



CITY OF LONG BEACH

DEPARTMENT OF HUMAN RESOURCES

C-12

333 West Ocean Boulevard 13th Floor • Long Beach, CA 90802

December 11, 2007

HONORABLE MAYOR AND CITY COUNCIL
City of Long Beach
California

RECOMMENDATION:

Adopt the attached amended Salary Resolution for Fiscal Year 2008. (Citywide)

DISCUSSION

The attached amendment to the Salary Resolution incorporates provisions approved in the City Council's adoption of the Fiscal Year 2008 Budget and contains changes necessary for the ongoing administration of the City. Many of the changes contained in the amendment will assist with recruitment and retention issues and compliance with legal requirements. In addition, the recommended changes include a reduction in the maximum allowable performance adjustment for management employees to 7 percent within a fiscal year as approved by the Budget Oversight Committee. Attachment A summarizes the proposed changes to the Salary Resolution last adopted by the City Council on June 5, 2007.

This item was reviewed by Deputy City Attorney Christina L. Checel on December 4, 2007 and by Budget and Performance Management Bureau Manager David Wodynski on December 3, 2007.

TIMING CONSIDERATIONS

City Council approval of the amended Salary Resolution is requested on December 11, 2007, to ensure implementation of requested operational changes.

FISCAL IMPACT

There are no significant fiscal impacts from the requested amendment. Current appropriations will be used to support the requested amendments.

HONORABLE MAYOR AND CITY COUNCIL
December 11, 2007
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SUGGESTED ACTION:

Approve recommendation.

Respectfully submitted,


SUZANNE R. MASON
DIRECTOR OF HUMAN RESOURCES

APPROVED:


PATRICK H. WEST
CITY MANAGER

Attachment

SRM:KW
Council Letter FY 2008 Salary-11-07.doc

**ATTACHMENT A
SALARY RESOLUTION AMENDMENT**

City Attorney –

A. Newly requested classifications:

<u>New Title</u>	<u>Salary Range</u>
Workers' Comp Medical Only Examiner	480
Legal Administrative Assistant	B00

B. Clarification of position titles:

<u>Title Change</u>	<u>To</u>
From	
Workers' Comp Office Asst I	Workers' Comp Office Asst
Workers' Comp Office Asst II	Workers' Comp Claims Asst
Workers' Comp Claims Asst	Workers' Comp Examiner I
Workers' Comp Claims Examiner	Workers' Comp Examiner II
Sr. Workers' Comp Claims Examiner	Workers' Comp Examiner III

Financial Management –

A. Newly requested classification:

<u>New Title</u>	<u>Salary Range</u>
Revenue Management Officer	E00

Fire –

A. Newly requested classifications:

<u>New Title</u>	<u>Salary Range</u>
Mgr-Disaster Management	E00
Emergency Preparedness Officer	E00

B. Range Adjustments:

Salary Range adjustments to address recruitment and retention issues.

<u>Position Title</u>	<u>Salary Range</u>	
	From:	To:
Emergency Medical Education Coordinator	B00	750
Emergency Medical Educator	B00	680

**ATTACHMENT A
SALARY RESOLUTION AMENDMENT**

Human Resources -

A. Range Adjustments:

Salary Range adjustments to address increase to minimum wage January 1, 2008.

<u>Position Title</u>	<u>Salary Range</u>	
	From:	To:
Student Worker	H15, H17, H99	H20
Student Worker-NC	H15, H17, H99	H20
Youth Trainee II-NC	H17	H20

B. Amend Section 8. A. of the salary resolution pertinent to the merit based performance increases for the Executive or Professional Salary Range to reduce maximum increases during fiscal year from 12% to 7%.

Library –

A. Range adjustments:

Salary Range adjustments to address increase to minimum wage January 1, 2008.

<u>Position Title</u>	<u>Salary Range</u>
Page-NC	H26
Page-NC	H28

Park, Recreation & Marine –

A. Newly requested classification:

<u>New Title</u>	<u>Salary Range</u>
Tidelands Development Officer	E00

B. Range Adjustments:

Salary Range adjustment to address recruitment and retention issue and consistency with similar classifications.

<u>Position Title</u>	<u>Salary Range</u>	
	From:	To:
Marina Supervisor II	540	570

Salary Range adjustments to address increase to minimum wage January 1, 2008.

<u>Position Title</u>	<u>Salary Range</u>	
	From:	To:
Recreation Leader Specialist I-NC	H12	H20
Recreation Leader Specialist II-NC	H19	H22

**ATTACHMENT A
SALARY RESOLUTION AMENDMENT**

C. Skill Pay Change:

Add title to existing skill pay:

Include Park Maintenance Supervisor in the \$0.500 per hour skill pay when possessing a current International Society of Arboriculture certification as a Certified Arborist.

Police –

A. Remove Classification:

<u>Position Title</u>	<u>Salary Range</u>
Identification Technician I/II	510/560

B. Skill Pay Change:

Include Chief of Police in the existing monthly skill pay for possessing the P.O.S.T. Management certificate, at the rate of \$900 per month.

Public Works –

A. Skill Pay Changes:

Add skill pay to comply with MOU provision:

Per the current MOU, provide Special Services Officer I-IV an hourly skill pay of \$1.000 when regularly assigned to the Long Beach Airport.

Add title to existing skill pay:

Include Equipment Operator III in the \$0.56 per hour skill pay for possessing a certificate for crane operation issued by an accredited certifying entity per CCR Title I Section 5006.1 and regularly assigned and operating a mobile crane.

Robert E. Shannon
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Telephone (562) 570-2200

1 RESOLUTION NO.

2
3 A RESOLUTION OF THE CITY COUNCIL OF THE
4 CITY OF LONG BEACH CONFIRMING, READOPTING AND
5 AMENDING PREVIOUSLY ADOPTED PROVISIONS,
6 CREATING AND ESTABLISHING POSITIONS OF
7 EMPLOYMENT, AND FIXING AND PRESCRIBING THE
8 COMPENSATION FOR THE OFFICERS AND EMPLOYEES OF
9 THE CITY OF LONG BEACH; AND RESCINDING
10 RESOLUTION NO. RES-07-0074 OF THE CITY COUNCIL
11 RELATING THERETO

12
13 WHEREAS, in accordance with the provisions of the City
14 Charter, the City Council, in Resolution No. RES-07-0018, has
15 created and established positions of employment and fixed and
16 prescribed the salaries and compensation of the officers and
17 employees of the City, commencing June 9, 2007; and

18 WHEREAS, it is now the desire of the City Council to
19 confirm, readopt and amend the provisions of Resolution No. RES-
20 07-0018 ,as amended, and to incorporate the confirmed, readopted
21 and amended provisions into this resolution;

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

24 Section 1. Every person who has been or who hereafter
25 may be duly appointed to an office or position of employment
26 indicated herein, and who is qualified to hold and does hold such
27 office or position from and after the date or dates that the pay
28 rates and compensation prescribed herein shall become effective as

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1 hereinafter provided, or from the date of employment, whichever
2 occurs later, shall receive as full compensation for his/her
3 services, a biweekly salary based on one of the pay rates set
4 forth in the Salary Schedules specified herein for his/her office
5 or position, together with such additional compensation, if any,
6 as provided herein or by applicable ordinance. The method and
7 manner of determination of the pay rate at which the compensation
8 of each officer or employee (hereinafter collectively referred to
9 as "employee" or "employees") shall be fixed as hereinafter
10 provided. Except as otherwise specifically designated, the
11 applicable pay rate indicated in the Salary Schedule in Section 2
12 hereof is intended to be and shall be the basis for determining
13 each employee's biweekly salary.

14 Sec. 2. Pay rates for all offices and positions
15 hereinafter referred to in Section 15 are set forth in Salary
16 Schedules I and IA as set forth in this Section. The pay rates
17 set forth in Salary Schedules I shall be operative on and after
18 12:01 a.m. of December 15, 2007. The pay rate set forth in
19 Salary Schedule IA shall be operative on and after 12:01 a.m. of
20 December 15, 2007.

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SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2007

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
M01	9.513	9.989	10.571	11.105	11.626	12.222	12.838
	761.04	799.12	845.68	888.40	930.08	977.76	1,027.04
	1,655.00	1,737.00	1,839.00	1,931.00	2,022.00	2,126.00	2,233.00
M03	10.238	10.750	11.374	11.924	12.510	13.117	13.798
	819.04	860.00	909.92	953.92	1,000.80	1,049.36	1,103.84
	1,781.00	1,870.00	1,978.00	2,074.00	2,176.00	2,281.00	2,400.00
M07	10.998	11.549	12.222	12.838	13.452	14.130	14.853
	879.84	923.92	977.76	1,027.04	1,076.16	1,130.40	1,188.24
	1,913.00	2,009.00	2,126.00	2,233.00	2,340.00	2,458.00	2,583.00
M08	11.257	11.820	12.510	13.117	13.798	14.488	15.218
	900.56	945.60	1,000.80	1,049.36	1,103.84	1,159.04	1,217.44
	1,958.00	2,056.00	2,176.00	2,281.00	2,400.00	2,520.00	2,647.00
M10	11.554	12.131	12.838	13.452	14.130	14.853	15.593
	924.32	970.48	1,027.04	1,076.16	1,130.40	1,188.24	1,247.44
	2,010.00	2,110.00	2,233.00	2,340.00	2,458.00	2,583.00	2,712.00
M12	11.804	12.395	13.117	13.798	14.488	15.218	15.987
	944.32	991.60	1,049.36	1,103.84	1,159.04	1,217.44	1,278.96
	2,053.00	2,156.00	2,281.00	2,400.00	2,520.00	2,647.00	2,781.00
M13	12.106	12.710	13.452	14.130	14.853	15.593	16.378
	968.48	1,016.80	1,076.16	1,130.40	1,188.24	1,247.44	1,310.24
	2,106.00	2,211.00	2,340.00	2,458.00	2,583.00	2,712.00	2,849.00
M15	12.417	13.037	13.798	14.488	15.218	15.987	16.792
	993.36	1,042.96	1,103.84	1,159.04	1,217.44	1,278.96	1,343.36
	2,160.00	2,268.00	2,400.00	2,520.00	2,647.00	2,781.00	2,921.00
M17	12.715	13.350	14.130	14.853	15.593	16.378	17.247
	1,017.20	1,068.00	1,130.40	1,188.24	1,247.44	1,310.24	1,379.76
	2,212.00	2,322.00	2,458.00	2,583.00	2,712.00	2,849.00	3,000.00
M18	12.966	13.614	14.405	15.138	15.909	16.706	17.583
	1,037.28	1,089.12	1,152.40	1,211.04	1,272.72	1,336.48	1,406.64
	2,255.00	2,368.00	2,505.00	2,633.00	2,767.00	2,906.00	3,058.00
M19	13.236	13.898	14.709	15.431	16.235	17.052	17.920
	1,058.88	1,111.84	1,176.72	1,234.48	1,298.80	1,364.16	1,433.60
	2,302.00	2,417.00	2,558.00	2,684.00	2,824.00	2,966.00	3,117.00
M20	13.038	13.691	14.488	15.218	15.987	16.792	17.794
	1,043.04	1,095.28	1,159.04	1,217.44	1,278.96	1,343.36	1,423.52
	2,268.00	2,381.00	2,520.00	2,647.00	2,781.00	2,921.00	3,095.00
M21	13.367	14.035	14.853	15.593	16.378	17.247	18.268
	1,069.36	1,122.80	1,188.24	1,247.44	1,310.24	1,379.76	1,461.44
	2,325.00	2,441.00	2,583.00	2,712.00	2,849.00	3,000.00	3,177.00
M22	13.290	13.955	14.765	15.516	16.307	17.124	18.023
	1,063.20	1,116.40	1,181.20	1,241.28	1,304.56	1,369.92	1,441.84
	2,312.00	2,427.00	2,568.00	2,699.00	2,836.00	2,978.00	3,135.00
M24	13.695	14.380	15.218	15.987	16.792	17.794	18.725
	1,095.60	1,150.40	1,217.44	1,278.96	1,343.36	1,423.52	1,498.00
	2,382.00	2,501.00	2,647.00	2,781.00	2,921.00	3,095.00	3,257.00
M26	14.032	14.733	15.593	16.378	17.247	18.268	19.150
	1,122.56	1,178.64	1,247.44	1,310.24	1,379.76	1,461.44	1,532.00
	2,441.00	2,562.00	2,712.00	2,849.00	3,000.00	3,177.00	3,331.00
M27	14.136	14.844	15.710	16.495	17.358	18.392	19.292
	1,130.88	1,187.52	1,256.80	1,319.60	1,388.64	1,471.36	1,543.36
	2,459.00	2,582.00	2,732.00	2,869.00	3,019.00	3,199.00	3,355.00
M28	14.387	15.107	15.987	16.792	17.794	18.725	19.652
	1,150.96	1,208.56	1,278.96	1,343.36	1,423.52	1,498.00	1,572.16
	2,502.00	2,628.00	2,781.00	2,921.00	3,095.00	3,257.00	3,418.00

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2007

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
M30	14.968	15.717	16.631	17.477	18.358	19.465	20.466
	1,197.44	1,257.36	1,330.48	1,398.16	1,468.64	1,557.20	1,637.28
	2,603.00	2,734.00	2,893.00	3,040.00	3,193.00	3,386.00	3,560.00
M31	14.739	15.475	16.378	17.247	18.268	19.150	20.140
	1,179.12	1,238.00	1,310.24	1,379.76	1,461.44	1,532.00	1,611.20
	2,564.00	2,692.00	2,849.00	3,000.00	3,177.00	3,331.00	3,503.00
M34	15.114	15.870	16.792	17.794	18.725	19.652	20.632
	1,209.12	1,269.60	1,343.36	1,423.52	1,498.00	1,572.16	1,650.56
	2,629.00	2,760.00	2,921.00	3,095.00	3,257.00	3,418.00	3,588.00
M35	15.342	16.110	17.048	17.914	18.817	19.951	20.978
	1,227.36	1,288.80	1,363.84	1,433.12	1,505.36	1,596.08	1,678.24
	2,668.00	2,802.00	2,965.00	3,116.00	3,273.00	3,470.00	3,649.00
M36	15.523	16.299	17.247	18.268	19.150	20.140	21.169
	1,241.84	1,303.92	1,379.76	1,461.44	1,532.00	1,611.20	1,693.52
	2,700.00	2,835.00	3,000.00	3,177.00	3,331.00	3,503.00	3,682.00
M37	16.015	16.816	17.794	18.725	19.652	20.632	21.684
	1,281.20	1,345.28	1,423.52	1,498.00	1,572.16	1,650.56	1,734.72
	2,785.00	2,925.00	3,095.00	3,257.00	3,418.00	3,588.00	3,771.00
M38	16.416	17.237	18.239	19.194	20.143	21.148	22.225
	1,313.28	1,378.96	1,459.12	1,535.52	1,611.44	1,691.84	1,778.00
	2,855.00	2,998.00	3,172.00	3,338.00	3,503.00	3,678.00	3,866.00
M42	16.853	17.696	18.725	19.652	20.632	21.684	22.826
	1,348.24	1,415.68	1,498.00	1,572.16	1,650.56	1,734.72	1,826.08
	2,931.00	3,078.00	3,257.00	3,418.00	3,588.00	3,771.00	3,970.00
M46	17.233	18.094	19.150	20.140	21.169	22.250	23.400
	1,378.64	1,447.52	1,532.00	1,611.20	1,693.52	1,780.00	1,872.00
	2,997.00	3,147.00	3,331.00	3,503.00	3,682.00	3,870.00	4,070.00
M47	17.688	18.573	19.652	20.632	21.684	22.826	24.000
	1,415.04	1,485.84	1,572.16	1,650.56	1,734.72	1,826.08	1,920.00
	3,076.00	3,230.00	3,418.00	3,588.00	3,771.00	3,970.00	4,174.00
M50	18.123	19.030	20.140	21.169	22.250	23.400	24.598
	1,449.84	1,522.40	1,611.20	1,693.52	1,780.00	1,872.00	1,967.84
	3,152.00	3,310.00	3,503.00	3,682.00	3,870.00	4,070.00	4,278.00
M52	18.568	19.498	20.632	21.684	22.826	24.000	25.247
	1,485.44	1,559.84	1,650.56	1,734.72	1,826.08	1,920.00	2,019.76
	3,230.00	3,391.00	3,588.00	3,771.00	3,970.00	4,174.00	4,391.00
M62	20.024	21.026	22.250	23.400	24.598	25.891	27.199
	1,601.92	1,682.08	1,780.00	1,872.00	1,967.84	2,071.28	2,175.92
	3,483.00	3,657.00	3,870.00	4,070.00	4,278.00	4,503.00	4,731.00
M63	20.526	21.553	22.790	23.986	25.213	26.538	27.879
	1,642.08	1,724.24	1,823.20	1,918.88	2,017.04	2,123.04	2,230.32
	3,570.00	3,749.00	3,964.00	4,172.00	4,385.00	4,616.00	4,849.00
M66	21.060	22.113	23.400	24.598	25.891	27.199	28.630
	1,684.80	1,769.04	1,872.00	1,967.84	2,071.28	2,175.92	2,290.40
	3,663.00	3,846.00	4,070.00	4,278.00	4,503.00	4,731.00	4,980.00
M68	21.600	22.682	24.000	25.247	26.537	27.893	29.356
	1,728.00	1,814.56	1,920.00	2,019.76	2,122.96	2,231.44	2,348.48
	3,757.00	3,945.00	4,174.00	4,391.00	4,616.00	4,851.00	5,106.00
M78	23.766	24.955	26.409	27.742	29.204	30.693	32.270
	1,901.28	1,996.40	2,112.72	2,219.36	2,336.32	2,455.44	2,581.60
	4,134.00	4,340.00	4,593.00	4,825.00	5,079.00	5,338.00	5,613.00
M88	25.102	26.359	27.893	29.356	30.854	32.463	34.163
	2,008.16	2,108.72	2,231.44	2,348.48	2,468.32	2,597.04	2,733.04
	4,366.00	4,585.00	4,851.00	5,106.00	5,366.00	5,646.00	5,942.00

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2007

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
M90	25.769 2,061.52 4,482.00	27.056 2,164.48 4,706.00	28.630 2,290.40 4,980.00	30.091 2,407.28 5,234.00	31.635 2,530.80 5,502.00	33.307 2,664.56 5,793.00	35.057 2,804.56 6,097.00
N09	11.592 927.36 2,016.00	12.172 973.76 2,117.00	12.880 1,030.40 2,240.00	13.505 1,080.40 2,349.00	14.206 1,136.48 2,471.00	14.914 1,193.12 2,594.00	15.668 1,253.44 2,725.00
N16	12.809 1,024.72 2,228.00	13.451 1,076.08 2,340.00	14.235 1,138.80 2,476.00	14.958 1,196.64 2,602.00	15.693 1,255.44 2,729.00	16.501 1,320.08 2,870.00	17.336 1,386.88 3,015.00
N23	13.636 1,090.88 2,372.00	14.318 1,145.44 2,490.00	15.151 1,212.08 2,635.00	15.902 1,272.16 2,766.00	16.698 1,335.84 2,904.00	17.586 1,406.88 3,059.00	18.630 1,490.40 3,240.00
N29	14.873 1,189.84 2,587.00	15.617 1,249.36 2,716.00	16.525 1,322.00 2,874.00	17.353 1,388.24 3,018.00	18.387 1,470.96 3,198.00	19.343 1,547.44 3,364.00	20.297 1,623.76 3,530.00
N33	14.672 1,173.76 2,552.00	15.407 1,232.56 2,680.00	16.302 1,304.16 2,835.00	17.187 1,374.96 2,989.00	18.136 1,450.88 3,154.00	19.083 1,526.64 3,319.00	20.106 1,608.48 3,497.00
N41	16.955 1,356.40 2,949.00	17.804 1,424.32 3,097.00	18.840 1,507.20 3,277.00	19.775 1,582.00 3,439.00	20.787 1,662.96 3,615.00	21.926 1,754.08 3,814.00	22.974 1,837.92 3,996.00
N43	17.392 1,391.36 3,025.00	18.262 1,460.96 3,176.00	19.324 1,545.92 3,361.00	20.268 1,621.44 3,525.00	21.298 1,703.84 3,704.00	22.388 1,791.04 3,894.00	23.546 1,883.68 4,095.00
N45	19.540 1,563.20 3,399.00	20.517 1,641.36 3,568.00	21.707 1,736.56 3,775.00	22.773 1,821.84 3,961.00	23.930 1,914.40 4,162.00	25.161 2,012.88 4,376.00	26.459 2,116.72 4,602.00
N51	18.706 1,496.48 3,254.00	19.643 1,571.44 3,416.00	20.787 1,662.96 3,615.00	21.846 1,747.68 3,800.00	22.974 1,837.92 3,996.00	24.156 1,932.48 4,201.00	25.372 2,029.76 4,413.00
N53	19.168 1,533.44 3,334.00	20.128 1,610.24 3,501.00	21.298 1,703.84 3,704.00	22.388 1,791.04 3,894.00	23.546 1,883.68 4,095.00	24.768 1,981.44 4,308.00	26.049 2,083.92 4,531.00
N54	20.515 1,641.20 3,568.00	21.539 1,723.12 3,746.00	22.792 1,823.36 3,964.00	23.958 1,916.64 4,167.00	25.194 2,015.52 4,382.00	26.504 2,120.32 4,610.00	27.875 2,230.00 4,848.00
N55	21.537 1,722.96 3,746.00	22.615 1,809.20 3,933.00	23.930 1,914.40 4,162.00	25.161 2,012.88 4,376.00	26.459 2,116.72 4,602.00	27.833 2,226.64 4,841.00	29.273 2,341.84 5,091.00
N57	20.639 1,651.12 3,590.00	21.670 1,733.60 3,769.00	22.930 1,834.40 3,988.00	24.115 1,929.20 4,194.00	25.353 2,028.24 4,410.00	26.633 2,130.64 4,632.00	28.038 2,243.04 4,877.00
N60	20.149 1,611.92 3,504.00	21.156 1,692.48 3,680.00	22.388 1,791.04 3,894.00	23.546 1,883.68 4,095.00	24.768 1,981.44 4,308.00	26.049 2,083.92 4,531.00	27.403 2,192.24 4,766.00
N61	20.619 1,649.52 3,586.00	21.649 1,731.92 3,765.00	22.908 1,832.64 3,984.00	24.092 1,927.36 4,190.00	25.328 2,026.24 4,405.00	26.657 2,132.56 4,636.00	28.004 2,240.32 4,871.00
N63	20.678 1,654.24 3,596.00	21.710 1,736.80 3,776.00	22.974 1,837.92 3,996.00	24.156 1,932.48 4,201.00	25.372 2,029.76 4,413.00	26.713 2,137.04 4,646.00	28.075 2,246.00 4,883.00
N65	22.675 1,814.00 3,944.00	23.808 1,904.64 4,141.00	25.194 2,015.52 4,382.00	26.504 2,120.32 4,610.00	27.875 2,230.00 4,848.00	29.320 2,345.60 5,100.00	30.795 2,463.60 5,356.00

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2007

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
N67	24.430	25.649	27.145	28.510	30.016	31.539	33.200
	1,954.40	2,051.92	2,171.60	2,280.80	2,401.28	2,523.12	2,656.00
	4,249.00	4,461.00	4,721.00	4,959.00	5,221.00	5,486.00	5,774.00
N69	22.240	23.352	24.711	25.996	27.321	28.719	30.225
	1,779.20	1,868.16	1,976.88	2,079.68	2,185.68	2,297.52	2,418.00
	3,868.00	4,062.00	4,298.00	4,521.00	4,752.00	4,995.00	5,257.00
N70	23.617	24.795	26.242	27.586	29.008	30.514	32.098
	1,889.36	1,983.60	2,099.36	2,206.88	2,320.64	2,441.12	2,567.84
	4,108.00	4,313.00	4,564.00	4,798.00	5,045.00	5,307.00	5,583.00
N72	22.837	23.977	25.372	26.713	28.075	29.551	31.047
	1,826.96	1,918.16	2,029.76	2,137.04	2,246.00	2,364.08	2,483.76
	3,972.00	4,170.00	4,413.00	4,646.00	4,883.00	5,140.00	5,400.00
N73	23.855	25.049	26.504	27.875	29.320	30.795	32.407
	1,908.40	2,003.92	2,120.32	2,230.00	2,345.60	2,463.60	2,592.56
	4,149.00	4,357.00	4,610.00	4,848.00	5,100.00	5,356.00	5,637.00
N77	23.444	24.617	26.049	27.403	28.782	30.294	31.837
	1,875.52	1,969.36	2,083.92	2,192.24	2,302.56	2,423.52	2,546.96
	4,078.00	4,282.00	4,531.00	4,766.00	5,006.00	5,269.00	5,537.00
N80	25.235	26.497	28.038	29.469	31.017	32.587	34.273
	2,018.80	2,119.76	2,243.04	2,357.52	2,481.36	2,606.96	2,741.84
	4,389.00	4,609.00	4,877.00	5,126.00	5,395.00	5,668.00	5,961.00
N81	24.591	25.821	27.321	28.719	30.225	31.768	33.424
	1,967.28	2,065.68	2,185.68	2,297.52	2,418.00	2,541.44	2,673.92
	4,277.00	4,491.00	4,752.00	4,995.00	5,257.00	5,525.00	5,813.00
N83	24.642	25.874	27.383	28.779	30.291	31.823	33.468
	1,971.36	2,069.92	2,190.64	2,302.32	2,423.28	2,545.84	2,677.44
	4,286.00	4,500.00	4,763.00	5,005.00	5,268.00	5,535.00	5,821.00
N84	24.683	25.919	27.428	28.831	30.330	31.855	33.539
	1,974.64	2,073.52	2,194.24	2,306.48	2,426.40	2,548.40	2,683.12
	4,293.00	4,508.00	4,771.00	5,015.00	5,275.00	5,540.00	5,833.00
N87	25.270	26.534	28.075	29.551	31.047	32.654	34.371
	2,021.60	2,122.72	2,246.00	2,364.08	2,483.76	2,612.32	2,749.68
	4,395.00	4,615.00	4,883.00	5,140.00	5,400.00	5,679.00	5,978.00
N89	25.927	27.223	28.806	30.310	31.850	33.506	35.257
	2,074.16	2,177.84	2,304.48	2,424.80	2,548.00	2,680.48	2,820.56
	4,509.00	4,735.00	5,010.00	5,272.00	5,540.00	5,828.00	6,132.00
N92	26.597	27.928	29.551	31.047	32.654	34.371	36.167
	2,127.76	2,234.24	2,364.08	2,483.76	2,612.32	2,749.68	2,893.36
	4,626.00	4,857.00	5,140.00	5,400.00	5,679.00	5,978.00	6,290.00
N94	28.616	30.049	31.798	33.416	35.170	37.009	38.946
	2,289.28	2,403.92	2,543.84	2,673.28	2,813.60	2,960.72	3,115.68
	4,977.00	5,226.00	5,531.00	5,812.00	6,117.00	6,437.00	6,774.00
N96	29.297	30.762	32.552	34.221	36.032	37.923	39.895
	2,343.76	2,460.96	2,604.16	2,737.68	2,882.56	3,033.84	3,191.60
	5,096.00	5,350.00	5,662.00	5,952.00	6,267.00	6,596.00	6,939.00
S01	15.023	16.692	17.521	18.578	19.500	20.483	
	1,201.84	1,335.36	1,401.68	1,486.24	1,560.00	1,638.64	
	2,613.00	2,903.00	3,047.00	3,231.00	3,392.00	3,563.00	
S02	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		
	4,209.00	4,428.00	4,656.00	4,896.00	5,158.00		
S03	23.034						
	1,842.72						
	4,006.00						

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2007

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
S04	24.638						
	1,971.04						
	4,285.00						
S05	27.376	28.900	30.463	32.137	33.899		
	2,190.08	2,312.00	2,437.04	2,570.96	2,711.92		
	4,761.00	5,027.00	5,298.00	5,590.00	5,896.00		
S06	25.591	27.019	28.484	30.043	31.691		
	2,047.28	2,161.52	2,278.72	2,403.44	2,535.28		
	4,451.00	4,699.00	4,954.00	5,225.00	5,512.00		
S07	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		
	5,087.00	5,355.00	5,624.00	5,913.00	6,219.00		
S08	30.690	32.369	34.127	35.925	37.848		
	2,455.20	2,589.52	2,730.16	2,874.00	3,027.84		
	5,338.00	5,630.00	5,936.00	6,248.00	6,583.00		
S09	33.696	35.363	37.142	38.975	40.940		
	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		
S10	38.128						
	3,050.24						
	6,632.00						
S11	31.050	32.774	34.644	36.556	38.620		
	2,484.00	2,621.92	2,771.52	2,924.48	3,089.60		
	5,400.00	5,700.00	6,026.00	6,358.00	6,717.00		
S12	34.794	36.624	38.625	40.695	44.278		
	2,783.52	2,929.92	3,090.00	3,255.60	3,542.24		
	6,052.00	6,370.00	6,718.00	7,078.00	7,701.00		
S13	37.367	39.278	41.330	43.433	45.693		
	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		
S14	37.802	39.964	42.158	44.515	46.987		
	3,024.16	3,197.12	3,372.64	3,561.20	3,758.96		
	6,575.00	6,951.00	7,332.00	7,742.00	8,172.00		
S15	41.265	43.536	45.858	48.321	50.927		
	3,301.20	3,482.88	3,668.64	3,865.68	4,074.16		
	7,177.00	7,572.00	7,976.00	8,404.00	8,858.00		
S16	44.184	46.617	49.101	51.790	54.551		
	3,534.72	3,729.36	3,928.08	4,143.20	4,364.08		
	7,685.00	8,108.00	8,540.00	9,008.00	9,488.00		
010	15.137	16.819	17.654	18.718	19.647	20.638	
	1,210.96	1,345.52	1,412.32	1,497.44	1,571.76	1,651.04	
	2,633.00	2,925.00	3,071.00	3,256.00	3,417.00	3,590.00	
030	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		
	4,209.00	4,428.00	4,656.00	4,896.00	5,158.00		
045	23.034						
	1,842.72						
	4,006.00						
046	24.638						
	1,971.04						
	4,285.00						
050	27.376	28.900	30.463	32.137	33.899		
	2,190.08	2,312.00	2,437.04	2,570.96	2,711.92		
	4,761.00	5,027.00	5,298.00	5,590.00	5,896.00		

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2007

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
055	26.746	28.174	29.638	31.198	32.846		
	2,139.68	2,253.92	2,371.04	2,495.84	2,627.68		
	4,652.00	4,900.00	5,155.00	5,426.00	5,713.00		
060	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		
	5,087.00	5,355.00	5,624.00	5,913.00	6,219.00		
070	30.690	32.369	34.127	35.925	37.848		
	2,455.20	2,589.52	2,730.16	2,874.00	3,027.84		
	5,338.00	5,630.00	5,936.00	6,248.00	6,583.00		
080	33.696	35.363	37.142	38.975	40.940		
	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		
100	38.128						
	3,050.24						
	6,632.00						
105	31.050	32.774	34.644	36.556	38.620		
	2,484.00	2,621.92	2,771.52	2,924.48	3,089.60		
	5,400.00	5,700.00	6,026.00	6,358.00	6,717.00		
110	34.794	36.624	38.625	40.695	44.278		
	2,783.52	2,929.92	3,090.00	3,255.60	3,542.24		
	6,052.00	6,370.00	6,718.00	7,078.00	7,701.00		
120	37.367	39.278	41.330	43.433	45.693		
	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		
155	37.802	39.964	42.158	44.515	46.987		
	3,024.16	3,197.12	3,372.64	3,561.20	3,758.96		
	6,575.00	6,951.00	7,332.00	7,742.00	8,172.00		
170	41.265	43.536	45.858	48.321	50.927		
	3,301.20	3,482.88	3,668.64	3,865.68	4,074.16		
	7,177.00	7,572.00	7,976.00	8,404.00	8,858.00		
180	46.426	48.988	51.590	54.416	57.311		
	3,714.08	3,919.04	4,127.20	4,353.28	4,584.88		
	8,075.00	8,520.00	8,973.00	9,464.00	9,968.00		
185	44.184	46.617	49.101	51.790	54.551		
	3,534.72	3,729.36	3,928.08	4,143.20	4,364.08		
	7,685.00	8,108.00	8,540.00	9,008.00	9,488.00		
230	9.895	10.393	10.996	11.554	12.094	12.713	13.354
	791.60	831.44	879.68	924.32	967.52	1,017.04	1,068.32
	1,721.00	1,808.00	1,913.00	2,010.00	2,103.00	2,211.00	2,323.00
250	10.397	10.916	11.554	12.094	12.713	13.354	13.995
	831.76	873.28	924.32	967.52	1,017.04	1,068.32	1,119.60
	1,808.00	1,899.00	2,010.00	2,103.00	2,211.00	2,323.00	2,434.00
260	10.650	11.182	11.832	12.404	13.014	13.645	14.353
	852.00	894.56	946.56	992.32	1,041.12	1,091.60	1,148.24
	1,852.00	1,945.00	2,058.00	2,157.00	2,264.00	2,373.00	2,496.00
270	10.883	11.429	12.094	12.713	13.354	13.995	14.700
	870.64	914.32	967.52	1,017.04	1,068.32	1,119.60	1,176.00
	1,893.00	1,988.00	2,103.00	2,211.00	2,323.00	2,434.00	2,557.00
272	10.906	11.449	12.118	12.746	13.389	14.023	14.726
	872.48	915.92	969.44	1,019.68	1,071.12	1,121.84	1,178.08
	1,897.00	1,991.00	2,108.00	2,217.00	2,329.00	2,439.00	2,561.00
280	11.166	11.722	12.405	13.036	13.673	14.347	15.074
	893.28	937.76	992.40	1,042.88	1,093.84	1,147.76	1,205.92
	1,942.00	2,039.00	2,158.00	2,267.00	2,378.00	2,495.00	2,622.00

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2007

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
290	11.443 915.44 1,990.00	12.015 961.20 2,090.00	12.713 1,017.04 2,211.00	13.354 1,068.32 2,323.00	13.995 1,119.60 2,434.00	14.700 1,176.00 2,557.00	15.450 1,236.00 2,687.00
307	13.046 1,043.68 2,269.00	13.700 1,096.00 2,383.00	14.497 1,159.76 2,521.00	15.199 1,215.92 2,644.00	15.990 1,279.20 2,781.00	16.788 1,343.04 2,920.00	17.635 1,410.80 3,067.00
310	12.020 961.60 2,091.00	12.621 1,009.68 2,195.00	13.354 1,068.32 2,323.00	13.995 1,119.60 2,434.00	14.700 1,176.00 2,557.00	15.450 1,236.00 2,687.00	16.223 1,297.84 2,822.00
316	12.486 998.88 2,172.00	13.110 1,048.80 2,280.00	13.870 1,109.60 2,412.00	14.539 1,163.12 2,529.00	15.263 1,221.04 2,655.00	16.049 1,283.92 2,791.00	16.864 1,349.12 2,933.00
320	12.281 982.48 2,136.00	12.894 1,031.52 2,243.00	13.645 1,091.60 2,373.00	14.353 1,148.24 2,496.00	15.072 1,205.76 2,621.00	15.831 1,266.48 2,753.00	16.631 1,330.48 2,893.00
330	12.595 1,007.60 2,191.00	13.225 1,058.00 2,300.00	13.995 1,119.60 2,434.00	14.700 1,176.00 2,557.00	15.450 1,236.00 2,687.00	16.223 1,297.84 2,822.00	17.037 1,362.96 2,963.00
336	13.088 1,047.04 2,276.00	13.743 1,099.44 2,390.00	14.539 1,163.12 2,529.00	15.263 1,221.04 2,655.00	16.049 1,283.92 2,791.00	16.864 1,349.12 2,933.00	17.718 1,417.44 3,082.00
340	12.917 1,033.36 2,247.00	13.562 1,084.96 2,359.00	14.353 1,148.24 2,496.00	15.072 1,205.76 2,621.00	15.831 1,266.48 2,753.00	16.631 1,330.48 2,893.00	17.468 1,397.44 3,038.00
344	14.416 1,153.28 2,507.00	15.138 1,211.04 2,633.00	16.022 1,281.76 2,787.00	16.835 1,346.80 2,928.00	17.663 1,413.04 3,072.00	18.573 1,485.84 3,230.00	19.510 1,560.80 3,393.00
350	13.228 1,058.24 2,301.00	13.889 1,111.12 2,416.00	14.700 1,176.00 2,557.00	15.450 1,236.00 2,687.00	16.223 1,297.84 2,822.00	17.037 1,362.96 2,963.00	17.943 1,435.44 3,121.00
352	13.488 1,079.04 2,346.00	14.164 1,133.12 2,464.00	14.984 1,198.72 2,606.00	15.750 1,260.00 2,739.00	16.552 1,324.16 2,879.00	17.379 1,390.32 3,023.00	18.291 1,463.28 3,181.00
356	13.770 1,101.60 2,395.00	14.458 1,156.64 2,515.00	15.302 1,224.16 2,661.00	16.052 1,284.16 2,792.00	16.891 1,351.28 2,938.00	17.739 1,419.12 3,085.00	18.642 1,491.36 3,242.00
360	13.563 1,085.04 2,359.00	14.242 1,139.36 2,477.00	15.072 1,205.76 2,621.00	15.831 1,266.48 2,753.00	16.631 1,330.48 2,893.00	17.468 1,397.44 3,038.00	18.511 1,480.88 3,220.00
361	13.825 1,106.00 2,405.00	14.516 1,161.28 2,525.00	15.359 1,228.72 2,671.00	16.143 1,291.44 2,808.00	16.965 1,357.20 2,951.00	17.814 1,425.12 3,098.00	18.749 1,499.92 3,261.00
370	13.906 1,112.48 2,419.00	14.602 1,168.16 2,540.00	15.450 1,236.00 2,687.00	16.223 1,297.84 2,822.00	17.037 1,362.96 2,963.00	17.943 1,435.44 3,121.00	19.006 1,520.48 3,306.00
374	15.049 1,203.92 2,617.00	15.801 1,264.08 2,748.00	16.721 1,337.68 2,908.00	17.549 1,403.92 3,052.00	18.430 1,474.40 3,206.00	19.408 1,552.64 3,376.00	20.560 1,644.80 3,576.00
380	14.246 1,139.68 2,478.00	14.960 1,196.80 2,602.00	15.831 1,266.48 2,753.00	16.631 1,330.48 2,893.00	17.468 1,397.44 3,038.00	18.511 1,480.88 3,220.00	19.480 1,558.40 3,388.00
386	14.797 1,183.76 2,574.00	15.537 1,242.96 2,702.00	16.443 1,315.44 2,860.00	17.279 1,382.32 3,005.00	18.153 1,452.24 3,157.00	19.249 1,539.92 3,348.00	20.242 1,619.36 3,521.00

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2007

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
390	14.598 1,167.84 2,539.00	15.329 1,226.32 2,666.00	16.223 1,297.84 2,822.00	17.037 1,362.96 2,963.00	17.943 1,435.44 3,121.00	19.006 1,520.48 3,306.00	19.921 1,593.68 3,465.00
391	14.706 1,176.48 2,558.00	15.442 1,235.36 2,686.00	16.341 1,307.28 2,842.00	17.161 1,372.88 2,985.00	18.058 1,444.64 3,141.00	19.133 1,530.64 3,328.00	20.067 1,605.36 3,490.00
400	14.966 1,197.28 2,603.00	15.715 1,257.20 2,733.00	16.631 1,330.48 2,893.00	17.468 1,397.44 3,038.00	18.511 1,480.88 3,220.00	19.480 1,558.40 3,388.00	20.443 1,635.44 3,556.00
404	16.414 1,313.12 2,855.00	17.235 1,378.80 2,998.00	18.239 1,459.12 3,172.00	19.152 1,532.16 3,331.00	20.292 1,623.36 3,529.00	21.351 1,708.08 3,714.00	22.400 1,792.00 3,896.00
406	15.571 1,245.68 2,708.00	16.348 1,307.84 2,843.00	17.302 1,384.16 3,009.00	18.180 1,454.40 3,162.00	19.098 1,527.84 3,322.00	20.247 1,619.76 3,522.00	21.290 1,703.20 3,703.00
410	15.333 1,226.64 2,667.00	16.098 1,287.84 2,800.00	17.037 1,362.96 2,963.00	17.943 1,435.44 3,121.00	19.006 1,520.48 3,306.00	19.921 1,593.68 3,465.00	20.953 1,676.24 3,644.00
419	16.515 1,321.20 2,872.00	17.340 1,387.20 3,016.00	18.347 1,467.76 3,191.00	19.344 1,547.52 3,364.00	20.414 1,633.12 3,551.00	21.478 1,718.24 3,736.00	22.629 1,810.32 3,936.00
420	15.723 1,257.84 2,735.00	16.508 1,320.64 2,871.00	17.468 1,397.44 3,038.00	18.511 1,480.88 3,220.00	19.480 1,558.40 3,388.00	20.443 1,635.44 3,556.00	21.464 1,717.12 3,733.00
422	15.836 1,266.88 2,754.00	16.629 1,330.32 2,892.00	17.595 1,407.60 3,060.00	18.655 1,492.40 3,245.00	19.625 1,570.00 3,413.00	20.595 1,647.60 3,582.00	21.630 1,730.40 3,762.00
426	15.960 1,276.80 2,776.00	16.758 1,340.64 2,915.00	17.736 1,418.88 3,085.00	18.635 1,490.80 3,241.00	19.576 1,566.08 3,405.00	20.753 1,660.24 3,610.00	21.823 1,745.84 3,796.00
430	16.148 1,291.84 2,809.00	16.955 1,356.40 2,949.00	17.943 1,435.44 3,121.00	19.006 1,520.48 3,306.00	19.921 1,593.68 3,465.00	20.953 1,676.24 3,644.00	22.019 1,761.52 3,830.00
440	16.660 1,332.80 2,898.00	17.494 1,399.52 3,043.00	18.511 1,480.88 3,220.00	19.480 1,558.40 3,388.00	20.443 1,635.44 3,556.00	21.464 1,717.12 3,733.00	22.556 1,804.48 3,923.00
442	16.779 1,342.32 2,918.00	17.617 1,409.36 3,064.00	18.642 1,491.36 3,242.00	19.608 1,568.64 3,410.00	20.574 1,645.92 3,578.00	21.587 1,726.96 3,755.00	22.685 1,814.80 3,946.00
443	17.088 1,367.04 2,972.00	17.943 1,435.44 3,121.00	18.985 1,518.80 3,302.00	20.123 1,609.84 3,500.00	21.168 1,693.44 3,682.00	22.271 1,781.68 3,874.00	23.336 1,866.88 4,059.00
450	17.105 1,368.40 2,975.00	17.960 1,436.80 3,124.00	19.006 1,520.48 3,306.00	19.921 1,593.68 3,465.00	20.953 1,676.24 3,644.00	22.019 1,761.52 3,830.00	23.147 1,851.76 4,026.00
454	19.084 1,526.72 3,319.00	20.038 1,603.04 3,485.00	21.204 1,696.32 3,688.00	22.258 1,780.64 3,871.00	23.395 1,871.60 4,069.00	24.678 1,974.24 4,292.00	25.857 2,068.56 4,497.00
460	17.532 1,402.56 3,049.00	18.407 1,472.56 3,202.00	19.480 1,558.40 3,388.00	20.443 1,635.44 3,556.00	21.464 1,717.12 3,733.00	22.556 1,804.48 3,923.00	23.746 1,899.68 4,130.00
464	19.576 1,566.08 3,405.00	20.554 1,644.32 3,575.00	21.748 1,739.84 3,783.00	22.810 1,824.80 3,967.00	23.973 1,917.84 4,170.00	25.198 2,015.84 4,383.00	26.501 2,120.08 4,609.00

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2007

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
466	18.115 1,449.20 3,151.00	19.020 1,521.60 3,308.00	20.129 1,610.32 3,501.00	21.127 1,690.16 3,675.00	22.188 1,775.04 3,859.00	23.316 1,865.28 4,055.00	24.530 1,962.40 4,266.00
467	21.560 1,724.80 3,750.00	22.637 1,810.96 3,937.00	23.954 1,916.32 4,166.00	25.129 2,010.32 4,371.00	26.405 2,112.40 4,593.00	27.762 2,220.96 4,829.00	29.196 2,335.68 5,078.00
470	17.927 1,434.16 3,118.00	18.823 1,505.84 3,274.00	19.921 1,593.68 3,465.00	20.953 1,676.24 3,644.00	22.019 1,761.52 3,830.00	23.147 1,851.76 4,026.00	24.343 1,947.44 4,234.00
480	18.400 1,472.00 3,200.00	19.321 1,545.68 3,360.00	20.443 1,635.44 3,556.00	21.464 1,717.12 3,733.00	22.556 1,804.48 3,923.00	23.746 1,899.68 4,130.00	24.966 1,997.28 4,342.00
482	19.016 1,521.28 3,307.00	19.967 1,597.36 3,473.00	21.127 1,690.16 3,675.00	22.188 1,775.04 3,859.00	23.316 1,865.28 4,055.00	24.530 1,962.40 4,266.00	25.799 2,063.92 4,487.00
486	19.162 1,532.96 3,333.00	20.121 1,609.68 3,500.00	21.290 1,703.20 3,703.00	22.354 1,788.32 3,888.00	23.463 1,877.04 4,081.00	24.671 1,973.68 4,291.00	25.943 2,075.44 4,512.00
490	18.856 1,508.48 3,280.00	19.798 1,583.84 3,443.00	20.953 1,676.24 3,644.00	22.019 1,761.52 3,830.00	23.147 1,851.76 4,026.00	24.343 1,947.44 4,234.00	25.590 2,047.20 4,451.00
491	19.491 1,559.28 3,390.00	20.465 1,637.20 3,559.00	21.655 1,732.40 3,766.00	22.744 1,819.52 3,956.00	23.900 1,912.00 4,157.00	25.144 2,011.52 4,373.00	26.444 2,115.52 4,599.00
494	21.054 1,684.32 3,662.00	22.106 1,768.48 3,845.00	23.395 1,871.60 4,069.00	24.588 1,967.04 4,277.00	25.857 2,068.56 4,497.00	27.187 2,174.96 4,729.00	28.559 2,284.72 4,967.00
500	19.319 1,545.52 3,360.00	20.283 1,622.64 3,528.00	21.464 1,717.12 3,733.00	22.556 1,804.48 3,923.00	23.746 1,899.68 4,130.00	24.966 1,997.28 4,342.00	26.265 2,101.20 4,568.00
504	21.575 1,726.00 3,753.00	22.653 1,812.24 3,940.00	23.973 1,917.84 4,170.00	25.198 2,015.84 4,383.00	26.501 2,120.08 4,609.00	27.876 2,230.08 4,848.00	29.318 2,345.44 5,099.00
507	23.089 1,847.12 4,016.00	24.241 1,939.28 4,216.00	25.651 2,052.08 4,461.00	26.966 2,157.28 4,690.00	28.356 2,268.48 4,932.00	29.830 2,386.40 5,188.00	31.375 2,510.00 5,457.00
508	23.764 1,901.12 4,133.00	24.954 1,996.32 4,340.00	26.405 2,112.40 4,593.00	27.762 2,220.96 4,829.00	29.196 2,335.68 5,078.00	30.710 2,456.80 5,341.00	32.299 2,583.92 5,618.00
510	19.817 1,585.36 3,447.00	20.809 1,664.72 3,619.00	22.019 1,761.52 3,830.00	23.147 1,851.76 4,026.00	24.343 1,947.44 4,234.00	25.590 2,047.20 4,451.00	26.935 2,154.80 4,685.00
514	23.229 1,858.32 4,040.00	24.392 1,951.36 4,242.00	25.807 2,064.56 4,489.00	27.141 2,171.28 4,721.00	28.537 2,282.96 4,963.00	29.976 2,398.08 5,214.00	31.557 2,524.56 5,489.00
520	20.303 1,624.24 3,531.00	21.319 1,705.52 3,708.00	22.556 1,804.48 3,923.00	23.746 1,899.68 4,130.00	24.966 1,997.28 4,342.00	26.265 2,101.20 4,568.00	27.606 2,208.48 4,801.00
523	24.804 1,984.32 4,314.00	26.112 2,088.96 4,542.00	27.456 2,196.48 4,775.00	28.884 2,310.72 5,024.00	30.357 2,428.56 5,280.00		
524	22.678 1,814.24 3,944.00	23.810 1,904.80 4,141.00	25.198 2,015.84 4,383.00	26.500 2,120.00 4,609.00	27.875 2,230.00 4,848.00	29.318 2,345.44 5,099.00	30.841 2,467.28 5,364.00

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2007

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
527	23.204	24.365	25.784	27.116	28.505	30.003	31.518
	1,856.32	1,949.20	2,062.72	2,169.28	2,280.40	2,400.24	2,521.44
	4,036.00	4,238.00	4,485.00	4,716.00	4,958.00	5,218.00	5,482.00
530	20.833	21.873	23.147	24.343	25.590	26.935	28.294
	1,666.64	1,749.84	1,851.76	1,947.44	2,047.20	2,154.80	2,263.52
	3,623.00	3,804.00	4,026.00	4,234.00	4,451.00	4,685.00	4,921.00
534	22.821	23.963	25.356	26.659	28.003	29.482	30.985
	1,825.68	1,917.04	2,028.48	2,132.72	2,240.24	2,358.56	2,478.80
	3,969.00	4,168.00	4,410.00	4,637.00	4,871.00	5,128.00	5,389.00
540	21.367	22.436	23.746	24.966	26.265	27.606	29.017
	1,709.36	1,794.88	1,899.68	1,997.28	2,101.20	2,208.48	2,321.36
	3,716.00	3,902.00	4,130.00	4,342.00	4,568.00	4,801.00	5,047.00
547	25.520	26.796	28.356	29.830	31.375	33.000	34.661
	2,041.60	2,143.68	2,268.48	2,386.40	2,510.00	2,640.00	2,772.88
	4,439.00	4,661.00	4,932.00	5,188.00	5,457.00	5,740.00	6,029.00
550	21.907	23.003	24.343	25.590	26.935	28.294	29.785
	1,752.56	1,840.24	1,947.44	2,047.20	2,154.80	2,263.52	2,382.80
	3,810.00	4,001.00	4,234.00	4,451.00	4,685.00	4,921.00	5,180.00
554	26.956	28.303	29.951	31.459	33.123	34.801	36.633
	2,156.48	2,264.24	2,396.08	2,516.72	2,649.84	2,784.08	2,930.64
	4,688.00	4,923.00	5,209.00	5,472.00	5,761.00	6,053.00	6,372.00
560	22.472	23.594	24.966	26.265	27.606	29.017	30.537
	1,797.76	1,887.52	1,997.28	2,101.20	2,208.48	2,321.36	2,442.96
	3,909.00	4,104.00	4,342.00	4,568.00	4,801.00	5,047.00	5,311.00
564	25.031	26.283	27.813	29.260	30.751	32.325	34.020
	2,002.48	2,102.64	2,225.04	2,340.80	2,460.08	2,586.00	2,721.60
	4,354.00	4,571.00	4,837.00	5,089.00	5,348.00	5,622.00	5,917.00
567	25.806	27.096	28.675	30.144	31.697	33.342	35.074
	2,064.48	2,167.68	2,294.00	2,411.52	2,535.76	2,667.36	2,805.92
	4,488.00	4,713.00	4,987.00	5,243.00	5,513.00	5,799.00	6,100.00
570	23.030	24.181	25.590	26.935	28.294	29.785	31.305
	1,842.40	1,934.48	2,047.20	2,154.80	2,263.52	2,382.80	2,504.40
	4,006.00	4,206.00	4,451.00	4,685.00	4,921.00	5,180.00	5,445.00
574	25.204	26.463	28.003	29.482	30.985	32.613	34.264
	2,016.32	2,117.04	2,240.24	2,358.56	2,478.80	2,609.04	2,741.12
	4,384.00	4,603.00	4,871.00	5,128.00	5,389.00	5,672.00	5,959.00
577	26.848	28.191	29.830	31.375	33.000	34.661	36.474
	2,147.84	2,255.28	2,386.40	2,510.00	2,640.00	2,772.88	2,917.92
	4,670.00	4,903.00	5,188.00	5,457.00	5,740.00	6,029.00	6,344.00
580	23.639	24.821	26.265	27.606	29.017	30.537	32.099
	1,891.12	1,985.68	2,101.20	2,208.48	2,321.36	2,442.96	2,567.92
	4,111.00	4,317.00	4,568.00	4,801.00	5,047.00	5,311.00	5,583.00
582	27.915	29.346	30.842	32.461	34.116		
	2,233.20	2,347.68	2,467.36	2,596.88	2,729.28		
	4,855.00	5,104.00	5,364.00	5,646.00	5,934.00		
583	26.974	28.352	29.798	31.366	32.961		
	2,157.92	2,268.16	2,383.84	2,509.28	2,636.88		
	4,692.00	4,931.00	5,183.00	5,455.00	5,733.00		
584	26.385	27.706	29.318	30.842	32.396	34.097	35.833
	2,110.80	2,216.48	2,345.44	2,467.36	2,591.68	2,727.76	2,866.64
	4,589.00	4,819.00	5,099.00	5,364.00	5,635.00	5,930.00	6,232.00
590	24.238	25.452	26.935	28.294	29.785	31.305	32.912
	1,939.04	2,036.16	2,154.80	2,263.52	2,382.80	2,504.40	2,632.96
	4,216.00	4,427.00	4,685.00	4,921.00	5,180.00	5,445.00	5,724.00

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2007
HOURLY / BIWEEKLY

RANGE	EQUIVALENT MONTHLY RATES						
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
593	30.375	31.896	33.488	35.164	36.920		
	2,430.00	2,551.68	2,679.04	2,813.12	2,953.60		
	5,283.00	5,548.00	5,825.00	6,116.00	6,421.00		
594	28.402	29.824	31.557	33.169	34.910	36.679	38.573
	2,272.16	2,385.92	2,524.56	2,653.52	2,792.80	2,934.32	3,085.84
	4,940.00	5,187.00	5,489.00	5,769.00	6,072.00	6,380.00	6,709.00
597	27.676	29.062	30.751	32.325	34.020	35.753	37.618
	2,214.08	2,324.96	2,460.08	2,586.00	2,721.60	2,860.24	3,009.44
	4,814.00	5,055.00	5,348.00	5,622.00	5,917.00	6,218.00	6,543.00
600	24.846	26.088	27.606	29.017	30.537	32.099	33.770
	1,987.68	2,087.04	2,208.48	2,321.36	2,442.96	2,567.92	2,701.60
	4,321.00	4,537.00	4,801.00	5,047.00	5,311.00	5,583.00	5,874.00
604	29.121	30.820	32.391	34.092	35.817	37.668	39.551
	2,329.68	2,465.60	2,591.28	2,727.36	2,865.36	3,013.44	3,164.08
	5,065.00	5,360.00	5,634.00	5,930.00	6,230.00	6,552.00	6,879.00
607	29.171	30.872	32.449	34.137	35.856	37.749	39.635
	2,333.68	2,469.76	2,595.92	2,730.96	2,868.48	3,019.92	3,170.80
	5,074.00	5,370.00	5,644.00	5,937.00	6,236.00	6,566.00	6,894.00
610	25.466	26.740	28.294	29.785	31.305	32.912	34.650
	2,037.28	2,139.20	2,263.52	2,382.80	2,504.40	2,632.96	2,772.00
	4,429.00	4,651.00	4,921.00	5,180.00	5,445.00	5,724.00	6,027.00
613	31.896	33.488	35.164	36.920	38.769		
	2,551.68	2,679.04	2,813.12	2,953.60	3,101.52		
	5,548.00	5,825.00	6,116.00	6,421.00	6,743.00		
614	28.425	30.078	31.658	33.260	34.984	36.821	38.663
	2,274.00	2,406.24	2,532.64	2,660.80	2,798.72	2,945.68	3,093.04
	4,944.00	5,231.00	5,506.00	5,785.00	6,085.00	6,404.00	6,725.00
620	26.114	27.420	29.017	30.537	32.099	33.770	35.541
	2,089.12	2,193.60	2,321.36	2,442.96	2,567.92	2,701.60	2,843.28
	4,542.00	4,769.00	5,047.00	5,311.00	5,583.00	5,874.00	6,182.00
623	29.503	31.055	32.635	34.336	36.134		
	2,360.24	2,484.40	2,610.80	2,746.88	2,890.72		
	5,131.00	5,401.00	5,676.00	5,972.00	6,285.00		
624	28.614	30.045	31.793	33.451	35.152	36.978	38.911
	2,289.12	2,403.60	2,543.44	2,676.08	2,812.16	2,958.24	3,112.88
	4,977.00	5,226.00	5,530.00	5,818.00	6,114.00	6,432.00	6,768.00
627	29.937	31.432	33.260	34.943	36.753	38.684	40.704
	2,394.96	2,514.56	2,660.80	2,795.44	2,940.24	3,094.72	3,256.32
	5,207.00	5,467.00	5,785.00	6,078.00	6,392.00	6,728.00	7,080.00
630	26.807	28.148	29.785	31.305	32.912	34.650	36.471
	2,144.56	2,251.84	2,382.80	2,504.40	2,632.96	2,772.00	2,917.68
	4,663.00	4,896.00	5,180.00	5,445.00	5,724.00	6,027.00	6,343.00
633	33.427	35.098	36.853	38.693	40.636		
	2,674.16	2,807.84	2,948.24	3,095.44	3,250.88		
	5,814.00	6,105.00	6,410.00	6,730.00	7,068.00		
634	29.355	30.823	32.613	34.264	36.039	37.934	39.916
	2,348.40	2,465.84	2,609.04	2,741.12	2,883.12	3,034.72	3,193.28
	5,106.00	5,361.00	5,672.00	5,959.00	6,268.00	6,598.00	6,943.00
640	27.486	28.860	30.537	32.099	33.770	35.541	37.404
	2,198.88	2,308.80	2,442.96	2,567.92	2,701.60	2,843.28	2,992.32
	4,781.00	5,020.00	5,311.00	5,583.00	5,874.00	6,182.00	6,506.00
644	33.819	35.789	37.613	39.584	41.653	43.836	46.028
	2,705.52	2,863.12	3,009.04	3,166.72	3,332.24	3,506.88	3,682.24
	5,882.00	6,225.00	6,542.00	6,885.00	7,245.00	7,624.00	8,006.00

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2007

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
645	32.709	34.379	36.174	38.066	40.065		
	2,616.72	2,750.32	2,893.92	3,045.28	3,205.20		
	5,689.00	5,979.00	6,292.00	6,621.00	6,968.00		
647	35.488	37.553	39.478	41.569	43.750	46.023	48.324
	2,839.04	3,004.24	3,158.24	3,325.52	3,500.00	3,681.84	3,865.92
	6,172.00	6,532.00	6,866.00	7,230.00	7,609.00	8,005.00	8,405.00
650	28.173	29.582	31.305	32.912	34.650	36.471	38.369
	2,253.84	2,366.56	2,504.40	2,632.96	2,772.00	2,917.68	3,069.52
	4,900.00	5,145.00	5,445.00	5,724.00	6,027.00	6,343.00	6,673.00
660	28.889	30.334	32.099	33.770	35.541	37.404	39.348
	2,311.12	2,426.72	2,567.92	2,701.60	2,843.28	2,992.32	3,147.84
	5,025.00	5,276.00	5,583.00	5,874.00	6,182.00	6,506.00	6,844.00
670	29.619	31.100	32.912	34.650	36.471	38.369	40.353
	2,369.52	2,488.00	2,632.96	2,772.00	2,917.68	3,069.52	3,228.24
	5,152.00	5,409.00	5,724.00	6,027.00	6,343.00	6,673.00	7,019.00
674	32.306	33.920	35.898	37.771	39.749	41.830	44.002
	2,584.48	2,713.60	2,871.84	3,021.68	3,179.92	3,346.40	3,520.16
	5,619.00	5,900.00	6,244.00	6,569.00	6,913.00	7,275.00	7,653.00
680	30.395	31.916	33.770	35.541	37.404	39.348	41.405
	2,431.60	2,553.28	2,701.60	2,843.28	2,992.32	3,147.84	3,312.40
	5,287.00	5,551.00	5,874.00	6,182.00	6,506.00	6,844.00	7,202.00
684	33.281	34.946	36.978	38.911	40.951	43.094	45.331
	2,662.48	2,795.68	2,958.24	3,112.88	3,276.08	3,447.52	3,626.48
	5,789.00	6,078.00	6,432.00	6,768.00	7,123.00	7,495.00	7,884.00
687	39.225	41.504	43.676	45.959	48.368	50.883	53.426
	3,138.00	3,320.32	3,494.08	3,676.72	3,869.44	4,070.64	4,274.08
	6,822.00	7,219.00	7,597.00	7,994.00	8,413.00	8,850.00	9,292.00
690	31.155	32.714	34.615	36.430	38.341	40.333	42.441
	2,492.40	2,617.12	2,769.20	2,914.40	3,067.28	3,226.64	3,395.28
	5,419.00	5,690.00	6,021.00	6,336.00	6,669.00	7,015.00	7,382.00
694	37.405	39.584	41.653	43.836	46.128	48.525	50.950
	2,992.40	3,166.72	3,332.24	3,506.88	3,690.24	3,882.00	4,076.00
	6,506.00	6,885.00	7,245.00	7,624.00	8,023.00	8,440.00	8,862.00
697	33.971	35.671	37.749	39.667	41.760	43.875	46.132
	2,717.68	2,853.68	3,019.92	3,173.36	3,340.80	3,510.00	3,690.56
	5,909.00	6,204.00	6,566.00	6,899.00	7,263.00	7,631.00	8,024.00
700	32.512	34.137	35.845	37.636	39.519	41.495	43.569
	2,600.96	2,730.96	2,867.60	3,010.88	3,161.52	3,319.60	3,485.52
	5,655.00	5,937.00	6,234.00	6,546.00	6,873.00	7,217.00	7,578.00
710	33.376	35.046	36.799	38.638	40.570	42.599	44.728
	2,670.08	2,803.68	2,943.92	3,091.04	3,245.60	3,407.92	3,578.24
	5,805.00	6,096.00	6,400.00	6,720.00	7,056.00	7,409.00	7,779.00
720	33.663	35.348	37.404	39.348	41.405	43.581	45.845
	2,693.04	2,827.84	2,992.32	3,147.84	3,312.40	3,486.48	3,667.60
	5,855.00	6,148.00	6,506.00	6,844.00	7,202.00	7,580.00	7,974.00
724	41.422	43.836	46.128	48.525	51.060	53.718	56.404
	3,313.76	3,506.88	3,690.24	3,882.00	4,084.80	4,297.44	4,512.32
	7,204.00	7,624.00	8,023.00	8,440.00	8,881.00	9,343.00	9,810.00
730	34.506	36.231	38.341	40.333	42.439	44.669	46.992
	2,760.48	2,898.48	3,067.28	3,226.64	3,395.12	3,573.52	3,759.36
	6,002.00	6,302.00	6,669.00	7,015.00	7,381.00	7,769.00	8,173.00
740	35.541	37.317	39.491	41.521	43.683	45.982	48.370
	2,843.28	2,985.36	3,159.28	3,321.68	3,494.64	3,678.56	3,869.60
	6,182.00	6,490.00	6,869.00	7,222.00	7,598.00	7,998.00	8,413.00

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2007

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
747	39.588 3,167.04 6,885.00	41.569 3,325.52 7,230.00	43.989 3,519.12 7,651.00	46.253 3,700.24 8,045.00	48.659 3,892.72 8,463.00	51.221 4,097.68 8,909.00	53.879 4,310.32 9,371.00
750	36.430 2,914.40 6,336.00	38.251 3,060.08 6,653.00	40.479 3,238.32 7,040.00	42.560 3,404.80 7,402.00	44.773 3,581.84 7,787.00	47.132 3,770.56 8,198.00	49.578 3,966.24 8,623.00
757	42.608 3,408.64 7,411.00	45.086 3,606.88 7,842.00	47.411 3,792.88 8,246.00	49.876 3,990.08 8,675.00	52.501 4,200.08 9,131.00	55.229 4,418.32 9,606.00	57.989 4,639.12 10,086.00
760	37.556 3,004.48 6,532.00	39.435 3,154.80 6,859.00	41.405 3,312.40 7,202.00	43.581 3,486.48 7,580.00	45.845 3,667.60 7,974.00	48.138 3,851.04 8,373.00	50.544 4,043.52 8,791.00
764	47.219 3,777.52 8,213.00	49.969 3,997.52 8,691.00	52.465 4,197.20 9,125.00	55.087 4,406.96 9,581.00	57.844 4,627.52 10,061.00	60.736 4,858.88 10,564.00	63.770 5,101.60 11,091.00
770	39.649 3,171.92 6,896.00	41.634 3,330.72 7,241.00	43.714 3,497.12 7,603.00	46.010 3,680.80 8,002.00	48.401 3,872.08 8,418.00	50.821 4,065.68 8,839.00	53.362 4,268.96 9,281.00
777	38.202 3,056.16 6,644.00	40.113 3,209.04 6,977.00	42.450 3,396.00 7,383.00	44.638 3,571.04 7,764.00	46.958 3,756.64 8,167.00	49.428 3,954.24 8,597.00	51.993 4,159.44 9,043.00
787	43.794 3,503.52 7,617.00	45.982 3,678.56 7,998.00	48.659 3,892.72 8,463.00	51.221 4,097.68 8,909.00	53.879 4,310.32 9,371.00	56.692 4,535.36 9,860.00	59.646 4,771.68 10,374.00
940	57.578 4,606.24 10,014.00						
950	62.211 4,976.88 10,820.00						
960	83.529 6,682.32 14,528.00						
970	87.812 7,024.96 15,273.00						
980	108.029 8,642.32 18,789.00						
990	112.594 9,007.52 19,583.00						

SALARY SCHEDULE IA - EFFECTIVE OCTOBER 1, 2007
HOURLY PAY RATES

RANGE	RATE
H09	6.036
H11	7.106
H12	7.106
H13	6.939
H15	7.349
H16	7.474
H17	7.725
H18	7.757
H19	7.883
H20	8.013
H22	8.293
H23	8.405
H24	8.679
H25	8.955
H26	9.736
H27	9.748
H28	10.029
H29	10.431
H30	10.821
H31	11.226
H32	11.640
H33	12.167
H34	12.705
H35	13.367
H36	14.031
H37	14.823
H38	15.638
H39	16.302
H40	16.975
H41	18.725
H42	19.267
H43	20.632
H44	21.684
H45	22.825
H60	38.120
H61	45.745
H62	53.367
P16	7.777
P24	8.955
P25	9.403
P26	9.736
P27	9.873
P28	10.433
P32	11.871
P34	12.957
P36	14.311
P39	16.959

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.

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

11 D-14 \$100 per each member for each meeting
12 attended of the Board of Harbor Commissioners;
13 Board of Water Commissioners; Civil Service
14 Commission; the City Planning Commission, Parks &
15 Recreation Commission, and the Redevelopment
16 Agency Board, not to exceed
17 \$500.00 per calendar month. Absence in fact
18 from a meeting of a Board or Commission when
19 duly authorized for the purpose of attending
20 a professional conference, meeting, or other
21 official City business, shall not be deemed
22 to be an absence from such Board or Commission
23 meeting for the purpose of this Salary
24 Resolution.

25 V. ELECTED OFFICIALS:

26 The City Auditor, City Prosecutor, City Attorney, City
27 Council and Mayor shall, upon retirement, be provided with a
28 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.

Sec. 3. The biweekly salary of any employee of the City
who is originally appointed to any office or position listed in or
created and established in this resolution shall be at Pay Rate
Step 1 of the Salary Range Number of the Salary Schedule
designated herein for such office or position. In those cases
where positions are designated by grade numbers, the biweekly
salaries of such employees shall be computed based upon one of the
pay rates designated for the grade thereof as shall be determined
from time to time by the appropriate appointing authority. The

1 City Council may, however, by resolution, specifically designate
2 that the pay rate of any employee is fixed at some other pay rate
3 included within said Salary Schedule, without limitation as to
4 grade or numerical designation. The appropriate appointing
5 authority may designate the initial Pay Rate Step or increment of
6 any employee under his/her jurisdiction within the Salary Range
7 established herein for said employee's position.

8 Sec. 4.

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

26 B. Employees covered by an existing Memorandum of
27 Understanding with the Long Beach Police Officers Association,
28 Long Beach Firefighters Association, the City Attorneys

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

15 C. Employees hired on or after April 1, 2001, who are
16 covered by an existing Memorandum of Understanding with the
17 International Association of Machinists and Aerospace Workers, the
18 Long Beach Association of Confidential Employees, and the Long
19 Beach Association of Engineering Employees, who, receive a Meets
20 Job Requirements rating on the majority of the rating factors on
21 the most recently completed Employee Performance Appraisal form,
22 and who have served an initial six-month period of employment in a
23 position at a pay rate designated as Pay Rate Step 1 in the Salary
24 Schedule established by Section 2 of this resolution, the salary
25 of such employee shall be at the applicable pay rate designated as
26 Pay Rate Step 2; after a second six-month period of satisfactory
27 performance of employment, the salary of such employee shall be at
28 the applicable pay rate designated as Pay Rate Step 3; and after

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

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

19 Sec. 5. As to those positions for which there is an "H"
20 pay rate specified as well as the regular pay rate, the appointing
21 authority may specify, at the time of making an appointment or at
22 any time thereafter, that the appointee to such position is to be
23 paid at the "H" rate or at a regular pay rate.

24 Sec. 6.

25 A. Commencing on October 1, 2001, all employees in the
26 positions of Lifeguard-Seasonal and Lifeguard-Hourly shall, be
27 eligible for advancement to the next successively higher Pay Rate
28 Step, as follows: For the purpose of computing eligibility for

1 advancement from Pay Rate Step 1 to Pay Rate Step 2, an employee
2 in the position of Lifeguard - Seasonal, or Lifeguard - Hourly,
3 must successfully complete the Lifeguard Recruit Academy
4 (approximately 80 hours). For the purpose of computing
5 eligibility for advancement from Pay Rate Step 2 to Pay Rate Step
6 3, the amount of six hundred hours actually paid to such an
7 employee in the position of Lifeguard-Seasonal or Lifeguard-Hourly
8 shall be considered as the equivalent of a six-month period of
9 employment, and the amount of eight hundred hours actually paid to
10 such an employee shall be considered for the purposes of computing
11 eligibility for advancement from Pay Rate Steps 3, 4 and 5 to the
12 next successively higher Pay Rate Step.

13 An employee in the position of Lifeguard-Seasonal or
14 Lifeguard-Hourly who has attained certification as an Emergency
15 Medical Technician (EMT) shall be advanced to the next
16 successively higher Pay Rate Step with no loss of hours previously
17 earned toward a step increase. Any Lifeguard-Seasonal or
18 Lifeguard-Hourly employee who fails to recertify shall be reduced
19 to the next successively lower Pay Rate Step with no loss of hours
20 previously earned toward a step increase.

21 B. Any Ambulance Operator that has successfully served
22 1,044 Scheduled Work Hours at Salary Range P-24 shall be placed at
23 Salary Range P-25. Any Ambulance Operator that has successfully
24 served 2,088 Scheduled Work Hours at Salary Range P-25 shall be
25 placed at Salary Range P-27. Overtime is excluded from the
26 Scheduled Work Hour calculation.

27 Sec. 7. Subject to the City Council's power by resolu-
28 tion to set the pay rates of any employee at one of the pay rates

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

25 Sec. 8.

26 A. The provisions of this resolution relating to
27 assignment of employees to Pay Rate Steps and to automatic pay
28 step advancement shall not apply to employees in positions which

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

24 B. In addition to and apart from any merit increase
25 provided in Paragraph A., and except as provided for in Subsection
26 8.C., each officer or employee assigned to the Executive Salary
27 Range (E00) shall be eligible to participate in and receive
28 Individual Performance Incentive Compensation, the purpose of

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1 which is to compensate management employees for distinguished and
2 outstanding performance for the periods for which said Performance
3 Incentive Compensation is paid and in further anticipation of
4 continued distinguished and outstanding performance in subsequent
5 periods.

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

20 C. For the City Attorney's Office, the City Auditor's
21 Office and the City Prosecutor's Office only, each employee
22 assigned to the Executive Salary Range (E00) or to the
23 Professional Salary Range (A00 through D00) shall be eligible to
24 participate and receive Individual Performance Incentive
25 Compensation. It shall be in the exclusive discretion of the
26 elected appointing authority to determine which among their
27 eligible employees will participate in Individual Performance
28 Incentive Compensation.

1 At or near the commencement of the applicable
2 fiscal year, the elected appointing authority or a designee shall
3 establish a written performance plan for each employee selected to
4 participate. The performance plan shall establish performance
5 objectives or targeted results for the ensuing fiscal year or
6 remaining portion thereof. Outstanding achievement in attaining
7 the established objectives or targeted results, or distinguished
8 performance in a specific project or program shall qualify the
9 employee for Individual Performance Incentive Compensation. That
10 amount of such compensation paid to any single employee shall not
11 exceed Three Thousand Five Hundred Dollars per fiscal year. The
12 actual amount to be paid an eligible employee shall be determined
13 by the elected appointing authority and will be based on the
14 employee's performance under the previously approved employee
15 performance plan.

16 Sec. 9.

17 A. Effective on July 1, 1990, the City shall continue
18 to pay to the Public Employees' Retirement System, on behalf of
19 each employee represented by the IAM, the Long Beach Association
20 of Confidential Employees, Long Beach Association of Engineering
21 Employees, the City Attorneys Association, the City Prosecutors
22 Association, management and unrepresented employees an amount
23 equal to 7/7ths of each such individual employee's normal
24 retirement contributions.

25 B. In 1989-90, the City, after meeting and conferring
26 with its employees, entered into a so-called two-tiered contract
27 with the Public Employees' Retirement System. Under that
28 contract:

1 1. All eligible employees in positions represented by
2 the Long Beach Lifeguard Association and the Long Beach
3 Firefighters Association employed on or prior to October 7, 1989,
4 and employees in positions represented by the Long Beach Police
5 Officers Association employed on or prior to April 21, 1990, shall
6 be provided the opportunity for the following PERS benefits:

- 7 a. 3% at 50 retirement formula;
- 8 b. 5% cost of living provision;
- 9 c. Final compensation based on the average monthly pay
10 rate for the highest period of twelve consecutive
11 months; and
- 12 d. Post-retirement Survivor Allowance.

13 2. All eligible new employees in positions represented
14 by the Long Beach Lifeguard Association and the Long Beach
15 Firefighters Association employed after October 7, 1989, and all
16 eligible new employees in positions represented by the Long Beach
17 Police Officers Association employed after April 21, 1990, shall
18 be provided the opportunity for the following PERS retirement
19 benefits:

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

26 3. All eligible employees in positions represented by
27 the IAM, the Long Beach Association of Confidential Employees,
28 Long Beach Association of Engineering Employees, the City

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1 Attorneys Association, and the City Prosecutors Association, and
2 all other eligible City employees employed on or prior to October
3 21, 1989, shall be provided the opportunity for the following PERS
4 retirement benefits:

- 5 a. 2.7% at 55 retirement formula;
- 6 b. 5% cost of living provision;
- 7 c. Final compensation based upon the average monthly
8 pay rate for the highest period of twelve
9 consecutive months;
- 10 d. Post-retirement Survivor Allowance; and

11 Should an employee hired under this new program
12 terminate prior to retirement and elect to receive his/her
13 retirement contribution from PERS, it is intended that the City
14 shall pay to the employee two percent (2%) of the employee's
15 regular compensation, plus applicable interest earned by the City.
16 Regular compensation does not include overtime, employer
17 contributions to deferred compensation, or other forms of
18 compensation not subject to PERS.

19 For members of Long Beach Police Officers Association,
20 the above shall apply for new employees hired under the PERS
21 retirement guidelines which became effective April 21, 1990.

22 4. All eligible employees in positions represented by
23 the IAM, the Long Beach Association of Confidential Employees,
24 Long Beach Association of Engineering Employees, the City
25 Attorneys Association, and the City Prosecutors Association, and
26 all other eligible City employees employed after October 21, 1989,
27 shall be provided the opportunity for the following PERS
28 retirement benefits:

- 1 a. 2.7% at 55 retirement formula;
- 2 b. 2.0% cost of living provision;
- 3 c. Final compensation based upon the average monthly
- 4 pay rate for the highest period of thirty-six
- 5 consecutive months; and
- 6 d. Post-retirement Survivor Allowance.

7 Sec. 10. All salaries and wages provided in this
8 resolution shall be computed and payable in biweekly installments,
9 and such installments shall be paid every other Friday in
10 accordance with and in continuation of the schedule of biweekly
11 pay periods and paydays established and commenced by the
12 provisions of Section 4 of Resolution No. C-22338.

13 Sec. 11.

14 A. The compensation for all City employees shall be as
15 prescribed and expressed herein on a per-hour rate basis. The
16 amount of the biweekly installment payable to any employee shall
17 be computed by multiplying the employee's pay rate per hour by the
18 number of hours or fraction of hours for which pay is actually
19 due. The hourly pay rate shall include any additional
20 compensation applicable.

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

27 C. When an employee is absent for any reason other than
28 one of the permitted absences authorized by Section 1.06 of the

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1 Personnel Ordinance, said employee is not entitled to receive the
2 full amount of his or her installment of pay for the biweekly pay
3 period during which said absence occurred. The amount of pay that
4 said employee shall receive for such pay period, except for Fire
5 Department safety personnel, Marine Safety Sergeants, and Marine
6 Safety Officers assigned to platoon duty subject to the provisions
7 of Subsection D below, shall be computed by multiplying the
8 employee's applicable hourly pay rate by the number of hours or
9 fraction of hours for which pay is actually due.

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

28

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

6 Sec. 12. Every person holding any office or position of
7 employment with said City shall perform such duties as are
8 indicated by the title of such office or position and as are
9 usually incident to such office or position and those that are
10 assigned by his/her immediate superior; and all such duties are to
11 be performed in aid of the proper and efficient administration of
12 local government.

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

25 Sec. 14.

26 A. An employee temporarily assigned to perform duties
27 not ordinarily attached to his/her position for the purpose of
28 training and development pursuant to Section 63(3) of the Civil

1 Service Rules and Regulations will be compensated at the salary
2 rate fixed and prescribed by this resolution for the position
3 involving the duties to which temporary assignment has been made
4 and at the step most closely approximating the pay rate of the
5 employee immediately prior to the temporary assignment provided
6 that in no event shall the pay rate for the temporary assignment
7 exceed the employee's pay rate immediately prior to the temporary
8 assignment.

9 B. An employee temporarily assigned to perform duties
10 not ordinarily attached to his/her position, for the purpose of
11 rehabilitation or the recovery from a medical condition that has
12 been certified by the City Health Officer, pursuant to Section
13 63(5) of the Civil Service Rules and Regulations, will be
14 compensated at the salary rate fixed and prescribed by this
15 resolution for the position involving the duties to which
16 temporary assignment has been made and at the step most closely
17 approximating the pay rate of the employee immediately prior to
18 the temporary assignment provided that in no event shall the pay
19 rate for the temporary assignment exceed the employee's pay rate
20 immediately prior to the temporary assignment.

21 C. An employee temporarily assigned to perform duties
22 not ordinarily attached to his/her position pursuant to Sections
23 63(3) or 63(5) of the Civil Service Rules and Regulations, which
24 temporary assignment results in a lower hourly pay rate, may be Y-
25 rated (pay rate frozen) until such time as the top step of the
26 employee's new position is equal to or surpasses the employee's Y-
27 rate.

28

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

10 Sec. 15. There are hereby created and established the
11 offices and positions set forth and listed hereinafter and, except
12 as otherwise provided in this resolution, the compensation for
13 each office and position is hereby fixed and prescribed at one of
14 the pay rates within the Salary Ranges set forth in the Salary
15 Schedules in Section 2, which pay rates are indicated opposite
16 each listed office and position by a Salary Range Number, together
17 with such additional compensation, if any, as provided herein or
18 by applicable ordinance.

19 POSITION TITLES AND
20 ASSIGNED SALARY RANGE NUMBERS

21		
22	<u>Position Title</u>	<u>Salary Range No.</u>
23	Accountant I	490
24	Accountant II	540
25	Accountant III	590
26	Accounting Clerk I	340
27	Accounting Clerk II	370
28	Accounting Clerk III	400

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1	Accounting Operations Officer	E00
2	Accounting Technician	440
3	Administrative Aide I	430
4	Administrative Aide II	460
5	Administrative Analyst I	570
6	Administrative Analyst II	600
7	Administrative Analyst III	630
8	Administrative Assistant - City Manager	E00
9	Administrative Officer	E00
10	Administrative Officer - Airport	E00
11	Administrative Officer - Civil Service	E00
12	Administrative Officer - Commercial Services	E00
13	Administrative Officer - Community Development	E00
14	Administrative Officer - Engineering	E00
15	Administrative Officer - Fleet	E00
16	Administrative Officer - Gas (T)	E00
17	Administrative Officer - General Services	E00
18	Administrative Officer - Library Services	E00
19	Administrative Officer - Oil Properties	E00
20	Administrative Officer - Planning and Building	E00
21	Administrative Officer - Police	E00
22	Administrative Officer - Public Health (T)	E00
23	Administrative Officer - Public Works	E00
24	Administrative Officer - Towing (T)	E00
25	Administrative Services Officer	E00
26	Airport Operations Assistant I	360
27	Airport Operations Assistant II	410
28	Airport Operations Specialist I	510

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1	Airport Operations Specialist II	540
2	Airport Public Affairs Assistant	540
3	Airport Public Affairs Officer	E00
4	Alternative Fuels Coordinator	570
5	Ambulance Operator	P-24, P-25 P-27
6		
7	Animal Control Officer I	410
8	Animal Control Officer II	430
9	Animal Control Officer III	490
10	Animal Control Services Officer	E00
11	Animal Health Technician	420
12	Aquatics Supervisor I	500
13	Aquatics Supervisor II	570
14	Assistant Administrative Analyst I	470
15	Assistant Administrative Analyst II	530
16	Assistant Buyer I	420
17	Assistant Buyer II	460
18	Assistant Chief of Police	E00
19	Assistant City Attorney	E00
20	Assistant City Auditor	E00
21	Assistant City Clerk	E00
22	Assistant City Manager	E00
23	Assistant City Prosecutor	E00
24	Assistant Community Development Analyst I	470
25	Assistant Community Development Analyst II	530
26	Assistant Fire Chief	E00
27	Assistant General Manager/Chief Gas Engineer	E00
28	Assistant Planner I	510

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1	Assistant Planner II	570
2	Assistant to the City Manager	E00
3	Assistant Traffic Signal Technician I	430
4	Assistant Traffic Signal Technician II	470
5	Audit Analyst	B00
6	Audit Manager	C00
7	Auto Firefighter (R)	055
8	Automated Systems Officer	E00
9	Automatic Sprinkler Control Technician	440
10	Battalion Chief	185
11	Body and Fender Mechanic - Painter I	480
12	Body and Fender Mechanic - Painter II	500
13	Budget Management Officer	E00
14	Building Inspection Officer	E00
15	Building Maintenance Engineer	540
16	Building Services Supervisor	430
17	Business Development Officer	E00
18	Business Information Technology Officer	E00
19	Business Information Systems Officer	E00
20	Business Services Officer	E00
21	Business Systems Specialist I	530
22	Business Systems Specialist II	570
23	Business Systems Specialist III	610
24	Business Systems Specialist IV	650
25	Business Systems Specialist V	690
26	Business Systems Specialist VI	730
27	Business Systems Specialist VII	770
28	Buyer I	540

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1	Buyer II	610
2	Capital Project Coordinator (T)	640
3	Capital Project Coordinator I	640
4	Capital Project Coordinator II	660
5	Capital Project Coordinator III	690
6	Carpenter	480
7	Carpenter Supervisor	510
8	Case Manager I	250
9	Case Manager II	340
10	Case Manager III	380
11	Cement Finisher I	430
12	Cement Finisher II	450
13	Chief Building Inspector	684
14	Chief Clerk of Records (R)	090
15	Chief Construction Inspector	684
16	Chief Investigator	B00
17	Chief of Police	E00
18	Chief of Staff-Council	E00
19	Chief of Staff-Mayor	E00
20	Chief Surveyor	674
21	City Attorney	980
22	City Auditor	960
23	City Clerk	950
24	City Clerk Analyst	630
25	City Clerk Assistant	390
26	City Clerk Bureau Manager	E00
27	City Clerk Specialist	560
28	City Controller	E00

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1	City Engineer	E00
2	City Health Officer	E00
3	City Manager	990
4	City Prosecutor	970
5	City Safety Officer	E00
6	City Treasurer/Revenue Officer	E00
7	Civil Engineer	644
8	Civil Engineering Assistant	514
9	Civil Engineering Associate	594
10	Claims Investigator/Representative I (T)	593
11	Clerk I	260
12	Clerk II	290
13	Clerk III	320
14	Clerk Supervisor	440
15	Clerk Typist I	320
16	Clerk Typist II	350
17	Clerk Typist III	380
18	Clerk Typist IV	410
19	Clerk Typist V (T)	440
20	Code Enforcement Officer	E00
21	Combination Building Inspector	534
22	Combination Building Inspector Aide I	374
23	Combination Building Inspector Aide II	404
24	Commercial and Retail Development Officer	E00
25	Communication Specialist I	520
26	Communication Specialist II	560
27	Communication Specialist III	600
28	Communication Specialist IV	650

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1	Communication Specialist V	690
2	Communication Specialist VI	730
3	Communication Specialist VII	770
4	Communications Center Coordinator	650
5	Communications Center Supervisor	580
6	Communications Dispatcher I	460
7	Communications Dispatcher II	490
8	Communications Dispatcher III	520
9	Communications Dispatcher IV	550
10	Communications Officer	E00
11	Community Development Analyst I	570
12	Community Development Analyst II	600
13	Community Development Analyst III	630
14	Community Development Clerical Assistant I	320
15	Community Development Clerical Assistant II	350
16	Community Development Clerical Assistant III	380
17	Community Development Technician I	370
18	Community Development Technician II	400
19	Community Development Technician III	430
20	Community Development Technician IV	460
21	Community Development Specialist I	470
22	Community Development Specialist II	530
23	Community Development Specialist III	570
24	Community Development Specialist IV	600
25	Community Development Specialist V	630
26	Community Information Officer	E00
27	Community Information Specialist I	350
28	Community Information Specialist II	390

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1	Community Relations Assistant I (T)	370
2	Community Relations Assistant II (T)	460
3	Community Services Officer	E00
4	Community Services Supervisor	570
5	Community Services Supervisor II (T)	570
6	Community Worker	320
7	Construction Inspector I	534
8	Construction Inspector II	574
9	Construction Services Officer	E00
10	Contract Management Officer	E00
11	Contracts Officer (T)	E00
12	Contracts Officer - Fleet	E00
13	Corrosion Control Supervisor	584
14	Councilmanic Secretary	470
15	Counselor I	250
16	Counselor II	450
17	Criminalist I	590
18	Criminalist II	660
19	Criminalist III (T)	680
20	Criminalist Supervisor	700
21	Cultural Program Supervisor	570
22	Curator	520
23	Customer Relations Officer	E00
24	Customer Service Representative I	330
25	Customer Service Representative II	360
26	Customer Service Representative III	400
27	Customer Services Officer	E00
28	Customer Services Supervisor I	480

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1	Customer Services Supervisor II (T)	510
2	Customer Support Officer	E00
3	Data Administrative Officer	E00
4	Data Center Officer	E00
5	Data Processing Assistant	410
6	Data Security Administrator	E00
7	Department Librarian I	600
8	Department Librarian II	630
9	Department Safety Officer	E00
10	Deputy Chief of Police	E00
11	Deputy City Attorney	C00
12	Deputy City Auditor	E00
13	Deputy City Clerk I	530
14	Deputy City Clerk II	550
15	Deputy City Manager	E00
16	Deputy City Prosecutor	C00
17	Deputy Director - Civil Service	E00
18	Deputy Fire Chief	E00
19	Desktop Computing Officer	E00
20	Detention Officer I	430
21	Detention Officer II	490
22	Development Project Manager I	630
23	Development Project Manager II	660
24	Development Project Manager III	680
25	Director of Community Development	E00
26	Director of Financial Management	E00
27	Director of Long Beach Gas & Oil	E00
28	Director of Technology Services	E00

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1	Director of Health and Human Services	E00
2	Director of Human Resources	E00
3	Director of Library Services	E00
4	Director of Parks, Recreation, and Marine	E00
5	Director of Planning and Building	E00
6	Director of Public Works	E00
7	Director of Special Events	E00
8	Disaster Management Officer	E00
9	Diversity & Economic Opportunity Officer	E00
10	Division Engineer - Oil Properties	E00
11	Division Engineer - Public Works	E00
12	Election Employee	P-28, P-32, P-34, P-36
13		
14	Election Supervisor	410
15	Electrical Engineer	644
16	Electrical Engineering Associate	594
17	Electrical Inspector	534
18	Electrical Supervisor	550
19	Electrician	500
20	Electronic Communications Technician I	520
21	Electronic Communications Technician II	540
22	Electronic Communications Technician III	580
23	Emergency Medical Educator	680
24	Emergency Medical Education Coordinator	750
25	Emergency Medical Services Officer	E00
26	Emergency Preparedness Officer	E00
27	Employee Assistance Officer - Police	E00
28	Employee Services Assistant	600

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1	Employment Services Officer - Civil Service	E00
2	Energy Conservation Officer	E00
3	Engineering Aide I	307
4	Engineering Aide II	344
5	Engineering Aide III	419
6	Engineering & Development Services Officer	E00
7	Engineering Technician I	464
8	Engineering Technician II	504
9	Environmental Health Specialist I	480
10	Environmental Health Specialist II	540
11	Environmental Health Specialist III	560
12	Environmental Health Specialist IV	590
13	Environmental Planning Officer (T)	E00
14	Environmental Service Supervisor I	440
15	Environmental Service Supervisor II	500
16	Environmental Service Supervisor III	550
17	Epidemiologist	520
18	Epidemiologist - Supervisor	590
19	Equipment Mechanic I	480
20	Equipment Mechanic II	500
21	Equipment Operator I	370
22	Equipment Operator II	410
23	Equipment Operator III	440
24	Events Coordinator I	470
25	Events Coordinator II	530
26	Executive Assistant	E00
27	Executive Assistant/Mayor and Council (T)	E00
28	Executive Director - Civil Service	E00

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

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1	Gas Construction Worker II	430
2	Gas Construction Worker III	482
3	Gas Distribution Supervisor I	580
4	Gas Distribution Supervisor II	620
5	Gas Field Service Representative I	390
6	Gas Field Service Representative II	430
7	Gas Field Service Representative III	482
8	Gas Instrument Technician I	500
9	Gas Instrument Technician II	530
10	Gas Maintenance Supervisor I	580
11	Gas Maintenance Supervisor II	620
12	Gas Marketing Engineer	E00
13	Gas Measurement Assistant	470
14	Gas Orifice Meter Technician I (T)	440
15	Gas Orifice Meter Technician II (T)	460
16	Gas Pipeline Welder/Layout Fitter	560
17	Gas Supply & Business Officer	E00
18	General Librarian	560
19	General Librarian I (T)	500
20	General Librarian II (T)	550
21	General Maintenance Assistant	410
22	General Maintenance Supervisor I	470
23	General Maintenance Supervisor II	510
24	General Superintendent - Fleet Services	E00
25	General Superintendent - Park/Marine Maintenance	E00
26	General Superintendent - Recreation	E00
27	General Superintendent of Operations	E00
28	Geographic Information Systems Analyst I	527

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1	Geographic Information Systems Analyst II	564
2	Geographic Information Systems Analyst III	597
3	Geographic Information Systems Technician I	460
4	Geographic Information Systems Technician II	500
5	Geologist (T)	747
6	Geologist I	747
7	Geologist II	787
8	Grants Accounting Officer	E00
9	Handwriting Examiner - Miscellaneous	640
10	Handwriting Examiner - Safety	070
11	Hazardous Materials Specialist I	560
12	Hazardous Materials Specialist II	590
13	Hazardous Waste Coordinator	590
14	Hazardous Waste Operations Officer	E00
15	Health Educator I	310
16	Health Educator II	450
17	Helicopter Mechanic	580
18	Historic Sites Officer	E00
19	Homeless Services Officer	E00
20	Housing Aide I	350
21	Housing Aide II	380
22	Housing Assistance Coordinator	550
23	Housing Assistance Officer	E00
24	Housing Development Officer	E00
25	Housing Operations Officer	E00
26	Housing Rehabilitation Counselor	550
27	Housing Rehabilitation Officer (T)	E00
28	Housing Rehabilitation Supervisor I	580

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1	Housing Rehabilitation Supervisor II	610
2	Housing Specialist I	400
3	Housing Specialist II	430
4	Housing Specialist III	460
5	Human Dignity Officer	E00
6	Human Resources Officer	E00
7	Institutional Cook	390
8	Intelligence Analyst	610
9	Investigator I	593
10	Investigator - City Prosecutor	B00
11	Investigator II	613
12	Investigator III	633
13	Investment Officer (T)	E00
14	Jail Administrator	E00
15	Lab Assistant I	360
16	Lab Assistant II	380
17	Lab Assistant III	420
18	Laboratory Assistant	360
19	Laboratory Services Officer	E00
20	Landscape Architect	604
21	Law Clerk	B00
22	Law Clerk - City Attorney	B00
23	Law Clerk - City Prosecutor	C00
24	Leasing Officer (T)	E00
25	Legal Administrative Assistant	B00
26	Legal Administrator - Attorney	E00
27	Legal Assistant (T)	B00
28	Legal Assistant I	460

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1	Legal Assistant II	480
2	Legal Assistant III	530
3	Legal Assistant IV	550
4	Legal Assistant - City Prosecutor	B00
5	Legal Assistant - Subrogation	B00
6	Legal Assistant - Supervisor	B00
7	Legal Office Assistant	386
8	Legal Records Assistant	356
9	Legal Office Specialist	406
10	Legal Records Supervisor	443
11	Legal Records Specialist	386
12	Legal Records Management Coordinator	583
13	Legal Secretary I	386
14	Legal Secretary II	406
15	Legal Stenographer I	316
16	Legal Stenographer II	336
17	Legal Stenographer III	356
18	Legislative Assistant	510
19	Liability Claims Assistant I	410
20	Liability Claims Assistant II	460
21	Library Aide	270
22	Library Circulation Supervisor	560
23	Library Clerk I	330
24	Library Clerk II	370
25	Library Clerk III	400
26	Library Clerk IV	430
27	Library Youth Services Officer	E00
28	License Inspector I	450

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

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

1	Manager - Personnel Operations	E00
2	Manager - Pipeline Construction (T)	E00
3	Manager - Planning Bureau	E00
4	Manager - Planning & Development	E00
5	Manager - Preventive Health	E00
6	Manager - Project Development	E00
7	Manager - Property Services	E00
8	Manager - Public Health	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 - Special Events & Filming	E00
15	Manager - Support Services	E00
16	Manager - Technology Infrastructure Services	E00
17	Manager - Telecommunications (T)	E00
18	Manager - Towing (T)	E00
19	Manager - Traffic and Transportation	E00
20	Manager - Workers' Compensation	E00
21	Manager - Workforce Development	E00
22	Marina Agent I	320
23	Marina Agent II	360
24	Marina Agent III	410
25	Marina Supervisor I	510
26	Marina Supervisor II	570
27	Marina Supervisor (T)	510
28	Marine Safety Captain	120

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1	Marine Safety Chief	E00
2	Marine Safety Lieutenant	080
3	Marine Safety Officer	030
4	Marine Safety Sergeant	060
5	Marine Safety Sergeant - Boat Operator	060
6	Marketing Officer	E00
7	Master Mechanic (R)	185
8	Materials Inspector	514
9	Materials Testing Chemist	524
10	Mechanical Engineer	644
11	Mechanical Engineering Associate	594
12	Mechanical Equipment Stock Clerk I	380
13	Mechanical Equipment Stock Clerk II	430
14	Mechanical Equipment Stock Clerk III	490
15	Mechanical Supervisor I (T)	530
16	Mechanical Supervisor	600
17	Medical Assistant I	250
18	Medical Assistant II	370
19	Medical Social Worker I	490
20	Medical Social Worker II	530
21	Members of Boards and Commissions	D-11
22	Messenger/Mail Clerk I (T)	300
23	Messenger/Mail Clerk II (T)	370
24	Microbiologist I	540
25	Microbiologist II	570
26	Microbiologist III	610
27	Microbiologist Supervisor	580
28	Microfilm Technician	420

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1	Minute Clerk	410
2	Motor Sweeper Operator	440
3	Historic Preservation Officer	E00
4	Neighborhood Improvement Officer	E00
5	Neighborhood Resource Officer	E00
6	Neighborhood Services Specialist I	400
7	Neighborhood Services Specialist II	430
8	Neighborhood Services Specialist III	460
9	Noise Abatement Specialist I	500
10	Noise Abatement Specialist II	530
11	Nurse I (T)	550
12	Nurse II (T)	570
13	Nurse Practitioner	670
14	Nursing Services Officer	E00
15	Nutrition Aide (T)	300
16	Nutrition Aide I	310
17	Nutrition Aide II	360
18	Nutrition Services Officer	E00
19	Occupancy Specialist I	390
20	Occupancy Specialist II	420
21	Occupancy Specialist III	450
22	Occupational Health Services Officer	E00
23	Office Manager - Prosecutor	B00
24	Office Services Assistant I	310
25	Office Services Assistant II	340
26	Office Services Assistant III	370
27	Office Services Officer	E00
28	Office Services Supervisor	500

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1	Office Specialist - Prosecutor	B00
2	Office Systems Officer	E00
3	Offset Press Operator I	390
4	Offset Press Operator II	420
5	Oil Field Gauger I	504
6	Oil Field Gauger II	507
7	Oil Properties Accounting Officer	E00
8	Operations Officer - Airport	E00
9	Operations Officer - Building and Safety	E00
10	Outreach Worker I	260
11	Outreach Worker II	380
12	Page (T)	H-16
13	Painter I	440
14	Painter II	460
15	Painter Supervisor	500
16	Paralegal	B00
17	Park Development Officer	E00
18	Park Maintenance Supervisor	500
19	Park Naturalist	470
20	Park Ranger I	440
21	Park Ranger II	500
22	Parking Control Checker I	360
23	Parking Control Checker II	390
24	Parking Control Supervisor	490
25	Parking Meter Technician I	420
26	Parking Meter Technician II	470
27	Parking Operations Officer	E00
28	Payroll/Personnel Assistant I	350

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1	Payroll/Personnel Assistant II	380
2	Payroll/Personnel Assistant III	420
3	Payroll Specialist I	460
4	Payroll Specialist II	500
5	Performance Management Officer	E00
6	Personnel Analyst I	570
7	Personnel Analyst II	600
8	Personnel Analyst III	630
9	Personnel Analyst I - Civil Service	570
10	Personnel Analyst II - Civil Service	600
11	Personnel Analyst III - Civil Service	630
12	Personnel Analyst I - Human Resources	570
13	Personnel Analyst II - Human Resources	600
14	Personnel Analyst III - Human Resources	630
15	Personnel Assistant (Conf.) I	430
16	Personnel Assistant (Conf.) II	460
17	Personnel Assistant (Conf.) III	500
18	Petroleum Engineer (T)	747
19	Petroleum Engineer I	747
20	Petroleum Engineer II	787
21	Petroleum Engineering Assistant	607
22	Petroleum Engineering Associate	697
23	Petroleum Engineering Associate I	607
24	Petroleum Engineering Associate II	697
25	Petroleum Engineering Technician	504
26	Petroleum Operations Coordinator I	750
27	Petroleum Operations Coordinator II	777
28	Photographer	470

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1	Physicians Assistant	B00
2	Plan Checker - Electrical I	634
3	Plan Checker - Electrical II	674
4	Plan Checker - Fire Prevention I	634
5	Plan Checker - Fire Prevention II	674
6	Plan Checker - Mechanical I	634
7	Plan Checker - Mechanical II	674
8	Plan Checker - Plumbing I	634
9	Plan Checker - Plumbing II	674
10	Planner I	530
11	Planner II	590
12	Planner III	640
13	Planner IV	670
14	Planner V	700
15	Planning Aide	440
16	Planning Officer	E00
17	Plasterer	480
18	Plumber	500
19	Plumber Supervisor	550
20	Plumbing Inspector	534
21	Police Administration Bureau Chief	E00
22	Police Captain (R)	180
23	Police Commander	E00
24	Police Community Relations Officer	E00
25	Police Corporal	100
26	Police Information & Technology Officer	E00
27	Police Inspector (R)	110
28	Police Lieutenant	170

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

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1	Programmer - Analyst V	690
2	Programmer - Analyst VI	730
3	Program Specialist - City Manager	B00
4	Project Development Officer	E00
5	Project Management Officer	E00
6	Property Management Specialist I	460
7	Property Management Specialist II	520
8	Protection Aide	272
9	Public/Government Affairs Manager	E00
10	Public Health Associate I	250
11	Public Health Associate II	380
12	Public Health Associate III	540
13	Public Health Nurse I	570
14	Public Health Nurse II	590
15	Public Health Nurse III	610
16	Public Health Nurse Supervisor	640
17	Public Health Nutritionist I	500
18	Public Health Nutritionist II	550
19	Public Health Nutritionist III	600
20	Public Health Physician	B00
21	Public Health Professional I	550
22	Public Health Professional II	590
23	Public Health Professional III	620
24	Public Health Registrar	380
25	Public Information Officer	E00
26	Public Works Supervisor	500
27	Purchasing Agent	E00
28	Real Estate Officer	E00

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1	Real Estate Technician I	430
2	Real Estate Technician II	460
3	Records Manager - City Clerk	580
4	Recreation Assistant	390
5	Recreation Leader/Specialist IX (T)	H-39
6	Recreation Leader/Specialist X (T)	H-40
7	Recreation Superintendent	E00
8	Recruitment Officer - Civil Service	E00
9	Recycling Specialist I	470
10	Recycling Specialist II	530
11	Recycling & Sustainability Officer	E00
12	Redevelopment Administrator	E00
13	Redevelopment Finance Officer (T)	E00
14	Redevelopment Project Officer	E00
15	Refuse Field Investigator	440
16	Refuse Operator I	370
17	Refuse Operator II	400
18	Refuse Operator III	430
19	Refuse Supervisor	500
20	Registered Nurse I	570
21	Registered Nurse II	590
22	Rehabilitation Services Officer	E00
23	Reprographics Assistant (T)	350
24	Revenue Management Officer	E00
25	Risk Manager	E00
26	Safety Specialist I	530
27	Safety Specialist I - Conf	530
28	Safety Specialist II	590

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1	Safety Specialist II - Conf	590
2	School Guard	H-26, H-28
3	Secretary	410
4	Secretary to the City Auditor	486
5	Secretary to the City Attorney	520
6	Secretary to the Executive Director - Civil Service	450
7	Secretary to the Mayor	590
8	Special Services Officer I	361
9	Special Services Officer II	426
10	Special Services Officer III	440
11	Special Services Officer IV	500
12	Special Services Officer V (T)	560
13	Senior Accountant	630
14	Senior Animal Control Officer	490
15	Senior Architectural Engineer	694
16	Senior Auditor	B00
17	Senior Civil Engineer	694
18	Senior Combination Building Inspector	574
19	Senior Deputy City Attorney	D00
20	Senior Electrical Inspector	574
21	Senior Engineering Technician I	547
22	Senior Engineering Technician II	577
23	Senior Equipment Operator	490
24	Senior Geological Drafting Technician	567
25	Senior Geologist	787
26	Senior Legal Secretary I	443
27	Senior Legal Secretary II	466
28	Senior Mechanical Engineer	694

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1	Senior Mechanical Inspector	574
2	Senior Minute Clerk	450
3	Senior Payroll/Personnel Assistant (T)	460
4	Senior Petroleum Engineer (T)	787
5	Senior Petroleum Engineering Associate (T)	747
6	Senior Plumbing Inspector	574
7	Senior Records Clerk	570
8	Senior Structural Engineer	687
9	Senior Survey Technician	508
10	Senior Surveyor	627
11	Senior Traffic Engineer	694
12	SERRF Operations Officer	E00
13	Special Investigator - City Manager	B00
14	Special Projects Officer	E00
15	Special Projects Officer - Engineering	E00
16	Special Projects Officer - Financial Management (T)	E00
17	Special Projects Officer - Housing	E00
18	Special Projects Officer - Public Service	E00
19	Special Projects Officer - Public Works	E00
20	Staff Auditor	B00
21	Stock and Receiving Clerk	330
22	Storekeeper I	380
23	Storekeeper II	430
24	Storm Drain Maintenance Crew Leader	440
25	Storm Drain Maintenance Crew Member I	380
26	Storm Drain Maintenance Crew Member II	400
27	Storm Drain Plant Mechanic	440
28	Storm Water Program Officer	E00

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1	Street Landscaping Supervisor I	500
2	Street Landscaping Supervisor II	530
3	Street Maintenance Supervisor	500
4	Street Maintenance Supervisor I	500
5	Street Maintenance Supervisor II	540
6	Structural Engineer	647
7	Structural Engineer Associate	594
8	Student Worker	H-20
9	Superintendent - Administrative Services (T)	E00
10	Superintendent - Airport Operations	E00
11	Superintendent - Airport Security	E00
12	Superintendent - Building and Safety	E00
13	Superintendent - Electronics/Traffic Signals	E00
14	Superintendent - Engineering	E00
15	Superintendent - Engineering and Gas Systems Control	E00
16	Superintendent - Environmental Programs	E00
17	Superintendent - Facility Management	E00
18	Superintendent - Finance and Controls	E00
19	Superintendent - Fleet Acquisition	E00
20	Superintendent - Fleet Maintenance	E00
21	Superintendent - Fleet Operations	E00
22	Superintendent - Fleet Services (T)	E00
23	Superintendent - Gang Intervention	E00
24	Superintendent - Gas Distribution/Customer Service (T)	E00
25	Superintendent - Gas Distribution/Systems Maintenance (T)	E00
26		
27	Superintendent - Golf Operations	E00
28	Superintendent - Marina Operations	E00

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1	Superintendent - Meters & Regulators	E00
2	Superintendent - Park Maintenance	E00
3	Superintendent - Personnel and Training	E00
4	Superintendent - Pipeline Construction & Maintenance	E00
5	Superintendent - Planning & Development	E00
6	Superintendent - Operations (T)	E00
7	Superintendent - Refuse	E00
8	Superintendent - Street Landscaping (T)	E00
9	Superintendent - Street Maintenance	E00
10	Superintendent - Street Sweeping	E00
11	Superintendent - Structural Services	E00
12	Superintendent - Towing & Lien Sales	E00
13	Superintendent - Warehouse/Inventory Operations	E00
14	Supervising Custodian (T)	370
15	Supervising Deputy City Prosecutor	C00
16	Supervising Park Ranger	550
17	Supervising Senior Legal Secretary	482
18	Supervising Workers' Compensation Secretary	470
19	Supervisor - Facilities Maintenance	620
20	Supervisor - Stores and Property	490
21	Supervisor - Waste Operations	550
22	Support Projects Officer	E00
23	Survey Technician	467
24	Surveyor	554
25	Systems Analyst I	500
26	Systems Analyst II	560
27	Systems Support Specialist I	530
28	Systems Support Specialist II	570

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1	Systems Support Specialist III	610
2	Systems Support Specialist IV	650
3	Systems Support Specialist V	690
4	Systems Support Specialist VI	730
5	Systems Support Specialist VII	770
6	Systems Technician I	440
7	Systems Technician II	480
8	Systems Technician III	520
9	Systems Technician IV	570
10	Technical Aide	280
11	Technical Assistant	400
12	Technical Services Officer - Library Services (T)	E00
13	Technical Services Administrator	E00
14	Technical Support Officer	E00
15	Telecommunications Officer	E00
16	Tidelands Development Officer	E00
17	Traffic Engineer	644
18	Traffic Engineering Aide I	454
19	Traffic Engineering Aide II	494
20	Traffic Engineering Associate I	514
21	Traffic Engineering Associate II	594
22	Traffic Painter I	400
23	Traffic Painter II	420
24	Traffic Signal Coordinator	640
25	Traffic Signal Technician I	570
26	Traffic Signal Technician II	610
27	Transportation Planning Officer	E00
28	Transportation Programming Officer	E00

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1	Transportation Programs Planner	620
2	Treasury Operations Officer	E00
3	Tree Trimmer I	400
4	Tree Trimmer II	430
5	Urban Design Officer	E00
6	Utilities Systems Operator	450
7	Utility Services Officer	E00
8	Vector Control Specialist I	420
9	Vector Control Specialist II	460
10	Video Communications Officer	E00
11	Victim's Advocate - City Prosecutor	B00
12	Visual Arts Specialist I	430
13	Visual Arts Specialist II	470
14	Voice and Data Communications Officer	E00
15	Waste Management Officer (T)	E00
16	Welder	490
17	Wireless Communications Officer	E00
18	Workers' Compensation Administrative Assistant	B00
19	Workers' Compensation Claims Assistant	410
20	Workers' Compensation Claims Examiner I	523
21	Workers' Compensation Claims Examiner II	582
22	Workers' Compensation Claims Examiner III	645
23	Workers' Compensation Medical Only Examiner	480
24	Workers' Compensation Office Assistant	350
25	Workforce Development Officer	E00
26	Workforce Development Supervisor I	670
27	Workforce Development Supervisor II (T)	690
28	X-ray Technician	450

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1 Youth Services Coordinator E00

2 Zoning Officer E00

3 In accordance with Section 3(8) of the Civil Service
4 Rules and Regulations of the City of Long Beach, adopted in
5 conformity with Section 1102(a)(8) of the Charter of the City of
6 Long Beach, there are hereby created and established the non-
7 career (NC) positions set forth and listed hereinafter and the
8 compensation of each non-career position is hereby fixed and
9 prescribed at one of the pay rates set forth in the Salary
10 Schedules in Section 2 hereof, which pay rates are indicated
11 opposite each listed non-career position by a Salary Range Number,
12 together with such additional compensation, if any, as provided
13 herein or by applicable ordinance.

14 NON-CAREER (NC) POSITION TITLES

15 AND ASSIGNED SALARY RANGE NUMBERS

16		Salary
17	<u>Position Title</u>	<u>Range No.</u>
18	Accountant I - NC	M47
19	Accountant II - NC	M62
20	Accounting Clerk I - NC	M15
21	Accounting Clerk II - NC	M21
22	Accounting Clerk III - NC	M28
23	Administrative Analyst I - NC	M68
24	Administrative Analyst II - NC	M78
25	Administrative Intern - NC	H-25, H-28, H-30, H-32, H-33, H-34, H-36, H-38, H-39, H-40, H-41, H-42, H-43, H-44, H-45
26		
27		
28		

1	Admissions Attendant I - NC (T)	H-11, H-13, H-15, H-18
2		
3	Admissions Attendant II - NC (T)	H-24, H-27, H-37
4		
5	Admissions Attendant III - NC (T)	H-31, H-33, H-34, H-35, H-36, M15
6		
7	Airport Operations Assistant I - NC	M17
8	Ambulance Operator - NC	H-25
9	Animal Control Officer I - NC	M27
10	Animal License Inspector NC	H-29, H-31
11	Assistant Band Conductor - NC	H-61
12	Band Conductor - NC	H-62
13	Carpenter - NC	M47
14	Civil Engineer - NC	N94
15	Civil Engineering Assistant - NC	N57
16	Civil Engineering Associate - NC	N80
17	Clerical Aide I - NC	H-28, H-30, H-32
18		
19	Clerical Aide II - NC	H-32, H-34, H-36
20		
21	Clerk I - NC	M03
22	Clerk II - NC	M07
23	Clerk III - NC	M12
24	Clerk Typist I - NC	M12
25	Clerk Typist II - NC	M17
26	Clerk Typist III - NC	M24
27	Combination Building Inspector - NC	N63
28	Combination Building Inspector Aide I - NC	N23

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1	Combination Building Inspector Aide II - NC	N29
2	Communications Dispatcher I - NC	M42
3	Communications Dispatcher II - NC	M47
4	Community Worker - NC	M12
5	Computer Operator I - NC	M37
6	Customer Service Representative I - NC	M13
7	Customer Service Representative II - NC	M20
8	Data Entry Operator I - NC	M13
9	Data Entry Operator II - NC	M17
10	Electrician - NC	M52
11	Engineering Aide I - NC	N09
12	Engineering Aide II - NC	N16
13	Engineering Aide III - NC	N33
14	Engineering Technician I -NC	464
15	Engineering Technician II - NC	504
16	Equipment Mechanic I - NC	M46
17	Equipment Mechanic II - NC	M50
18	Equipment Operator I - NC	M21
19	Equipment Operator II - NC	M31
20	Equipment Operator III - NC	M37
21	Fire Safety Specialist - NC (non-safety)	055
22	Garage Service Attendant I - NC	M21
23	Gardener I - NC	M20
24	Gas Field Service Representative I - NC	M24
25	General Librarian I - NC	M66
26	Groundskeeper I - NC	M07
27	Groundskeeper II - NC	M13
28	Identification Officer - NC	050

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1	Identification Technician II - NC	M66
2	Institutional Cook - NC	M26
3	Laboratory Assistant - NC	M20
4	Library Aide - NC	H-18, H-20, H-22, H-24
5		
6	Library Clerk I - NC	M13
7	Library Clerk II - NC	M21
8	Library Clerk III - NC	M28
9	Library Clerk IV - NC	M36
10	Licensed Vocational Nurse - NC	M36
11	Lifeguard - Hourly - NC	010, H-99
12	Maintenance Aide I - NC	M01
13	Maintenance Aide II - NC	M03
14	Maintenance Assistant I - NC	M07
15	Maintenance Assistant II - NC	M13
16	Maintenance Assistant III - NC	M20
17	Marine Aide - NC	M12
18	Medical Social Worker - NC	M47
19	Messenger/Mail Clerk I - NC	M08
20	Microbiologist - NC	M62
21	Microbiologist Trainee - NC	H-42
22	Motor Sweeper Operator - NC	M37
23	Musician - NC	H-60
24	Nurse I - NC	M62
25	Nurse II - NC	M66
26	Nurse Practitioner - NC	M88
27	Nutrition Aide - NC	M10
28		

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1	Page - NC	H-16, H-18, H-20, H-22, H-24, H26, H-28
2		
3		
4	Painter I - NC	M37
5	Park Ranger I - NC	M37
6	Parking Control Checker I - NC	M18
7	Parking Meter Technician I - NC	M31
8	Parking Operations Attendant I - NC	M07
9	Parking Operations Attendant II - NC	M12
10	Personnel Analyst I - NC	M68
11	Personnel Analyst II - NC	M78
12	Personnel Assistant I - NC	M42
13	Personnel Assistant II - NC	M52
14	Planner I - NC	M52
15	Planner II - NC	M68
16	Planning Aide - NC	M36
17	Plumber - NC	M52
18	Police Cadet - NC	H-36
19	Police Investigator - NC	050
20	Police Officer - NC	050
21	Police Services Assistant I - NC	M24
22	Pool Lifeguard I - NC	H-32
23	Pool Lifeguard II - NC	H-34
24	Principal Building Inspector - NC	N87
25	Public Health Nurse - NC	M66
26	Public Health Physician - NC	B00
27	Public Health Professional - NC	B00
28	Recreation Leader/Specialist I - NC	H-20, 260

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1	Recreation Leader/Specialist II - NC	H-22, 300
2	Recreation Leader/Specialist III - NC	H-25, 330
3	Recreation Leader/Specialist IV - NC	H-28, 360
4	Recreation Leader/Specialist V - NC	H-32
5	Recreation Leader/Specialist VI - NC	H-34
6	Recreation Leader/Specialist VII - NC	H-36
7	Recreation Leader/Specialist VIII - NC	H-38
8	Recreation Leader/Specialist IX - NC	H-39
9	Recreation Leader/Specialist X - NC	H-40
10	Refuse Operator I - NC	370
11	Refuse Operator II - NC	400
12	Special Services Officer I - NC	M22
13	Special Services Officer II - NC	M35
14	Senior Civil Engineer - NC	N94
15	Senior Combination Building Inspector - NC	N72
16	Senior Engineering Technician I - NC	547
17	Senior Engineering Technician II - NC	577
18	Structural Engineering Associate - NC	N80
19	Student Worker - NC	H20
20	Traffic Engineering Aide I - NC	N41
21	X-ray Technician I - NC	M37
22	Youth Trainee I - NC	H-99
23	Youth Trainee II - NC	H-20
24	Youth Trainee III - NC	H-24
25	Youth Trainee IV - NC	H-27

26 Sec. 16. The City Manager may assign an employee of
27 the City to perform as the acting department head, assistant
28 department head, bureau head or division head of any department

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

23 Sec. 17. When an employee classified in one of the
24 following positions is regularly assigned to perform and does
25 perform the occupational skill described in the column hereof
26 designated "Skill", said employee shall be paid on a per diem,
27 hourly rate or one-time payment (bonus) basis, as indicated
28 herein, the amount of additional compensation set forth in the

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

18 The following skill notes shall be effective on and
19 after April 1, 2000:

20	<u>Position Title</u>	<u>Skill</u>	<u>Additional Compensation</u>
21			
22	1. Non-management	For regular and	\$ 0.70
23	classifications in	frequent use of	per hour
24	the current Salary	certified oral and/or	or
25	Resolution	written bilingual	\$ 5.60
26	represented by the	skills	per diem
27	IAM for all		
28	classifications in		
	which the top step		
	hourly rates are		
	equal to or less		
	than Salary Range		
	560		

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- | | | | | |
|----|----|-----------------------|-------------------------|----------|
| 1 | 2. | Non-management | For regular and | \$ 0.60 |
| 2 | | classifications | frequent use of | per hour |
| 3 | | represented by the | certified oral and/or | or |
| 4 | | Long Beach | written bilingual | \$ 4.80 |
| 5 | | Association of | skills | per diem |
| 6 | | Engineering | | |
| 7 | | Employees with a | | |
| 8 | | base hourly rate of | | |
| 9 | | \$21.050 or lower and | | |
| 10 | | Long Beach | | |
| 11 | | Association of | | |
| 12 | | Confidential | | |
| 13 | | Employees for all | | |
| 14 | | classifications in | | |
| 15 | | which the top step | | |
| 16 | | hourly rates are | | |
| 17 | | equal to or less | | |
| 18 | | than Salary Range | | |
| 19 | | 560 | | |
| 20 | | | | |
| 21 | 3. | Police Officer, | For regular and | \$ 0.80 |
| 22 | | Police Corporal, | frequent use of | per hour |
| 23 | | Police Sergeant, | certified oral and/or | or |
| 24 | | Firefighter, Fire | written bilingual | \$ 6.40 |
| 25 | | Captain, Fire | skills | per diem |
| 26 | | Engineer, Marine | | |
| 27 | | Safety Sergeant, | | |
| 28 | | Marine Safety | | |
| | | Sergeant-Boat | | |
| | | Operator and Marine | | |
| | | Safety Officer | | |
| | | | | |
| | 4. | Classifications in | When required to work | \$ 4.00 |
| | | Skilled and General | on ladders, mechanical | per diem |
| | | Services Bargaining | devices, etc., placing | |
| | | Units | employee at heights | |
| | | | over 40 feet (excludes | |
| | | | Window Washers and Tree | |
| | | | Trimmers) | |
| | | | | |
| | 5. | Animal Control | When regularly assigned | \$ 6.00 |
| | | Officer II | and performing the | per diem |
| | | | duties of a Senior | |
| | | | Animal Control Officer | |
| | | | or an Animal Control | |
| | | | Officer III during the | |
| | | | Senior Animal Control | |
| | | | Officer's or an Animal | |
| | | | Control Officer III's | |
| | | | regularly scheduled | |
| | | | days off. This skill | |
| | | | pay may not be combined | |
| | | | with Higher Class Pay | |

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1	6.	Automatic Sprinkler Control Technician	When regularly assigned and performing telemetry duties to monitor, adjust, and troubleshoot irrigation systems	\$12.00 per diem
2				
3				
4				
5	7.	Clerk Supervisor, Clerk Typist I, II, III and V	When regularly assigned to and performing duties in the day shift of the Police Department Records Division	\$ 0.30 per hour
6				
7				
8			When regularly assigned to and performing duties in the swing shift of the Police Department Records Division	\$ 0.60 per hour
9				
10				
11				
12			When regularly assigned to and performing duties in the night shift of the Police Department Records Division	\$ 0.90 per hour
13				
14				
15	8.	Clerk Typist I, II and III	For regular and frequent use of certified short-hand skills	\$ 0.30 per hour
16				
17				
18			When regularly assigned to the Police Department Personnel Division. This Skill Pay may not be used in conjunction with Skill Pay #563.	\$ 0.70 per hour
19				
20				
21	9.	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	\$ 6.40 per diem
22				
23				
24				
25				
26	10.	Carpenter Supervisor; Painter Supervisor; General Maintenance Supervisor II	When regularly assigned and performing as general supervisor of the Carpentry-Field, Carpentry-Shop, Paint and Welding sections	\$ 2.00 per hour
27				
28				

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1	11. Carpenter	When regularly assigned	\$10.00
2	Supervisor, Painter	and performing as	per diem
3	Supervisor, General	supervisor of three or	
4	Maintenance	more sections in the	
5	Supervisor II,	Structural Division of	
6	Mechanical	the Public Service	
	Supervisor,	Bureau	
	Electrical		
	Supervisor, Plumber		
	Supervisor		
7	12. Combination Building	When registered by the	\$ 0.50
8	Inspector;	International	per hour
9	Electrical	Conference of Building	
10	Inspector; Plumbing	Officials and	\$ 0.75
11	Inspector;	recertified on an	per hour
12	Combination Building	annual basis in	
13	Inspector Aide I and	accordance with	\$ 1.00
14	II; Senior	Planning and Building	per hour
15	Combination Building	Department regulations	
16	Inspector; Sr.	(\$0.50 per hour for one	\$ 1.25
	Electrical	specialty	per hour
	Inspector; Sr.	certification, \$0.75	
	Plumbing Inspector;	for two, \$1.00 for	
	Sr. Mechanical	three, up to a maximum	
	Inspector; Principal	of \$1.25 per hour for	
	Building Inspector;	four special	
	Chief Building	certifications)	
	Inspector		
17	13. Combination Building	Counter plan checking	\$ 5.60
18	Inspector Aide I and		per diem
19	II; Combination		
20	Building Inspector;		
21	Senior Combination		
22	Building Inspector;		
23	Principal Building		
	Inspector; Senior		
	Electrical		
	Inspector; Senior		
	Plumbing Inspector;		
	Senior Mechanical		
	Inspector		

1	14. Communications	When regularly assigned	\$ 7.50
2	Dispatcher IV	to and performing the	per diem
3		duties of a	
4		Communications Center	
5		Supervisor during the	
6		Communications Center	
7	15. Construction	Supervisor's regularly	
8	Inspector I;	scheduled days off.	
9	Construction	This skill pay may not	
10	Inspector II;	be combined with Higher	
11	Principal	Class Pay	
12	Construction		
13	Inspector; Chief	When fully qualified to	\$ 0.50
14	Construction	perform deputy	per hour
15	Inspector	inspection work and	
16		while possessing valid	\$ 0.75
17		deputy inspector cards	per hour
18		in specified fields of	
19		expertise (\$0.50 per	\$ 1.00
20		hour for one deputy	per hour
21		inspector card, \$0.75	
22		per hour for two cards,	\$ 1.25
23		\$1.00 per hour for	per hour
24		three cards, up to a	
25		maximum of \$1.25 per	
26		hour for four cards)	
27	16. Construction		
28	Inspector II	When performing field	\$ 3.97
		district supervisory	per diem
		duties	
	17. Construction		
	Inspector II	When regularly assigned	\$ 1.418
		and performing as	per hour
		supervisor over all Gas	or
		Construction Inspection	\$11.344
		activities	per diem
	18. Customer Service		
	Representative II	When performing meter	\$ 0.472
		rereads	per hour
	19. Customer Service		
	Representative III	When regularly assigned	\$ 1.00
		and performing duties	per hour
		as a section lead	
		person	
		When working "Hotline	\$0.586
		Desk"	per hour
	20. Customer Service		
	Supervisor	When regularly assigned	\$ 1.63
		and performing as	per hour
		supervisor for License	
		Inspectors	

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1	21. Electrician	When regularly assigned	\$ 0.50
2		and performing duties	per hour
3		as a lead Electrician	or
4		in the Traffic Signal	\$ 4.00
		Section	per diem
5	22. Equipment Mechanic I	When regularly assigned	\$ 1.00
6	and II	to the maintenance and	per hour
7		repair of City	for one
8		vehicles, and when	certificate
9		possessing a current	or
10		ASE certification as a	\$ 1.25
11	23. Equipment Operator	Master Automotive	per hour
12	III	and/or Master	for two
13		Medium/Heavy Truck	certificates
14		Technician	
15		When regularly assigned	\$ 0.882
16		and performing dredge	per hour
17		lever operator duties	or
18			\$ 7.056
19			per diem
20		When possessing a	\$ 0.56
21		certificate for crane	per hour
22		operation issued by an	
23		accredited certifying	
24		entity per CCR Title I	
25		Section 5006.1 and	
26		regularly assigned and	
27		operating a mobile	
28		crane	
19	24. Fleet Services	When regularly assigned	\$ 1.000
20	Supervisor	and performing as	per hour
21		supervisor to Equipment	for one
22		Mechanics within the	certificate
23		Fleet-Maintenance	or
24		division and possessing	\$ 1.250
25		a current ASE	per hour
26		certification as a	for two
27		Master Automotive	certificates
28		and/or Master	Special
		Medium/Heavy Truck	Services
		Technician	
25	25. Garage Service	When driving a vehicle	\$ 8.00
26	Attendant I and II	requiring a Class A	per diem
27		license	
28			

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1	26. Gardener I and II	When required to possess a Pesticide Applicator's license and regularly assigned Pesticide Applicator duties	\$ 0.554 per hour or \$ 4.43 per diem
2			
3			
4			
5	27. Gardener II; Park Crew Supervisor; Street Landscaping Supervisor I and II; Equipment Operator II	When required to possess an Agricultural Pest Control Advisor's license and regularly assigned advisor duties	\$ 0.554 per hour or \$ 4.43 per diem
6			
7			
8			
9	28. Gas Construction Worker I	When regularly performing on backhoes, skiploaders with over one cubic yard bucket capacity, or trenching machines	\$ 4.728 per diem
10			
11			
12		When performing the duties of repairing and calibrating instruments used in the detection of gas leaks	\$ 4.728 per diem
13			
14			
15	29. Gas Construction Worker I, II and III	When performing heat fusion connections on underground plastic gas pipelines and certified in heat fusion by the Long Beach Energy Department. This per diem shall be limited to no more than eight (8) crewmembers at any one time. Assignment of this per diem shall be at the discretion of the Manager of Pipeline Construction	\$ 4.00 per diem
16			
17			
18			
19			
20			
21			
22			
23	30. Gas Construction Worker II; Gas Field Service Representative II	When possessing a Long Beach Gas & Oil meter installation/reinstallation certification for up to a 400 class meter	\$ 0.350 per hour
24			
25			
26			
27			
28			

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1	31. Gas Construction	When possessing a SoCal	\$ 0.500
2	Worker II	Gas (or equivalent)	per hour
3		Leakage Survey or	
4		Pressure Control	
5		certification, or Long	
6		Beach Gas & Oil Valve	
7		Inspection and	
8		Maintenance	
9		certification, or a	
10		NACE Basic Level	
11		certification	
12	32. Gas Construction	When possessing the	\$ 2.000
13	Worker II; Gas Field	classification-	per hour
14	Service	appropriate City of	
15	Representative II;	Long Beach Department	
16	Senior Equipment	of Transportation-49	
17	Operator	Code of Federal	
18		Regulations Subpart N	
19		Operator Qualification	
20		Plan certification for	
21		journey level	
22			
23			
24			
25			
26			
27			
28			

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1	33. Gas Construction	When possessing the	\$ 0.600
2	Worker III	classification-	per hour
3		appropriate City of	
4		Long Beach Department	
5		of Transportation-49	
6		Code of Federal	
7		Regulations Subpart N	
8		Operator Qualification	
9		Plan certification for	
10		journey level	
11			
12		When possessing a Long	\$ 0.550
13		Beach Gas & Oil meter	per hour
14		installation/	
15		reinstallation	
16		certification for	
17		commercial meters or	
18		multimeter sets of 5 or	
19	34. Gas Distribution	more, or a SoCal Gas	
20	Supervisor I and II	(or equivalent) Leakage	
21		Survey certification,	
22		or a Long Beach Gas &	
23		Oil Pressure Control	
24		certification for 6"	
25		and above PC fittings,	
26		or a NACE Tester-level	
27		certification, or a	
28		Fusion Trainer/	
		Inspector certification	
		from a gas pipeline	
		industry recognized	
		agency, or when	
		performing DOT record-	
		keeping for Valve	
		Maintenance	
		When possessing a Flow	\$ 0.200
		Computer Unit Operation	per hour
		and Maintenance and BTU	
		Transmitter Operation	
		and Maintenance	
		certifications, or a	
		SoCal Gas (or	
		equivalent) Appliance	
		Technology	
		certification, or	
		Regulator	
		Troubleshooting	
		certification	

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1	35. Gas Field Service	Meter proving	\$ 0.265
2	Representative II		per hour
3		When regularly assigned	\$ 0.265
4		and performing field	per hour
5		meter setting and	or
6		installation of large	\$ 2.12
7		commercial and	per diem
8		industrial meters	
9		When regularly assigned	\$ 0.265
10		and performing field	per hour
11		meter setting and	or
12		installation of	\$ 2.12
13		residential meters (T)	per diem
14		When regularly assigned	
15		to installing meters of	
16		300 or more cubic feet	
17		per hour capacity at ½	
18		inch water column	\$ 3.00
19		pressure drop or when	per diem
20		installing district	
21		regulator stations	
22		When possessing a SoCal	\$0.500
23		Gas (or equivalent)	per hour
24		Appliance Technology	
25		certification, or a	
26		Regulator Technician	
27		certification	
28			

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1	36. Gas Field Service	When possessing a Long	\$ 0.550
2	Representative III	Beach Gas & Oil meter	per hour
3		installation/ reinstallation	
4		certification for	
5		commercial meters or	
6		multimeter sets of 5 or	
7		more, or a SoCal Gas	
8		(or equivalent)	
9		Appliance Technology	
10		certification or a	
11		Regulator Trouble-	
12		shooting certification	
13			
14	37. Gas Maintenance	When possessing the	\$ 0.600
15	Supervisor I	classification-	per hour
16		appropriate City of	
17		Long Beach Department	
18		of Transportation-49	
19		Code of Federal	
20		Regulations Subpart N	
21		Operator Qualification	
22		Plan certification for	
23		advanced level	
24	38. Gas Maintenance	When certified and	\$ 4.00
25	Supervisor I	performing duties as a	per diem
26		pipeline welder on an	
27		as-needed basis	
28			
1	38. Gas Maintenance	When possessing a	\$ 0.200
2	Supervisor I and II	Fusion	per hour
3		Trainer/Inspector	
4		certification from a	
5		gas pipeline industry-	
6		recognized agency or a	
7		NACE Tester-level	
8		certification, or a Gas	
9		Pipeline Welding	
10		Inspections	
11		certification from an	
12		API-certified welding	
13		instructor	
14	39. Gas Measurement	When assigned to a	\$ 4.00
15	Assistant	rotating shift that	per diem
16		includes day, swing and	
17		graveyard shifts in a	
18		35-day period	
19			
20		When regularly assigned	\$6.00
21		and performing lead	per diem
22		duties	

1	40. Gas Orifice Meter Technician I and II (T)	When performing complex repairs of telemetering devices	\$ 7.50 per diem
2			
3	41. General Maintenance Assistant (T)	When regularly performing specialized marina maintenance work	\$ 0.635 per hour
4			
5	42. General Maintenance Supervisor II	When regularly assigned and performing as supervisor over skilled crafts	\$ 1.00 per hour or \$ 8.00 per diem
6			
7			
8		When regularly assigned and performing as general supervisor over Marine and Facility Maintenance	\$ 2.00 per hour or \$16.00 per diem
9			
10			
11	43. Helicopter Mechanic; Fleet Services Supervisor II	When possessing a FAA-issued Inspection Authorization License	\$ 2.89 per hour
12			
13	44. Housing Specialist II	When regularly assigned as floater/trainer. Skill pay expires on September 30, 2003.	\$ 0.50 per hour
14			
15	45. Housing Specialist III	When regularly assigned to and performing the duties of trainer or portability specialist	\$ 0.50 per hour
16			
17			
18	46. Lifeguard-Hourly NC; Lifeguard-Seasonal (T)	When certified as an Emergency Medical Technician (EMT) and re-certified as required by law, and having completed 1200 or more hours at Salary Range 010, Step 6	\$ 0.668 per hour
19			
20			
21			
22		When regularly assigned and/or performing the duties of a deck hand	\$ 0.432 per hour or \$ 3.46 per diem
23			
24			
25	47. Maintenance Assistant II and III	When performing as a refuse packer truck operator for the Public Works and Parks and Recreation Departments	\$ 1.18 per hour or \$ 9.44 per diem
26			
27			
28			

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1	48. Maintenance	When supervising crews	\$ 0.500
2	Assistant III	or contractors	per hour
3		performing custodial	or
4		and/or maintenance	\$ 4.00
5		duties	per diem
6		When regularly assigned	\$ 0.44
7		and/or performing lot	per hour
8		cleaning crew leader	or
9		duties	\$ 3.52
10			per diem
11		When regularly assigned	\$ 0.554
12		and/or performing	per hour
13		pesticide applicator	or
14		duties	\$ 4.43
15			per diem
16		When performing fiber-	\$ 4.43
17		glassing duties for	per diem
18		Marine Bureau	
19	49. Marine Safety	When certified and	\$ 0.863
20	Sergeant - Boat	possessing a Coast	per hour
21	Operator; Marine	Guard Operator's	
22	Safety Sergeant;	license and towing	
23	Marine Safety	certificate	
24	Officer		
25		When regularly assigned	\$ 0.719
26		and performing as a	per hour
27		member of the dive team	
28		unless serving as Dive	
29		Master or SWRC	
30		When regularly assigned	\$ 1.007
31		and performing as the	per hour
32		dive master	
33		When regularly assigned	\$ 1.007
34		and performing as the	per hour
35		Swift Water Rescue	
36		Coordinator	
37	50. Materials Inspector	When full qualified and	\$ 2.80
38		assigned to perform	per diem
39		deputy inspection work	
40		and while possessing a	
41		valid deputy inspector	
42		card	
43		When performing the	\$ 4.50
44	51. Marine Safety	duties of a Junior	per diem
45	Officer; Lifeguard-	Lifeguard Instructor	
46	Hourly-NC;		
47	Lifeguard-Seasonal		
48	(T)		

1	52. Mechanical Supervisor II; Electrical Supervisor; Plumber Supervisor	When regularly assigned and performing as general supervisor of the HVAC, Electrical, Street Lighting and Plumbing sections	\$ 1.00 per hour
2			
3			
4			
5	53. Motor Sweeper Operator (T)	When regularly assigned and operating a three-wheeled motor sweeper	\$ 0.25 per hour
6			
7	54. Payroll/Personnel Assistant I, II, and III	When regularly assigned to the Police Department Personnel Division. This Skill Pay may not be used in conjunction with Skill Pay #563	\$ 0.70 per hour
8			
9			
10	55. Payroll/Personnel Assistant III	When supervising payroll and personnel functions at Police Department	\$ 1.157 per hour or \$ 9.256 per diem
11			
12			
13	56. Personnel Analyst I-II	When assigned to and performing table customization, configuration and maintenance in the HRMS System	\$12.00 per diem
14			
15			
16			
17	57. Personnel Assistant II	When regularly assigned and performing duties as a section lead person	\$ 1.00 per hour
18			
19	58. Pipeline Welder	When regularly assigned and performing duties as a pipeline welding shop leadperson	\$ 0.70 per hour
20			
21			
22	59. Plan Checker	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	\$ 3.00 per diem
23			
24			
25			
26			
27			
28			

1	60. Planner II, III	When regularly assigned	\$ 0.70
2	(consolidated IV, V)	and performing special	per hour
3		project duties related	
4		to the development of	
5		sustainability policy,	
6		the creation of a	
7		Sustainable Development	
8		Board, and the	
9		provision of technical	
10		assistance related to	
11		environmental policy	
12		When regularly assigned	\$ 0.70
13		and performing help	per hour
14		desk duties	
15	61. Planning Aide,	When assigned to work	\$ 5.60
16	Assistant Planner I	the Development Service	per diem
17	and II and Planner	Counter and performing	
18	I, II and III	over-the-counter plan	
19		checking	
20	62. Plumber	When regularly assigned	\$ 0.647
21		and performing duties	per hour
22		as irrigation systems	or
23		plumbing specialist	\$5.176
24			per diem
25	63. Police Property &	When regularly assigned	\$1.50
26	Supply Clerk I	and performing lead	per hour
27		duties	
28	64. Public Health Nurse;	When regularly assigned	\$ 0.633
29	Nurse I and II;	and performing as a	per hour
30	Medical Social	team leader of a	
31	Worker II; Nutrition	rehabilitation team or	
32	Aide; Public Health	specialized clinic or	
33	Nutritionist I;	STD clinic in the	
34	Community Worker	Health Department	
35	65. Public Health	When regularly assigned	\$ 3.00
36	Professional III	and performing the full	per hour
37		duties as Director of	
38		the Employee Assistance	
39		Program	
40	66. Refuse Operator II	When performing as a	\$ 4.00
41	and III	District Trainer	per diem
42	67. School Guard	When assigned as School	\$ 3.10
43		Guard Trainer	per diem

1	68. Senior Civil Engineer	When possessing a California Structural Engineers License and assigned to perform structural engineering plan checking	\$ 5.00 per diem
2			
3			
4			
5	69. Senior Combination Building Inspector;	When registered by the International Conference of Building Officials and re-	\$ 0.15 per hour
6	Senior Electrical Inspector;	certified on an annual basis in accordance with Planning and Building Department regulations (\$0.15 per hour for each ICBO specialty certification up to a maximum of \$0.60 per hour)	\$ 0.30 per hour
7	Senior Plumbing Inspector;		\$ 0.45 per hour
8	Senior Mechanical Inspector		\$ 0.60 per hour
9			
10			
11	70. Senior Engineering Technician I	When regularly assigned and performing architectural design	\$ 9.70 per diem
12			
13	71. Senior Equipment Operator	When regularly assigned and operating the cutter head and suction B00m on a dredge boat	\$ 0.437 per hour
14			
15			
16	72. Senior Gas Field Service Representative (T)	When supervising meter setting operations in the field	\$ 0.288 per hour
17			
18		When possessing a certificate for crane operation issued by an accredited certifying entity per CCR Title 8 Section 5006.1 and regularly assigned and operating a mobile crane	\$ 0.56 per hour
19			
20			
21			
22	73. Special Services Officer I	When regularly assigned and performing in the Police Department's Traffic Division	\$2.085 per hour
23			
24			
25		When regularly assigned to the Long Beach Airport	\$ 1.00 per hour
26			
27			
28			

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1	74. Special Services	When regularly assigned	\$ 0.433
2	Officer II	the responsibility of	per hour
3		patrolling Marina slips	
4		and basins between the	
5		hours of 8:00 p.m. and	
6		4:00 a.m.	
7		When assigned to and	\$ 4.00
8		performing as School	per diem
9		Guard Supervisor	
10		When regularly assigned	\$ 1.00
11		to the Long Beach	per hour
12		Airport	
13	75. Special Services	When regularly assigned	\$ 4.54
14	Officer III	to the Police	per diem
15		Department Marine	
16		Patrol and performing	
17		the duties of a	
18		Security Officer IV	
19		during the Security	
20		Officer IV's regularly	
21		scheduled days off.	
22		This skill pay may not	
23		be combined with Higher	
24		Class Pay	
25		When regularly assigned	\$ 1.00
26		to the Long Beach	per hour
27		Airport	
28	76. Special Services	When assigned to and	\$ 1.50
	Officer III-IV (T),	performing "jailer"	per hour
	Detention Officer I-	duties	
	II		
		When regularly assigned	\$ 1.00
		to the Long Beach	per hour
		Airport	
	77. Street Maintenance	When regularly assigned	\$ 0.50
	Supervisor (T);	and performing as	per hour
	Painter Supervisor	general supervisor of	
		the Traffic	
		Painting/Marking and	
		Security sections	
	78. Supervising	When supervising	\$ 0.50
	Custodian	contractors performing	per hour
		custodial and/or	
		maintenance duties in	
		the Library Services	
		Department	

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1	79. Tree Trimmer I	When regularly	\$ 0.35
2	and II (T)	performing tree	per hour
3		trimming duties from	
		aerial bucket	
4	80. Tree Trimmer I, II	When possessing a	\$ 0.50
5	(T) and Street	current International	per hour
6	Landscaping	Society of	
7	Supervisor, Park	Arboriculture	
8	Maintenance	certification as a	
9	Supervisor	Certified Arborist	
10	81. Tree Trimmer I, II	When possessing a	\$ 4.43
11	(T)	Pesticide Applicator	per diem
12		license and regularly	
13		assigned pesticide	
14		applicator duties	
15	82. Welder	When regularly assigned	\$ 4.50
16		and performing duties	per diem
17		as a lead welder	
18	83. Window Washer I	When performing window	\$ 3.60
19	and II (T)	washing duties from	per diem
20		swinging or electric	
21		scaffolds or bosun	
22		chairs	
23			
24			
25			
26			
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28			

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1	84. Police Officer	Helicopter pilot	\$ 3.305 per hour
2			
3		Helicopter observer	\$ 1.580 per hour
4			
5		When performing on a two-wheeled motorcycle	\$ 2.012 per hour
6			
7		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 of rank for each hour worked in a one- Officer unit.	
8			
9			
10			
11		When assigned by the Chief of Police to be Field Training Officer an amount equal to 10% of the current top step of Police Officer for each hour worked in that assignment. Field Training Officers will be assigned to train Police Officers during the 12 month probation period. However, for lateral transfers, said assignment period shall be determined by the Chief of Police.	
12			
13			
14			
15			
16			
17			
18			
19			
20	85. Police Officer; Police Sergeant; Police Corporal; Police Lieutenant	When regularly assigned to and performing administrative and/or investigative duties in the Police Department as determined by the Chief of Police	\$ 1.725 per hour
21			
22			
23			
24			
25			
26			
27			
28			

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1		When regularly assigned	\$ 1.438
2		to and performing the	per hour
3		duties of Boat Patrol	
4		Operators and in	
5		possession of a valid	
6		Coast Guard Operators	
7		License and Towing	
8		Certificate	
9			
10	86. Police Sergeant	Helicopter pilot	\$ 3.305
11			per hour
12			
13	87. Police Corporal	When performing on a	\$ 2.012
14		two-wheeled motorcycle	per hour
15			
16		When assigned to a one-	
17		officer unit in Patrol	
18		between the hours of	
19		1630 and 0730 an amount	
20		equal to 10% of their	
21		current top step of	
22		rank for each hour	
23		worked in a one-Officer	
24		unit.	
25			
26		When assigned by the	
27		Chief of Police to be	
28		Field Training Officer	
		an amount equal to 10%	
		of the current 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.	

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1	88. Fire Boat Operator	When in possession of a valid 100-ton license and regularly assigned to operating an 88-foot fire boat	\$ 1.438 per hour
2			
3			
4	89. Firefighter	When regularly assigned and performing Fire Prevention inspection duties in the Fire Prevention Office	\$ 1.150 per hour (0-2 yrs)
5			
6			\$ 2.300 per hour (2+ yrs)
7			
8		When certified & licensed, fully trained and assigned to paramedic duty	\$ 1.150 per hour
9			
10			
11		When regularly assigned and performing the full duties of arson investigation	\$ 1.150 per hour (0-2 yrs)
12			
13		An hourly rate when added to the hourly rate for the top step of Firefighter with the hourly rate for top Incentive Pay with EMT-1/D pay will equal top step Fire Engineer with Incentive Pay. In no event will the regular salary for an Arson Investigator exceed the regular salary of a Fire Engineer with Incentive Pay	(2+ years)
14			
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1	90. Fire Captain	When serving as the	\$ 1.150
2		Dispatch Supervisor	per hour
3			(0-2 yrs)
4			\$ 2.300
5			per hour
6			(2+ yrs)
7		When serving as the	\$ 1.294
8		Paramedic and Emergency	per hour
9		Medical Coordinator	(0-2 yrs)
10			\$ 2.300
11			per hour
12			(2+ yrs)
13	91. Fire Engineer	When regularly assigned	\$ 1.150
14		to Fire Prevention	per hour
15		duties or when serving	(0-2 yrs)
16		as the Training Officer	\$ 2.300
17		in the Training	per hour
18		Division	(2+ yrs)
19			\$ 0.575
20	91. Fire Engineer	When regularly assigned	per hour
21		to an 88-foot fire boat	
22		as Fire Engineer	
23			\$ 0.173
24		When regularly assigned	per hour
25		to apparatus other than	
26		a fire boat and in	
27		possession of the	
28		required California	
		State Emergency	
		Apparatus Operator's	
		License	
19	92. Floor Warden as	Employees who maintain	\$ 0.50
20	specified in the	current certification	per hour
21	City's Safety &	and are assigned as a	
22	Health Manual	Floor Warden in	or
23		accordance with the	
24		Floor Warden Procedure	\$ 4.00
25		of the City's Safety &	per diem
26		Health Manual	
27	93. Battalion Chief	When serving as the	\$ 1.696
28		Battalion Chief in	per hour
		charge of the Training	
		Division, Support	
		Services or Fire	
		Inspection	

1 Sec. 18. A Firefighter-Paramedic Step 5 with a minimum
2 of one or two years of service as Firefighter-Paramedic with Long
3 Beach Fire Department and who completes the Los Angeles County
4 recertification exam while serving as a Paramedic in the Long
5 Beach Fire Department shall be compensated at an hourly rate of
6 \$4.140 if any one of the following criteria is met:

7 A. Eligible for and receiving Top Incentive Pay under
8 Incentive Pay Programs I or II in the current MOU between the
9 City and the Long Beach Firefighters Association, or

10 B. Completed a minimum of five years' service as a
11 Long Beach Firefighter-Paramedic and has a minimum of ten years'
12 experience as a paid full-time Firefighter or Paramedic with the
13 Long Beach and/or other professional paid Fire Department, or

14 C. Meets the requirements for education under
15 Incentive Pay Program II (d), (1), (2) with the required number
16 of paid full-time years of service with Long Beach and/or other
17 professional paid public safety agency as a paid full-time Public
18 Safety Officer as defined by the Public Employees Retirement
19 System.

20 Sec. 19. The method of computation of the amount of
21 additional compensation to be paid to an employee for overtime
22 worked shall be in accordance with and pursuant to the applicable
23 definitions, conditions, and requirements of the Personnel
24 Ordinance and in accordance with and pursuant to the Fair Labor
25 Standards Act (FLSA), except that the additional compensation for
26 overtime exempt from FLSA shall not include uncontrolled standby
27 amounts in the computation.

28 Sec. 20. Subject to the requirements and conditions of

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

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

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

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

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

24 In addition to the absent time provided in Subsection
25 (e) of Section 4.01 of the Personnel Ordinance all unrepresented
26 employees who receive a jury summons will be provided paid
27 release time up to eighty (80) hours per calendar year when
28 required to serve jury duty. Employees must inform their

1 supervisor immediately to accommodate work schedule changes.
2 Employees who are on jury service will have their work schedule
3 changed to the day shift for each day they are on jury service
4 and are scheduled to work. Employees dismissed from jury service
5 in time to arrive at work at least 2 hours prior to the
6 completion of the shift must report back to work.

7 Additionally, all unrepresented employees shall be entitled
8 to the same domestic partner provisions for sick leave and
9 bereavement leave as is contained in the Memorandum of
10 Understanding with the International Association of Machinists.

11 In addition to the absent time provided in Subsection (e) of
12 Section 4.01 of the Personnel Ordinance, Police Sergeants
13 assigned to Arrest Review and Communications Center and Police
14 Officers, Police Corporals and Police Sergeants assigned to
15 Business Desk on October 1, 1997, will have the option of
16 receiving:

17 A. One extra holiday per month, or

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

26 C. Eligibility for the above-mentioned benefits shall
27 terminate at the time the employee leaves the position. Any
28 employee newly assigned to any of the above-referenced positions

1 on or after October 1, 1997, shall not be eligible to receive
2 either the holiday or cash payment benefits.

3 Sec. 22. Employees of the City of Long Beach with the
4 position title of City Manager, City Clerk, Office Manager - City
5 Prosecutor, and Management Assistant, and positions with the
6 designated salary ranges of C00, D00, and E00, are hereby
7 designated as being eligible to be granted executive leave by the
8 appropriate appointing authority or department head, in
9 accordance with and pursuant to the provisions of Section 4.10 of
10 the City Personnel Ordinance. In addition to the five days
11 granted to eligible employees in Section 4.10 of the Personnel
12 Ordinance, the appointing authority may grant up to eighty
13 additional hours executive leave per calendar year for management
14 employees.

15 Sec. 23. In addition to the compensation provided by
16 Section 15 hereof, a night shift differential of eighty cents
17 (\$0.80) per hour shall be paid to any permanent full-time
18 employee in the IAM bargaining units whose regular schedule
19 requires said employee to work between the hours of 6:00 p.m. and
20 6:00 a.m., provided that:

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

26 B. The employee works between the hours of 6:00 p.m.
27 and 6:00 a.m. as part of a "split shift." Split shift is defined
28 as: a shift of eight or more non-continuous work hours in a

1 single day, separated by a break of at least three non-working
2 hours during said shift. Such employee shall be paid the night
3 shift differential established by this Section only for each hour
4 actually worked between the hours of 6:00 p.m. and 6:00 a.m.

5 Sec. 24. Sworn personnel of the Police Department who
6 may be called upon to use firearms in the performance of their
7 duties and who on a qualifying schedule prescribed by the Chief
8 of Police attain a required degree of proficiency in marksmanship
9 shall receive additional compensation as herein provided.

10	Marksman	\$ 4.00 per month
11	Sharpshooter	8.00 per month
12	Expert	16.00 per month
13	Master	32.00 per month

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

25 Sec. 25. All Firefighters, Auto Firefighters ®), Fire
26 Boat Operators, Fire Engineers, Police Officers and
27 Identification Officers (T) employed by the City shall be
28 entitled to receive, in addition to the compensation set forth in

1 this solution for such positions, an incentive payment under
2 either one of the two Incentive Pay Programs hereinafter provided
3 for the Fire Department and the Police Department.

4 A. Police Department Incentive Pay Program I

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

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

17 B. Police Department Incentive Pay Program II

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

27 2. The amount of \$1.495 per hour shall be paid as
28 additional compensation to each Police Officer who has obtained a

1 P.O.S.T. Advanced Certificate and has completed four years of
2 service as a Police Officer in the Police Department.

3 C. Police Department - Education Pay

4 1. Effective October 1, 1999, all POA-represented
5 employees are eligible to receive the following equivalent
6 monthly rate for the indicated degrees from a fully accredited
7 college or university:

8 AA Degree \$175 per month

9 BA/BS Degree \$350 per month

10 MA Degree \$450 per month

11 Officers eligible for education pay are not eligible to
12 receive incentive pay.

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

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

21 D. Fire Department Incentive Pay Program I

22 1. The amount of \$0.604 per hour shall be paid as
23 additional compensation to each Firefighter and Auto Firefighter
24 (R) who has completed five years of service as a Firefighter in
25 the Fire Department, and who has in addition successfully passed
26 a departmental examination and has a satisfactory employment
27 record as determined by a Fire Department Examining Board; or

28 2. The amount of \$1.495 per hour shall be paid as

1 additional compensation to each Firefighter and Auto Firefighter
2 (R) who has the same qualifications as set forth in 1 above and
3 has completed ten years of service as a Firefighter or Auto
4 Firefighter(R) in the Fire Department.

5 E. Fire Department Incentive Pay Program II

6 1. The amount of \$0.604 per hour shall be paid as
7 additional compensation to each Firefighter and Auto Firefighter
8 (R) who has obtained an Associate of Arts Degree (sixty or more
9 semester units) in courses in fire science, administration or
10 similar approved fields from an accredited institution, and has
11 completed four years of service as a Firefighter in the First
12 Department; or the amount of \$1.495 per hour shall be paid as
13 additional compensation to each Firefighter and Auto Firefighter
14 (R) who has obtained the required Associate of Arts Degree
15 described above and has completed five years of service as a
16 Firefighter in the Fire Department; or

17 2. The amount of \$1.495 per hour shall be paid as
18 additional compensation to each Firefighter and Auto Firefighter
19 (R) who has obtained a Bachelor of Arts or Bachelor of Science
20 Degree (120 or more semester units) in the fields and at the
21 institutions described in 1 above and has completed four years of
22 service as a Firefighter in the Fire Department; or

23 3. The amount of \$0.701 per hour shall be paid as
24 additional compensation to each Fire Boat Operator and Fire
25 Engineer who has obtained an Associate of Arts Degree (sixty or
26 more semester units) in fire science, administration or similar
27 approved fields from an accredited institution or who has
28 obtained a Bachelor of Arts or Bachelor of Science Degree (one

1 hundred and twenty or more semester units) in the fields and at
2 the institutions described in 1 above; or

3 4. The amount of \$0.701 per hour shall be paid as
4 additional compensation to each Fire Engineer and Fire Boat
5 Operator who is certified in diesel driving and has completed
6 five years of service as a Fire Engineer or Fire Boat Operator
7 and who has not less than fifteen semester units in the fields
8 and at the institutions described in 1 above and who does not
9 otherwise qualify for incentive pay.

10 5. The amount of \$0.748 per hour shall be paid as
11 additional compensation to each Firefighter and Marine Safety
12 Officer having compensation under C.2 and D.2 when certified
13 through the State of California as an Emergency Medical
14 Technician I (EMT-1).

15 F. Fire Department Education Pay

16 1. Deputy Fire Chiefs, Assistant Fire Chiefs, and the
17 Marine Safety Chief who possess a Bachelor Degree shall receive
18 \$500 per month in additional compensation.

19 Sec. 26.

20 A. Each employee represented by the International
21 Association of Machinists and Aerospace Workers, the Long Beach
22 Association of Confidential Employees, and the Long Beach
23 Association of Engineering Employees, who is required to perform
24 the full range of duties in a higher-level classification or
25 grade level position that is vacant, up to and including division
26 manager, shall be paid an additional seventy-five cents (\$0.75)
27 per hour providing the following conditions are met:

28 1. The employee who is assigned the higher-level

1 duties of the vacated position must work at least forty (40)
2 consecutive hours once per calendar year in said position in
3 order to qualify for the higher classification pay.

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

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

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

16 B. Each employee in the classification of
17 Communication Dispatcher II shall receive \$1.86 per hour for each
18 hour assigned to and performing training duties.

19 Sec. 27. In lieu of coverage under the health
20 insurance program provided by the City for employees holding
21 permanent full-time positions, each employee in a permanent part-
22 time position (as defined in the Personnel Ordinance), shall, for
23 every one hundred and seventy-four hours worked by such permanent
24 part-time employee be paid four hundred dollars effective October
25 1, 2003.

26 No permanent part-time employee shall receive in any
27 one fiscal year payments which are made pursuant to this Section
28 that amount to more than the total annual contribution made by

1 the City toward health insurance premiums for a permanent full-
2 time employee for that same fiscal year.

3 Sec. 28.

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

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

20 C. Employees in the classification of Deputy City
21 Attorney shall receive as additional compensation a One Hundred
22 Fifty Thousand Dollar life insurance policy and long-term and
23 short-term disability insurance currently provided to management
24 employees in the City. Employees represented by the City
25 Attorneys Association, except as noted above, shall receive as
26 additional compensation a Fifty Thousand Dollar Life Insurance
27 Policy and shall be entitled, at their discretion, to participate
28 in the program for long-term and short-term disability insurance

1 currently provided to the Deputy City Attorneys. Employees who
2 elect to participate shall pay the full cost of premiums.
3 Employees in the classification of Audit Manager shall receive as
4 additional compensation a One Hundred Thousand Dollar life
5 insurance policy, long-term and short-term disability insurance,
6 and in-hospital indemnity benefits. Employees in the
7 classification of Senior Auditor, Staff Auditor, and Audit
8 Analyst shall receive long-term and short-term disability
9 insurance. Employees in the classification of Deputy City
10 Prosecutor shall receive as additional compensation a One Hundred
11 Fifty Thousand Dollar life insurance policy and long-term and
12 short-term disability insurance. Employees represented by the
13 City Prosecutors Association, except as noted above, shall
14 receive as additional compensation a Fifty Thousand Dollar life
15 insurance policy.

16 D. Employees represented by the Association of
17 Confidential Employees shall receive as additional compensation a
18 Seventy Five Thousand Dollar life insurance policy and long-term
19 and short-term disability insurance.

20 E. Members of the City Council shall receive a life
21 insurance benefit of fifty-five thousand dollars. Effective
22 December 1, 1996, the life insurance benefit is sixty-five
23 thousand dollars.

24 F. If an employee represented by the IAM is killed on
25 the job because of violence in the workplace, the City shall
26 continue to provide health insurance and dental insurance
27 benefits as follows:

28 1. For the surviving spouse until his/her remarriage,

1 death, or Medicare eligibility, whatever occurs first;

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

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

7 Sec. 29. Employees of the City, including employees of
8 the Harbor Department and Water Department, shall receive as
9 additional compensation such insurance benefits for bodily injury
10 or death incurred by such employees while traveling on the
11 official business of the City of Long Beach or its boards,
12 commissions or committees as may be provided from time to time in
13 a master policy or policies of travel insurance as may be
14 obtained by the City pursuant to Section 3121 of the California
15 Government Code.

16 Sec. 30. Pursuant to the provisions of Section 53240
17 of the California Government Code, an employee may receive the
18 cost of replacing or repairing property such as eyeglasses,
19 hearing aids, dentures, watches, or articles of clothing when
20 loss or damage occurs in the line of duty and is not attributable
21 to the employee's negligence. If the items are damaged beyond
22 repair, the actual value of such items may be paid. The value of
23 such items shall be determined as of the time of loss or damage.
24 In the event of such loss or damage, the employee seeking
25 recovery shall file a request for reimbursement in writing with
26 his/her department head and the request shall be processed in
27 accordance with the applicable administrative regulations of the
28 City.

1 Sec. 31. Employees requiring transportation in
2 connection with the performance of their duties for the City, may
3 be assigned a City-owned vehicle by the City manager or
4 appropriate appointing authority; or, in the alternative, with
5 the approval of the City Manager or appropriate appointing
6 authority, an employee may receive, by way of reimbursement, the
7 cost of transportation incurred in the performance of his/her
8 duties. On and after October 1, 1999, reimbursement, at the
9 discretion of the City Manager or appropriate appointing
10 authority, may be paid to such employees upon the basis of any of
11 the following computations:

12 A. Actual cost of transportation per month for public
13 transportation; or

14 B. For use of a privately-owned vehicle used for
15 official City business;

16 1. Effective October 1, 2003, \$0.365 cents per mile
17 for authorized mileage actually driven by an employee on official
18 City business;

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

26 3. A flat rate of One Hundred and twenty-five dollars
27 per month plus ten cents per mile for all authorized mileage
28 actually driven by the employee on official City business;

1 provided, that in each instance, said employee procures and
2 maintains in full force and effect, bodily injury and property
3 damage insurance from a company or companies authorized to do
4 business in the State of California, with minimum coverages as
5 prescribed by the City Manager or the appropriate appointing
6 authority at all times while said privately-owned vehicle is used
7 for official City business.

8 4. A flat monthly allowance of four hundred and fifty
9 dollars per month for elected officials of the City. Said
10 monthly allowance shall constitute reimbursement for the
11 expenditures and costs of operating and maintaining such vehicle,
12 including its availability, as required for the performance of
13 such official duties.

14 Sec. 32. An employee of the Long Beach Police
15 Department who, with the authorization and at the request of the
16 City Manager or the Chief of Police, furnishes a privately owned
17 police service dog and uses said dog in connection with the
18 performance of his/her patrol and law enforcement duties with the
19 Police Department, may be paid in the amount and in the manner
20 set forth herein as reimbursement of costs and expenses incurred
21 by said employee in connection with furnishing said dog for use
22 in the performance of his/her official duties with the City.
23 Reimbursement may, at the discretion and with the approval of the
24 City Manager or the Chief of Police, be paid to such employee as
25 specified herein, provided that during the period for which
26 reimbursement is paid hereunder:

27 A. Said employee keeps, maintains and furnishes a
28 fully trained and duly certified police service dog for use in

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

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

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

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

24 Of the biweekly payment, the handler will be deemed to
25 have spent six hours off duty every fourteen calendar days at six
26 dollars and seventy-five cents per hour to feed, exercise, clean
27 and maintain the police dog. At the overtime rate of time and
28 one-half, this equates to sixty dollars and seventy-five cents

1 biweekly. The remainder of the biweekly payment will be
2 considered as sufficient reimbursement for any handling expenses.

3 Sec. 33. Employees of the City may, pursuant to and in
4 accordance with the provisions of this resolution and the
5 administrative rules, regulations and policies promulgated and
6 issued by the City Manager, authorize deductions to be made from
7 their salaries or wages for purposes authorized by the provisions
8 of Article 6 of Chapter 1 of Division 4 of Title 1, and Articles
9 1, 1.5 and 2 of Chapter 2 of Part 1 of Division 2 of Title 5 of
10 the California Government Code, except that such deductions for
11 payment of dues or other services provided by any employee
12 organization or association shall be only as provided by a valid
13 existing contract between the City and said employee organization
14 or association.

15 Sec. 34. Employees of the City may, pursuant to and in
16 accordance with the provisions of this resolution and the
17 Administrative Regulations issued by the City Manager, be awarded
18 with additional compensation for suggestions made that result in
19 measurable monetary savings to the City. Such awards shall not
20 exceed ten percent of the anticipated first year savings after
21 adoption of the suggestion; provided, however, that the maximum
22 award shall not exceed five thousand dollars.

23 Sec. 35. Notwithstanding any other provision of this
24 Salary Resolution, each appointing authority may, within his or
25 her sole discretion, provide as a part of an employee's annual
26 compensation, additional compensation to the employee for
27 relocation and moving expenses actually and necessarily incurred
28 to accept a position with the City of Long Beach, if the

1 appointing authority determines that such additional compensation
2 is required as a necessary inducement for the acceptance of
3 employment with the City. Said additional compensation must be
4 provided within three years from the employee's appointment date.

5 Sec. 36. Except as otherwise provided in this
6 resolution and any other applicable Federal or State laws, rules
7 and regulations, it is the intent of the City Council, by the
8 adoption of this Salary Resolution, to prescribe the salaries and
9 compensation of the employees of the City of Long Beach,
10 including the implementation of such adjustments in salaries and
11 compensation for the employees in each office or position of
12 employment with the City as provided in any applicable Memorandum
13 of Understanding which has heretofore been approved and adopted
14 by the City Council, and in the event of any inconsistency or
15 conflict between the provisions of this resolution and the
16 applicable Memorandum of Understanding regarding such adjustments
17 in compensation due to any inadvertence, oversight, or clerical
18 error, it is intended that the provisions in such Memorandum of
19 Understanding shall control and shall supersede the provisions of
20 this resolution, and such adjustments to the salaries and
21 compensation shall be deemed to have been correctly included
22 herein, effective as of the applicable effective date, and such
23 matters shall be subsequently corrected by appropriate action.

24 Sec. 37. Effective July 1, 1995, and every July 1
25 thereafter, the annual salary ranges of all elected officials
26 will be adjusted in accordance with the provisions of Section 203
27 of the City Charter.

28 Sec. 38. On and after December 1, 2003, the City shall

1 pay a maximum amount of six hundred dollars per month toward the
2 cost of health, dental, and life insurance benefits for each
3 eligible employee represented by the IAM, the Long Beach
4 Association of Confidential Employees, the Long Beach Association
5 of Engineering Employees, the City Attorneys Association, the
6 City Prosecutors Association, the Long Beach Firefighters
7 Association, the Long Beach Police Officers Association, the Long
8 Beach Lifeguard Association, and each eligible employee not
9 represented by an employee organization.

10 Sec. 39. Effective on October 1, 1997, each employee
11 designated as being represented by the IAM, the Long Beach
12 Association of Confidential Employees, and the Long Beach
13 Association of Engineering Employees, shall be compensated at a
14 rate of seventy-five cents per hour for each full hour of standby
15 duty as defined in the Memoranda of Understanding between the
16 City and the aforementioned employee organizations.

17 Sec. 40. Permanent full-time or permanent part-time
18 employees who are enrolled in an accredited job and/or career-
19 related college or university study program during off-duty hours
20 are eligible to receive tuition reimbursement in accordance with
21 the following schedule:

22 Effective October 1, 1999:

23 Semester/Quarter Payment Schedule

24 1.0 through 5.9 semester units	\$ 375.00
25 1.0 through 7.9 quarter units	\$ 375.00
26 6.0 or more semester units	\$ 400.00
27 8.0 or more quarter units	\$ 400.00
28 Community College	\$ 120.00

1 Total maximum per fiscal year \$ 800.00

2 Requests for Education Assistance will be considered in
3 order of the date received and reimbursement will be made until
4 the funds budgeted for Education Assistance are no longer
5 available.

6 Sec. 41. Effective January 1, 1998, the City shall
7 contribute a six hundred dollar payment for mandatory enrollment
8 in deferred compensation for every employee in a position
9 represented by the City Attorneys Association, the City
10 Prosecutors Association and the Long Beach Association of
11 Confidential Employees. The amount of deferred compensation
12 shall not be considered compensation for purposes of overtime,
13 vacation, sick leave and other similar calculations. The City
14 does not warrant, guarantee, or represent in any way that said
15 contributions are not subject to State or Federal taxes in whole
16 or in part.

17 Sec. 42. Management employees in the position of
18 Superintendent - Marine Safety shall be eligible to participate
19 in the same deferred compensation matching program as afforded to
20 employees in professional classifications of the Long Beach
21 Lifeguard Association.

22 Sec. 43. The compensation prescribed herein shall
23 remain in effect until superseded by the City Council, to reflect
24 adjustments in compensation provided for in applicable memoranda
25 of understanding and as otherwise prescribed by the City Council
26 for employees not covered by memoranda of understanding.

27 Sec. 44. Effective July 1, 1992, employees of the
28 City, including employees of the Water Department, who are

1 eligible and volunteer to participate in the City's Trip
2 Reduction Incentive Program as prescribed by the City's Trip
3 Reduction Plan and current Participation Guidelines are eligible
4 for monthly award drawings if they participate at least twelve
5 days per month.

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

9 Sec. 45. Employees who are laid off and eligible for
10 benefits under the Consolidated Omnibus Budget Reconciliation Act
11 (COBRA) shall have the premiums for the benefits they are
12 entitled to under COBRA paid by the City for the first six months
13 after their layoff.

14 Sec. 46. Effective as of July 1, 1996, the governing
15 body of the City of Long Beach shall implement Government Code
16 Section 20636(c)(4) pursuant to Section 20691 by paying and
17 reporting the value of Employer Paid Member Contributions (EPMC)
18 for all unrepresented management and executive secretarial
19 employees paid pursuant to Executive Salary Rates (E00) of the
20 City's Salary Schedule and the City Attorney, City Auditor, City
21 Prosecutor, City Manager and City Clerk. For such employees, the
22 City elects to pay seven percent (7%) or nine percent (9%) of
23 employees' compensation, depending on whether said employees are
24 classified as safety or miscellaneous, earnable as Employer Paid
25 Member Contributions (EPMC) and report the same percent of
26 compensation earnable, excluding special compensation pursuant to
27 Government Code Section 20636(c)(4) as additional compensation.

28

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1 Sec. 47. Effective as of September 26, 1998, the
2 governing body of the City of Long Beach shall implement
3 Government Code Section 20636(c)(4) pursuant to Section 20691 by
4 paying and reporting the value of Employer Paid Member
5 Contributions (EPMC) for employees represented by the Long Beach
6 Firefighters Association, Local 372, International Association of
7 Fire Fighters, AFL-CIO, and the Long Beach Lifeguard Association.
8 For such employees, the City elects to pay nine percent (9%) of
9 employees' compensation, earnable as Employer Paid Member
10 Contributions (EPMC) and report the same percent of compensation
11 earnable, excluding special compensation pursuant to Government
12 Code Section 20636(c)(4) as additional compensation.

13 Sec. 48. Effective June 30, 2001, the governing body
14 of the City of Long Beach shall implement Government Code Section
15 20636(c)(4) pursuant to Section 20691 by paying and reporting the
16 value of Employer Paid Member Contribution (EPMC) for all
17 employees represented by the Long Beach Police Officer
18 Association. For such employees, the City elects to pay nine
19 percent (9%) of employees' compensation, earnable as EPMC and
20 report at the same percent of compensation earnable, excluding
21 special compensation pursuant to Government Code Section
22 20636(c)(4) as additional compensation.

23 Effective January 1, 1999, the governing body of the
24 City of Long Beach shall implement Government Code Section
25 20636(c)(4) pursuant to Section 20691 by paying and reporting the
26 value of EPMC for all employees represented by the International
27 Association of Machinists, the Long Beach Association of
28 Confidential Employees, the Long Beach City Attorney's

1 Association, the Long Beach City Prosecutor's Association, and
2 the unrepresented, non-management employees. For such employees,
3 the City elects to pay seven percent (7%) or nine percent (9%) of
4 employees' compensation, depending upon whether said employees
5 are safety or miscellaneous, earnable as EPMC and report the same
6 percent of compensation earnable, excluding special compensation
7 pursuant to Government Code Section 20636(c)(4) as additional
8 compensation.

9 Effective September 8, 2001, the governing body of the
10 City of Long Beach shall implement Government Code Section
11 20636(c)(4) pursuant to Section 20691 by paying and reporting the
12 value of Employer Paid Member Contributions (EPMC) for employees
13 represented by the Long Beach Association of Engineering
14 Employees. For such employees, the City elects to pay seven (7%)
15 percent or nine (9%) percent of employees' compensation,
16 depending on whether said employees are classified as safety or
17 miscellaneous, earnable as EPMC and report the same percent of
18 compensation earnable, excluding special compensation pursuant to
19 Government Code Section 20636(c)(4) as additional compensation.

20 Sec. 49. Employees in the Classification of Refuse
21 Operator are eligible to participate in the Refuse Incentive
22 Program. Employees may earn five dollars per hour (paid on a
23 daily basis) for each additional load collected over and beyond
24 the baseline load during the employees' regularly scheduled
25 workday. Employees must meet the qualifying criteria, baseline
26 loads, and exclusions defined under the Refuse Incentive Program.

27 Sec. 50. Employees in the Professional unit
28 represented by the International Association of Machinists and

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1 Aerospace Workers, pursuant to and in accordance with this
2 resolution and policies and procedures issued by the Director of
3 Human Resources, shall be eligible for additional compensation of
4 \$200 per month when he/she attains a professional certification
5 or license which: has been issued by a state or national
6 recognized professional organization; is appropriate to the
7 employees classification; exceeds the requirements for the
8 position; is subject to periodic renewal through recertification,
9 testing and continuing education; and has been authorized by the
10 Director of Human Resources.

11 Sec. 51. This resolution shall be known as the "Salary
12 Resolution" and may be so cited and referred to as such.

13 Sec. 52. Resolution Number RES-07-0018 is hereby
14 rescinded and superseded by this resolution.

15 Sec. 53. This resolution shall be deemed operative as
16 of 12:01 a.m. on June 9, 2007, except as may otherwise be
17 provided by specific provisions of this resolution, and the City
18 Clerk shall certify the vote adopting this resolution.

19 I hereby certify that the foregoing resolution was
20 adopted by the City Council of the City of Long Beach at its

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1 meeting of _____, 2007, by the following vote:

2 Ayes: Councilmembers: _____

3 _____

4 _____

5 _____

6 Noes: Councilmembers: _____

7 _____

8 Absent: Councilmembers: _____

9 _____

10 _____

11 _____

City Clerk

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