations Assistant I (T)	370
13	Community Relations Assistant II (T)	460
14	Community Services Officer	E00
15	Community Services Supervisor	570
16	Community Services Supervisor II (T)	570
17	Community Worker	320
18	Construction Inspector I	534
19	Construction Inspector II	574
20	Construction Services Officer	E00
21	Contract Management Officer	E00
22	Contracts Officer (T)	E00
23	Contracts Officer - Fleet	E00
24	Corrosion Control Supervisor	584
25	Councilmanic Secretary	470
26	Counselor I	250
27	Counselor II	450
28	Criminalist I	590

1	Criminalist II	660
2	Criminalist III (T)	680
3	Criminalist Supervisor	700
4	Cultural Program Supervisor	570
5	Curator	530
6	Customer Relations Officer	E00
7	Customer Service Representative I	330
8	Customer Service Representative II	360
9	Customer Service Representative III	400
10	Customer Services Officer	E00
11	Customer Services Supervisor I	480
12	Customer Services Supervisor II (T)	510
13	Customer Support Officer	E00
14	Data Administrative Officer	E00
15	Data Center Officer	E00
16	Data Processing Assistant	410
17	Data Security Administrator	E00
18	Department Librarian I	600
19	Department Librarian II	630
20	Department Safety Officer	E00
21	Deputy Chief of Police	E00
22	Deputy City Attorney	C00
23	Deputy City Auditor	E00
24	Deputy City Clerk I	530
25	Deputy City Clerk II	550
26	Deputy City Manager	E00
27	Deputy City Prosecutor	C00
28	Deputy City Prosecutor I	C00

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

1	Disaster Management Officer	E00
2	Diversity & Economic Opportunity Officer (T)	E00
3	Division Engineer - Oil	E00
4	Division Engineer - Public Works	E00
5	Election Employee	P-28, P-32, P-34, P-36
6	Election Supervisor	410
7	Electrical Engineer	644
8	Electrical Engineering Associate	594
9	Electrical Inspector	534
10	Electrical Supervisor	550
11	Electrician	500
12	Electronic Communications Technician I	520
13	Electronic Communications Technician II	540
14	Electronic Communications Technician III	580
15	Emergency Medical Educator	680
16	Emergency Medical Education Coordinator	750
17	Emergency Medical Services Officer	E00
18	Emergency Preparedness Officer	E00
19	Employee Assistance Officer - Police	E00
20	Employee Services Assistant	600
21	Employment Services Officer - Civil Service	E00
22	Energy Conservation Officer	E00
23	Engineering Aide I	307
24	Engineering Aide II	344
25	Engineering Aide III	419
26	Engineering & Development Services Officer	E00
27	Engineering Technician I	464
28	Engineering Technician II	504

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

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1	Financial Services Officer - Community Development (T)	E00
2	Financial Systems Officer	E00
3	Fingerprint Classifier	430
4	Fire Boat Operator	105
5	Fire Captain	155
6	Fire Chief	E00
7	Fire Engineer	105
8	Firefighter	055
9	Firefighter Trainee	B00
10	Fire Recruit	045
11	Fleet Finance Officer (T)	E00
12	Fleet Services Supervisor I	550
13	Fleet Services Supervisor II	620
14	Forensic Specialist I	530
15	Forensic Specialist II	580
16	Forensic Specialist Supervisor	630
17	Forensic Science Services Administrator	E00
18	Garage Service Attendant I	370
19	Garage Service Attendant II	390
20	Garage Service Attendant II – Towing	410
21	Garage Service Attendant III	450
22	Gardener I	360
23	Gardener II	390
24	Gas Construction Worker I	410
25	Gas Construction Worker II	430
26	Gas Construction Worker III	482
27	Gas Distribution Supervisor I	580
28	Gas Distribution Supervisor II	620

1	Gas Field Service Representative I	390
2	Gas Field Service Representative II	430
3	Gas Field Service Representative III	482
4	Gas Instrument Technician I	500
5	Gas Instrument Technician II	550
6	Gas Maintenance Supervisor I	580
7	Gas Maintenance Supervisor II	620
8	Gas Marketing Engineer	E00
9	Gas Measurement Assistant	470
10	Gas Orifice Meter Technician I (T)	440
11	Gas Orifice Meter Technician II (T)	460
12	Gas Pipeline Welder/Layout Fitter	560
13	Gas Supply Officer	E00
14	General Librarian	560
15	General Librarian I (T)	500
16	General Librarian II (T)	550
17	General Maintenance Assistant	410
18	General Maintenance Supervisor I	470
19	General Maintenance Supervisor II	510
20	General Superintendent – Development Services	E00
21	General Superintendent - Fleet Services	E00
22	General Superintendent - Park/Marine Maintenance	E00
23	General Superintendent - Recreation	E00
24	General Superintendent of Operations	E00
25	Geographic Information Systems Analyst I	527
26	Geographic Information Systems Analyst II	564
27	Geographic Information Systems Analyst III	597
28	Geographic Information Systems Technician I	460

1	Geographic Information Systems Technician II	500
2	Geologist (T)	747
3	Geologist I	747
4	Geologist II	787
5	Grants Accounting Officer	E00
6	Handwriting Examiner - Miscellaneous	640
7	Handwriting Examiner - Safety	070
8	Hazardous Materials Specialist I	560
9	Hazardous Materials Specialist II	590
10	Hazardous Waste Coordinator	590
11	Hazardous Waste Operations Officer	E00
12	Health Educator I	310
13	Health Educator II	450
14	Health Promotion Officer	E00
15	Helicopter Mechanic	580
16	Historic Sites Officer	E00
17	Homeless Services Officer	E00
18	Housing Aide I	350
19	Housing Aide II	380
20	Housing Assistance Coordinator	550
21	Housing Assistance Officer	E00
22	Housing Development Officer	E00
23	Housing Operations Officer	E00
24	Housing Rehabilitation Counselor	550
25	Housing Rehabilitation Officer	E00
26	Housing Rehabilitation Supervisor I	580
27	Housing Rehabilitation Supervisor II	610
28	Housing Specialist I	400

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1	Housing Specialist II	430
2	Housing Specialist III	460
3	Human Dignity Officer	E00
4	Human Resources Officer	E00
5	Institutional Cook	390
6	Inspection Services Officer	E00
7	Intelligence Analyst	610
8	Investigator I	593
9	Investigator - City Prosecutor	B00
10	Investigator II	613
11	Investigator III	633
12	Investment Officer (T)	E00
13	Jail Administrator	E00
14	Lab Assistant I	360
15	Lab Assistant II	380
16	Lab Assistant III	420
17	Laboratory Assistant	360
18	Laboratory Services Officer	E00
19	Landscape Architect	604
20	Law Clerk	B00
21	Law Clerk - City Attorney	B00
22	Law Clerk - City Prosecutor	C00
23	Legal Administrative Assistant	B00
24	Legal Administrator - Attorney	E00
25	Legal Assistant (T)	B00
26	Legal Assistant I	460
27	Legal Assistant II	480
28	Legal Assistant III	530

1	Legal Assistant IV	550
2	Legal Assistant - Subrogation	B00
3	Legal Assistant - Supervisor	B00
4	Legal Office Assistant	386
5	Legal Records Assistant	356
6	Legal Office Specialist	406
7	Legal Records Supervisor	443
8	Legal Records Specialist	386
9	Legal Records Management Coordinator	583
10	Legal Secretary I	386
11	Legal Secretary II	406
12	Legal Stenographer I	316
13	Legal Stenographer II	336
14	Legal Stenographer III	356
15	Legal Systems Support Specialist	B00
16	Legal Technologist-City Prosecutor	B00
17	Legislative Assistant	510
18	Liability Claims Assistant I	410
19	Liability Claims Assistant II	460
20	Library Aide	270
21	Library Circulation Supervisor	560
22	Library Clerk I	330
23	Library Clerk II	370
24	Library Clerk III	400
25	Library Clerk IV	430
26	Library Youth Services Officer	E00
27	License Inspector I	450
28	License Inspector II	470

1	Licensed Vocational Nurse	440
2	Lifeguard - Seasonal (T)	010
3	Locksmith	480
4	Machinist	490
5	Maintenance Aide I	230
6	Maintenance Aide II	260
7	Maintenance Assistant I	290
8	Maintenance Assistant II	330
9	Maintenance Assistant III	360
10	Maintenance Supervisor	500
11	Maintenance Supervisor I	470
12	Maintenance Supervisor II	510
13	Management Assistant	470
14	Manager - Accounting	E00
15	Manager - Administration	E00
16	Manager - Administration, Planning & Facilities	E00
17	Manager - Administrative and Financial Services	E00
18	Manager - Animal Care Services	E00
19	Manager - Automated Services	E00
20	Manager - Budget/Performance Management	E00
21	Manager - Business Information Services	E00
22	Manager - Business Operations	E00
23	Manager - Business Operations & Gas Supply (T)	E00
24	Manager - Business Relations	E00
25	Manager - Community and Governmental Affairs	E00
26	Manager - Community Health	E00
27	Manager - Commercial Services	E00
28	Manager - Community Enrichment	E00

1	Manager - Community Recreation	E00
2	Manager - Disaster Management	E00
3	Manager - Economic Development	E00
4	Manager - Electric Generation	E00
5	Manager - Energy Recovery	E00
6	Manager - Engineering Services (T)	E00
7	Manager - Engineering & Construction	E00
8	Manager - Environmental Health	E00
9	Manager - Environmental Services	E00
10	Manager - Facilities	E00
11	Manager - Facilities Maintenance and Engineering	E00
12	Manager - Fleet Services	E00
13	Manager - Gas and Oil Operations	E00
14	Manager - Gas Services	E00
15	Manager - Housing Authority	E00
16	Manager - Housing Services	E00
17	Manager - Human/Social Services	E00
18	Manager - Information Services	E00
19	Manager - Integrated Resources (T)	E00
20	Manager - Library Support Services	E00
21	Manager - Long Beach Unit	E00
22	Manager - Main Library Services	E00
23	Manager - Maintenance Operations	E00
24	Manager - Marine Operations	E00
25	Manager - Neighborhood Services	E00
26	Manager - Neighborhood Library Services	E00
27	Manager - Oil Production	E00
28	Manager - Operations and Administration	E00

1	Manager - Operations Support	E00
2	Manager - Personnel Operations	E00
3	Manager - Pipeline Construction (T)	E00
4	Manager - Planning Bureau	E00
5	Manager - Planning & Development	E00
6	Manager - Preventive Health	E00
7	Manager - Project Development	E00
8	Manager - Property Services	E00
9	Manager - Public Service	E00
10	Manager - Public Works Operations	E00
11	Manager - Recreation Services	E00
12	Manager - Redevelopment	E00
13	Manager - Risk Management (T)	E00
14	Manager – Risk and Occupational Health Services	E00
15	Manager - Special Events & Filming	E00
16	Manager - Support Services	E00
17	Manager - Technology Infrastructure Services	E00
18	Manager - Telecommunications (T)	E00
19	Manager - Towing (T)	E00
20	Manager - Traffic and Transportation	E00
21	Manager - Workers' Compensation	E00
22	Manager - Workforce Development	E00
23	Marina Agent I	320
24	Marina Agent II	360
25	Marina Agent III	410
26	Marina Supervisor I	510
27	Marina Supervisor II	570
28	Marina Supervisor (T)	510

1	Marine Safety Captain	120
2	Marine Safety Chief	E00
3	Marine Safety Lieutenant	080
4	Marine Safety Officer	030
5	Marine Safety Sergeant	060
6	Marine Safety Sergeant - Boat Operator	060
7	Marketing Officer	E00
8	Master Mechanic (R)	185
9	Materials Inspector	514
10	Materials Testing Chemist	524
11	Mechanical Engineer	644
12	Mechanical Engineering Associate	594
13	Mechanical Equipment Stock Clerk I	380
14	Mechanical Equipment Stock Clerk II	430
15	Mechanical Equipment Stock Clerk III	490
16	Mechanical Equipment Stock Clerk I-NC	M27
17	Mechanical Equipment Stock Clerk II-NC	M37
18	Mechanical Equipment Stock Clerk III-NC	M52
19	Mechanical Supervisor I (T)	530
20	Mechanical Supervisor	600
21	Medical Assistant I	250
22	Medical Assistant II	370
23	Medical Social Worker I	490
24	Medical Social Worker II	530
25	Members of Boards and Commissions	D-11
26	Messenger/Mail Clerk I (T)	300
27	Messenger/Mail Clerk II (T)	370
28	Microbiologist I	540

1	Microbiologist II	570
2	Microbiologist III	610
3	Microbiologist Supervisor	580
4	Microfilm Technician	420
5	Minute Clerk	410
6	Motor Sweeper Operator	450
7	Historic Preservation Officer	E00
8	Neighborhood Improvement Officer	E00
9	Neighborhood Resource Officer	E00
10	Neighborhood Services Specialist I	400
11	Neighborhood Services Specialist II	430
12	Neighborhood Services Specialist III	460
13	Noise Abatement Specialist I	500
14	Noise Abatement Specialist II	530
15	Nurse I (T)	550
16	Nurse II (T)	570
17	Nurse Practitioner	670
18	Nursing Services Officer	E00
19	Nutrition Aide (T)	300
20	Nutrition Aide I	310
21	Nutrition Aide II	360
22	Nutrition Services Officer	E00
23	Occupancy Specialist I	390
24	Occupancy Specialist II	420
25	Occupancy Specialist III	450
26	Occupational Health Services Officer	E00
27	Office Manager - Prosecutor	B00
28	Office Services Assistant I	310

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1	Office Services Assistant II	340
2	Office Services Assistant III	370
3	Office Services Officer	E00
4	Office Services Supervisor	500
5	Office Specialist - Prosecutor	B00
6	Office Systems Officer	E00
7	Offset Press Operator I	390
8	Offset Press Operator II	420
9	Oil Field Gauger I	504
10	Oil Field Gauger II	507
11	Oil Properties Accounting Officer (T)	E00
12	Operations Officer - Building and Safety	E00
13	Outreach Worker I	260
14	Outreach Worker II	380
15	Page (T)	H-16
16	Painter I	440
17	Painter II	460
18	Painter Supervisor	500
19	Paralegal	B00
20	Park Development Officer	E00
21	Park Maintenance Supervisor	520
22	Park Naturalist	470
23	Park Ranger I	440
24	Park Ranger II	500
25	Parking Control Checker I	370
26	Parking Control Checker II	400
27	Parking Control Supervisor	500
28	Parking Meter Technician I	420

1	Parking Meter Technician II	470
2	Parking Operations Officer	E00
3	Payroll/Personnel Assistant I	350
4	Payroll/Personnel Assistant II	380
5	Payroll/Personnel Assistant III	420
6	Payroll Specialist I	460
7	Payroll Specialist II	500
8	Performance Management Officer	E00
9	Personnel Analyst I	570
10	Personnel Analyst II	600
11	Personnel Analyst III	630
12	Personnel Analyst I - Civil Service	570
13	Personnel Analyst II - Civil Service	600
14	Personnel Analyst III - Civil Service	630
15	Personnel Analyst I - Human Resources	570
16	Personnel Analyst II - Human Resources	600
17	Personnel Analyst III - Human Resources	630
18	Personnel Assistant (Conf.) I	430
19	Personnel Assistant (Conf.) II	460
20	Personnel Assistant (Conf.) III	500
21	Petroleum Engineer (T)	747
22	Petroleum Engineer I	747
23	Petroleum Engineer II	787
24	Petroleum Engineering Assistant	607
25	Petroleum Engineering Associate	697
26	Petroleum Engineering Associate I	607
27	Petroleum Engineering Associate II	697
28	Petroleum Engineering Technician	504

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1	Petroleum Operations Coordinator I	750
2	Petroleum Operations Coordinator II	777
3	Photographer	470
4	Physicians Assistant	B00
5	Plan Checker - Electrical I	634
6	Plan Checker - Electrical II	674
7	Plan Checker - Fire Prevention I	634
8	Plan Checker - Fire Prevention II	674
9	Plan Checker - Mechanical I	634
10	Plan Checker - Mechanical II	674
11	Plan Checker - Plumbing I	634
12	Plan Checker - Plumbing II	674
13	Planner I	530
14	Planner II	590
15	Planner III	640
16	Planner IV	670
17	Planner V	700
18	Planning Aide	440
19	Planning Officer	E00
20	Plasterer	480
21	Plumber	500
22	Plumber Supervisor	550
23	Plumbing Inspector	534
24	Police Administration Bureau Chief	E00
25	Police Captain (R)	180
26	Police Commander	E00
27	Police Community Relations Officer (T)	E00
28	Police Corporal	100

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1	Police Information & Technology Officer	E00
2	Police Inspector (R)	110
3	Police Lieutenant	170
4	Police Officer	050
5	Police Planning and Research Officer	E00
6	Police Property and Supply Clerk	430
7	Police Property and Supply Clerk I	430
8	Police Property and Supply Clerk II	500
9	Police Records and Technology Administrator	E00
10	Police Recruit	046
11	Police Sergeant	110
12	Police Services Specialist I	390
13	Police Services Specialist II	440
14	Police Services Specialist III	480
15	Police Systems Supervisor	440
16	Police Woman (R)	050
17	Polygraph Examiner - Miscellaneous	640
18	Polygraph Examiner - Safety	070
19	Power Equipment Repair Mechanic I	430
20	Power Equipment Repair Mechanic II	460
21	Power Equipment Repair Mechanic III	500
22	Prevention Services Officer	E00
23	Principal Building Inspector	624
24	Principal Construction Inspector	624
25	Principal Deputy City Attorney	E00
26	Principal Geological Drafting Technician	624
27	Programmer	480
28	Programmer - Analyst I	520

1	Programmer - Analyst II	570
2	Programmer - Analyst III	610
3	Programmer - Analyst IV	650
4	Programmer - Analyst V	690
5	Programmer - Analyst VI	730
6	Program Specialist - City Manager	B00
7	Project Development Officer	E00
8	Project Management Officer	E00
9	Property Management Specialist I	460
10	Property Management Specialist II	520
11	Prosecutor Assistant	406
12	Prosecutor Assistant I	460
13	Prosecutor Assistant II	480
14	Prosecutor Assistant III	530
15	Prosecutor Assistant IV	550
16	Protection Aide	272
17	Public/Government Affairs Manager	E00
18	Public Health Associate I	250
19	Public Health Associate II	380
20	Public Health Associate III	540
21	Public Health Nurse I	570
22	Public Health Nurse II	590
23	Public Health Nurse III	610
24	Public Health Nurse Supervisor	640
25	Public Health Nutritionist I	500
26	Public Health Nutritionist II	550
27	Public Health Nutritionist III	600
28	Public Health Physician	C00

1	Public Health Professional I	550
2	Public Health Professional II	590
3	Public Health Professional III	620
4	Public Health Registrar	380
5	Public Information Officer	E00
6	Public Safety Dispatcher I	470
7	Public Safety Dispatcher II	500
8	Public Safety Dispatcher III	530
9	Public Safety Dispatcher IV	560
10	Public Works Supervisor	500
11	Purchasing Agent	E00
12	Real Estate Officer	E00
13	Real Estate Technician I	430
14	Real Estate Technician II	460
15	Records Manager - City Clerk	580
16	Recreation Assistant	390
17	Recreation Leader/Specialist IX (T)	H-39
18	Recreation Leader/Specialist X (T)	H-40
19	Recreation Superintendent	E00
20	Recruitment Officer - Civil Service	E00
21	Recycling Specialist I	470
22	Recycling Specialist II	530
23	Recycling & Sustainability Officer	E00
24	Redevelopment Administrator	E00
25	Redevelopment Finance Officer (T)	E00
26	Redevelopment Project Officer	E00
27	Refuse Field Investigator	460
28	Refuse Operator I	380

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

1	Refuse Operator II	410
2	Refuse Operator III	440
3	Refuse Supervisor	520
4	Registered Nurse I	570
5	Registered Nurse II	590
6	Reprographics Assistant (T)	350
7	Revenue Management Officer	E00
8	Risk Manager	E00
9	Safety Specialist I	530
10	Safety Specialist I - Conf	530
11	Safety Specialist II	590
12	Safety Specialist II - Conf	590
13	School Guard	H-26, H-28
14	Secretary	410
15	Secretary to the City Auditor	486
16	Secretary to the City Attorney	520
17	Secretary to the Executive Director - Civil Service	450
18	Secretary to the Mayor	590
19	Senior Accountant	630
20	Senior Animal Control Officer	490
21	Senior Architectural Engineer	694
22	Senior Auditor	B00
23	Senior Civil Engineer	694
24	Senior Combination Building Inspector	574
25	Senior Deputy City Attorney	D00
26	Senior Electrical Inspector	574
27	Senior Engineering Technician I	547
28	Senior Engineering Technician II	577

1	Senior Equipment Operator	510
2	Senior Geological Drafting Technician	567
3	Senior Geologist	787
4	Senior Legal Secretary I	443
5	Senior Legal Secretary II	466
6	Senior Mechanical Engineer	694
7	Senior Mechanical Inspector	574
8	Senior Minute Clerk	450
9	Senior Payroll/Personnel Assistant (T)	460
10	Senior Petroleum Engineer (T)	787
11	Senior Petroleum Engineering Associate (T)	747
12	Senior Plumbing Inspector	574
13	Senior Prosecutor Assistant	B00
14	Senior Records Clerk	570
15	Senior Structural Engineer	687
16	Senior Survey Technician	508
17	Senior Surveyor	627
18	Senior Traffic Engineer	694
19	SERRF Operations Officer	E00
20	Special Investigator - City Manager	B00
21	Special Projects Officer	E00
22	Special Projects Officer - Engineering	E00
23	Special Projects Officer - Financial Management (T)	E00
24	Special Projects Officer - Housing	E00
25	Special Projects Officer - Public Service	E00
26	Special Projects Officer - Public Works	E00
27	Special Services Officer I	361
28	Special Services Officer II	426

1	Special Services Officer III	440
2	Special Services Officer IV	500
3	Special Services Officer V	560
4	Staff Auditor	B00
5	Stock and Receiving Clerk	330
6	Storekeeper I	380
7	Storekeeper II	430
8	Storm Drain Maintenance Crew Leader	440
9	Storm Drain Maintenance Crew Member I	380
10	Storm Drain Maintenance Crew Member II	400
11	Storm Drain Plant Mechanic	440
12	Storm Water/Environmental Compliance Officer	E00
13	Street Landscaping Supervisor I	520
14	Street Landscaping Supervisor II	530
15	Street Maintenance Supervisor (T)	500
16	Street Maintenance Supervisor I	520
17	Street Maintenance Supervisor II	540
18	Structural Engineer	647
19	Structural Engineer Associate	594
20	Student Worker	H-20
21	Superintendent - Administrative Services (T)	E00
22	Superintendent - Airport Operations	E00
23	Superintendent - Airport Security	E00
24	Superintendent - Building and Safety	E00
25	Superintendent - Electronics/Traffic Signals	E00
26	Superintendent - Engineering	E00
27	Superintendent - Engineering and Gas Systems Control	E00
28	Superintendent - Environmental Programs	E00

1	Superintendent - Facility Management	E00
2	Superintendent - Finance and Controls	E00
3	Superintendent - Fleet Acquisition	E00
4	Superintendent - Fleet Maintenance	E00
5	Superintendent - Fleet Operations	E00
6	Superintendent - Fleet Services (T)	E00
7	Superintendent - Gang Intervention	E00
8	Superintendent - Gas Distribution/Customer Service (T)	E00
9	Superintendent - Gas Distribution/Systems Maintenance (T)	E00
10	Superintendent - Golf Operations	E00
11	Superintendent - Marina Operations	E00
12	Superintendent - Meters & Regulators	E00
13	Superintendent - Park Maintenance	E00
14	Superintendent - Personnel and Training	E00
15	Superintendent - Pipeline Maintenance	E00
16	Superintendent - Planning & Development	E00
17	Superintendent - Operations (T)	E00
18	Superintendent - Refuse	E00
19	Superintendent - Street Landscaping (T)	E00
20	Superintendent - Street Maintenance	E00
21	Superintendent - Street Sweeping	E00
22	Superintendent - Structural Services	E00
23	Superintendent - Towing & Lien Sales	E00
24	Superintendent - Warehouse/Inventory Operations	E00
25	Supervising Custodian (T)	370
26	Supervising Deputy City Prosecutor	C00
27	Supervising Park Ranger	550
28	Supervising Prosecutor Assistant	B00

OFFICE OF THE CITY ATTORNEY
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1	Supervising Senior Legal Secretary	482
2	Supervising Workers' Compensation Secretary	470
3	Supervisor - Facilities Maintenance	620
4	Supervisor - Stores and Property	490
5	Supervisor - Waste Operations	570
6	Support Projects Officer	E00
7	Survey Technician	467
8	Surveyor	554
9	Systems Analyst I	500
10	Systems Analyst II	560
11	Systems Support Specialist I	530
12	Systems Support Specialist II	570
13	Systems Support Specialist III	610
14	Systems Support Specialist IV	650
15	Systems Support Specialist V	690
16	Systems Support Specialist VI	730
17	Systems Support Specialist VII	770
18	Systems Technician I	440
19	Systems Technician II	480
20	Systems Technician III	520
21	Systems Technician IV	570
22	Technical Aide	280
23	Technical Assistant	400
24	Technical Services Officer - Library Services (T)	E00
25	Technical Services Administrator	E00
26	Technical Support Officer	E00
27	Telecommunications Officer	E00
28	Tidelands Development Officer	E00

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1	Traffic and Transportation Program Administrator	E00
2	Traffic Engineer	644
3	Traffic Engineering Aide I	454
4	Traffic Engineering Aide II	494
5	Traffic Engineering Associate I	514
6	Traffic Engineering Associate II	594
7	Traffic Painter I	400
8	Traffic Painter II	420
9	Traffic Signal Coordinator	640
10	Traffic Signal Technician I	570
11	Traffic Signal Technician II	610
12	Transportation Planner I	620
13	Transportation Planner II	650
14	Transportation Planner III	680
15	Transportation Planner IV	710
16	Transportation Planning Officer	E00
17	Transportation Programming Officer	E00
18	Transportation Programs Planner	620
19	Treasury Operations Officer	E00
20	Tree Trimmer I	400
21	Tree Trimmer II	430
22	Utilities Systems Operator	450
23	Utility Services Officer	E00
24	Vector Control Specialist I	420
25	Vector Control Specialist II	460
26	Veterinarian	B00
27	Video Communications Officer	E00
28	Victim's Advocate - City Prosecutor	B00

1	Visual Arts Specialist I	430
2	Visual Arts Specialist II	470
3	Voice and Data Communications Officer	E00
4	Waste Management Officer (T)	E00
5	Welder	490
6	Wireless Communications Officer	E00
7	Workers' Compensation Administrative Assistant	B00
8	Workers' Compensation Claims Assistant	410
9	Workers' Compensation Claims Examiner I	523
10	Workers' Compensation Claims Examiner II	582
11	Workers' Compensation Claims Examiner III	645
12	Workers' Compensation Medical Only Examiner	480
13	Workers' Compensation Office Assistant	350
14	Workforce Development Officer	E00
15	Workforce Development Supervisor I	670
16	Workforce Development Supervisor II (T)	690
17	X-ray Technician	450
18	Youth Services Coordinator	E00

19
20 In accordance with Section 3(8) of the Civil Service Rules and Regulations
21 of the City of Long Beach, adopted in conformity with Section 1102(a)(8) of the Charter of
22 the City of Long Beach, there are hereby created and established the non-career (NC)
23 positions set forth and listed hereinafter and the compensation of each non-career
24 position is hereby fixed and prescribed at one of the pay rates set forth in the Salary
25 Schedules in Attachment B hereof, which pay rates are indicated opposite each listed
26 non-career position by a Salary Range Number, together with such additional
27 compensation, if any, as provided herein or by applicable ordinance.
28

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

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
			<u>Position Title</u>																								
			Accountant I - NC																								
			Accountant II - NC																								
			Accounting Clerk I - NC																								
			Accounting Clerk II - NC																								
			Accounting Clerk III - NC																								
			Administrative Analyst I - NC																								
			Administrative Analyst II - NC																								
			Administrative Analyst III-NC																								
			Administrative Intern - NC																								
			Admissions Attendant I - NC (T)																								
			Admissions Attendant II - NC (T)																								
			Admissions Attendant III - NC (T)																								
			Airport Operations Assistant I - NC																								
			Ambulance Operator - NC																								
			Animal Control Officer I - NC																								
			Animal License Inspector - NC																								
			Assistant Band Conductor - NC																								

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1	Band Conductor - NC	H-62
2	Carpenter - NC	M47
3	Civil Engineer - NC	N94
4	Civil Engineering Assistant - NC	N57
5	Civil Engineering Associate - NC	N80
6	Clerical Aide I - NC	H-28, H-30, H-32
7		
8	Clerical Aide II - NC	H-32, H-34, H-36
9	Clerk I - NC	M03
10	Clerk II - NC	M07
11	Clerk III - NC	M12
12	Clerk Typist I - NC	M12
13	Clerk Typist II - NC	M17
14	Clerk Typist III - NC	M24
15	Combination Building Inspector - NC	N63
16	Combination Building Inspector Aide I - NC	N23
17	Combination Building Inspector Aide II - NC	N29
18	Community Worker - NC	M12
19	Computer Operator I - NC	M37
20	Customer Service Representative I - NC	M13
21	Customer Service Representative II - NC	M20
22	Data Entry Operator I - NC	M13
23	Data Entry Operator II - NC	M17
24	Electrician - NC	M52
25	Engineering Aide I - NC	N09
26	Engineering Aide II - NC	N16
27	Engineering Aide III - NC	N33
28	Engineering Technician I - NC	464

1	Engineering Technician II - NC	504
2	Environmental Health Specialist I-NC	480
3	Equipment Mechanic I - NC	M46
4	Equipment Mechanic II - NC	M50
5	Equipment Operator I - NC	M21
6	Equipment Operator II - NC	M31
7	Equipment Operator III - NC	M37
8	Fire Safety Specialist - NC (non-safety)	055
9	Garage Service Attendant I - NC	M21
10	Gardener I - NC	M20
11	Gas Field Service Representative I - NC	M24
12	General Librarian I - NC	M66
13	Groundskeeper I - NC	M07
14	Groundskeeper II - NC	M13
15	Identification Officer - NC	050
16	Identification Technician II - NC	M66
17	Institutional Cook - NC	M26
18	Laboratory Assistant - NC	M20
19	Library Aide - NC	H-18, H-20, H-22, H-24
20	Library Clerk I - NC	M13
21	Library Clerk II - NC	M21
22	Library Clerk III - NC	M28
23	Library Clerk IV - NC	M36
24	Licensed Vocational Nurse - NC	M36
25	Lifeguard - Hourly - NC	010, H-99
26	Maintenance Aide I - NC	M01
27	Maintenance Aide II - NC	M03
28		

1	Maintenance Assistant I - NC	M07
2	Maintenance Assistant II - NC	M13
3	Maintenance Assistant III - NC	M20
4	Marine Aide - NC	M12
5	Medical Social Worker - NC	M47
6	Messenger/Mail Clerk I - NC	M08
7	Microbiologist - NC	M62
8	Microbiologist Trainee - NC	H-42
9	Motor Sweeper Operator - NC	M37
10	Musician - NC	H-60
11	Nurse I - NC	M62
12	Nurse II - NC	M66
13	Nurse Practitioner - NC	M88
14	Nutrition Aide - NC	M10
15	Page - NC	H-16, H-18, H-20, H-22, H-24, H-25, H-26, H28
16		
17		
18	Painter I - NC	M37
19	Park Ranger I - NC	M37
20	Parking Control Checker I - NC	M18
21	Parking Meter Technician I - NC	M31
22	Parking Operations Attendant I - NC	M07
23	Parking Operations Attendant II - NC	M12
24	Personnel Analyst I - NC	M68
25	Personnel Analyst II - NC	M78
26	Personnel Assistant I - NC	M42
27	Personnel Assistant II - NC	M52
28	Planner I - NC	M52

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1	Planner II - NC	M68
2	Planning Aide - NC	M36
3	Plumber - NC	M52
4	Police Cadet - NC	H-36
5	Police Investigator - NC	050
6	Police Officer - NC	050
7	Police Services Specialist I - NC	M24
8	Pool Lifeguard I - NC	H-32
9	Pool Lifeguard II - NC	H-34
10	Principal Building Inspector - NC	N87
11	Public Health Associate I-NC	250
12	Public Health Nurse - NC	M66
13	Public Health Physician - NC	B00
14	Public Health Professional - NC	B00
15	Public Safety Dispatcher I - NC	M42
16	Public Safety Dispatcher II - NC	M47
17	Recreation Leader/Specialist I - NC	H-20, 260
18	Recreation Leader/Specialist II - NC	H-22, 300
19	Recreation Leader/Specialist III - NC	H-25, 330
20	Recreation Leader/Specialist IV - NC	H-28, 360
21	Recreation Leader/Specialist V - NC	H-32
22	Recreation Leader/Specialist VI - NC	H-34
23	Recreation Leader/Specialist VII - NC	H-36
24	Recreation Leader/Specialist VIII - NC	H-38
25	Recreation Leader/Specialist IX - NC	H-39
26	Recreation Leader/Specialist X - NC	H-40
27	Refuse Operator I - NC	370
28	Refuse Operator II - NC	400

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1	Special Services Officer I - NC	M22
2	Special Services Officer II - NC	M35
3	Senior Civil Engineer - NC	N94
4	Senior Combination Building Inspector - NC	N72
5	Senior Engineering Technician I - NC	547
6	Senior Engineering Technician II - NC	577
7	Structural Engineering Associate - NC	N80
8	Student Worker - NC	H20
9	Traffic Engineering Aide I - NC	N41
10	X-ray Technician I - NC	M37
11	Youth Trainee I - NC	H-99
12	Youth Trainee II - NC	H-20
13	Youth Trainee III - NC	H-24
14	Youth Trainee IV - NC	H-27
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SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2010

ATTACHMENT B

RANGE	EQUIVALENT MONTHLY RATES						
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
M01	10.296	10.812	11.442	12.019	12.583	13.228	13.894
	823.68	864.96	915.36	961.52	1,006.64	1,058.24	1,111.52
	1,791.00	1,881.00	1,990.00	2,090.00	2,189.00	2,301.00	2,417.00
M03	11.080	11.635	12.311	12.906	13.541	14.196	14.934
	886.40	930.80	984.88	1,032.48	1,083.28	1,135.68	1,194.72
	1,927.00	2,024.00	2,141.00	2,245.00	2,355.00	2,469.00	2,597.00
M07	11.903	12.499	13.228	13.894	14.561	15.293	16.076
	952.24	999.92	1,058.24	1,111.52	1,164.88	1,223.44	1,286.08
	2,070.00	2,174.00	2,301.00	2,417.00	2,533.00	2,660.00	2,796.00
M08	12.184	12.793	13.541	14.196	14.934	15.681	16.470
	974.72	1,023.44	1,083.28	1,135.68	1,194.72	1,254.48	1,317.60
	2,119.00	2,225.00	2,355.00	2,469.00	2,597.00	2,727.00	2,865.00
M10	12.505	13.129	13.894	14.561	15.293	16.076	16.877
	1,000.40	1,050.32	1,111.52	1,164.88	1,223.44	1,286.08	1,350.16
	2,175.00	2,284.00	2,417.00	2,533.00	2,660.00	2,796.00	2,935.00
M12	12.776	13.415	14.196	14.934	15.681	16.470	17.303
	1,022.08	1,073.20	1,135.68	1,194.72	1,254.48	1,317.60	1,384.24
	2,222.00	2,333.00	2,469.00	2,597.00	2,727.00	2,865.00	3,009.00
M13	13.103	13.757	14.561	15.293	16.076	16.877	17.727
	1,048.24	1,100.56	1,164.88	1,223.44	1,286.08	1,350.16	1,418.16
	2,279.00	2,393.00	2,533.00	2,660.00	2,796.00	2,935.00	3,083.00
M15	13.440	14.110	14.934	15.681	16.470	17.303	18.174
	1,075.20	1,128.80	1,194.72	1,254.48	1,317.60	1,384.24	1,453.92
	2,338.00	2,454.00	2,597.00	2,727.00	2,865.00	3,009.00	3,161.00
M17	13.762	14.450	15.293	16.076	16.877	17.727	18.666
	1,100.96	1,156.00	1,223.44	1,286.08	1,350.16	1,418.16	1,493.28
	2,394.00	2,513.00	2,660.00	2,796.00	2,935.00	3,083.00	3,247.00
M18	14.034	14.735	15.591	16.384	17.219	18.081	19.030
	1,122.72	1,178.80	1,247.28	1,310.72	1,377.52	1,446.48	1,522.40
	2,441.00	2,563.00	2,712.00	2,850.00	2,995.00	3,145.00	3,310.00
M19	14.325	15.043	15.920	16.701	17.572	18.456	19.395
	1,146.00	1,203.44	1,273.60	1,336.08	1,405.76	1,476.48	1,551.60
	2,492.00	2,616.00	2,769.00	2,905.00	3,056.00	3,210.00	3,373.00
M20	14.111	14.819	15.681	16.470	17.303	18.174	19.259
	1,128.88	1,185.52	1,254.48	1,317.60	1,384.24	1,453.92	1,540.72
	2,454.00	2,577.00	2,727.00	2,865.00	3,009.00	3,161.00	3,350.00
M21	14.468	15.191	16.076	16.877	17.727	18.666	19.773
	1,157.44	1,215.28	1,286.08	1,350.16	1,418.16	1,493.28	1,581.84
	2,516.00	2,642.00	2,796.00	2,935.00	3,083.00	3,247.00	3,439.00
M22	14.384	15.104	15.980	16.793	17.649	18.533	19.506
	1,150.72	1,208.32	1,278.40	1,343.44	1,411.92	1,482.64	1,560.48
	2,502.00	2,627.00	2,779.00	2,921.00	3,070.00	3,223.00	3,393.00
M24	14.823	15.563	16.470	17.303	18.174	19.259	20.266
	1,185.84	1,245.04	1,317.60	1,384.24	1,453.92	1,540.72	1,621.28
	2,578.00	2,707.00	2,865.00	3,009.00	3,161.00	3,350.00	3,525.00
M26	15.187	15.946	16.877	17.727	18.666	19.773	20.727
	1,214.96	1,275.68	1,350.16	1,418.16	1,493.28	1,581.84	1,658.16
	2,641.00	2,773.00	2,935.00	3,083.00	3,247.00	3,439.00	3,605.00
M27	15.300	16.066	17.003	17.853	18.787	19.906	20.880
	1,224.00	1,285.28	1,360.24	1,428.24	1,502.96	1,592.48	1,670.40
	2,661.00	2,794.00	2,957.00	3,105.00	3,268.00	3,462.00	3,632.00
M28	15.572	16.351	17.303	18.174	19.259	20.266	21.270
	1,245.76	1,308.08	1,384.24	1,453.92	1,540.72	1,621.28	1,701.60
	2,708.00	2,844.00	3,009.00	3,161.00	3,350.00	3,525.00	3,699.00
M30	16.201	17.011	18.000	18.916	19.870	21.068	22.151
	1,296.08	1,360.88	1,440.00	1,513.28	1,589.60	1,685.44	1,772.08

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2010

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
M31	2,818.00	2,959.00	3,131.00	3,290.00	3,456.00	3,664.00	3,853.00
	15.953	16.749	17.727	18.666	19.773	20.727	21.797
	1,276.24	1,339.92	1,418.16	1,493.28	1,581.84	1,658.16	1,743.76
M34	2,775.00	2,913.00	3,083.00	3,247.00	3,439.00	3,605.00	3,791.00
	16.358	17.178	18.174	19.259	20.266	21.270	22.331
	1,308.64	1,374.24	1,453.92	1,540.72	1,621.28	1,701.60	1,786.48
M35	2,845.00	2,988.00	3,161.00	3,350.00	3,525.00	3,699.00	3,884.00
	16.605	17.436	18.451	19.389	20.366	21.594	22.705
	1,328.40	1,394.88	1,476.08	1,551.12	1,629.28	1,727.52	1,816.40
M36	2,888.00	3,033.00	3,209.00	3,372.00	3,542.00	3,756.00	3,949.00
	16.801	17.641	18.666	19.773	20.727	21.797	22.912
	1,344.08	1,411.28	1,493.28	1,581.84	1,658.16	1,743.76	1,832.96
M37	2,922.00	3,068.00	3,247.00	3,439.00	3,605.00	3,791.00	3,985.00
	17.334	18.201	19.259	20.266	21.270	22.331	23.469
	1,386.72	1,456.08	1,540.72	1,621.28	1,701.60	1,786.48	1,877.52
M38	3,015.00	3,166.00	3,350.00	3,525.00	3,699.00	3,884.00	4,082.00
	17.767	18.656	19.740	20.774	21.801	22.889	24.055
	1,421.36	1,492.48	1,579.20	1,661.92	1,744.08	1,831.12	1,924.40
M42	3,090.00	3,245.00	3,433.00	3,613.00	3,792.00	3,981.00	4,184.00
	18.241	19.153	20.266	21.270	22.331	23.469	24.704
	1,459.28	1,532.24	1,621.28	1,701.60	1,786.48	1,877.52	1,976.32
M46	3,173.00	3,331.00	3,525.00	3,699.00	3,884.00	4,082.00	4,297.00
	18.652	19.584	20.727	21.797	22.912	24.082	25.327
	1,492.16	1,566.72	1,658.16	1,743.76	1,832.96	1,926.56	2,026.16
M47	3,244.00	3,406.00	3,605.00	3,791.00	3,985.00	4,189.00	4,405.00
	19.144	20.102	21.270	22.331	23.469	24.704	25.976
	1,531.52	1,608.16	1,701.60	1,786.48	1,877.52	1,976.32	2,078.08
M50	3,330.00	3,496.00	3,699.00	3,884.00	4,082.00	4,297.00	4,518.00
	19.615	20.596	21.797	22.912	24.082	25.327	26.623
	1,569.20	1,647.68	1,743.76	1,832.96	1,926.56	2,026.16	2,129.84
M52	3,412.00	3,582.00	3,791.00	3,985.00	4,189.00	4,405.00	4,631.00
	20.097	21.104	22.331	23.469	24.704	25.976	27.325
	1,607.76	1,688.32	1,786.48	1,877.52	1,976.32	2,078.08	2,186.00
M62	3,495.00	3,671.00	3,884.00	4,082.00	4,297.00	4,518.00	4,753.00
	21.672	22.757	24.082	25.327	26.623	28.022	29.438
	1,733.76	1,820.56	1,926.56	2,026.16	2,129.84	2,241.76	2,355.04
M63	3,769.00	3,958.00	4,189.00	4,405.00	4,631.00	4,874.00	5,120.00
	22.216	23.327	24.666	25.961	27.288	28.722	30.175
	1,777.28	1,866.16	1,973.28	2,076.88	2,183.04	2,297.76	2,414.00
M66	3,864.00	4,057.00	4,290.00	4,515.00	4,746.00	4,996.00	5,248.00
	22.794	23.933	25.327	26.623	28.022	29.438	30.987
	1,823.52	1,914.64	2,026.16	2,129.84	2,241.76	2,355.04	2,478.96
M68	3,965.00	4,163.00	4,405.00	4,631.00	4,874.00	5,120.00	5,390.00
	23.378	24.549	25.976	27.325	28.721	30.189	31.773
	1,870.24	1,963.92	2,078.08	2,186.00	2,297.68	2,415.12	2,541.84
M78	4,066.00	4,270.00	4,518.00	4,753.00	4,995.00	5,251.00	5,526.00
	25.723	27.010	28.582	30.025	31.609	33.220	34.927
	2,057.84	2,160.80	2,286.56	2,402.00	2,528.72	2,657.60	2,794.16
M88	4,474.00	4,698.00	4,971.00	5,222.00	5,498.00	5,778.00	6,075.00
	27.169	28.529	30.189	31.773	33.395	35.136	36.976
	2,173.52	2,282.32	2,415.12	2,541.84	2,671.60	2,810.88	2,958.08
M90	4,725.00	4,962.00	5,251.00	5,526.00	5,808.00	6,111.00	6,431.00
	27.891	29.284	30.987	32.569	34.239	36.049	37.943
	2,231.28	2,342.72	2,478.96	2,605.52	2,739.12	2,883.92	3,035.44
N09	4,851.00	5,093.00	5,390.00	5,665.00	5,955.00	6,270.00	6,599.00
	11.940	12.537	13.266	13.910	14.632	15.361	16.138

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2010
 HOURLY / BIWEEKLY
 EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
N16	955.20	1,002.96	1,061.28	1,112.80	1,170.56	1,228.88	1,291.04
	2,077.00	2,181.00	2,307.00	2,419.00	2,545.00	2,672.00	2,807.00
	13.193	13.855	14.662	15.407	16.164	16.996	17.856
N23	1,055.44	1,108.40	1,172.96	1,232.56	1,293.12	1,359.68	1,428.48
	2,295.00	2,410.00	2,550.00	2,680.00	2,811.00	2,956.00	3,106.00
	14.045	14.748	15.606	16.379	17.199	18.114	19.189
N29	1,123.60	1,179.84	1,248.48	1,310.32	1,375.92	1,449.12	1,535.12
	2,443.00	2,565.00	2,714.00	2,849.00	2,991.00	3,151.00	3,338.00
	15.319	16.086	17.021	17.874	18.939	19.923	20.906
N33	1,225.52	1,286.88	1,361.68	1,429.92	1,515.12	1,593.84	1,672.48
	2,664.00	2,798.00	2,960.00	3,109.00	3,294.00	3,465.00	3,636.00
	15.112	15.869	16.791	17.703	18.680	19.655	20.709
N41	1,208.96	1,269.52	1,343.28	1,416.24	1,494.40	1,572.40	1,656.72
	2,628.00	2,760.00	2,920.00	3,079.00	3,249.00	3,419.00	3,602.00
	17.464	18.338	19.405	20.368	21.411	22.584	23.663
N43	1,397.12	1,467.04	1,552.40	1,629.44	1,712.88	1,806.72	1,893.04
	3,037.00	3,190.00	3,375.00	3,543.00	3,724.00	3,928.00	4,116.00
	17.914	18.810	19.904	20.876	21.937	23.060	24.252
N45	1,433.12	1,504.80	1,592.32	1,670.08	1,754.96	1,844.80	1,940.16
	3,116.00	3,272.00	3,462.00	3,631.00	3,815.00	4,011.00	4,218.00
	20.126	21.133	22.358	23.456	24.648	25.916	27.253
N51	1,610.08	1,690.64	1,788.64	1,876.48	1,971.84	2,073.28	2,180.24
	3,500.00	3,676.00	3,889.00	4,080.00	4,287.00	4,508.00	4,740.00
	19.267	20.232	21.411	22.501	23.663	24.881	26.133
N53	1,541.36	1,618.56	1,712.88	1,800.08	1,893.04	1,990.48	2,090.64
	3,351.00	3,519.00	3,724.00	3,914.00	4,116.00	4,328.00	4,545.00
	19.743	20.732	21.937	23.060	24.252	25.511	26.830
N54	1,579.44	1,658.56	1,754.96	1,844.80	1,940.16	2,040.88	2,146.40
	3,434.00	3,606.00	3,815.00	4,011.00	4,218.00	4,437.00	4,667.00
	21.130	22.185	23.476	24.677	25.950	27.299	28.711
N55	1,690.40	1,774.80	1,878.08	1,974.16	2,076.00	2,183.92	2,296.88
	3,675.00	3,859.00	4,083.00	4,292.00	4,513.00	4,748.00	4,994.00
	22.183	23.293	24.648	25.916	27.253	28.668	30.151
N57	1,774.64	1,863.44	1,971.84	2,073.28	2,180.24	2,293.44	2,412.08
	3,858.00	4,051.00	4,287.00	4,508.00	4,740.00	4,986.00	5,244.00
	21.258	22.320	23.618	24.838	26.114	27.432	28.879
N60	1,700.64	1,785.60	1,889.44	1,987.04	2,089.12	2,194.56	2,310.32
	3,697.00	3,882.00	4,108.00	4,320.00	4,542.00	4,771.00	5,023.00
	20.753	21.791	23.060	24.252	25.511	26.830	28.225
N61	1,660.24	1,743.28	1,844.80	1,940.16	2,040.88	2,146.40	2,258.00
	3,610.00	3,790.00	4,011.00	4,218.00	4,437.00	4,667.00	4,909.00
	21.238	22.298	23.595	24.815	26.088	27.457	28.844
N63	1,699.04	1,783.84	1,887.60	1,985.20	2,087.04	2,196.56	2,307.52
	3,694.00	3,878.00	4,104.00	4,316.00	4,537.00	4,776.00	5,017.00
	21.298	22.361	23.663	24.881	26.133	27.514	28.917
N65	1,703.84	1,788.88	1,893.04	1,990.48	2,090.64	2,201.12	2,313.36
	3,704.00	3,889.00	4,116.00	4,328.00	4,545.00	4,785.00	5,029.00
	23.355	24.522	25.950	27.299	28.711	30.200	31.719
N67	1,868.40	1,961.76	2,076.00	2,183.92	2,296.88	2,416.00	2,537.52
	4,062.00	4,265.00	4,513.00	4,748.00	4,994.00	5,253.00	5,517.00
	25.163	26.418	27.959	29.365	30.916	32.485	34.196
N69	2,013.04	2,113.44	2,236.72	2,349.20	2,473.28	2,598.80	2,735.68
	4,377.00	4,595.00	4,863.00	5,107.00	5,377.00	5,650.00	5,948.00
	22.907	24.053	25.452	26.776	28.141	29.581	31.132
N69	1,832.56	1,924.24	2,036.16	2,142.08	2,251.28	2,366.48	2,490.56
	3,984.00	4,184.00	4,427.00	4,657.00	4,895.00	5,145.00	5,415.00

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2010
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	EQUIVALENT MONTHLY RATES						
RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
N70	24.326	25.539	27.029	28.414	29.878	31.429	33.061
	1,946.08	2,043.12	2,162.32	2,273.12	2,390.24	2,514.32	2,644.88
	4,231.00	4,442.00	4,701.00	4,942.00	5,197.00	5,466.00	5,750.00
N72	23.522	24.696	26.133	27.514	28.917	30.438	31.978
	1,881.76	1,975.68	2,090.64	2,201.12	2,313.36	2,435.04	2,558.24
	4,091.00	4,295.00	4,545.00	4,785.00	5,029.00	5,294.00	5,562.00
N73	24.571	25.800	27.299	28.711	30.200	31.719	33.379
	1,965.68	2,064.00	2,183.92	2,296.88	2,416.00	2,537.52	2,670.32
	4,274.00	4,487.00	4,748.00	4,994.00	5,253.00	5,517.00	5,806.00
N77	24.147	25.356	26.830	28.225	29.645	31.203	32.792
	1,931.76	2,028.48	2,146.40	2,258.00	2,371.60	2,496.24	2,623.36
	4,200.00	4,410.00	4,667.00	4,909.00	5,156.00	5,427.00	5,703.00
N80	25.992	27.292	28.879	30.353	31.948	33.565	35.301
	2,079.36	2,183.36	2,310.32	2,428.24	2,555.84	2,685.20	2,824.08
	4,521.00	4,747.00	5,023.00	5,279.00	5,557.00	5,838.00	6,140.00
N81	25.329	26.596	28.141	29.581	31.132	32.721	34.427
	2,026.32	2,127.68	2,251.28	2,366.48	2,490.56	2,617.68	2,754.16
	4,405.00	4,626.00	4,895.00	5,145.00	5,415.00	5,691.00	5,988.00
N83	25.381	26.650	28.204	29.642	31.200	32.778	34.472
	2,030.48	2,132.00	2,256.32	2,371.36	2,496.00	2,622.24	2,757.76
	4,414.00	4,635.00	4,905.00	5,156.00	5,427.00	5,701.00	5,996.00
N84	25.423	26.697	28.251	29.696	31.240	32.811	34.545
	2,033.84	2,135.76	2,260.08	2,375.68	2,499.20	2,624.88	2,763.60
	4,422.00	4,643.00	4,914.00	5,165.00	5,434.00	5,707.00	6,008.00
N87	26.028	27.330	28.917	30.438	31.978	33.634	35.402
	2,082.24	2,186.40	2,313.36	2,435.04	2,558.24	2,690.72	2,832.16
	4,527.00	4,753.00	5,029.00	5,294.00	5,562.00	5,850.00	6,157.00
N89	26.705	28.040	29.670	31.219	32.806	34.511	36.315
	2,136.40	2,243.20	2,373.60	2,497.52	2,624.48	2,760.88	2,905.20
	4,645.00	4,877.00	5,160.00	5,430.00	5,706.00	6,002.00	6,316.00
N92	27.395	28.766	30.438	31.978	33.634	35.402	37.252
	2,191.60	2,301.28	2,435.04	2,558.24	2,690.72	2,832.16	2,980.16
	4,765.00	5,003.00	5,294.00	5,562.00	5,850.00	6,157.00	6,479.00
N94	29.474	30.950	32.752	34.418	36.225	38.119	40.114
	2,357.92	2,476.00	2,620.16	2,753.44	2,898.00	3,049.52	3,209.12
	5,126.00	5,383.00	5,697.00	5,986.00	6,301.00	6,630.00	6,977.00
N96	30.176	31.685	33.529	35.248	37.113	39.061	41.092
	2,414.08	2,534.80	2,682.32	2,819.84	2,969.04	3,124.88	3,287.36
	5,248.00	5,511.00	5,832.00	6,131.00	6,455.00	6,794.00	7,147.00
S01	14.585	16.206	17.011	18.037	18.932	19.886	
	1,166.80	1,296.48	1,360.88	1,442.96	1,514.56	1,590.88	
	2,537.00	2,819.00	2,959.00	3,137.00	3,293.00	3,459.00	
S02	23.496	24.715	25.992	27.330	28.794		
	1,879.68	1,977.20	2,079.36	2,186.40	2,303.52		
	4,087.00	4,299.00	4,521.00	4,753.00	5,008.00		
S03	23.729						
	1,898.32						
	4,127.00						
S04	28.003						
	2,240.24						
	4,871.00						
S05	31.114	32.846	34.623	36.526	38.528		
	2,489.12	2,627.68	2,769.84	2,922.08	3,082.24		
	5,412.00	5,713.00	6,022.00	6,353.00	6,701.00		
S06	26.364	27.835	29.344	30.950	32.648		
	2,109.12	2,226.80	2,347.52	2,476.00	2,611.84		

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2010
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EQUIVALENT MONTHLY RATES							
RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
S07	4,585.00	4,841.00	5,104.00	5,383.00	5,678.00		
	28.395	29.890	31.391	33.005	34.713		
	2,271.60	2,391.20	2,511.28	2,640.40	2,777.04		
S08	4,939.00	5,199.00	5,460.00	5,741.00	6,038.00		
	34.882	36.788	38.788	40.832	43.016		
	2,790.56	2,943.04	3,103.04	3,266.56	3,441.28		
S09	6,067.00	6,398.00	6,746.00	7,102.00	7,482.00		
	32.715	34.333	36.060	37.840	39.748		
	2,617.20	2,746.64	2,884.80	3,027.20	3,179.84		
S10	5,690.00	5,971.00	6,272.00	6,581.00	6,913.00		
	43.335						
	3,466.80						
S11	7,537.00						
	31.988	33.764	35.690	37.660	39.786		
	2,559.04	2,701.12	2,855.20	3,012.80	3,182.88		
S12	5,564.00	5,873.00	6,208.00	6,550.00	6,920.00		
	39.545	41.624	43.900	46.252	50.324		
	3,163.60	3,329.92	3,512.00	3,700.16	4,025.92		
S13	6,878.00	7,240.00	7,635.00	8,045.00	8,753.00		
	36.279	38.134	40.126	42.168	44.362		
	2,902.32	3,050.72	3,210.08	3,373.44	3,548.96		
S14	6,310.00	6,633.00	6,979.00	7,334.00	7,716.00		
	38.944	41.171	43.432	45.859	48.406		
	3,115.52	3,293.68	3,474.56	3,668.72	3,872.48		
S15	6,773.00	7,161.00	7,554.00	7,976.00	8,419.00		
	46.901	49.481	52.121	54.920	57.882		
	3,752.08	3,958.48	4,169.68	4,393.60	4,630.56		
S16	8,157.00	8,606.00	9,065.00	9,552.00	10,067.00		
	45.519	48.025	50.584	53.354	56.199		
	3,641.52	3,842.00	4,046.72	4,268.32	4,495.92		
010	7,917.00	8,353.00	8,798.00	9,280.00	9,775.00		
	15.431	17.145	17.997	19.082	20.029	21.039	
	1,234.48	1,371.60	1,439.76	1,526.56	1,602.32	1,683.12	
030	2,684.00	2,982.00	3,130.00	3,319.00	3,484.00	3,659.00	
	24.201	25.456	26.772	28.150	29.658		
	1,936.08	2,036.48	2,141.76	2,252.00	2,372.64		
045	4,209.00	4,428.00	4,656.00	4,896.00	5,158.00		
	26.283						
	2,102.64						
046	4,571.00						
	28.003						
	2,240.24						
050	4,871.00						
	31.114	32.846	34.623	36.526	38.528		
	2,489.12	2,627.68	2,769.84	2,922.08	3,082.24		
055	5,412.00	5,713.00	6,022.00	6,353.00	6,701.00		
	29.203	30.763	32.361	34.064	35.863		
	2,336.24	2,461.04	2,588.88	2,725.12	2,869.04		
060	5,079.00	5,351.00	5,629.00	5,925.00	6,238.00		
	29.247	30.787	32.333	33.995	35.754		
	2,339.76	2,462.96	2,586.64	2,719.60	2,860.32		
070	5,087.00	5,355.00	5,624.00	5,913.00	6,219.00		
	34.882	36.788	38.788	40.832	43.016		
	2,790.56	2,943.04	3,103.04	3,266.56	3,441.28		
080	6,067.00	6,398.00	6,746.00	7,102.00	7,482.00		
	33.696	35.363	37.142	38.975	40.940		

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2010

HOURLY / BIWEEKLY
EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
100	2,695.68	2,829.04	2,971.36	3,118.00	3,275.20		
	5,861.00	6,151.00	6,460.00	6,779.00	7,121.00		
	43.331						
105	3,466.48						
	7,536.00						
	32.896	34.723	36.704	38.730	40.916		
110	2,631.68	2,777.84	2,936.32	3,098.40	3,273.28		
	5,722.00	6,039.00	6,384.00	6,736.00	7,116.00		
	39.255	41.318	43.577	45.912	49.954		
120	3,140.40	3,305.44	3,486.16	3,672.96	3,996.32		
	6,828.00	7,186.00	7,579.00	7,985.00	8,688.00		
	37.367	39.278	41.330	43.433	45.693		
155	2,989.36	3,142.24	3,306.40	3,474.64	3,655.44		
	6,499.00	6,832.00	7,188.00	7,554.00	7,947.00		
	39.528	41.789	44.083	46.547	49.132		
170	3,162.24	3,343.12	3,526.64	3,723.76	3,930.56		
	6,875.00	7,268.00	7,667.00	8,096.00	8,545.00		
	46.901	49.481	52.121	54.920	57.882		
180	3,752.08	3,958.48	4,169.68	4,393.60	4,630.56		
	8,157.00	8,606.00	9,065.00	9,552.00	10,067.00		
	52.766	55.677	58.635	61.847	65.136		
185	4,221.28	4,454.16	4,690.80	4,947.76	5,210.88		
	9,178.00	9,684.00	10,198.00	10,757.00	11,329.00		
	51.011	53.819	56.687	59.791	62.979		
230	4,080.88	4,305.52	4,534.96	4,783.28	5,038.32		
	8,872.00	9,361.00	9,859.00	10,399.00	10,954.00		
	10.710	11.249	11.901	12.505	13.090	13.760	14.454
250	856.80	899.92	952.08	1,000.40	1,047.20	1,100.80	1,156.32
	1,863.00	1,957.00	2,070.00	2,175.00	2,277.00	2,393.00	2,514.00
	11.253	11.815	12.505	13.090	13.760	14.454	15.148
260	900.24	945.20	1,000.40	1,047.20	1,100.80	1,156.32	1,211.84
	1,957.00	2,055.00	2,175.00	2,277.00	2,393.00	2,514.00	2,635.00
	11.527	12.103	12.806	13.425	14.085	14.769	15.536
270	922.16	968.24	1,024.48	1,074.00	1,126.80	1,181.52	1,242.88
	2,005.00	2,105.00	2,227.00	2,335.00	2,450.00	2,569.00	2,702.00
	11.779	12.370	13.090	13.760	14.454	15.148	15.910
272	942.32	989.60	1,047.20	1,100.80	1,156.32	1,211.84	1,272.80
	2,049.00	2,151.00	2,277.00	2,393.00	2,514.00	2,635.00	2,767.00
	11.803	12.391	13.116	13.794	14.491	15.177	15.938
280	944.24	991.28	1,049.28	1,103.52	1,159.28	1,214.16	1,275.04
	2,053.00	2,155.00	2,281.00	2,399.00	2,520.00	2,640.00	2,772.00
	12.086	12.687	13.426	14.109	14.799	15.527	16.316
290	966.88	1,014.96	1,074.08	1,128.72	1,183.92	1,242.16	1,305.28
	2,102.00	2,207.00	2,335.00	2,454.00	2,574.00	2,701.00	2,838.00
	12.385	13.004	13.760	14.454	15.148	15.910	16.723
307	990.80	1,040.32	1,100.80	1,156.32	1,211.84	1,272.80	1,337.84
	2,154.00	2,262.00	2,393.00	2,514.00	2,635.00	2,767.00	2,909.00
	13.437	14.111	14.932	15.655	16.470	17.292	18.164
310	1,074.96	1,128.88	1,194.56	1,252.40	1,317.60	1,383.36	1,453.12
	2,337.00	2,454.00	2,597.00	2,723.00	2,865.00	3,008.00	3,159.00
	13.009	13.660	14.454	15.148	15.910	16.723	17.558
316	1,040.72	1,092.80	1,156.32	1,211.84	1,272.80	1,337.84	1,404.64
	2,263.00	2,376.00	2,514.00	2,635.00	2,767.00	2,909.00	3,054.00
	13.514	14.189	15.012	15.736	16.520	17.370	18.253
316	1,081.12	1,135.12	1,200.96	1,258.88	1,321.60	1,389.60	1,460.24
	2,350.00	2,468.00	2,611.00	2,737.00	2,873.00	3,021.00	3,175.00

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2010
HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES							
RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
320	13.293	13.955	14.769	15.536	16.313	17.134	18.000
	1,063.44	1,116.40	1,181.52	1,242.88	1,305.04	1,370.72	1,440.00
	2,312.00	2,427.00	2,569.00	2,702.00	2,837.00	2,980.00	3,131.00
330	13.631	14.314	15.148	15.910	16.723	17.558	18.440
	1,090.48	1,145.12	1,211.84	1,272.80	1,337.84	1,404.64	1,475.20
	2,371.00	2,490.00	2,635.00	2,767.00	2,909.00	3,054.00	3,207.00
336	14.165	14.875	15.736	16.520	17.370	18.253	19.177
	1,133.20	1,190.00	1,258.88	1,321.60	1,389.60	1,460.24	1,534.16
	2,464.00	2,587.00	2,737.00	2,873.00	3,021.00	3,175.00	3,335.00
340	13.980	14.679	15.536	16.313	17.134	18.000	18.907
	1,118.40	1,174.32	1,242.88	1,305.04	1,370.72	1,440.00	1,512.56
	2,432.00	2,553.00	2,702.00	2,837.00	2,980.00	3,131.00	3,288.00
344	14.848	15.592	16.503	17.340	18.193	19.130	20.095
	1,187.84	1,247.36	1,320.24	1,387.20	1,455.44	1,530.40	1,607.60
	2,582.00	2,712.00	2,870.00	3,016.00	3,164.00	3,327.00	3,495.00
350	14.317	15.033	15.910	16.723	17.558	18.440	19.420
	1,145.36	1,202.64	1,272.80	1,337.84	1,404.64	1,475.20	1,553.60
	2,490.00	2,615.00	2,767.00	2,909.00	3,054.00	3,207.00	3,378.00
352	14.598	15.331	16.218	17.047	17.915	18.810	19.796
	1,167.84	1,226.48	1,297.44	1,363.76	1,433.20	1,504.80	1,583.68
	2,539.00	2,666.00	2,821.00	2,965.00	3,116.00	3,272.00	3,443.00
356	14.904	15.649	16.562	17.374	18.281	19.198	20.177
	1,192.32	1,251.92	1,324.96	1,389.92	1,462.48	1,535.84	1,614.16
	2,592.00	2,722.00	2,881.00	3,022.00	3,180.00	3,339.00	3,509.00
360	14.680	15.414	16.313	17.134	18.000	18.907	20.035
	1,174.40	1,233.12	1,305.04	1,370.72	1,440.00	1,512.56	1,602.80
	2,553.00	2,681.00	2,837.00	2,980.00	3,131.00	3,288.00	3,485.00
361	14.962	15.711	16.624	17.472	18.362	19.281	20.292
	1,196.96	1,256.88	1,329.92	1,397.76	1,468.96	1,542.48	1,623.36
	2,602.00	2,733.00	2,891.00	3,039.00	3,194.00	3,354.00	3,529.00
370	15.051	15.804	16.723	17.558	18.440	19.420	20.570
	1,204.08	1,264.32	1,337.84	1,404.64	1,475.20	1,553.60	1,645.60
	2,618.00	2,749.00	2,909.00	3,054.00	3,207.00	3,378.00	3,578.00
374	15.811	16.601	17.567	18.437	19.363	20.390	21.600
	1,264.88	1,328.08	1,405.36	1,474.96	1,549.04	1,631.20	1,728.00
	2,750.00	2,887.00	3,055.00	3,207.00	3,368.00	3,546.00	3,757.00
380	15.418	16.191	17.134	18.000	18.907	20.035	21.084
	1,233.44	1,295.28	1,370.72	1,440.00	1,512.56	1,602.80	1,686.72
	2,682.00	2,816.00	2,980.00	3,131.00	3,288.00	3,485.00	3,667.00
386	16.015	16.816	17.796	18.702	19.648	20.834	21.909
	1,281.20	1,345.28	1,423.68	1,496.16	1,571.84	1,666.72	1,752.72
	2,785.00	2,925.00	3,095.00	3,253.00	3,417.00	3,624.00	3,811.00
390	15.800	16.591	17.558	18.440	19.420	20.570	21.561
	1,264.00	1,327.28	1,404.64	1,475.20	1,553.60	1,645.60	1,724.88
	2,748.00	2,886.00	3,054.00	3,207.00	3,378.00	3,578.00	3,750.00
391	15.917	16.713	17.686	18.574	19.545	20.707	21.719
	1,273.36	1,337.04	1,414.88	1,485.92	1,563.60	1,656.56	1,737.52
	2,768.00	2,907.00	3,076.00	3,231.00	3,399.00	3,602.00	3,778.00
400	16.199	17.009	18.000	18.907	20.035	21.084	22.126
	1,295.92	1,360.72	1,440.00	1,512.56	1,602.80	1,686.72	1,770.08
	2,817.00	2,958.00	3,131.00	3,288.00	3,485.00	3,667.00	3,848.00
404	17.244	18.107	19.162	20.121	21.319	22.431	23.533
	1,379.52	1,448.56	1,532.96	1,609.68	1,705.52	1,794.48	1,882.64
	2,999.00	3,149.00	3,333.00	3,500.00	3,708.00	3,901.00	4,093.00
406	16.853	17.693	18.727	19.677	20.670	21.914	23.043
	1,348.24	1,415.44	1,498.16	1,574.16	1,653.60	1,753.12	1,843.44

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2010

HOURLY / BIWEEKLY
EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
410	2,931.00	3,077.00	3,257.00	3,422.00	3,595.00	3,811.00	4,008.00
	16.595	17.424	18.440	19.420	20.570	21.561	22.679
	1,327.60	1,393.92	1,475.20	1,553.60	1,645.60	1,724.88	1,814.32
419	2,886.00	3,031.00	3,207.00	3,378.00	3,578.00	3,750.00	3,945.00
	17.010	17.860	18.897	19.924	21.026	22.122	23.308
	1,360.80	1,428.80	1,511.76	1,593.92	1,682.08	1,769.76	1,864.64
420	2,959.00	3,106.00	3,287.00	3,465.00	3,657.00	3,848.00	4,054.00
	17.018	17.866	18.907	20.035	21.084	22.126	23.232
	1,361.44	1,429.28	1,512.56	1,602.80	1,686.72	1,770.08	1,858.56
422	2,960.00	3,107.00	3,288.00	3,485.00	3,667.00	3,848.00	4,041.00
	17.139	17.998	19.043	20.192	21.240	22.291	23.410
	1,371.12	1,439.84	1,523.44	1,615.36	1,699.20	1,783.28	1,872.80
426	2,981.00	3,130.00	3,312.00	3,512.00	3,694.00	3,877.00	4,072.00
	17.274	18.139	19.195	20.168	21.187	22.461	23.619
	1,381.92	1,451.12	1,535.60	1,613.44	1,694.96	1,796.88	1,889.52
430	3,004.00	3,155.00	3,339.00	3,508.00	3,685.00	3,907.00	4,108.00
	17.477	18.352	19.420	20.570	21.561	22.679	23.832
	1,398.16	1,468.16	1,553.60	1,645.60	1,724.88	1,814.32	1,906.56
440	3,040.00	3,192.00	3,378.00	3,578.00	3,750.00	3,945.00	4,145.00
	18.033	18.934	20.035	21.084	22.126	23.232	24.414
	1,442.64	1,514.72	1,602.80	1,686.72	1,770.08	1,858.56	1,953.12
442	3,136.00	3,293.00	3,485.00	3,667.00	3,848.00	4,041.00	4,246.00
	18.161	19.067	20.177	21.222	22.269	23.364	24.552
	1,452.88	1,525.36	1,614.16	1,697.76	1,781.52	1,869.12	1,964.16
443	3,159.00	3,316.00	3,509.00	3,691.00	3,873.00	4,064.00	4,270.00
	18.495	19.420	20.549	21.779	22.911	24.105	25.256
	1,479.60	1,553.60	1,643.92	1,742.32	1,832.88	1,928.40	2,020.48
450	3,217.00	3,378.00	3,574.00	3,788.00	3,985.00	4,193.00	4,393.00
	18.514	19.439	20.570	21.561	22.679	23.832	25.052
	1,481.12	1,555.12	1,645.60	1,724.88	1,814.32	1,906.56	2,004.16
454	3,220.00	3,381.00	3,578.00	3,750.00	3,945.00	4,145.00	4,357.00
	19.657	20.639	21.840	22.926	24.097	25.418	26.633
	1,572.56	1,651.12	1,747.20	1,834.08	1,927.76	2,033.44	2,130.64
460	3,419.00	3,590.00	3,799.00	3,987.00	4,191.00	4,421.00	4,632.00
	18.975	19.923	21.084	22.126	23.232	24.414	25.701
	1,518.00	1,593.84	1,686.72	1,770.08	1,858.56	1,953.12	2,056.08
464	3,300.00	3,465.00	3,667.00	3,848.00	4,041.00	4,246.00	4,470.00
	20.163	21.171	22.400	23.494	24.692	25.954	27.296
	1,613.04	1,693.68	1,792.00	1,879.52	1,975.36	2,076.32	2,183.68
466	3,507.00	3,682.00	3,896.00	4,086.00	4,295.00	4,514.00	4,748.00
	19.606	20.586	21.786	22.866	24.015	25.236	26.550
	1,568.48	1,646.88	1,742.88	1,829.28	1,921.20	2,018.88	2,124.00
467	3,410.00	3,580.00	3,789.00	3,977.00	4,177.00	4,389.00	4,618.00
	22.651	23.783	25.166	26.401	27.741	29.167	30.673
	1,812.08	1,902.64	2,013.28	2,112.08	2,219.28	2,333.36	2,453.84
470	3,940.00	4,137.00	4,377.00	4,592.00	4,825.00	5,073.00	5,335.00
	19.402	20.372	21.561	22.679	23.832	25.052	26.347
	1,552.16	1,629.76	1,724.88	1,814.32	1,906.56	2,004.16	2,107.76
480	3,375.00	3,543.00	3,750.00	3,945.00	4,145.00	4,357.00	4,582.00
	19.718	20.704	21.908	23.001	24.171	25.447	26.754
	1,577.44	1,656.32	1,752.64	1,840.08	1,933.68	2,035.76	2,140.32
482	3,430.00	3,601.00	3,810.00	4,001.00	4,204.00	4,426.00	4,653.00
	20.582	21.611	22.866	24.015	25.236	26.550	27.923
	1,646.56	1,728.88	1,829.28	1,921.20	2,018.88	2,124.00	2,233.84
486	3,580.00	3,759.00	3,977.00	4,177.00	4,389.00	4,618.00	4,857.00
	20.740	21.777	23.043	24.195	25.395	26.702	28.079

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2010
 HOURLY / BIWEEKLY
 EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
	1,659.20	1,742.16	1,843.44	1,935.60	2,031.60	2,136.16	2,246.32
	3,607.00	3,788.00	4,008.00	4,208.00	4,417.00	4,644.00	4,884.00
490	20.409	21.428	22.679	23.832	25.052	26.347	27.697
	1,632.72	1,714.24	1,814.32	1,906.56	2,004.16	2,107.76	2,215.76
	3,550.00	3,727.00	3,945.00	4,145.00	4,357.00	4,582.00	4,817.00
491	21.096	22.149	23.438	24.616	25.868	27.214	28.620
	1,687.68	1,771.92	1,875.04	1,969.28	2,069.44	2,177.12	2,289.60
	3,669.00	3,852.00	4,077.00	4,281.00	4,499.00	4,733.00	4,978.00
494	21.686	22.769	24.097	25.326	26.633	28.003	29.416
	1,734.88	1,821.52	1,927.76	2,026.08	2,130.64	2,240.24	2,353.28
	3,772.00	3,960.00	4,191.00	4,405.00	4,632.00	4,871.00	5,116.00
500	20.909	21.953	23.232	24.414	25.701	27.022	28.428
	1,672.72	1,756.24	1,858.56	1,953.12	2,056.08	2,161.76	2,274.24
	3,637.00	3,818.00	4,041.00	4,246.00	4,470.00	4,700.00	4,944.00
504	22.222	23.333	24.692	25.954	27.296	28.712	30.198
	1,777.76	1,866.64	1,975.36	2,076.32	2,183.68	2,296.96	2,415.84
	3,865.00	4,058.00	4,295.00	4,514.00	4,748.00	4,994.00	5,252.00
507	23.782	24.968	26.421	27.775	29.207	30.725	32.316
	1,902.56	1,997.44	2,113.68	2,222.00	2,336.56	2,458.00	2,585.28
	4,136.00	4,343.00	4,595.00	4,831.00	5,080.00	5,344.00	5,621.00
508	24.966	26.217	27.741	29.167	30.673	32.264	33.933
	1,997.28	2,097.36	2,219.28	2,333.36	2,453.84	2,581.12	2,714.64
	4,342.00	4,560.00	4,825.00	5,073.00	5,335.00	5,612.00	5,902.00
510	21.448	22.522	23.832	25.052	26.347	27.697	29.152
	1,715.84	1,801.76	1,906.56	2,004.16	2,107.76	2,215.76	2,332.16
	3,730.00	3,917.00	4,145.00	4,357.00	4,582.00	4,817.00	5,070.00
514	23.926	25.124	26.581	27.955	29.393	30.875	32.504
	1,914.08	2,009.92	2,126.48	2,236.40	2,351.44	2,470.00	2,600.32
	4,161.00	4,370.00	4,623.00	4,862.00	5,112.00	5,370.00	5,653.00
520	21.974	23.074	24.414	25.701	27.022	28.428	29.879
	1,757.92	1,845.92	1,953.12	2,056.08	2,161.76	2,274.24	2,390.32
	3,822.00	4,013.00	4,246.00	4,470.00	4,700.00	4,944.00	5,197.00
523	26.846	28.262	29.717	31.262	32.856		
	2,147.68	2,260.96	2,377.36	2,500.96	2,628.48		
	4,669.00	4,916.00	5,169.00	5,437.00	5,715.00		
524	23.358	24.524	25.954	27.295	28.711	30.198	31.766
	1,868.64	1,961.92	2,076.32	2,183.60	2,296.88	2,415.84	2,541.28
	4,063.00	4,265.00	4,514.00	4,747.00	4,994.00	5,252.00	5,525.00
527	23.900	25.096	26.558	27.929	29.360	30.903	32.464
	1,912.00	2,007.68	2,124.64	2,234.32	2,348.80	2,472.24	2,597.12
	4,157.00	4,365.00	4,619.00	4,858.00	5,107.00	5,375.00	5,646.00
530	22.548	23.674	25.052	26.347	27.697	29.152	30.623
	1,803.84	1,893.92	2,004.16	2,107.76	2,215.76	2,332.16	2,449.84
	3,922.00	4,118.00	4,357.00	4,582.00	4,817.00	5,070.00	5,326.00
534	23.975	25.175	26.639	28.008	29.420	30.974	32.553
	1,918.00	2,014.00	2,131.12	2,240.64	2,353.60	2,477.92	2,604.24
	4,170.00	4,379.00	4,633.00	4,871.00	5,117.00	5,387.00	5,662.00
540	23.126	24.282	25.701	27.022	28.428	29.879	31.406
	1,850.08	1,942.56	2,056.08	2,161.76	2,274.24	2,390.32	2,512.48
	4,022.00	4,223.00	4,470.00	4,700.00	4,944.00	5,197.00	5,462.00
547	26.286	27.600	29.207	30.725	32.316	33.990	35.701
	2,102.88	2,208.00	2,336.56	2,458.00	2,585.28	2,719.20	2,856.08
	4,572.00	4,800.00	5,080.00	5,344.00	5,621.00	5,912.00	6,209.00
550	23.711	24.897	26.347	27.697	29.152	30.623	32.238
	1,896.88	1,991.76	2,107.76	2,215.76	2,332.16	2,449.84	2,579.04
	4,124.00	4,330.00	4,582.00	4,817.00	5,070.00	5,326.00	5,607.00

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2010

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
554	28.320	29.735	31.467	33.051	34.799	36.562	38.487
	2,265.60	2,378.80	2,517.36	2,644.08	2,783.92	2,924.96	3,078.96
	4,926.00	5,172.00	5,473.00	5,749.00	6,053.00	6,359.00	6,694.00
560	24.323	25.537	27.022	28.428	29.879	31.406	33.051
	1,945.84	2,042.96	2,161.76	2,274.24	2,390.32	2,512.48	2,644.08
	4,230.00	4,442.00	4,700.00	4,944.00	5,197.00	5,462.00	5,749.00
564	25.782	27.071	28.647	30.138	31.674	33.295	35.041
	2,062.56	2,165.68	2,291.76	2,411.04	2,533.92	2,663.60	2,803.28
	4,484.00	4,708.00	4,983.00	5,242.00	5,509.00	5,791.00	6,095.00
567	26.580	27.909	29.535	31.048	32.648	34.342	36.126
	2,126.40	2,232.72	2,362.80	2,483.84	2,611.84	2,747.36	2,890.08
	4,623.00	4,854.00	5,137.00	5,400.00	5,678.00	5,973.00	6,283.00
570	24.926	26.171	27.697	29.152	30.623	32.238	33.882
	1,994.08	2,093.68	2,215.76	2,332.16	2,449.84	2,579.04	2,710.56
	4,335.00	4,552.00	4,817.00	5,070.00	5,326.00	5,607.00	5,893.00
574	26.479	27.802	29.420	30.974	32.553	34.263	35.997
	2,118.32	2,224.16	2,353.60	2,477.92	2,604.24	2,741.04	2,879.76
	4,605.00	4,836.00	5,117.00	5,387.00	5,662.00	5,959.00	6,261.00
577	27.653	29.037	30.725	32.316	33.990	35.701	37.568
	2,212.24	2,322.96	2,458.00	2,585.28	2,719.20	2,856.08	3,005.44
	4,810.00	5,050.00	5,344.00	5,621.00	5,912.00	6,209.00	6,534.00
580	25.586	26.864	28.428	29.879	31.406	33.051	34.741
	2,046.88	2,149.12	2,274.24	2,390.32	2,512.48	2,644.08	2,779.28
	4,450.00	4,672.00	4,944.00	5,197.00	5,462.00	5,749.00	6,042.00
582	30.213	31.762	33.381	35.133	36.924		
	2,417.04	2,540.96	2,670.48	2,810.64	2,953.92		
	5,255.00	5,524.00	5,806.00	6,111.00	6,422.00		
583	29.195	30.686	32.251	33.948	35.675		
	2,335.60	2,454.88	2,580.08	2,715.84	2,854.00		
	5,078.00	5,337.00	5,609.00	5,905.00	6,205.00		
584	27.177	28.537	30.198	31.767	33.368	35.120	36.908
	2,174.16	2,282.96	2,415.84	2,541.36	2,669.44	2,809.60	2,952.64
	4,727.00	4,963.00	5,252.00	5,525.00	5,804.00	6,108.00	6,419.00
590	26.233	27.548	29.152	30.623	32.238	33.882	35.621
	2,098.64	2,203.84	2,332.16	2,449.84	2,579.04	2,710.56	2,849.68
	4,563.00	4,791.00	5,070.00	5,326.00	5,607.00	5,893.00	6,196.00
593	32.876	34.522	36.245	38.059	39.960		
	2,630.08	2,761.76	2,899.60	3,044.72	3,196.80		
	5,718.00	6,004.00	6,304.00	6,620.00	6,950.00		
594	29.254	30.719	32.504	34.164	35.957	37.779	39.730
	2,340.32	2,457.52	2,600.32	2,733.12	2,876.56	3,022.32	3,178.40
	5,088.00	5,343.00	5,653.00	5,942.00	6,254.00	6,571.00	6,910.00
597	28.506	29.934	31.674	33.295	35.041	36.826	38.747
	2,280.48	2,394.72	2,533.92	2,663.60	2,803.28	2,946.08	3,099.76
	4,958.00	5,206.00	5,509.00	5,791.00	6,095.00	6,405.00	6,739.00
600	26.891	28.236	29.879	31.406	33.051	34.741	36.551
	2,151.28	2,258.88	2,390.32	2,512.48	2,644.08	2,779.28	2,924.08
	4,677.00	4,911.00	5,197.00	5,462.00	5,749.00	6,042.00	6,357.00
604	29.995	31.745	33.363	35.115	36.892	38.798	40.738
	2,399.60	2,539.60	2,669.04	2,809.20	2,951.36	3,103.84	3,259.04
	5,217.00	5,521.00	5,803.00	6,108.00	6,417.00	6,748.00	7,086.00
607	30.046	31.798	33.422	35.161	36.932	38.881	40.824
	2,403.68	2,543.84	2,673.76	2,812.88	2,954.56	3,110.48	3,265.92
	5,226.00	5,531.00	5,813.00	6,116.00	6,424.00	6,763.00	7,100.00
610	27.562	28.940	30.623	32.238	33.882	35.621	37.503
	2,204.96	2,315.20	2,449.84	2,579.04	2,710.56	2,849.68	3,000.24

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2010

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
	4,794.00	5,033.00	5,326.00	5,607.00	5,893.00	6,196.00	6,523.00
613	34.522	36.245	38.059	39.960	41.961		
	2,761.76	2,899.60	3,044.72	3,196.80	3,356.88		
	6,004.00	6,304.00	6,620.00	6,950.00	7,298.00		
614	29.278	30.980	32.608	34.258	36.034	37.926	39.823
	2,342.24	2,478.40	2,608.64	2,740.64	2,882.72	3,034.08	3,185.84
	5,092.00	5,388.00	5,671.00	5,958.00	6,267.00	6,596.00	6,926.00
620	28.264	29.677	31.406	33.051	34.741	36.551	38.466
	2,261.12	2,374.16	2,512.48	2,644.08	2,779.28	2,924.08	3,077.28
	4,916.00	5,162.00	5,462.00	5,749.00	6,042.00	6,357.00	6,690.00
623	30.996	32.627	34.286	36.073	37.962		
	2,479.68	2,610.16	2,742.88	2,885.84	3,036.96		
	5,391.00	5,675.00	5,963.00	6,274.00	6,603.00		
624	30.062	31.565	33.402	35.144	36.931	38.850	40.880
	2,404.96	2,525.20	2,672.16	2,811.52	2,954.48	3,108.00	3,270.40
	5,229.00	5,490.00	5,810.00	6,113.00	6,423.00	6,757.00	7,110.00
627	30.835	32.375	34.258	35.991	37.856	39.845	41.925
	2,466.80	2,590.00	2,740.64	2,879.28	3,028.48	3,187.60	3,354.00
	5,363.00	5,631.00	5,958.00	6,260.00	6,584.00	6,930.00	7,292.00
630	29.015	30.465	32.238	33.882	35.621	37.503	39.474
	2,321.20	2,437.20	2,579.04	2,710.56	2,849.68	3,000.24	3,157.92
	5,047.00	5,299.00	5,607.00	5,893.00	6,196.00	6,523.00	6,866.00
633	36.178	37.988	39.887	41.879	43.981		
	2,894.24	3,039.04	3,190.96	3,350.32	3,518.48		
	6,292.00	6,607.00	6,937.00	7,284.00	7,650.00		
634	30.840	32.382	34.263	35.997	37.863	39.854	41.935
	2,467.20	2,590.56	2,741.04	2,879.76	3,029.04	3,188.32	3,354.80
	5,364.00	5,632.00	5,959.00	6,261.00	6,585.00	6,932.00	7,294.00
640	29.748	31.236	33.051	34.741	36.551	38.466	40.484
	2,379.84	2,498.88	2,644.08	2,779.28	2,924.08	3,077.28	3,238.72
	5,174.00	5,433.00	5,749.00	6,042.00	6,357.00	6,690.00	7,041.00
644	34.834	36.863	38.741	40.772	42.903	45.151	47.409
	2,786.72	2,949.04	3,099.28	3,261.76	3,432.24	3,612.08	3,792.72
	6,059.00	6,412.00	6,738.00	7,091.00	7,462.00	7,853.00	8,246.00
645	35.402	37.210	39.152	41.200	43.363		
	2,832.16	2,976.80	3,132.16	3,296.00	3,469.04		
	6,157.00	6,472.00	6,810.00	7,166.00	7,542.00		
647	36.553	38.680	40.662	42.816	45.063	47.404	49.774
	2,924.24	3,094.40	3,252.96	3,425.28	3,605.04	3,792.32	3,981.92
	6,358.00	6,728.00	7,072.00	7,447.00	7,838.00	8,245.00	8,657.00
650	30.493	32.018	33.882	35.621	37.503	39.474	41.528
	2,439.44	2,561.44	2,710.56	2,849.68	3,000.24	3,157.92	3,322.24
	5,304.00	5,569.00	5,893.00	6,196.00	6,523.00	6,866.00	7,223.00
660	31.268	32.832	34.741	36.551	38.466	40.484	42.587
	2,501.44	2,626.56	2,779.28	2,924.08	3,077.28	3,238.72	3,406.96
	5,438.00	5,710.00	6,042.00	6,357.00	6,690.00	7,041.00	7,407.00
670	32.057	33.660	35.621	37.503	39.474	41.528	43.675
	2,564.56	2,692.80	2,849.68	3,000.24	3,157.92	3,322.24	3,494.00
	5,576.00	5,854.00	6,196.00	6,523.00	6,866.00	7,223.00	7,596.00
674	33.275	34.938	36.975	38.904	40.941	43.085	45.322
	2,662.00	2,795.04	2,958.00	3,112.32	3,275.28	3,446.80	3,625.76
	5,787.00	6,077.00	6,431.00	6,767.00	7,121.00	7,494.00	7,883.00
680	32.897	34.543	36.551	38.466	40.484	42.587	44.814
	2,631.76	2,763.44	2,924.08	3,077.28	3,238.72	3,406.96	3,585.12
	5,722.00	6,008.00	6,357.00	6,690.00	7,041.00	7,407.00	7,794.00
684	34.965	36.714	38.850	40.880	43.023	45.275	47.625

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2010
 HOURLY / BIWEEKLY

		EQUIVALENT MONTHLY RATES					
RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
	2,797.20	2,937.12	3,108.00	3,270.40	3,441.84	3,622.00	3,810.00
	6,081.00	6,386.00	6,757.00	7,110.00	7,483.00	7,875.00	8,283.00
687	40.402	42.749	44.986	47.338	49.819	52.409	55.029
	3,232.16	3,419.92	3,598.88	3,787.04	3,985.52	4,192.72	4,402.32
	7,027.00	7,435.00	7,824.00	8,233.00	8,665.00	9,115.00	9,571.00
690	33.720	35.407	37.465	39.429	41.497	43.654	45.935
	2,697.60	2,832.56	2,997.20	3,154.32	3,319.76	3,492.32	3,674.80
	5,865.00	6,158.00	6,516.00	6,858.00	7,218.00	7,593.00	7,989.00
694	38.527	40.772	42.903	45.151	47.512	49.981	52.479
	3,082.16	3,261.76	3,432.24	3,612.08	3,800.96	3,998.48	4,198.32
	6,701.00	7,091.00	7,462.00	7,853.00	8,264.00	8,693.00	9,128.00
697	34.990	36.741	38.881	40.857	43.013	45.191	47.516
	2,799.20	2,939.28	3,110.48	3,268.56	3,441.04	3,615.28	3,801.28
	6,086.00	6,390.00	6,763.00	7,106.00	7,481.00	7,860.00	8,264.00
700	35.189	36.947	38.796	40.734	42.772	44.911	47.157
	2,815.12	2,955.76	3,103.68	3,258.72	3,421.76	3,592.88	3,772.56
	6,120.00	6,426.00	6,748.00	7,085.00	7,439.00	7,811.00	8,202.00
710	36.124	37.931	39.828	41.818	43.911	46.107	48.410
	2,889.92	3,034.48	3,186.24	3,345.44	3,512.88	3,688.56	3,872.80
	6,283.00	6,597.00	6,927.00	7,273.00	7,637.00	8,019.00	8,420.00
720	36.434	38.257	40.484	42.587	44.814	47.169	49.619
	2,914.72	3,060.56	3,238.72	3,406.96	3,585.12	3,773.52	3,969.52
	6,337.00	6,654.00	7,041.00	7,407.00	7,794.00	8,204.00	8,630.00
724	42.665	45.151	47.512	49.981	52.592	55.330	58.096
	3,413.20	3,612.08	3,800.96	3,998.48	4,207.36	4,426.40	4,647.68
	7,421.00	7,853.00	8,264.00	8,693.00	9,147.00	9,623.00	10,105.00
730	37.346	39.214	41.497	43.654	45.933	48.347	50.860
	2,987.68	3,137.12	3,319.76	3,492.32	3,674.64	3,867.76	4,068.80
	6,496.00	6,820.00	7,218.00	7,593.00	7,989.00	8,409.00	8,846.00
740	38.466	40.389	42.743	44.939	47.279	49.768	52.353
	3,077.28	3,231.12	3,419.44	3,595.12	3,782.32	3,981.44	4,188.24
	6,690.00	7,025.00	7,434.00	7,816.00	8,223.00	8,656.00	9,106.00
747	40.776	42.816	45.309	47.641	50.119	52.758	55.495
	3,262.08	3,425.28	3,624.72	3,811.28	4,009.52	4,220.64	4,439.60
	7,092.00	7,447.00	7,881.00	8,286.00	8,717.00	9,176.00	9,652.00
750	39.429	41.401	43.812	46.064	48.459	51.012	53.659
	3,154.32	3,312.08	3,504.96	3,685.12	3,876.72	4,080.96	4,292.72
	6,858.00	7,201.00	7,620.00	8,012.00	8,428.00	8,872.00	9,333.00
757	43.886	46.439	48.833	51.372	54.076	56.886	59.729
	3,510.88	3,715.12	3,906.64	4,109.76	4,326.08	4,550.88	4,778.32
	7,633.00	8,077.00	8,493.00	8,935.00	9,405.00	9,894.00	10,389.00
760	40.649	42.682	44.814	47.169	49.619	52.101	54.705
	3,251.92	3,414.56	3,585.12	3,773.52	3,969.52	4,168.08	4,376.40
	7,070.00	7,424.00	7,794.00	8,204.00	8,630.00	9,062.00	9,515.00
764	48.636	51.468	54.039	56.740	59.579	62.558	65.683
	3,890.88	4,117.44	4,323.12	4,539.20	4,766.32	5,004.64	5,254.64
	8,459.00	8,952.00	9,399.00	9,869.00	10,362.00	10,881.00	11,424.00
770	42.912	45.062	47.313	49.797	52.386	55.006	57.755
	3,432.96	3,604.96	3,785.04	3,983.76	4,190.88	4,400.48	4,620.40
	7,464.00	7,838.00	8,229.00	8,661.00	9,111.00	9,567.00	10,045.00
777	41.348	43.415	45.946	48.313	50.825	53.497	56.273
	3,307.84	3,473.20	3,675.68	3,865.04	4,066.00	4,279.76	4,501.84
	7,192.00	7,551.00	7,991.00	8,403.00	8,840.00	9,305.00	9,787.00
787	45.108	47.361	50.119	52.758	55.495	58.393	61.435
	3,608.64	3,788.88	4,009.52	4,220.64	4,439.60	4,671.44	4,914.80
	7,846.00	8,237.00	8,717.00	9,176.00	9,652.00	10,156.00	10,685.00

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2010

RANGE	HOURLY / BIWEEKLY EQUIVALENT MONTHLY RATES						
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
940	61.137						
	4,890.96						
	10,633.00						
950	65.991						
	5,279.28						
	11,478.00						
960	88.692						
	7,095.36						
	15,426.00						
970	93.241						
	7,459.28						
	16,217.00						
980	114.707						
	9,176.56						
	19,951.00						
990	112.594						
	9,007.52						
	19,583.00						

SALARY SCHEDULE

II. PROFESSIONAL SALARY RATES: (Effective April 1, 2000)

<u>SALARY RANGE</u>	<u>EQUIVALENT MONTHLY SALARY RATE</u>
A00	\$1,500 to \$ 4,500
B00	\$1,500 to \$10,000
C00	\$2,500 to \$12,000
D00	\$5,500 to \$14,000

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

III. EXECUTIVE SALARY RATES: (Effective October 1, 2005)

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

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

IV. MEMBERS OF BOARDS AND COMMISSIONS - COMPENSATION RATE:

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

SALARY RANGE

- D-11 \$50.00 per each member for each meeting of the Board of Examiners, Appeals, and Condemnation, the Disabled Access Appeals Board, and the Housing Authority Board; not to exceed \$250.00 per month. Absence in fact from a meeting of a Board or Commission, when duly authorized for the purpose of attending a professional conference, meeting, or other official City business, shall not be deemed to be an absence from such Board or Commission meeting for the purpose of this Salary Resolution.

- D-12 Pursuant to Section 2.21.050 of the Long Beach Municipal Code, compensation for the City's representative to the Board of Directors of the Metropolitan Water District of Southern California shall be at the rate of \$100.00 per day for any day that the representative/director attends a meeting of the MWD Board, a committee of the MWD Board or both, not to exceed \$500.00 per calendar month.

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

V. ELECTED OFFICIALS:

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

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
ANIMAL CONTROL OFFICER II		When regularly assigned to and performing the duties of Sr Animal Control Officer. May not be combined with Higher Class Pay			\$6.000
ASST PLANNER I-II		When assigned to work the Development Service Counter and performing over-the-counter plan checking			\$5.600
AUTOMATIC SPRINKLER CNTRL TECH		When regularly assigned and performing telemetry duties to monitor, adjust, and troubleshoot irrigation systems			\$12.000
CARPENTER SUPERVISOR		When regularly assigned and performing as supervisor of three or more sections in the Structural Division of the Public Service Bureau			\$10.000
CIVIL ENGINEER		When possessing a California Structural Engineers License and assigned to perform structural engineering duties.			\$10.000
<i>Classifications in the current Salary Resolution represented by the IAM in the Skilled & General Bargaining Units</i>					
		When required to work on ladders, mechanical devices, etc. placing employees at heights over 40 ft. (excludes Window Washers and Tree Trimmers)			\$4.000
CLERK TYPIST III		Employees of the Police in the Records Section when regularly assigned to and performing the duties of the Records Supervisor during the supervisors regular days off			\$6.400
COMB BLDG INSP AIDE I-II COMB BLDG INSPECTOR		Counter plan checking.			\$6.400
CONSTRUCTION INSPECTOR II		When performing field district supervisory duties.			\$5.000
ELECTRICAL SUPERVISOR		When regularly assigned and performing as supervisor of three or more sections in the Structural Division of the Public Service Bureau			\$10.000
FIRE CAPTAIN		When certified and temporarily assigned from qualified relief to work as a Rescue Boat Captain. (1.5% of top step Firefighter.) (Amount listed x hours worked)			\$0.538
		When certified and temporarily assigned from qualified relief to the Urban Search and			\$0.538

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		Rescue station or Hazardous Materials station. (1.5% of top step Firefighter.) (Amount listed x hours worked)			
		When certified and temporarily assigned from qualified relief to the Aircraft Rescue and Firefighting station. (0.5% top step Firefighter.) (Amount listed x hours worked)			\$0.179
<i>FIRE ENGINEER</i>		When certified and temporarily assigned from qualified relief to the Urban Search and Rescue station or Hazardous Materials station. (Amount listed x hours worked)			\$0.538
		When certified and temporarily assigned from qualified relief to the Aircraft Rescue and Firefighting station. (0.5% top step Firefighter.) (Amount listed x hours worked)			\$0.179
<i>FIREFIGHTER</i>		When certified and temporarily assigned from qualified relief to the Urban Search and Rescue station or Hazardous Materials station. (Amount listed x hours worked)			\$0.538
		When certified and temporarily assigned from qualified relief to the Aircraft Rescue and Firefighting station. (0.5% top step Firefighter.) (Amount listed x hours worked)			\$0.179
<i>GARAGE SERVICE ATTENDANT I-II</i>		When driving a vehicle requiring a Class A license			\$8.000
<i>GAS FIELD SERVICE REP II</i>		When regularly assigned to installing meters of 300 or more cubic feet per hour capacity at 1/2 inch water column pressure drop or when installing district regulator stations			\$3.000
<i>GAS MAINTENANCE SUPERVISOR I</i>		When certified and performing duties as a pipeline welder on an as-needed basis			\$4.000
<i>GENERAL MAINT SUPERVISOR II</i>		When regularly assigned and performing as supervisor of three or more sections in the Structural Division of the Public Service Bureau			\$10.000
<i>LIFEGUARD-HRLY-NC</i>		When performing the duties of a Junior Lifeguard Instructor.			\$5.000
		When performing the duties of a Junior Lifeguard Coordinator.			\$12.500

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
LIFEGUARD-SEASONAL		When performing the duties of a Junior Lifeguard Instructor.			\$5.000
MAINTENANCE ASSISTANT III		When performing fiber-glassing duties for Marine Bureau			\$4.430
MARINE SAFETY OFFICER		When performing the duties of a Junior Lifeguard Instructor.			\$4.500
		When performing the duties of a Junior Lifeguard Coordinator.			\$12.500
MARINE SAFETY SERGEANT		When performing the duties of a Junior Lifeguard Instructor.			\$4.500
		When performing the duties of a Junior Lifeguard Coordinator.			\$12.500
MATERIALS INSPECTOR		When fully qualified and assigned to perform deputy inspection work and while possessing a valid deputy inspector card.			\$2.800
MECHANICAL SUPERVISOR		When regularly assigned and performing as supervisor of three or more sections in the Structural Division of the Public Service Bureau			\$10.000
PAINTER SUPERVISOR		When regularly assigned and performing as supervisor of three or more sections in the Structural Division of the Public Service Bureau			\$10.000
PERSONNEL ANALYST I-II-CONF		When assigned to and performing table customization, configuration, and maintenance in the HRMS System.			\$12.000
PLAN CHECKER					
PLAN CHECKER-ELECTRICAL I-II					
PLAN CHECKER-FIRE PREVENTION					
PLAN CHECKER-FIRE PREVENTION I-II					
PLAN CHECKER-MECHANICAL					
PLAN CHECKER-MECHANICAL I-II					
PLAN CHECKER-PLUMBING					
PLAN CHECKER-PLUMBING I-II		When appropriately certified in the discipline of plumbing, mechanical or electrical inspection and assigned to perform as a Plan Checker in more than one specialty area.			\$4.000
PLANNER I-III					
PLANNING AIDE		When assigned to work the Development Service Counter and performing over-the-counter plan checking			\$5.600

SKILL PAYS

<i>CLASSIFICATION</i>	<i>CODE</i>	<i>SKILL</i>	<i>HRLY</i>	<i>OR</i>	<i>Per Diem</i>
<i>PLUMBER SUPERVISOR</i>		When regularly assigned and performing as supervisor of three or more sections in the Structural Division of the Public Service Bureau			\$10.000
<i>PRINCIPAL BUILDING INSPECTOR</i>		Counter plan checking.			\$6.400
<i>PUBLIC SAFETY DISPATCHER IV</i>		When regularly assigned to and performing the duties of a Communications Center Supervisor during the Communications Center Supervisor's regularly scheduled days off. This skill pay may not be combined with Higher Class Pay.			\$7.500
<i>REFUSE OPERATOR I-III</i>		When performing as a trainer for a new operator			\$8.000
<i>SCHOOL GUARD</i>		When assigned as School Guard Trainer			\$3.100
<i>SENIOR CIVIL ENGINEER</i>		When possessing a California Structural Engineers License and assigned to perform structural engineering duties.			\$10.000
<i>SENIOR COMBINATION BLDG INSP SENIOR ELECTRICAL INSPECTOR</i>		Counter plan checking.			\$6.400
<i>SENIOR ENGINEERING TECH I</i>		When regularly assigned and performing architectural design.			\$9.700
<i>SENIOR MECHANICAL INSPECTOR SENIOR PLUMBING INSPECTOR</i>		Counter plan checking.			\$6.400
<i>SPECIAL SERVICES OFFICER II</i>		When assigned to and performing as School Guard Supervisor.			\$4.000
<i>SPECIAL SERVICES OFFICER III</i>		When regularly assigned to the Police Department Marine Patrol and performing the duties of a Security Officer IV during the Security Officer IV's regularly scheduled days off. This skill pay may not be combined with Higher Class Pay.			\$4.540
<i>TREE TRIMMER I-II</i>		When possessing a Pesticide Applicator license and regularly assigned pesticide applicator duties			\$4.430
<i>WELDER</i>					

SKILL PAYS

<i>CLASSIFICATION</i>	<i>CODE</i>	<i>SKILL</i>	<i>HRLY</i>	<i>OR</i>	<i>Per Diem</i>
		When regularly assigned and performing duties as a lead welder			\$4.500
<i>WINDOW WASHER I-II</i>		When performing window washing duties from swinging or electric scaffolds or bosun chairs			\$4.000

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
BATTALION CHIEF					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	735	When regularly assigned to a non-platoon schedule in Fire Prevention, Community Services, Support Services, Operations, Disaster Management, or Administration	\$2.300		
	750	When possessing Strike Team Leader certificate. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$0.538		
CARPENTER SUPERVISOR					
	568	When regularly assigned and performing as general supervisor of the Carpentry-Field, Carpentry-Shop, Paint & Welding sections or Marine & Facility Maintenance	\$2.000	OR	\$16.000
CHIEF BUILDING INSPECTOR					
	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	536	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	537	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	567	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		

CHIEF CONSTRUCTION INSPECTOR

	505	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$0.750		
	506	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.000		
	507	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.250		
	565	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.500		

CLERK SUPERVISOR

	895	When regularly assigned to night shift at the Police Department	\$1.200		
	896	When regularly assigned to swing shift at the	\$0.900		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		Police Department			
	897	When regularly assigned to day shift at the Police Department	\$0.600		
<i>CLERK TYPIST I-III</i>					
	501	For regular and frequent use of certified shorthand skills	\$0.300		
	873	When regularly performing Payroll/Personnel Asst duties for the Police Department. This Skill pay may not be used in conjunction with 563.	\$0.700		
	895	When regularly assigned to night shift at the Police Department	\$1.200		
	896	When regularly assigned to swing shift at the Police Department	\$0.900		
	897	When regularly assigned to day shift at the Police Department	\$0.600		
<i>CLERK TYPIST V</i>					
	895	When regularly assigned to night shift at the Police Department	\$1.200		
	896	When regularly assigned to swing shift at the Police Department	\$0.900		
	897	When regularly assigned to day shift at the Police Department	\$0.600		
<i>COMB BLDG INSP AIDE I-II</i>					
	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No	\$1.500		

SKILL PAYS

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

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)			
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	536	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	537	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	567	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
<i>COMMUNITY WORKER I</i>					
	530	When regularly assigned and performing as a team leader of a rehabilitation team or specialized clinic or STD clinic in the Health Department	\$0.633		
<i>CONSTRUCTION INSPECTOR I-II</i>					
	505	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$0.750		
	506	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.000		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	507	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.250		
	565	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.500		
	813	When possessing an American Welding Society certificate for gas pipeline welding inspections or a National Association of Corrosion Engineers certificate. (\$0.75 per hour for one specialty certificate, up to a maximum of \$1.00 per hour for two certifications.)	\$0.750		
	814	When possessing an American Welding Society certificate for gas pipeline welding inspections or a National Association of Corrosion Engineers certificate. (\$0.75 per hour for one specialty certificate, up to a maximum of \$1.00 per hour for two certifications.)	\$1.000		
 <i>CONSTRUCTION INSPECTOR II</i>					
	512	When regularly assigned and performing as supervisor over all Gas Construction Inspection activities	\$1.418	OR	\$11.344
 <i>CORROSION CONTROL SUPERVISOR</i>					
	813	When possessing an American Welding Society certificate for gas pipeline welding inspections or a National Association of Corrosion Engineers certificate. (\$0.75 per hour for one specialty certificate, up to a maximum of \$1.00 per hour for two certifications.)	\$0.750		
	814	When possessing an American Welding Society certificate for gas pipeline welding inspections or a National Association of Corrosion Engineers certificate. (\$0.75 per hour for one specialty certificate, up to a maximum of \$1.00 per hour for two certifications.)	\$1.000		
 <i>CUSTOMER SERVICE REP II</i>					
	513	When performing meter rereads	\$0.472		
 <i>CUSTOMER SERVICE REP III</i>					
	514	When regularly assigned and performing duties as a section lead person	\$1.000		

SKILL PAYS

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

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		four special certifications)			
	567	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
<i>ELECTRICAL SUPERVISOR</i>					
	570	When regularly assigned and performing as a general supervisor of the HVAC, Electrical, Street Lighting and Plumbing Sections	\$1.000		
<i>ELECTRICIAN</i>					
	543	When regularly assigned and performing duties as a lead Electrician in the Traffic Signal Section	\$0.604	OR	\$4.832
<i>ENVIRONMENTAL HEALTH SPEC III-IV</i>					
	597	When possessing a University of Southern California Foundation for Cross Connection Control and Hydraulic Research certificate as a Specialist in Cross Connection Control or equivalent	\$0.600		
<i>EQUIPMENT MECHANIC I-II</i>					
	893	When regularly assigned to the maintenance and repair of City vehicles, or as supervisor to Equipment Mechanics within the Fleet Maintenance Division, and possessing two ASE Master certifications.	\$2.000		
	894	When regularly assigned to the maintenance and repair of City vehicles, or as supervisor to Equipment Mechanics within the Fleet Maintenance Division, and possessing one ASE Master certification, or for Supervisor-Stores and Property when possessing ASE Parts certification.	\$1.000		
<i>EQUIPMENT OPERATOR II</i>					
	561	When required to possess an Agricultural Pest Control Advisors license and regularly assigned advisor duties	\$0.554	OR	\$4.430
<i>EQUIPMENT OPERATOR III</i>					
	573	When regularly assigned and performing dredge level operator duties	\$0.882	OR	\$7.056
<i>FIRE BOAT OPERATOR</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	700	When in possession of a valid 100-ton license and regularly assigned to operating an 88-foot	\$2.300		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		fire boat.			
	737	When certified and permanently assigned to perform Fire Prevention duties	\$1.793		
<i>FIRE CAPTAIN</i>	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	712	When regularly assigned and performing the full duties of an arson investigator. (16% top step Firefighter per hour. Will increase with Firefighter base pay.)	\$5.738		
	722	When certified and permanently assigned to the Urban Search and Rescue (USAR) program station. (6% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$2.152		
	723	When certified and assigned as qualified relief coverage to the USAR program. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.614		
	724	When permanently assigned as an instructor and training coordinator at an Urban Search and Rescue program station. (2.5% of top step Firefighter per hour. Will increase with Firefighter base pay.) Location exceptions may be approved by Fire Chief. Limited to two employees per shift.	\$0.897		
	725	When certified and permanently assigned to the Hazardous Materials (HAZMAT) program station. (6% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$2.152		
	726	When certified and assigned as qualified relief coverage to the HAZMAT program. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.614		
	727	When certified and permanently assigned to the Hazardous Materials (HAZMAT) program station. (2.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$.897		
	728	When certified and permanently assigned to the Aircraft Rescue and Firefighting program station. (5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.793		
	729	When certified and assigned as qualified relief coverage to the Aircraft Rescue and Firefighting. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.614		
	732	When certified and permanently assigned to a Rescue Boat, the Paramedic Coordinator, the	\$2.152		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		Public Information Officer, the Training Captain, or the Fire Prevention Captain. (6% of top step Firefighter per hour. Will increase with Firefighter base pay.)			
	733	When certified and assigned as qualified relief for a Rescue Boat Captain. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.614		
	734	Cap QR2	\$0.538		
	735	When regularly assigned to a non-platoon schedule in Fire Prevention, Community Services, Support Services, Operations, Disaster Management, or Administration	\$2.300		
	751	When possessing a certificate for USAR but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.538		
	752	When possessing a certificate for HAZMAT but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.538		
	753	When possessing a certificate for ARFF but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.538		
	754	When possessing a certificate for Fire Prevention but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.538		
	755	When possessing a certificate for but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.538		
	756	When possessing a certificate for Public Information Officer but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.538		
	757	When possessing a certificate for Instructor/ Training (Fire Instructor II) but not permanently	\$0.538		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)			
<i>FIRE ENGINEER</i>	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	712	When regularly assigned and performing the full duties of an arson investigator. (16% top step Firefighter per hour. Will increase with Firefighter base pay.)	\$5.738		
	720	When regularly assigned to an 88-foot fire boat as Fire Engineer.	\$0.920		
	721	When regularly assigned to apparatus other than a single function fire boat & in possession of the required California State Emergency Apparatus Operator's License.	\$0.173		
	722	When certified and permanently assigned to the Urban Search and Rescue (USAR) program station. (6% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$2.152		
	723	When certified and assigned as qualified relief coverage to the USAR program. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.614		
	724	When permanently assigned as an instructor and training coordinator at an Urban Search and Rescue program station. (2.5% of top step Firefighter per hour. Will increase with Firefighter base pay.) Location exceptions may be approved by Fire Chief. Limited to two employees per shift.	\$0.897		
	725	When certified and permanently assigned to the Hazardous Materials (HAZMAT) program station. (6% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$2.152		
	726	When certified and assigned as qualified relief coverage to the HAZMAT program. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.614		
	727	When certified and permanently assigned to the Hazardous Materials (HAZMAT) program station. (2.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$.897		
	728	When certified and permanently assigned to the Aircraft Rescue and Firefighting program station. (5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.793		
	729	When certified and assigned as qualified relief	\$1.614		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		coverage to the Aircraft Rescue and Firefighting. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)			
	735	When regularly assigned to a non-platoon schedule in Fire Prevention, Community Services, Support Services, Operations, Disaster Management, or Administration	\$2.300		
	737	When certified and permanently assigned to perform Fire Prevention duties. (5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.793		
	751	When possessing a certificate for USAR but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.538		
	752	When possessing a certificate for HAZMAT but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.538		
	753	When possessing a certificate for ARFF but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.538		
	754	When possessing a certificate for Fire Prevention but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.538		
FIREFIGHTER					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	703	After being licensed through the State of CA and accredited by the local emergency svcs agency and while fully trained and assigned to paramedic duty; or (see Sec. 18) 16% top step Firefighter	\$5.738		
	712	When regularly assigned and performing the full duties of an arson investigator. (16% top step Firefighter per hour. Will increase with Firefighter base pay.)	\$5.738		
	722	When certified and permanently assigned to the Urban Search and Rescue (USAR) program station. (6% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$2.152		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	723	When certified and assigned as qualified relief coverage to the USAR program. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.614		
	724	When permanently assigned as an instructor and training coordinator at an Urban Search and Rescue program station. (2.5% of top step Firefighter per hour. Will increase with Firefighter base pay.) Location exceptions may be approved by Fire Chief. Limited to two employees per shift.	\$0.897		
	725	When certified and permanently assigned to the Hazardous Materials (HAZMAT) program station. (6% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$2.152		
	726	When certified and assigned as qualified relief coverage to the HAZMAT program. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.614		
	727	When certified and permanently assigned to the Hazardous Materials (HAZMAT) program station. (2.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$.897		
	728	When certified and permanently assigned to the Aircraft Rescue and Firefighting program station. (5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.793		
	729	When certified and assigned as qualified relief coverage to the Aircraft Rescue and Firefighting. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.614		
	735	When regularly assigned to a non-platoon schedule in Fire Prevention, Community Services, Support Services, Operations, Disaster Management, or Administration	\$2.300		
	737	When certified and permanently assigned to perform Fire Prevention duties. (5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.793		
	751	When possessing a certificate for USAR but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.538		
	752	When possessing a certificate for HAZMAT but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.538		
	753	When possessing a certificate for ARFF	\$0.538		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)			
	754	When possessing a certificate for Fire Prevention but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.538		
<i>FLEET SERVICES SUPERVISOR</i>					
<i>FLEET SERVICES SUPERVISOR I-II</i>					
	893	When regularly assigned to the maintenance and repair of City vehicles, or as supervisor to Equipment Mechanics within the Fleet Maintenance Division, and possessing two ASE Master certifications.	\$2.000		
	894	When regularly assigned to the maintenance and repair of City vehicles, or as supervisor to Equipment Mechanics within the Fleet Maintenance Division, and possessing one ASE Master certification, or for Supervisor-Stores and Property when possessing ASE Parts certification.	\$1.000		
<i>FLEET SERVICES SUPERVISOR II</i>					
	849	When possessing a FAA-issued Inspection Authorization License	\$2.890		
<i>GARDENER I</i>					
	526	When required to possess a Pesticide Applicator's license and regularly assigned Pesticide Applicator duties	\$0.554	OR	\$4.430
<i>GARDENER II</i>					
	526	When required to possess a Pesticide Applicator's license and regularly assigned Pesticide Applicator duties	\$0.554	OR	\$4.430
	561	When required to possess an Agricultural Pest Control Advisors license and regularly assigned advisor duties	\$0.554	OR	\$4.430
<i>GAS CONSTRUCTION WORKER II</i>					
	850	When possessing a Long Beach Gas & Oil meter installation/reinstallation certification for up to a 400 class meter	\$0.350		
	852	When possessing a SoCal Gas (or equivalent) Leakage Survey or Pressure Control certification, or Long Beach Gas & Oil Valve Inspection and Maintenance certification, or a NACE Basic Level Certification	\$0.500		

SKILL PAYS

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

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		Transportation-49 Code of Federal Regulations Subart N Operator Qualification Plan certifications for advanced level.			
	855	When possessing a Long Beach Gas & Oil meter installation/reinstallation certification for commercial meters or multimeter sets of 5 or more, or a SoCal Gas (or equivalent) Appliance Technology certification or a Regulator Troubleshooting certification	\$0.550		
<i>GAS MAINTENANCE SUPERVISOR I-II</i>					
	857	When possessing a Fusion Trainer/Inspector certification from a gas pipeline industry-recognized agency or a NACE Tester-level certification, or a Gas Pipeline Welding Inspections certification from an API-certified welding instructor	\$0.200		
<i>GAS PIPELINE WLDR/LAYOUT FTR</i>					
	528	When regularly assigned and performing duties as a pipeline welding shop lead person	\$0.700		
<i>GENERAL MAINT SUPERVISOR II</i>					
	568	When regularly assigned and performing as general supervisor of the Carpentry-Field, Carpentry-Shop, Paint & Welding sections or Marine & Facility Maintenance	\$2.000	OR	\$16.000
	574	When regularly assigned and performing as general supervisor over skilled crafts	\$1.000	OR	\$8.000
<i>GENERAL MAINTENANCE ASSISTANT</i>					
	520	When regularly performing specialized marina maintenance work (T)	\$0.635		
<i>HELICOPTER MECHANIC</i>					
	849	When possessing a FAA-issued Inspection Authorization License	\$2.890		
<i>HOUSING SPECIALIST III</i>					
	898	When regularly assigned to and performing the duties of trainer or portability specialist	\$0.500		
<i>LIFEGUARD-HRLY-NC</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	800	When certified as an Emergency Medical Technician (EMT) and recertified as required by law, and having completed 1200 or more hours at Salary Range 010, Step 6.	\$0.947		
	805	When regularly assigned and/or performing the duties of a deck hand.	\$0.500	OR	\$5.000

SKILL PAYS

<i>CLASSIFICATION</i>	<i>CODE</i>	<i>SKILL</i>	<i>HRLY</i>	<i>OR</i>	<i>Per Diem</i>
<i>LIFEGUARD-SEASONAL (T)</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	800	When certified as an Emergency Medical Technician (EMT) and recertified as required by law, and having completed 1200 or more hours at Salary Range 010, Step 6.	\$0.947		
	805	When regularly assigned and/or performing the duties of a deck hand.	\$0.500	OR	\$5.000
<i>MAINTENANCE ASSISTANT II-III</i>					
	522	When performing as a refuse packer truck operator for Public Works and the Parks and Recreation Departments	\$1.180	OR	\$9.440
<i>MAINTENANCE ASSISTANT III</i>					
	523	When supervising crews or contractors performing custodial and/or maintenance duties	\$0.500	OR	\$4.000
	524	When regularly assigned and/or performing lot cleaning crew leader duties	\$0.440	OR	\$3.520
	525	When regularly assigned and/or performing on dual axle packing units with a capacity of 16 yards or more.	\$1.210		
	526	When required to possess a Pesticide Applicator's license and regularly assigned Pesticide Applicator duties	\$0.554	OR	\$4.430
<i>MARINE SAFETY OFFICER</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	801	When certified and possessing a Coast Guard Operator's license and towing certificate.	\$1.438		
	802	When regularly assigned and performing as a member of the dive team unless serving as Dive Master or SWRC.	\$1.150		
	803	When regularly assigned and performing as the dive master.	\$1.438		
	804	When regularly assigned and performing as the Swift Water Rescue Coordinator.	\$1.438		
<i>MARINE SAFETY SERGEANT</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	801	When certified and possessing a Coast Guard Operator's license and towing certificate.	\$1.438		
	802	When regularly assigned and performing as a member of the dive team unless serving as Dive Master or SWRC.	\$1.150		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	803	When regularly assigned and performing as the dive master.	\$1.438		
	804	When regularly assigned and performing as the Swift Water Rescue Coordinator.	\$1.438		
<i>MARINE SAFETY SERGEANT-BT-OP</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	801	When certified and possessing a Coast Guard Operator's license and towing certificate.	\$1.438		
	802	When regularly assigned and performing as a member of the dive team unless serving as Dive Master or SWRC.	\$1.150		
	803	When regularly assigned and performing as the dive master.	\$1.438		
	804	When regularly assigned and performing as the Swift Water Rescue Coordinator.	\$1.438		
<i>MECHANICAL SUPERVISOR</i>					
<i>MECHANICAL SUPERVISOR II</i>					
	570	When regularly assigned and performing as a general supervisor of the HVAC, Electrical, Street Lighting and Plumbing Sections	\$1.000		
<i>MEDICAL SOCIAL WORKER II</i>					
	530	When regularly assigned and performing as a team leader of a rehabilitation team or specialized clinic or STD clinic in the Health Department	\$0.633		
<i>MOTOR SWEEPER OPERATOR</i>					
	527	When regularly assigned and operating a three-wheeled motor sweeper (T)	\$0.250		
<i>Non-management classifications as specified in the City's Safety and Health Manual</i>					
	812	Employees who maintain current certification and are assigned as a Floor Warden in accordance with the Floor Warden Procedure of the City's Safety & Health Manual	\$0.500	OR	\$4.000
<i>Non-management classifications in the current Salary Resolution represented by the IAM</i>					
	560	For regular and frequent use of certified oral and/or written bilingual skills	\$0.700	OR	\$5.600
<i>Non-management classifications in the Skilled & General Bargaining Units represented by the IAM</i>					
	547	When regularly assigned to and possessing certification issued by an Accredited Certifying	\$0.560	OR	\$4.480

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		Entity per CCR Title 8 Section 5006.1 for crane operations			
<p><i>Non-management classifications represented by the LB Assoc. of Engineering Employees with base hourly rate of \$21.050 or lower and LB Assoc. of Confidential Employees classifications where top step hourly rates are equal to or less than Salary Range 560.</i></p>					
	590	For regular and frequent use of certified oral and/or written bilingual skills	\$0.600	OR	\$4.800
NUTRITION AIDE					
	530	When regularly assigned and performing as a team leader of a rehabilitation team or specialized clinic or STD clinic in the Health Department	\$0.633		
NUTRITION AIDE I-II					
	530	When regularly assigned and performing as a team leader of a rehabilitation team or specialized clinic or STD clinic in the Health Department	\$0.633		
PAINTER SUPERVISOR					
	568	When regularly assigned and performing as general supervisor of the Carpentry-Field, Carpentry-Shop, Paint & Welding sections or Marine & Facility Maintenance	\$2.000	OR	\$16.000
	572	When regularly assigned and performing as general supervisor of the Traffic Painting/Marking and Security sections	\$0.500		
PARK MAINTENANCE SUPERVISOR					
	561	When required to possess an Agricultural Pest Control Advisors license and regularly assigned advisor duties	\$0.554	OR	\$4.430
	888	When supervising Senior Equipment Operators	\$1.350		\$0.000
	899	When possessing a current International Society of Arboriculture certification as a Certified Arborist	\$0.500		
PARK RANGER I-II					
	859	When assigned by the Department Head to train new personnel as part of a structured training plan.	\$2.250		
PAYROLL/PERSONNEL ASST I-III					
	873	When regularly performing Payroll/Personnel Asst duties for the Police Department (May not be used in conjunction with skill pay 563.)	\$0.700		
PAYROLL/PERSONNEL ASST III					
	563	When supervising payroll & personnel functions at Police Department (T)	\$1.157	OR	\$9.256

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
<i>PERSONNEL ASST II-CONF</i>					
	598	When regularly assigned and performing duties as a section lead person for employee health insurance programs	\$2.000		
<i>PLAN CHECKER-ELECTRICAL</i>					
<i>PLAN CHECKER-ELECTRICAL I-II</i>					
<i>PLAN CHECKER-FIRE PREVENTION</i>					
<i>PLAN CHECKER-FIRE PREVENTION I-II</i>					
<i>PLAN CHECKER-MECHANICAL</i>					
<i>PLAN CHECKER-MECHANICAL I-II</i>					
<i>PLAN CHECKER-PLUMBING</i>					
<i>PLAN CHECKER-PLUMBING I-II</i>					
	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
<i>PLANNER IV-V</i>					
	875	When regularly assigned and performing help desk duties	\$0.700		
	876	When assigned and performing special project duties related to the development of sustainability policy, the creation of a Sustainable Development Board, and the provision of technical assistance related to environmental policy	\$0.700		
<i>PLUMBER</i>					
	529	When regularly assigned and performing	\$0.647	OR	\$5.176

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		duties as irrigation systems plumbing specialist			
	596	When possessing a Los Angeles County Department of Health Cross Connection Tester Certificate	\$0.450		
<i>PLUMBER SUPERVISOR</i>					
	570	When regularly assigned and performing as a general supervisor of the HVAC, Electrical, Street Lighting and Plumbing Sections	\$1.000		
	597	When possessing a University of Southern California Foundation for Cross Connection Control and Hydraulic Research certificate as a Specialist in Cross Connection Control or equivalent	\$0.600		
<i>PLUMBING INSPECTOR</i>					
	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	536	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and	\$1.000		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)			
	537	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	567	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
 <i>POLICE CORPORAL</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	600	Helicopter Pilot	\$3.304		
	601	Helicopter Observer	\$1.580		
	602	When performing on a two-wheeled motorcycle.	\$2.012		
	603	When regularly assigned to and performing administrative and/or investigative duties in the Police Department as determined by the Chief of Police	\$1.725		
	611	When regularly assigned to and performing the duties of Boat Patrol Operator and in possession of a valid Coast Guard Operators License & Towing certificate.	\$1.438		
	612	When regularly assigned to and performing the duties of Boat Patrol Operations and in possession of a valid Basic Boat Operations certificate.	\$0.719		
	613	When regularly assigned to the Port Security Unit. Not eligible to receive any other skill pay associated with responsibilities on the Port Security Unit, one-man car pay or FTO pay when receiving Port Security Assignment pay.	\$2.012		
		When regularly assigned to a one officer unit in Patrol between the hours of 1630 and 0730, an amount equal to 10% of their current top step rank for each hour worked in a one Officer unit	\$4.333		
		When assigned by the Chief of Police to be Field Training Officer, an amount equal to 10% top step of Police Corporal for each hour worked in that assignment. Field Training Officers will be assigned to train Police Officers during the 12-month probation period. However, for lateral transfers, said assignment period shall be determined by the Chief of Police	\$4.333		

SKILL PAYS

<i>CLASSIFICATION</i>	<i>CODE</i>	<i>SKILL</i>	<i>HRLY</i>	<i>OR</i>	<i>Per Diem</i>
<i>POLICE LIEUTENANT</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	603	When regularly assigned to and performing administrative and/or investigative duties in the Police Department as determined by the Chief of Police	\$1.725		
	611	When regularly assigned to and performing the duties of Boat Patrol Operator and in possession of a valid Coast Guard Operators License & Towing certificate.	\$1.438		
	612	When regularly assigned to and performing the duties of Boat Patrol Operations and in possession of a valid Basic Boat Operations certificate.	\$0.719		
	613	When regularly assigned to the Port Security Unit. Not eligible to receive any other skill pay associated with responsibilities on the Port Security Unit, one-man car pay or FTO pay when receiving Port Security Assignment pay.	\$2.012		
<i>POLICE OFFICER</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	600	Helicopter Pilot	\$3.304		
	601	Helicopter Observer	\$1.580		
	602	When performing on a two-wheeled motorcycle.	\$2.012		
	603	When regularly assigned to and performing administrative and/or investigative duties in the Police Department as determined by the Chief of Police	\$1.725		
	611	When regularly assigned to and performing the duties of Boat Patrol Operator and in possession of a valid Coast Guard Operators License & Towing certificate.	\$1.438		
	612	When regularly assigned to and performing the duties of Boat Patrol Operations and in possession of a valid Basic Boat Operations certificate.	\$0.719		
	613	When regularly assigned to the Port Security Unit. Not eligible to receive any other skill pay associated with responsibilities on the Port Security Unit, one-man car pay or FTO pay when receiving Port Security Assignment pay.	\$2.012		
		When regularly assigned to a one officer unit in Patrol between the hours of 1630 and 0730, an amount equal to 10% of their current top step rank for each hour worked in a one Officer unit	\$3.853		
		When assigned by the Chief of Police to be Field Training Officer, an amount equal to 10% top step of Police Officer for each hour worked in that assignment. Field Training Officers will be assigned to train Police Officers during the 12-month probation period. However, for lateral	\$3.853		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		transfers, said assignment period shall be determined by the Chief of Police			
<i>POLICE PROPERTY & SPLY CLRK I-II</i>					
	874	When regularly assigned and performing lead duties	\$1.500		
<i>POLICE SERGEANT</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	600	Helicopter Pilot	\$3.304		
	601	Helicopter Observer	\$1.580		
	602	When performing on a two-wheeled motorcycle.	\$2.012		
	603	When regularly assigned to and performing administrative and/or investigative duties in the Police Department as determined by the Chief of Police	\$1.725		
	606	5/40 SGT	\$0.697		
	611	When regularly assigned to and performing the duties of Boat Patrol Operator and in possession of a valid Coast Guard Operators License & Towing certificate.	\$1.438		
	612	When regularly assigned to and performing the duties of Boat Patrol Operations and in possession of a valid Basic Boat Operations certificate.	\$0.719		
	613	When regularly assigned to the Port Security Unit. Not eligible to receive any other skill pay associated with responsibilities on the Port Security Unit, one-man car pay or FTO pay when receiving Port Security Assignment pay.	\$2.012		
<i>PRINCIPAL BUILDING INSPECTOR</i>					
	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per	\$1.250		

SKILL PAYS

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

PRINCIPAL CONSTRUCTION INSPCTR

505	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$0.750
506	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.000
507	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy	\$1.250

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).			
	565	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise(\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.500		
	813	When possessing an American Welding Society certificate for gas pipeline welding inspections or a National Association of Corrosion Engineers certificate. (\$.75 per hour for one specialty certificate, up to a maximum of \$1.00 per hour for two certifications.)	\$0.750		
	814	When possessing an American Welding Society certificate for gas pipeline welding inspections or a National Association of Corrosion Engineers certificate. (\$.75 per hour for one specialty certificate, up to a maximum of \$1.00 per hour for two certifications.)	\$1.000		
<i>PUBLIC HEALTH NURSE</i>					
<i>PUBLIC HEALTH NURSE I-III</i>					
<i>PUBLIC HEALTH NUTRITIONIST I</i>					
	530	When regularly assigned and performing as a team leader of a rehabilitation team or specialized clinic or STD clinic in the Health Department	\$0.633		
<i>PUBLIC HLTH PROFESSIONAL III</i>					
	878	When regularly assigned and performing the full duties as Director of the Employee Assistance Program	\$3.000		
<i>REFUSE OPERATOR I-III</i>					
	860	Frontloader-Single Driver	\$1.500		
<i>REGISTERED NURSE I-II</i>					
	530	When regularly assigned and performing as a team leader of a rehabilitation team or specialized clinic or STD clinic in the Health Department	\$0.633		
<i>SENIOR COMBINATION BLDG INSP</i>					
	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations	\$1.000		

SKILL PAYS

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

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		four special certifications)			
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	536	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	537	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	567	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
SENIOR EQUIPMENT OPERATOR					
	538	When regularly assigned and operating the cutter head and suction boom on a dredge boat	\$0.437		
	853	When possessing the classification	\$2.000		

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subart N Operator Qualification Plan certifications for journey level.			
SENIOR MECHANICAL INSPECTOR					
	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	536	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	537	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		

SKILL PAYS

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

SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		four special certifications)			
	567	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
<i>SPECIAL SERVICES OFFICER I</i>					
	589	When regularly assigned & performing in the Police Dept Traffic Division (T-4/1/01)	\$2.085		
<i>SPECIAL SERVICES OFFICER II</i>					
	534	When regularly assigned to patrol marina slips and basins between the hours of 8:00 p.m. and 4:00 a.m.	\$0.433		
<i>SPECIAL SERVICES OFFICER I-V</i>					
	588	When assigned to and performing jailer duties	\$2.500		
	859	When assigned by the Department Head to train new personnel as part of a structured training plan.	\$2.250		
	866	When assigned to the Airport, Marine Patrol or Long Beach City College (LBCC)	\$1.500		
<i>STREET LANDSCAPING SUPVR I-II</i>					
	561	When required to possess an Agricultural Pest Control Advisors license and regularly assigned advisor duties	\$0.554	OR	\$4.430
	888	When supervising Senior Equipment Operators	\$1.350		
	899	When possessing a current International Society of Arboriculture certification as a Certified Arborist	\$0.500		
<i>STREET MAINTENANCE SUPERVISOR</i>					
<i>STREET MAINTENANCE SUPVR I-II</i>					
	572	When regularly assigned and performing as general supervisor of the Traffic Painting/Marking and Security sections	\$0.500		
	888	When supervising Senior Equipment Operators	\$1.350		
	899	When possessing a current International Society of Arboriculture certification as a Certified Arborist	\$0.500		
<i>SUPERVISING CUSTODIAN</i>					
	523	When supervising crews or contractors performing custodial and/or maintenance duties in the Library Services Dept.	\$0.500	OR	\$4.000

SKILL PAYS

<i>CLASSIFICATION</i>	<i>CODE</i>	<i>SKILL</i>	<i>HRLY</i>	<i>OR</i>	<i>Per Diem</i>
<i>SUPERVISOR-STORES & PROPERTY</i>					
	894	When regularly assigned to the maintenance and repair of City vehicles and possessing one ASE Master certification or for Supervisor-Stores and Property when possessing ASE Parts certification.	\$1.000		
<i>TREE TRIMMER I-II</i>					
	541	When regularly performing tree trimming duties from an aerial bucket (T)	\$0.350		
	899	When possessing a current International Society of Arboriculture certification as a Certified Arborist	\$0.500		