

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

1 RESOLUTION NO. RES-11-0048
2

3 A RESOLUTION OF THE CITY COUNCIL OF THE
4 CITY OF LONG BEACH CONFIRMING, READOPTING,
5 AMENDING AND RESTATING PREVIOUSLY ADOPTED
6 PROVISIONS, CREATING AND ESTABLISHING
7 POSITIONS OF EMPLOYMENT, AND FIXING AND
8 PRESCRIBING THE COMPENSATION FOR THE
9 OFFICERS AND EMPLOYEES OF THE CITY OF LONG
10 BEACH
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12 WHEREAS, in accordance with the provisions of the City Charter, the City
13 Council, in Resolution No. RES-08-0074 adopted on July 8, 2008, amended, created and
14 established positions of employment and fixed and prescribed the salaries and
15 compensation of the officers and employees of the City, commencing on July 12, 2008;
16 and

17 WHEREAS, it is now the desire of the City Council to confirm, readopt,
18 amend and restate the provisions of Resolution No. RES-08-0074, as amended, and to
19 incorporate the confirmed, readopted and amended provisions into this resolution;

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

22 Section 1. Every person who has been or who hereafter may be duly
23 appointed to an office or position of employment indicated herein, and who is qualified to
24 hold and does hold such office or position from and after the date or dates that the pay
25 rates and compensation prescribed herein shall become effective as hereinafter
26 provided, or from the date of employment, whichever occurs later, shall receive as full
27 compensation for his/her services, a biweekly salary based on one of the pay rates set
28 forth in the Salary Schedules specified herein for his/her office or position, together with

1 such additional compensation, if any, as provided herein or by applicable ordinance. The
2 method and manner of determination of the pay rate at which the compensation of each
3 officer or employee (hereinafter collectively referred to as "employee" or "employees")
4 shall be fixed as hereinafter provided. Except as otherwise specifically designated, the
5 applicable pay rate indicated in the Salary Schedule in Section 2 hereof is intended to be
6 and shall be the basis for determining each employee's biweekly salary.

7 Section 2. Pay rates for all offices and positions hereinafter referred to in
8 Section 15 are set forth in Salary Schedules I and IA as set forth in this Section. The pay
9 rates set forth in Salary Schedules I and IA shall be operative on and after 12:01 a.m. of
10 October 1, 2010.

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SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2010

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

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

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2010

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
M30	16.201 1,296.08 2,818.00	17.011 1,360.88 2,959.00	18.000 1,440.00 3,131.00	18.916 1,513.28 3,290.00	19.870 1,589.60 3,456.00	21.068 1,685.44 3,664.00	22.151 1,772.08 3,853.00
M31	15.953 1,276.24 2,775.00	16.749 1,339.92 2,913.00	17.727 1,418.16 3,083.00	18.666 1,493.28 3,247.00	19.773 1,581.84 3,439.00	20.727 1,658.16 3,605.00	21.797 1,743.76 3,791.00
M34	16.358 1,308.64 2,845.00	17.178 1,374.24 2,988.00	18.174 1,453.92 3,161.00	19.259 1,540.72 3,350.00	20.266 1,621.28 3,525.00	21.270 1,701.60 3,699.00	22.331 1,786.48 3,884.00
M35	16.605 1,328.40 2,888.00	17.436 1,394.88 3,033.00	18.451 1,476.08 3,209.00	19.389 1,551.12 3,372.00	20.366 1,629.28 3,542.00	21.594 1,727.52 3,756.00	22.705 1,816.40 3,949.00
M36	16.801 1,344.08 2,922.00	17.641 1,411.28 3,068.00	18.666 1,493.28 3,247.00	19.773 1,581.84 3,439.00	20.727 1,658.16 3,605.00	21.797 1,743.76 3,791.00	22.912 1,832.96 3,985.00
M37	17.334 1,386.72 3,015.00	18.201 1,456.08 3,166.00	19.259 1,540.72 3,350.00	20.266 1,621.28 3,525.00	21.270 1,701.60 3,699.00	22.331 1,786.48 3,884.00	23.469 1,877.52 4,082.00
M38	17.767 1,421.36 3,090.00	18.656 1,492.48 3,245.00	19.740 1,579.20 3,433.00	20.774 1,661.92 3,613.00	21.801 1,744.08 3,792.00	22.889 1,831.12 3,981.00	24.055 1,924.40 4,184.00
M42	18.241 1,459.28 3,173.00	19.153 1,532.24 3,331.00	20.266 1,621.28 3,525.00	21.270 1,701.60 3,699.00	22.331 1,786.48 3,884.00	23.469 1,877.52 4,082.00	24.704 1,976.32 4,297.00
M46	18.652 1,492.16 3,244.00	19.584 1,566.72 3,406.00	20.727 1,658.16 3,605.00	21.797 1,743.76 3,791.00	22.912 1,832.96 3,985.00	24.082 1,926.56 4,189.00	25.327 2,026.16 4,405.00
M47	19.144 1,531.52 3,330.00	20.102 1,608.16 3,496.00	21.270 1,701.60 3,699.00	22.331 1,786.48 3,884.00	23.469 1,877.52 4,082.00	24.704 1,976.32 4,297.00	25.976 2,078.08 4,518.00
M50	19.615 1,569.20 3,412.00	20.596 1,647.68 3,582.00	21.797 1,743.76 3,791.00	22.912 1,832.96 3,985.00	24.082 1,926.56 4,189.00	25.327 2,026.16 4,405.00	26.623 2,129.84 4,631.00
M52	20.097 1,607.76 3,495.00	21.104 1,688.32 3,671.00	22.331 1,786.48 3,884.00	23.469 1,877.52 4,082.00	24.704 1,976.32 4,297.00	25.976 2,078.08 4,518.00	27.325 2,186.00 4,753.00
M62	21.672 1,733.76 3,769.00	22.757 1,820.56 3,958.00	24.082 1,926.56 4,189.00	25.327 2,026.16 4,405.00	26.623 2,129.84 4,631.00	28.022 2,241.76 4,874.00	29.438 2,355.04 5,120.00
M63	22.216 1,777.28 3,864.00	23.327 1,866.16 4,057.00	24.666 1,973.28 4,290.00	25.961 2,076.88 4,515.00	27.288 2,183.04 4,746.00	28.722 2,297.76 4,996.00	30.175 2,414.00 5,248.00
M66	22.794 1,823.52 3,965.00	23.933 1,914.64 4,163.00	25.327 2,026.16 4,405.00	26.623 2,129.84 4,631.00	28.022 2,241.76 4,874.00	29.438 2,355.04 5,120.00	30.987 2,478.96 5,390.00
M68	23.378 1,870.24 4,066.00	24.549 1,963.92 4,270.00	25.976 2,078.08 4,518.00	27.325 2,186.00 4,753.00	28.721 2,297.68 4,995.00	30.189 2,415.12 5,251.00	31.773 2,541.84 5,526.00
M78	25.723 2,057.84 4,474.00	27.010 2,160.80 4,698.00	28.582 2,286.56 4,971.00	30.025 2,402.00 5,222.00	31.609 2,528.72 5,498.00	33.220 2,657.60 5,778.00	34.927 2,794.16 6,075.00
M88	27.169 2,173.52 4,725.00	28.529 2,282.32 4,962.00	30.189 2,415.12 5,251.00	31.773 2,541.84 5,526.00	33.395 2,671.60 5,808.00	35.136 2,810.88 6,111.00	36.976 2,958.08 6,431.00

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2010

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
M90	27.891 2,231.28 4,851.00	29.284 2,342.72 5,093.00	30.987 2,478.96 5,390.00	32.569 2,605.52 5,665.00	34.239 2,739.12 5,955.00	36.049 2,883.92 6,270.00	37.943 3,035.44 6,599.00
N09	11.940 955.20 2,077.00	12.537 1,002.96 2,181.00	13.266 1,061.28 2,307.00	13.910 1,112.80 2,419.00	14.632 1,170.56 2,545.00	15.361 1,228.88 2,672.00	16.138 1,291.04 2,807.00
N16	13.193 1,055.44 2,295.00	13.855 1,108.40 2,410.00	14.662 1,172.96 2,550.00	15.407 1,232.56 2,680.00	16.164 1,293.12 2,811.00	16.996 1,359.68 2,956.00	17.856 1,428.48 3,106.00
N23	14.045 1,123.60 2,443.00	14.748 1,179.84 2,565.00	15.606 1,248.48 2,714.00	16.379 1,310.32 2,849.00	17.199 1,375.92 2,991.00	18.114 1,449.12 3,151.00	19.189 1,535.12 3,338.00
N29	15.319 1,225.52 2,664.00	16.086 1,286.88 2,798.00	17.021 1,361.68 2,960.00	17.874 1,429.92 3,109.00	18.939 1,515.12 3,294.00	19.923 1,593.84 3,465.00	20.906 1,672.48 3,636.00
N33	15.112 1,208.96 2,628.00	15.869 1,269.52 2,760.00	16.791 1,343.28 2,920.00	17.703 1,416.24 3,079.00	18.680 1,494.40 3,249.00	19.655 1,572.40 3,419.00	20.709 1,656.72 3,602.00
N41	17.464 1,397.12 3,037.00	18.338 1,467.04 3,190.00	19.405 1,552.40 3,375.00	20.368 1,629.44 3,543.00	21.411 1,712.88 3,724.00	22.584 1,806.72 3,928.00	23.663 1,893.04 4,116.00
N43	17.914 1,433.12 3,116.00	18.810 1,504.80 3,272.00	19.904 1,592.32 3,462.00	20.876 1,670.08 3,631.00	21.937 1,754.96 3,815.00	23.060 1,844.80 4,011.00	24.252 1,940.16 4,218.00
N45	20.126 1,610.08 3,500.00	21.133 1,690.64 3,676.00	22.358 1,788.64 3,889.00	23.456 1,876.48 4,080.00	24.648 1,971.84 4,287.00	25.916 2,073.28 4,508.00	27.253 2,180.24 4,740.00
N51	19.267 1,541.36 3,351.00	20.232 1,618.56 3,519.00	21.411 1,712.88 3,724.00	22.501 1,800.08 3,914.00	23.663 1,893.04 4,116.00	24.881 1,990.48 4,328.00	26.133 2,090.64 4,545.00
N53	19.743 1,579.44 3,434.00	20.732 1,658.56 3,606.00	21.937 1,754.96 3,815.00	23.060 1,844.80 4,011.00	24.252 1,940.16 4,218.00	25.511 2,040.88 4,437.00	26.830 2,146.40 4,667.00
N54	21.130 1,690.40 3,675.00	22.185 1,774.80 3,859.00	23.476 1,878.08 4,083.00	24.677 1,974.16 4,292.00	25.950 2,076.00 4,513.00	27.299 2,183.92 4,748.00	28.711 2,296.88 4,994.00
N55	22.183 1,774.64 3,858.00	23.293 1,863.44 4,051.00	24.648 1,971.84 4,287.00	25.916 2,073.28 4,508.00	27.253 2,180.24 4,740.00	28.668 2,293.44 4,986.00	30.151 2,412.08 5,244.00
N57	21.258 1,700.64 3,697.00	22.320 1,785.60 3,882.00	23.618 1,889.44 4,108.00	24.838 1,987.04 4,320.00	26.114 2,089.12 4,542.00	27.432 2,194.56 4,771.00	28.879 2,310.32 5,023.00
N60	20.753 1,660.24 3,610.00	21.791 1,743.28 3,790.00	23.060 1,844.80 4,011.00	24.252 1,940.16 4,218.00	25.511 2,040.88 4,437.00	26.830 2,146.40 4,667.00	28.225 2,258.00 4,909.00
N61	21.238 1,699.04 3,694.00	22.298 1,783.84 3,878.00	23.595 1,887.60 4,104.00	24.815 1,985.20 4,316.00	26.088 2,087.04 4,537.00	27.457 2,196.56 4,776.00	28.844 2,307.52 5,017.00
N63	21.298 1,703.84 3,704.00	22.361 1,788.88 3,889.00	23.663 1,893.04 4,116.00	24.881 1,990.48 4,328.00	26.133 2,090.64 4,545.00	27.514 2,201.12 4,785.00	28.917 2,313.36 5,029.00
N65	23.355 1,868.40 4,062.00	24.522 1,961.76 4,265.00	25.950 2,076.00 4,513.00	27.299 2,183.92 4,748.00	28.711 2,296.88 4,994.00	30.200 2,416.00 5,253.00	31.719 2,537.52 5,517.00

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2010

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
N67	25.163 2,013.04 4,377.00	26.418 2,113.44 4,595.00	27.959 2,236.72 4,863.00	29.365 2,349.20 5,107.00	30.916 2,473.28 5,377.00	32.485 2,598.80 5,650.00	34.196 2,735.68 5,948.00
N69	22.907 1,832.56 3,984.00	24.053 1,924.24 4,184.00	25.452 2,036.16 4,427.00	26.776 2,142.08 4,657.00	28.141 2,251.28 4,895.00	29.581 2,366.48 5,145.00	31.132 2,490.56 5,415.00
N70	24.326 1,946.08 4,231.00	25.539 2,043.12 4,442.00	27.029 2,162.32 4,701.00	28.414 2,273.12 4,942.00	29.878 2,390.24 5,197.00	31.429 2,514.32 5,466.00	33.061 2,644.88 5,750.00
N72	23.522 1,881.76 4,091.00	24.696 1,975.68 4,295.00	26.133 2,090.64 4,545.00	27.514 2,201.12 4,785.00	28.917 2,313.36 5,029.00	30.438 2,435.04 5,294.00	31.978 2,558.24 5,562.00
N73	24.571 1,965.68 4,274.00	25.800 2,064.00 4,487.00	27.299 2,183.92 4,748.00	28.711 2,296.88 4,994.00	30.200 2,416.00 5,253.00	31.719 2,537.52 5,517.00	33.379 2,670.32 5,806.00
N77	24.147 1,931.76 4,200.00	25.356 2,028.48 4,410.00	26.830 2,146.40 4,667.00	28.225 2,258.00 4,909.00	29.645 2,371.60 5,156.00	31.203 2,496.24 5,427.00	32.792 2,623.36 5,703.00
N80	25.992 2,079.36 4,521.00	27.292 2,183.36 4,747.00	28.879 2,310.32 5,023.00	30.353 2,428.24 5,279.00	31.948 2,555.84 5,557.00	33.565 2,685.20 5,838.00	35.301 2,824.08 6,140.00
N81	25.329 2,026.32 4,405.00	26.596 2,127.68 4,626.00	28.141 2,251.28 4,895.00	29.581 2,366.48 5,145.00	31.132 2,490.56 5,415.00	32.721 2,617.68 5,691.00	34.427 2,754.16 5,988.00
N83	25.381 2,030.48 4,414.00	26.650 2,132.00 4,635.00	28.204 2,256.32 4,905.00	29.642 2,371.36 5,156.00	31.200 2,496.00 5,427.00	32.778 2,622.24 5,701.00	34.472 2,757.76 5,996.00
N84	25.423 2,033.84 4,422.00	26.697 2,135.76 4,643.00	28.251 2,260.08 4,914.00	29.696 2,375.68 5,165.00	31.240 2,499.20 5,434.00	32.811 2,624.88 5,707.00	34.545 2,763.60 6,008.00
N87	26.028 2,082.24 4,527.00	27.330 2,186.40 4,753.00	28.917 2,313.36 5,029.00	30.438 2,435.04 5,294.00	31.978 2,558.24 5,562.00	33.634 2,690.72 5,850.00	35.402 2,832.16 6,157.00
N89	26.705 2,136.40 4,645.00	28.040 2,243.20 4,877.00	29.670 2,373.60 5,160.00	31.219 2,497.52 5,430.00	32.806 2,624.48 5,706.00	34.511 2,760.88 6,002.00	36.315 2,905.20 6,316.00
N92	27.395 2,191.60 4,765.00	28.766 2,301.28 5,003.00	30.438 2,435.04 5,294.00	31.978 2,558.24 5,562.00	33.634 2,690.72 5,850.00	35.402 2,832.16 6,157.00	37.252 2,980.16 6,479.00
N94	29.474 2,357.92 5,126.00	30.950 2,476.00 5,383.00	32.752 2,620.16 5,697.00	34.418 2,753.44 5,986.00	36.225 2,898.00 6,301.00	38.119 3,049.52 6,630.00	40.114 3,209.12 6,977.00
N96	30.176 2,414.08 5,248.00	31.685 2,534.80 5,511.00	33.529 2,682.32 5,832.00	35.248 2,819.84 6,131.00	37.113 2,969.04 6,455.00	39.061 3,124.88 6,794.00	41.092 3,287.36 7,147.00
S01	14.585 1,166.80 2,537.00	16.206 1,296.48 2,819.00	17.011 1,360.88 2,959.00	18.037 1,442.96 3,137.00	18.932 1,514.56 3,293.00	19.886 1,590.88 3,459.00	
S02	23.496 1,879.68 4,087.00	24.715 1,977.20 4,299.00	25.992 2,079.36 4,521.00	27.330 2,186.40 4,753.00	28.794 2,303.52 5,008.00		
S03	23.729 1,898.32 4,127.00						

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2010

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
S04	28.003 2,240.24 4,871.00						
S05	31.114 2,489.12 5,412.00	32.846 2,627.68 5,713.00	34.623 2,769.84 6,022.00	36.526 2,922.08 6,353.00	38.528 3,082.24 6,701.00		
S06	26.364 2,109.12 4,585.00	27.835 2,226.80 4,841.00	29.344 2,347.52 5,104.00	30.950 2,476.00 5,383.00	32.648 2,611.84 5,678.00		
S07	28.395 2,271.60 4,939.00	29.890 2,391.20 5,199.00	31.391 2,511.28 5,460.00	33.005 2,640.40 5,741.00	34.713 2,777.04 6,038.00		
S08	34.882 2,790.56 6,067.00	36.788 2,943.04 6,398.00	38.788 3,103.04 6,746.00	40.832 3,266.56 7,102.00	43.016 3,441.28 7,482.00		
S09	32.715 2,617.20 5,690.00	34.333 2,746.64 5,971.00	36.060 2,884.80 6,272.00	37.840 3,027.20 6,581.00	39.748 3,179.84 6,913.00		
S10	43.335 3,466.80 7,537.00						
S11	31.988 2,559.04 5,564.00	33.764 2,701.12 5,873.00	35.690 2,855.20 6,208.00	37.660 3,012.80 6,550.00	39.786 3,182.88 6,920.00		
S12	39.545 3,163.60 6,878.00	41.624 3,329.92 7,240.00	43.900 3,512.00 7,635.00	46.252 3,700.16 8,045.00	50.324 4,025.92 8,753.00		
S13	36.279 2,902.32 6,310.00	38.134 3,050.72 6,633.00	40.126 3,210.08 6,979.00	42.168 3,373.44 7,334.00	44.362 3,548.96 7,716.00		
S14	38.944 3,115.52 6,773.00	41.171 3,293.68 7,161.00	43.432 3,474.56 7,554.00	45.859 3,668.72 7,976.00	48.406 3,872.48 8,419.00		
S15	46.901 3,752.08 8,157.00	49.481 3,958.48 8,606.00	52.121 4,169.68 9,065.00	54.920 4,393.60 9,552.00	57.882 4,630.56 10,067.00		
S16	45.519 3,641.52 7,917.00	48.025 3,842.00 8,353.00	50.584 4,046.72 8,798.00	53.354 4,268.32 9,280.00	56.199 4,495.92 9,775.00		
010	15.431 1,234.48 2,684.00	17.145 1,371.60 2,982.00	17.997 1,439.76 3,130.00	19.082 1,526.56 3,319.00	20.029 1,602.32 3,484.00	21.039 1,683.12 3,659.00	
030	24.201 1,936.08 4,209.00	25.456 2,036.48 4,428.00	26.772 2,141.76 4,656.00	28.150 2,252.00 4,896.00	29.658 2,372.64 5,158.00		
045	26.283 2,102.64 4,571.00						
046	28.003 2,240.24 4,871.00						
050	31.114 2,489.12 5,412.00	32.846 2,627.68 5,713.00	34.623 2,769.84 6,022.00	36.526 2,922.08 6,353.00	38.528 3,082.24 6,701.00		

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2010

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
055	29.203	30.763	32.361	34.064	35.863		
	2,336.24	2,461.04	2,588.88	2,725.12	2,869.04		
	5,079.00	5,351.00	5,629.00	5,925.00	6,238.00		
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	34.882	36.788	38.788	40.832	43.016		
	2,790.56	2,943.04	3,103.04	3,266.56	3,441.28		
	6,067.00	6,398.00	6,746.00	7,102.00	7,482.00		
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	43.331						
	3,466.48						
	7,536.00						
105	32.896	34.723	36.704	38.730	40.916		
	2,631.68	2,777.84	2,936.32	3,098.40	3,273.28		
	5,722.00	6,039.00	6,384.00	6,736.00	7,116.00		
110	39.255	41.318	43.577	45.912	49.954		
	3,140.40	3,305.44	3,486.16	3,672.96	3,996.32		
	6,828.00	7,186.00	7,579.00	7,985.00	8,688.00		
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	39.528	41.789	44.083	46.547	49.132		
	3,162.24	3,343.12	3,526.64	3,723.76	3,930.56		
	6,875.00	7,268.00	7,667.00	8,096.00	8,545.00		
170	46.901	49.481	52.121	54.920	57.882		
	3,752.08	3,958.48	4,169.68	4,393.60	4,630.56		
	8,157.00	8,606.00	9,065.00	9,552.00	10,067.00		
180	52.766	55.677	58.635	61.847	65.136		
	4,221.28	4,454.16	4,690.80	4,947.76	5,210.88		
	9,178.00	9,684.00	10,198.00	10,757.00	11,329.00		
185	51.011	53.819	56.687	59.791	62.979		
	4,080.88	4,305.52	4,534.96	4,783.28	5,038.32		
	8,872.00	9,361.00	9,859.00	10,399.00	10,954.00		
230	10.710	11.249	11.901	12.505	13.090	13.760	14.454
	856.80	899.92	952.08	1,000.40	1,047.20	1,100.80	1,156.32
	1,863.00	1,957.00	2,070.00	2,175.00	2,277.00	2,393.00	2,514.00
250	11.253	11.815	12.505	13.090	13.760	14.454	15.148
	900.24	945.20	1,000.40	1,047.20	1,100.80	1,156.32	1,211.84
	1,957.00	2,055.00	2,175.00	2,277.00	2,393.00	2,514.00	2,635.00
260	11.527	12.103	12.806	13.425	14.085	14.769	15.536
	922.16	968.24	1,024.48	1,074.00	1,126.80	1,181.52	1,242.88
	2,005.00	2,105.00	2,227.00	2,335.00	2,450.00	2,569.00	2,702.00
270	11.779	12.370	13.090	13.760	14.454	15.148	15.910
	942.32	989.60	1,047.20	1,100.80	1,156.32	1,211.84	1,272.80
	2,049.00	2,151.00	2,277.00	2,393.00	2,514.00	2,635.00	2,767.00
272	11.803	12.391	13.116	13.794	14.491	15.177	15.938
	944.24	991.28	1,049.28	1,103.52	1,159.28	1,214.16	1,275.04
	2,053.00	2,155.00	2,281.00	2,399.00	2,520.00	2,640.00	2,772.00
280	12.086	12.687	13.426	14.109	14.799	15.527	16.316
	966.88	1,014.96	1,074.08	1,128.72	1,183.92	1,242.16	1,305.28
	2,102.00	2,207.00	2,335.00	2,454.00	2,574.00	2,701.00	2,838.00

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2010

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
290	12.385	13.004	13.760	14.454	15.148	15.910	16.723
	990.80	1,040.32	1,100.80	1,156.32	1,211.84	1,272.80	1,337.84
	2,154.00	2,262.00	2,393.00	2,514.00	2,635.00	2,767.00	2,909.00
307	13.437	14.111	14.932	15.655	16.470	17.292	18.164
	1,074.96	1,128.88	1,194.56	1,252.40	1,317.60	1,383.36	1,453.12
	2,337.00	2,454.00	2,597.00	2,723.00	2,865.00	3,008.00	3,159.00
310	13.009	13.660	14.454	15.148	15.910	16.723	17.558
	1,040.72	1,092.80	1,156.32	1,211.84	1,272.80	1,337.84	1,404.64
	2,263.00	2,376.00	2,514.00	2,635.00	2,767.00	2,909.00	3,054.00
316	13.514	14.189	15.012	15.736	16.520	17.370	18.253
	1,081.12	1,135.12	1,200.96	1,258.88	1,321.60	1,389.60	1,460.24
	2,350.00	2,468.00	2,611.00	2,737.00	2,873.00	3,021.00	3,175.00
320	13.293	13.955	14.769	15.536	16.313	17.134	18.000
	1,063.44	1,116.40	1,181.52	1,242.88	1,305.04	1,370.72	1,440.00
	2,312.00	2,427.00	2,569.00	2,702.00	2,837.00	2,980.00	3,131.00
330	13.631	14.314	15.148	15.910	16.723	17.558	18.440
	1,090.48	1,145.12	1,211.84	1,272.80	1,337.84	1,404.64	1,475.20
	2,371.00	2,490.00	2,635.00	2,767.00	2,909.00	3,054.00	3,207.00
336	14.165	14.875	15.736	16.520	17.370	18.253	19.177
	1,133.20	1,190.00	1,258.88	1,321.60	1,389.60	1,460.24	1,534.16
	2,464.00	2,587.00	2,737.00	2,873.00	3,021.00	3,175.00	3,335.00
340	13.980	14.679	15.536	16.313	17.134	18.000	18.907
	1,118.40	1,174.32	1,242.88	1,305.04	1,370.72	1,440.00	1,512.56
	2,432.00	2,553.00	2,702.00	2,837.00	2,980.00	3,131.00	3,288.00
344	14.848	15.592	16.503	17.340	18.193	19.130	20.095
	1,187.84	1,247.36	1,320.24	1,387.20	1,455.44	1,530.40	1,607.60
	2,582.00	2,712.00	2,870.00	3,016.00	3,164.00	3,327.00	3,495.00
350	14.317	15.033	15.910	16.723	17.558	18.440	19.420
	1,145.36	1,202.64	1,272.80	1,337.84	1,404.64	1,475.20	1,553.60
	2,490.00	2,615.00	2,767.00	2,909.00	3,054.00	3,207.00	3,378.00
352	14.598	15.331	16.218	17.047	17.915	18.810	19.796
	1,167.84	1,226.48	1,297.44	1,363.76	1,433.20	1,504.80	1,583.68
	2,539.00	2,666.00	2,821.00	2,965.00	3,116.00	3,272.00	3,443.00
356	14.904	15.649	16.562	17.374	18.281	19.198	20.177
	1,192.32	1,251.92	1,324.96	1,389.92	1,462.48	1,535.84	1,614.16
	2,592.00	2,722.00	2,881.00	3,022.00	3,180.00	3,339.00	3,509.00
360	14.680	15.414	16.313	17.134	18.000	18.907	20.035
	1,174.40	1,233.12	1,305.04	1,370.72	1,440.00	1,512.56	1,602.80
	2,553.00	2,681.00	2,837.00	2,980.00	3,131.00	3,288.00	3,485.00
361	14.962	15.711	16.624	17.472	18.362	19.281	20.292
	1,196.96	1,256.88	1,329.92	1,397.76	1,468.96	1,542.48	1,623.36
	2,602.00	2,733.00	2,891.00	3,039.00	3,194.00	3,354.00	3,529.00
370	15.051	15.804	16.723	17.558	18.440	19.420	20.570
	1,204.08	1,264.32	1,337.84	1,404.64	1,475.20	1,553.60	1,645.60
	2,618.00	2,749.00	2,909.00	3,054.00	3,207.00	3,378.00	3,578.00
374	15.811	16.601	17.567	18.437	19.363	20.390	21.600
	1,264.88	1,328.08	1,405.36	1,474.96	1,549.04	1,631.20	1,728.00
	2,750.00	2,887.00	3,055.00	3,207.00	3,368.00	3,546.00	3,757.00
380	15.418	16.191	17.134	18.000	18.907	20.035	21.084
	1,233.44	1,295.28	1,370.72	1,440.00	1,512.56	1,602.80	1,686.72
	2,682.00	2,816.00	2,980.00	3,131.00	3,288.00	3,485.00	3,667.00
386	16.015	16.816	17.796	18.702	19.648	20.834	21.909
	1,281.20	1,345.28	1,423.68	1,496.16	1,571.84	1,666.72	1,752.72
	2,785.00	2,925.00	3,095.00	3,253.00	3,417.00	3,624.00	3,811.00

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2010

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
390	15.800	16.591	17.558	18.440	19.420	20.570	21.561
	1,264.00	1,327.28	1,404.64	1,475.20	1,553.60	1,645.60	1,724.88
	2,748.00	2,886.00	3,054.00	3,207.00	3,378.00	3,578.00	3,750.00
391	15.917	16.713	17.686	18.574	19.545	20.707	21.719
	1,273.36	1,337.04	1,414.88	1,485.92	1,563.60	1,656.56	1,737.52
	2,768.00	2,907.00	3,076.00	3,231.00	3,399.00	3,602.00	3,778.00
400	16.199	17.009	18.000	18.907	20.035	21.084	22.126
	1,295.92	1,360.72	1,440.00	1,512.56	1,602.80	1,686.72	1,770.08
	2,817.00	2,958.00	3,131.00	3,288.00	3,485.00	3,667.00	3,848.00
404	17.244	18.107	19.162	20.121	21.319	22.431	23.533
	1,379.52	1,448.56	1,532.96	1,609.68	1,705.52	1,794.48	1,882.64
	2,999.00	3,149.00	3,333.00	3,500.00	3,708.00	3,901.00	4,093.00
406	16.853	17.693	18.727	19.677	20.670	21.914	23.043
	1,348.24	1,415.44	1,498.16	1,574.16	1,653.60	1,753.12	1,843.44
	2,931.00	3,077.00	3,257.00	3,422.00	3,595.00	3,811.00	4,008.00
410	16.595	17.424	18.440	19.420	20.570	21.561	22.679
	1,327.60	1,393.92	1,475.20	1,553.60	1,645.60	1,724.88	1,814.32
	2,886.00	3,031.00	3,207.00	3,378.00	3,578.00	3,750.00	3,945.00
419	17.010	17.860	18.897	19.924	21.026	22.122	23.308
	1,360.80	1,428.80	1,511.76	1,593.92	1,682.08	1,769.76	1,864.64
	2,959.00	3,106.00	3,287.00	3,465.00	3,657.00	3,848.00	4,054.00
420	17.018	17.866	18.907	20.035	21.084	22.126	23.232
	1,361.44	1,429.28	1,512.56	1,602.80	1,686.72	1,770.08	1,858.56
	2,960.00	3,107.00	3,288.00	3,485.00	3,667.00	3,848.00	4,041.00
422	17.139	17.998	19.043	20.192	21.240	22.291	23.410
	1,371.12	1,439.84	1,523.44	1,615.36	1,699.20	1,783.28	1,872.80
	2,981.00	3,130.00	3,312.00	3,512.00	3,694.00	3,877.00	4,072.00
426	17.274	18.139	19.195	20.168	21.187	22.461	23.619
	1,381.92	1,451.12	1,535.60	1,613.44	1,694.96	1,796.88	1,889.52
	3,004.00	3,155.00	3,339.00	3,508.00	3,685.00	3,907.00	4,108.00
430	17.477	18.352	19.420	20.570	21.561	22.679	23.832
	1,398.16	1,468.16	1,553.60	1,645.60	1,724.88	1,814.32	1,906.56
	3,040.00	3,192.00	3,378.00	3,578.00	3,750.00	3,945.00	4,145.00
440	18.033	18.934	20.035	21.084	22.126	23.232	24.414
	1,442.64	1,514.72	1,602.80	1,686.72	1,770.08	1,858.56	1,953.12
	3,136.00	3,293.00	3,485.00	3,667.00	3,848.00	4,041.00	4,246.00
442	18.161	19.067	20.177	21.222	22.269	23.364	24.552
	1,452.88	1,525.36	1,614.16	1,697.76	1,781.52	1,869.12	1,964.16
	3,159.00	3,316.00	3,509.00	3,691.00	3,873.00	4,064.00	4,270.00
443	18.495	19.420	20.549	21.779	22.911	24.105	25.256
	1,479.60	1,553.60	1,643.92	1,742.32	1,832.88	1,928.40	2,020.48
	3,217.00	3,378.00	3,574.00	3,788.00	3,985.00	4,193.00	4,393.00
450	18.514	19.439	20.570	21.561	22.679	23.832	25.052
	1,481.12	1,555.12	1,645.60	1,724.88	1,814.32	1,906.56	2,004.16
	3,220.00	3,381.00	3,578.00	3,750.00	3,945.00	4,145.00	4,357.00
454	19.657	20.639	21.840	22.926	24.097	25.418	26.633
	1,572.56	1,651.12	1,747.20	1,834.08	1,927.76	2,033.44	2,130.64
	3,419.00	3,590.00	3,799.00	3,987.00	4,191.00	4,421.00	4,632.00
460	18.975	19.923	21.084	22.126	23.232	24.414	25.701
	1,518.00	1,593.84	1,686.72	1,770.08	1,858.56	1,953.12	2,056.08
	3,300.00	3,465.00	3,667.00	3,848.00	4,041.00	4,246.00	4,470.00
464	20.163	21.171	22.400	23.494	24.692	25.954	27.296
	1,613.04	1,693.68	1,792.00	1,879.52	1,975.36	2,076.32	2,183.68
	3,507.00	3,682.00	3,896.00	4,086.00	4,295.00	4,514.00	4,748.00

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2010

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
466	19.606	20.586	21.786	22.866	24.015	25.236	26.550
	1,568.48	1,646.88	1,742.88	1,829.28	1,921.20	2,018.88	2,124.00
	3,410.00	3,580.00	3,789.00	3,977.00	4,177.00	4,389.00	4,618.00
467	22.651	23.783	25.166	26.401	27.741	29.167	30.673
	1,812.08	1,902.64	2,013.28	2,112.08	2,219.28	2,333.36	2,453.84
	3,940.00	4,137.00	4,377.00	4,592.00	4,825.00	5,073.00	5,335.00
470	19.402	20.372	21.561	22.679	23.832	25.052	26.347
	1,552.16	1,629.76	1,724.88	1,814.32	1,906.56	2,004.16	2,107.76
	3,375.00	3,543.00	3,750.00	3,945.00	4,145.00	4,357.00	4,582.00
480	19.718	20.704	21.908	23.001	24.171	25.447	26.754
	1,577.44	1,656.32	1,752.64	1,840.08	1,933.68	2,035.76	2,140.32
	3,430.00	3,601.00	3,810.00	4,001.00	4,204.00	4,426.00	4,653.00
482	20.582	21.611	22.866	24.015	25.236	26.550	27.923
	1,646.56	1,728.88	1,829.28	1,921.20	2,018.88	2,124.00	2,233.84
	3,580.00	3,759.00	3,977.00	4,177.00	4,389.00	4,618.00	4,857.00
486	20.740	21.777	23.043	24.195	25.395	26.702	28.079
	1,659.20	1,742.16	1,843.44	1,935.60	2,031.60	2,136.16	2,246.32
	3,607.00	3,788.00	4,008.00	4,208.00	4,417.00	4,644.00	4,884.00
490	20.409	21.428	22.679	23.832	25.052	26.347	27.697
	1,632.72	1,714.24	1,814.32	1,906.56	2,004.16	2,107.76	2,215.76
	3,550.00	3,727.00	3,945.00	4,145.00	4,357.00	4,582.00	4,817.00
491	21.096	22.149	23.438	24.616	25.868	27.214	28.620
	1,687.68	1,771.92	1,875.04	1,969.28	2,069.44	2,177.12	2,289.60
	3,669.00	3,852.00	4,077.00	4,281.00	4,499.00	4,733.00	4,978.00
494	21.686	22.769	24.097	25.326	26.633	28.003	29.416
	1,734.88	1,821.52	1,927.76	2,026.08	2,130.64	2,240.24	2,353.28
	3,772.00	3,960.00	4,191.00	4,405.00	4,632.00	4,871.00	5,116.00
500	20.909	21.953	23.232	24.414	25.701	27.022	28.428
	1,672.72	1,756.24	1,858.56	1,953.12	2,056.08	2,161.76	2,274.24
	3,637.00	3,818.00	4,041.00	4,246.00	4,470.00	4,700.00	4,944.00
504	22.222	23.333	24.692	25.954	27.296	28.712	30.198
	1,777.76	1,866.64	1,975.36	2,076.32	2,183.68	2,296.96	2,415.84
	3,865.00	4,058.00	4,295.00	4,514.00	4,748.00	4,994.00	5,252.00
507	23.782	24.968	26.421	27.775	29.207	30.725	32.316
	1,902.56	1,997.44	2,113.68	2,222.00	2,336.56	2,458.00	2,585.28
	4,136.00	4,343.00	4,595.00	4,831.00	5,080.00	5,344.00	5,621.00
508	24.966	26.217	27.741	29.167	30.673	32.264	33.933
	1,997.28	2,097.36	2,219.28	2,333.36	2,453.84	2,581.12	2,714.64
	4,342.00	4,560.00	4,825.00	5,073.00	5,335.00	5,612.00	5,902.00
510	21.448	22.522	23.832	25.052	26.347	27.697	29.152
	1,715.84	1,801.76	1,906.56	2,004.16	2,107.76	2,215.76	2,332.16
	3,730.00	3,917.00	4,145.00	4,357.00	4,582.00	4,817.00	5,070.00
514	23.926	25.124	26.581	27.955	29.393	30.875	32.504
	1,914.08	2,009.92	2,126.48	2,236.40	2,351.44	2,470.00	2,600.32
	4,161.00	4,370.00	4,623.00	4,862.00	5,112.00	5,370.00	5,653.00
520	21.974	23.074	24.414	25.701	27.022	28.428	29.879
	1,757.92	1,845.92	1,953.12	2,056.08	2,161.76	2,274.24	2,390.32
	3,822.00	4,013.00	4,246.00	4,470.00	4,700.00	4,944.00	5,197.00
523	26.846	28.262	29.717	31.262	32.856		
	2,147.68	2,260.96	2,377.36	2,500.96	2,628.48		
	4,669.00	4,916.00	5,169.00	5,437.00	5,715.00		
524	23.358	24.524	25.954	27.295	28.711	30.198	31.766
	1,868.64	1,961.92	2,076.32	2,183.60	2,296.88	2,415.84	2,541.28
	4,063.00	4,265.00	4,514.00	4,747.00	4,994.00	5,252.00	5,525.00

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2010

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
527	23.900	25.096	26.558	27.929	29.360	30.903	32.464
	1,912.00	2,007.68	2,124.64	2,234.32	2,348.80	2,472.24	2,597.12
	4,157.00	4,365.00	4,619.00	4,858.00	5,107.00	5,375.00	5,646.00
530	22.548	23.674	25.052	26.347	27.697	29.152	30.623
	1,803.84	1,893.92	2,004.16	2,107.76	2,215.76	2,332.16	2,449.84
	3,922.00	4,118.00	4,357.00	4,582.00	4,817.00	5,070.00	5,326.00
534	23.975	25.175	26.639	28.008	29.420	30.974	32.553
	1,918.00	2,014.00	2,131.12	2,240.64	2,353.60	2,477.92	2,604.24
	4,170.00	4,379.00	4,633.00	4,871.00	5,117.00	5,387.00	5,662.00
540	23.126	24.282	25.701	27.022	28.428	29.879	31.406
	1,850.08	1,942.56	2,056.08	2,161.76	2,274.24	2,390.32	2,512.48
	4,022.00	4,223.00	4,470.00	4,700.00	4,944.00	5,197.00	5,462.00
547	26.286	27.600	29.207	30.725	32.316	33.990	35.701
	2,102.88	2,208.00	2,336.56	2,458.00	2,585.28	2,719.20	2,856.08
	4,572.00	4,800.00	5,080.00	5,344.00	5,621.00	5,912.00	6,209.00
550	23.711	24.897	26.347	27.697	29.152	30.623	32.238
	1,896.88	1,991.76	2,107.76	2,215.76	2,332.16	2,449.84	2,579.04
	4,124.00	4,330.00	4,582.00	4,817.00	5,070.00	5,326.00	5,607.00
554	28.320	29.735	31.467	33.051	34.799	36.562	38.487
	2,265.60	2,378.80	2,517.36	2,644.08	2,783.92	2,924.96	3,078.96
	4,926.00	5,172.00	5,473.00	5,749.00	6,053.00	6,359.00	6,694.00
560	24.323	25.537	27.022	28.428	29.879	31.406	33.051
	1,945.84	2,042.96	2,161.76	2,274.24	2,390.32	2,512.48	2,644.08
	4,230.00	4,442.00	4,700.00	4,944.00	5,197.00	5,462.00	5,749.00
564	25.782	27.071	28.647	30.138	31.674	33.295	35.041
	2,062.56	2,165.68	2,291.76	2,411.04	2,533.92	2,663.60	2,803.28
	4,484.00	4,708.00	4,983.00	5,242.00	5,509.00	5,791.00	6,095.00
567	26.580	27.909	29.535	31.048	32.648	34.342	36.126
	2,126.40	2,232.72	2,362.80	2,483.84	2,611.84	2,747.36	2,890.08
	4,623.00	4,854.00	5,137.00	5,400.00	5,678.00	5,973.00	6,283.00
570	24.926	26.171	27.697	29.152	30.623	32.238	33.882
	1,994.08	2,093.68	2,215.76	2,332.16	2,449.84	2,579.04	2,710.56
	4,335.00	4,552.00	4,817.00	5,070.00	5,326.00	5,607.00	5,893.00
574	26.479	27.802	29.420	30.974	32.553	34.263	35.997
	2,118.32	2,224.16	2,353.60	2,477.92	2,604.24	2,741.04	2,879.76
	4,605.00	4,836.00	5,117.00	5,387.00	5,662.00	5,959.00	6,261.00
577	27.653	29.037	30.725	32.316	33.990	35.701	37.568
	2,212.24	2,322.96	2,458.00	2,585.28	2,719.20	2,856.08	3,005.44
	4,810.00	5,050.00	5,344.00	5,621.00	5,912.00	6,209.00	6,534.00
580	25.586	26.864	28.428	29.879	31.406	33.051	34.741
	2,046.88	2,149.12	2,274.24	2,390.32	2,512.48	2,644.08	2,779.28
	4,450.00	4,672.00	4,944.00	5,197.00	5,462.00	5,749.00	6,042.00
582	30.213	31.762	33.381	35.133	36.924		
	2,417.04	2,540.96	2,670.48	2,810.64	2,953.92		
	5,255.00	5,524.00	5,806.00	6,111.00	6,422.00		
583	29.195	30.686	32.251	33.948	35.675		
	2,335.60	2,454.88	2,580.08	2,715.84	2,854.00		
	5,078.00	5,337.00	5,609.00	5,905.00	6,205.00		
584	27.177	28.537	30.198	31.767	33.368	35.120	36.908
	2,174.16	2,282.96	2,415.84	2,541.36	2,669.44	2,809.60	2,952.64
	4,727.00	4,963.00	5,252.00	5,525.00	5,804.00	6,108.00	6,419.00
590	26.233	27.548	29.152	30.623	32.238	33.882	35.621
	2,098.64	2,203.84	2,332.16	2,449.84	2,579.04	2,710.56	2,849.68
	4,563.00	4,791.00	5,070.00	5,326.00	5,607.00	5,893.00	6,196.00

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2010

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
593	32.876 2,630.08 5,718.00	34.522 2,761.76 6,004.00	36.245 2,899.60 6,304.00	38.059 3,044.72 6,620.00	39.960 3,196.80 6,950.00		
594	29.254 2,340.32 5,088.00	30.719 2,457.52 5,343.00	32.504 2,600.32 5,653.00	34.164 2,733.12 5,942.00	35.957 2,876.56 6,254.00	37.779 3,022.32 6,571.00	39.730 3,178.40 6,910.00
597	28.506 2,280.48 4,958.00	29.934 2,394.72 5,206.00	31.674 2,533.92 5,509.00	33.295 2,663.60 5,791.00	35.041 2,803.28 6,095.00	36.826 2,946.08 6,405.00	38.747 3,099.76 6,739.00
600	26.891 2,151.28 4,677.00	28.236 2,258.88 4,911.00	29.879 2,390.32 5,197.00	31.406 2,512.48 5,462.00	33.051 2,644.08 5,749.00	34.741 2,779.28 6,042.00	36.551 2,924.08 6,357.00
604	29.995 2,399.60 5,217.00	31.745 2,539.60 5,521.00	33.363 2,669.04 5,803.00	35.115 2,809.20 6,108.00	36.892 2,951.36 6,417.00	38.798 3,103.84 6,748.00	40.738 3,259.04 7,086.00
607	30.046 2,403.68 5,226.00	31.798 2,543.84 5,531.00	33.422 2,673.76 5,813.00	35.161 2,812.88 6,116.00	36.932 2,954.56 6,424.00	38.881 3,110.48 6,763.00	40.824 3,265.92 7,100.00
610	27.562 2,204.96 4,794.00	28.940 2,315.20 5,033.00	30.623 2,449.84 5,326.00	32.238 2,579.04 5,607.00	33.882 2,710.56 5,893.00	35.621 2,849.68 6,196.00	37.503 3,000.24 6,523.00
613	34.522 2,761.76 6,004.00	36.245 2,899.60 6,304.00	38.059 3,044.72 6,620.00	39.960 3,196.80 6,950.00	41.961 3,356.88 7,298.00		
614	29.278 2,342.24 5,092.00	30.980 2,478.40 5,388.00	32.608 2,608.64 5,671.00	34.258 2,740.64 5,958.00	36.034 2,882.72 6,267.00	37.926 3,034.08 6,596.00	39.823 3,185.84 6,926.00
620	28.264 2,261.12 4,916.00	29.677 2,374.16 5,162.00	31.406 2,512.48 5,462.00	33.051 2,644.08 5,749.00	34.741 2,779.28 6,042.00	36.551 2,924.08 6,357.00	38.466 3,077.28 6,690.00
623	30.996 2,479.68 5,391.00	32.627 2,610.16 5,675.00	34.286 2,742.88 5,963.00	36.073 2,885.84 6,274.00	37.962 3,036.96 6,603.00		
624	30.062 2,404.96 5,229.00	31.565 2,525.20 5,490.00	33.402 2,672.16 5,810.00	35.144 2,811.52 6,113.00	36.931 2,954.48 6,423.00	38.850 3,108.00 6,757.00	40.880 3,270.40 7,110.00
627	30.835 2,466.80 5,363.00	32.375 2,590.00 5,631.00	34.258 2,740.64 5,958.00	35.991 2,879.28 6,260.00	37.856 3,028.48 6,584.00	39.845 3,187.60 6,930.00	41.925 3,354.00 7,292.00
630	29.015 2,321.20 5,047.00	30.465 2,437.20 5,299.00	32.238 2,579.04 5,607.00	33.882 2,710.56 5,893.00	35.621 2,849.68 6,196.00	37.503 3,000.24 6,523.00	39.474 3,157.92 6,866.00
633	36.178 2,894.24 6,292.00	37.988 3,039.04 6,607.00	39.887 3,190.96 6,937.00	41.879 3,350.32 7,284.00	43.981 3,518.48 7,650.00		
634	30.840 2,467.20 5,364.00	32.382 2,590.56 5,632.00	34.263 2,741.04 5,959.00	35.997 2,879.76 6,261.00	37.863 3,029.04 6,585.00	39.854 3,188.32 6,932.00	41.935 3,354.80 7,294.00
640	29.748 2,379.84 5,174.00	31.236 2,498.88 5,433.00	33.051 2,644.08 5,749.00	34.741 2,779.28 6,042.00	36.551 2,924.08 6,357.00	38.466 3,077.28 6,690.00	40.484 3,238.72 7,041.00
644	34.834 2,786.72 6,059.00	36.863 2,949.04 6,412.00	38.741 3,099.28 6,738.00	40.772 3,261.76 7,091.00	42.903 3,432.24 7,462.00	45.151 3,612.08 7,853.00	47.409 3,792.72 8,246.00

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2010

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
645	35.402	37.210	39.152	41.200	43.363		
	2,832.16	2,976.80	3,132.16	3,296.00	3,469.04		
	6,157.00	6,472.00	6,810.00	7,166.00	7,542.00		
647	36.553	38.680	40.662	42.816	45.063	47.404	49.774
	2,924.24	3,094.40	3,252.96	3,425.28	3,605.04	3,792.32	3,981.92
	6,358.00	6,728.00	7,072.00	7,447.00	7,838.00	8,245.00	8,657.00
650	30.493	32.018	33.882	35.621	37.503	39.474	41.528
	2,439.44	2,561.44	2,710.56	2,849.68	3,000.24	3,157.92	3,322.24
	5,304.00	5,569.00	5,893.00	6,196.00	6,523.00	6,866.00	7,223.00
660	31.268	32.832	34.741	36.551	38.466	40.484	42.587
	2,501.44	2,626.56	2,779.28	2,924.08	3,077.28	3,238.72	3,406.96
	5,438.00	5,710.00	6,042.00	6,357.00	6,690.00	7,041.00	7,407.00
670	32.057	33.660	35.621	37.503	39.474	41.528	43.675
	2,564.56	2,692.80	2,849.68	3,000.24	3,157.92	3,322.24	3,494.00
	5,576.00	5,854.00	6,196.00	6,523.00	6,866.00	7,223.00	7,596.00
674	33.275	34.938	36.975	38.904	40.941	43.085	45.322
	2,662.00	2,795.04	2,958.00	3,112.32	3,275.28	3,446.80	3,625.76
	5,787.00	6,077.00	6,431.00	6,767.00	7,121.00	7,494.00	7,883.00
680	32.897	34.543	36.551	38.466	40.484	42.587	44.814
	2,631.76	2,763.44	2,924.08	3,077.28	3,238.72	3,406.96	3,585.12
	5,722.00	6,008.00	6,357.00	6,690.00	7,041.00	7,407.00	7,794.00
684	34.965	36.714	38.850	40.880	43.023	45.275	47.625
	2,797.20	2,937.12	3,108.00	3,270.40	3,441.84	3,622.00	3,810.00
	6,081.00	6,386.00	6,757.00	7,110.00	7,483.00	7,875.00	8,283.00
687	40.402	42.749	44.986	47.338	49.819	52.409	55.029
	3,232.16	3,419.92	3,598.88	3,787.04	3,985.52	4,192.72	4,402.32
	7,027.00	7,435.00	7,824.00	8,233.00	8,665.00	9,115.00	9,571.00
690	33.720	35.407	37.465	39.429	41.497	43.654	45.935
	2,697.60	2,832.56	2,997.20	3,154.32	3,319.76	3,492.32	3,674.80
	5,865.00	6,158.00	6,516.00	6,858.00	7,218.00	7,593.00	7,989.00
694	38.527	40.772	42.903	45.151	47.512	49.981	52.479
	3,082.16	3,261.76	3,432.24	3,612.08	3,800.96	3,998.48	4,198.32
	6,701.00	7,091.00	7,462.00	7,853.00	8,264.00	8,693.00	9,128.00
697	34.990	36.741	38.881	40.857	43.013	45.191	47.516
	2,799.20	2,939.28	3,110.48	3,268.56	3,441.04	3,615.28	3,801.28
	6,086.00	6,390.00	6,763.00	7,106.00	7,481.00	7,860.00	8,264.00
700	35.189	36.947	38.796	40.734	42.772	44.911	47.157
	2,815.12	2,955.76	3,103.68	3,258.72	3,421.76	3,592.88	3,772.56
	6,120.00	6,426.00	6,748.00	7,085.00	7,439.00	7,811.00	8,202.00
710	36.124	37.931	39.828	41.818	43.911	46.107	48.410
	2,889.92	3,034.48	3,186.24	3,345.44	3,512.88	3,688.56	3,872.80
	6,283.00	6,597.00	6,927.00	7,273.00	7,637.00	8,019.00	8,420.00
720	36.434	38.257	40.484	42.587	44.814	47.169	49.619
	2,914.72	3,060.56	3,238.72	3,406.96	3,585.12	3,773.52	3,969.52
	6,337.00	6,654.00	7,041.00	7,407.00	7,794.00	8,204.00	8,630.00
724	42.665	45.151	47.512	49.981	52.592	55.330	58.096
	3,413.20	3,612.08	3,800.96	3,998.48	4,207.36	4,426.40	4,647.68
	7,421.00	7,853.00	8,264.00	8,693.00	9,147.00	9,623.00	10,105.00
730	37.346	39.214	41.497	43.654	45.933	48.347	50.860
	2,987.68	3,137.12	3,319.76	3,492.32	3,674.64	3,867.76	4,068.80
	6,496.00	6,820.00	7,218.00	7,593.00	7,989.00	8,409.00	8,846.00
740	38.466	40.389	42.743	44.939	47.279	49.768	52.353
	3,077.28	3,231.12	3,419.44	3,595.12	3,782.32	3,981.44	4,188.24
	6,690.00	7,025.00	7,434.00	7,816.00	8,223.00	8,656.00	9,106.00

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2010

HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
747	40.776 3,262.08 7,092.00	42.816 3,425.28 7,447.00	45.309 3,624.72 7,881.00	47.641 3,811.28 8,286.00	50.119 4,009.52 8,717.00	52.758 4,220.64 9,176.00	55.495 4,439.60 9,652.00
750	39.429 3,154.32 6,858.00	41.401 3,312.08 7,201.00	43.812 3,504.96 7,620.00	46.064 3,685.12 8,012.00	48.459 3,876.72 8,428.00	51.012 4,080.96 8,872.00	53.659 4,292.72 9,333.00
757	43.886 3,510.88 7,633.00	46.439 3,715.12 8,077.00	48.833 3,906.64 8,493.00	51.372 4,109.76 8,935.00	54.076 4,326.08 9,405.00	56.886 4,550.88 9,894.00	59.729 4,778.32 10,389.00
760	40.649 3,251.92 7,070.00	42.682 3,414.56 7,424.00	44.814 3,585.12 7,794.00	47.169 3,773.52 8,204.00	49.619 3,969.52 8,630.00	52.101 4,168.08 9,062.00	54.705 4,376.40 9,515.00
764	48.636 3,890.88 8,459.00	51.468 4,117.44 8,952.00	54.039 4,323.12 9,399.00	56.740 4,539.20 9,869.00	59.579 4,766.32 10,362.00	62.558 5,004.64 10,881.00	65.683 5,254.64 11,424.00
770	42.912 3,432.96 7,464.00	45.062 3,604.96 7,838.00	47.313 3,785.04 8,229.00	49.797 3,983.76 8,661.00	52.386 4,190.88 9,111.00	55.006 4,400.48 9,567.00	57.755 4,620.40 10,045.00
777	41.348 3,307.84 7,192.00	43.415 3,473.20 7,551.00	45.946 3,675.68 7,991.00	48.313 3,865.04 8,403.00	50.825 4,066.00 8,840.00	53.497 4,279.76 9,305.00	56.273 4,501.84 9,787.00
787	45.108 3,608.64 7,846.00	47.361 3,788.88 8,237.00	50.119 4,009.52 8,717.00	52.758 4,220.64 9,176.00	55.495 4,439.60 9,652.00	58.393 4,671.44 10,156.00	61.435 4,914.80 10,685.00
940	61.137 4,890.96 10,633.00						
950	65.991 5,279.28 11,478.00						
960	88.692 7,095.36 15,426.00						
970	93.241 7,459.28 16,217.00						
980	114.707 9,176.56 19,951.00						
990	112.594 9,007.52 19,583.00						

SALARY SCHEDULE IA - EFFECTIVE OCTOBER 1, 2010

HOURLY PAY RATES

RANGE	RATE
RANGE	RATE
H09	6.218
H11	7.692
H12	7.692
H13	7.509
H15	7.953
H16	8.090
H17	8.361
H18	8.397
H19	8.532
H20	8.673
H22	8.976
H23	9.097
H24	9.393
H25	9.693
H26	10.538
H27	10.550
H28	10.855
H29	11.289
H30	11.712
H31	12.150
H32	12.598
H33	13.169
H34	13.752
H35	14.468
H36	15.186
H37	16.043
H38	16.925
H39	17.644
H40	18.373
H41	19.290
H42	19.849
H43	21.255
H44	22.339
H45	23.514
H60	41.258
H61	49.511
H62	57.761
P16	8.417
P24	9.693
P25	10.178
P26	10.538
P27	10.686
P28	11.291
P32	11.871
P34	12.957
P36	14.311
P39	18.356

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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:

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

1 D-14 \$100 per each member for each meeting attended of the Board of
2 Harbor Commissioners; Board of Water Commissioners; Civil
3 Service Commission; the City Planning Commission, Parks &
4 Recreation Commission, and the Redevelopment Agency Board, not
5 to exceed \$500.00 per calendar month. Absence in fact from a
6 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.

7 V. ELECTED OFFICIALS:

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

13 Section 3. The biweekly salary of any employee of the City who is
14 originally appointed to any office or position listed in or created and established in this
15 resolution shall be at Pay Rate Step 1 of the Salary Range Number of the Salary
16 Schedule designated herein for such office or position. In those cases where positions
17 are designated by grade numbers, the biweekly salaries of such employees shall be
18 computed based upon one of the pay rates designated for the grade thereof as shall be
19 determined from time to time by the appropriate appointing authority. The City Council
20 may, however, by resolution, specifically designate that the pay rate of any employee is
21 fixed at some other pay rate included within said Salary Schedule, without limitation as to
22 grade or numerical designation. The appropriate appointing authority may designate the
23 initial Pay Rate Step or increment of any employee under his/her jurisdiction within the
24 Salary Range established herein for said employee's position.

25 Section 4.

26 A. Except for the employees referenced in subsection 4.B and 4.C
27 below, after an employee has served an initial six-month period of employment in a
28 position at a pay rate designated as Pay Rate Step 1 in the Salary Schedule established

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

11 B. Employees covered by an existing Memorandum of Understanding
12 with the Long Beach Police Officers Association, Long Beach Firefighters Association,
13 the City Attorneys Association or the City Prosecutors Association, who have served an
14 initial six-month period of employment in a position at a pay rate designated as Pay Rate
15 Step 1 in the Salary Schedule established by Section 2 of this resolution, the salary of
16 such employee shall be at the applicable pay rate designated as Pay Rate Step 2.
17 Thereafter, the pay rate of such employee shall successively be at the applicable pay
18 rate respectively designated as Pay Rate Step 3, 4 or 5, upon his/her successive
19 completion of a one-year period of employment at the preceding pay rate. If the initial
20 salary of any employee has been specifically designated at a pay rate other than Pay
21 Rate Step 1 his/her pay rate thereafter, shall, upon his/her successful completion of a
22 one-year period of employment at the preceding pay rate, be at the next successively
23 higher applicable Pay Rate Step.

24 C. Employees who are covered by an existing Memorandum of
25 Understanding with the International Association of Machinists and Aerospace Workers,
26 the Long Beach Association of Confidential Employees, and the Long Beach Association
27 of Engineering Employees, who, receive an overall Meets Job Requirements rating on
28 the majority of the rating factors on the most recently completed Employee Performance

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

14 Section 5. As to those positions for which there is an "H" pay rate
15 specified as well as the regular pay rate, the appointing authority may specify, at the time
16 of making an appointment or at any time thereafter, that the appointee to such position is
17 to be paid at the "H" rate or at a regular pay rate.

18 Section 6.

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

1 for the purposes of computing eligibility for advancement from Pay Rate Steps 3, 4 and 5
2 to the next successively higher Pay Rate Step.

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

9 B. Any Ambulance Operator that has successfully served 1,044
10 Scheduled Work Hours at Salary Range P-24 shall be placed at Salary Range P-25. Any
11 Ambulance Operator that has successfully served 2,088 Scheduled Work Hours at Salary
12 Range P-25 shall be placed at Salary Range P-27. Overtime is excluded from the
13 Scheduled Work Hour calculation.

14 Section 7. Subject to the City Council's power by resolution to set the
15 pay rates of any employee at one of the pay rates established by resolution, in the event
16 an employee is promoted from one position to another for which a higher pay rate is
17 established by resolution, or is advanced from one grade to another in the same position
18 for which a higher pay rate is established, or is transferred from one department to
19 another without change of position or grade, the appropriate appointing authority shall
20 designate the pay rate of such employee to be at one of the pay rates for such position or
21 grade which will be not less than the pay rate received by such employee immediately
22 prior to such promotion, advancement, transfer, or Salary Schedule change. Likewise,
23 subject to such power of the City Council, in the event an employee is transferred, as
24 prescribed by Civil Service Rules and Regulations for other than disciplinary reasons
25 from one position to another position for which a lower pay rate is established, the
26 appropriate appointing authority shall designate the pay rate of such employee to be at
27 one of the pay rates prescribed for such position to which the employee is transferred.
28 For the purpose of computing the "period of employment" under the provisions of this

1 section, an employee of the City who has been reinstated to his/her former position
2 pursuant to the provisions of Section 52 of the Civil Service Rules and Regulations shall
3 be considered as having been in the continuous service of the City during the period said
4 employee shall have served in the Armed Forces.

5 Section 8.

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

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

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

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

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

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

1 fiscal year. The actual amount to be paid an eligible employee shall be determined by
2 the elected appointing authority and will be based on the employee's performance under
3 the previously approved employee performance plan.

4 Section 9.

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

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

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

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

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

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

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

11 Effective February 26, 2011, the City shall pay to the California Public
12 Employees' Retirement System, on behalf of each employee represented by the City
13 Attorneys' Association and the City Prosecutors' Association, and on behalf of
14 unrepresented management employees in the City Auditor's Office an amount equal to
15 4/8ths of each such individual employee's normal retirement contributions.

16 In accordance with the Resolution approved by the City Council on
17 February 15, 2011, employees represented by the City Attorneys' Association, the City
18 Prosecutors' Association and unrepresented management employees in the City
19 Auditor's Office hired by the City on or after February 26, 2011, shall pay the full amount
20 of each such individual employee's normal retirement contributions.

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

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

27 The City shall continue to pay and report the value of the Employer Paid
28 Member Contributions (EPMC) as special compensation implementing Government Code

1 Section 20636(c)(4) pursuant to Section 20961.

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

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

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

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

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

25 Should an employee represented by the Long Beach Police Officers'
26 Association hired under Tier II, terminate prior to retirement and elect to receive his/her
27 retirement contribution from CalPERS, it is intended that the City shall pay to the
28 employee two percent (2%) of the employee's regular compensation for that service

1 worked between April 21, 1990 through June 29, 2001. Regular compensation includes
2 applicable wages, skill pay, incentive pay, etc., but does not include overtime, employer
3 contributions to deferred compensation, or other forms of compensation not subject to
4 CalPERS.

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

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

15 4. All eligible miscellaneous employees in positions represented by the
16 IAM, the Long Beach Association of Confidential Employees, Long Beach Association of
17 Engineering Employees, the City Attorneys Association, and the City Prosecutors
18 Association, and all other eligible miscellaneous City employees employed after October
19 21, 1989, shall be provided the opportunity for the following CalPERS retirement benefits:

- 20 a. 2.7% at 55 retirement formula;
- 21 b. 2.0% cost of living provision;
- 22 c. Final compensation based upon the average monthly pay rate for the
23 highest period of twelve consecutive months; and
- 24 d. Post-retirement Survivor Allowance.

25 5. All eligible miscellaneous employees in positions represented by the
26 IAM, the Long Beach Association of Confidential Employees, Long Beach Association of
27 Engineering Employees, the City Attorneys Association, the City Prosecutors
28 Association, the Long Beach Management Association and all other eligible

1 miscellaneous City employees employed after September 30, 2006, shall be provided the
2 opportunity for the following PERS retirement benefits:

- 3 a. 2.5% at 55 retirement formula;
- 4 b. 2.0% cost of living provision;
- 5 c. Final compensation based upon the average monthly pay rate for the
6 highest period of twelve consecutive months; and
- 7 d. Post-retirement Survivor Allowance.

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

13 Section 11.

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

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

23 C. When an employee is absent for any reason other than one of the
24 permitted absences authorized by Section 1.06 of the Personnel Ordinance, said
25 employee is not entitled to receive the full amount of his or her installment of pay for the
26 biweekly pay period during which said absence occurred. The amount of pay that said
27 employee shall receive for such pay period, except for Fire Department safety personnel,
28 Marine Safety Sergeants, and Marine Safety Officers assigned to platoon duty subject to

1 the provisions of Subsection D below, shall be computed by multiplying the employee's
2 applicable hourly pay rate by the number of hours or fraction of hours for which pay is
3 actually due.

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

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

21 Section 12. Every person holding any office or position of employment
22 with said City shall perform such duties as are indicated by the title of such office or
23 position and as are usually incident to such office or position and those that are assigned
24 by his/her immediate superior; and all such duties are to be performed in aid of the
25 proper and efficient administration of local government.

26 Section 13. The designation of certain positions in the schedule of
27 positions contained herein and the designation of grades within a specified classification
28 are made for the purpose of classifying such positions according to the degree of

1 responsibility and character of the duties required by such positions solely and only to the
2 end that salary schedules for such positions will reflect the differences in the
3 responsibilities and duties attached to positions of the same classification. The
4 characterization of positions by said terms is hereby declared to have no other purpose
5 or effect and shall not in any manner change or alter the classification of employees
6 holding such positions.

7 Section 14.

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

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

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

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

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

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

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OFFICE OF THE CITY ATTORNEY
ROBERT E. SHANNON, City Attorney
333 West Ocean Boulevard, 11th Floor
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POSITION TITLES AND
ASSIGNED SALARY RANGE NUMBERS

<u>Position Title</u>	<u>Salary Range No.</u>
Accountant I	490
Accountant II	540
Accountant III	590
Accounting Clerk I	340
Accounting Clerk II	370
Accounting Clerk III	400
Accounting Operations Officer	E00
Accounting Technician	440
Administrative Aide I	430
Administrative Aide II	460
Administrative Analyst I	570
Administrative Analyst II	600
Administrative Analyst III	630
Administrative Analyst IV	660
Administrative Assistant - City Manager	E00
Administrative Officer	E00
Administrative Officer - Airport	E00
Administrative Officer - Civil Service	E00
Administrative Officer - Commercial Services (T)	E00
Administrative Officer - Community Development (T)	E00
Administrative Officer – Development Services	E00
Administrative Officer – Engineering	E00
Administrative Officer – Fleet	E00
Administrative Officer - Gas (T)	E00

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

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

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

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1	Chief Construction Inspector	684
2	Chief Investigator	B00
3	Chief of Police	E00
4	Chief of Staff-Council	E00
5	Chief of Staff-Mayor	E00
6	Chief of Staff-Prosecutor	B00
7	Chief Surveyor	674
8	City Attorney	980
9	City Auditor	960
10	City Clerk	950
11	City Clerk Analyst	630
12	City Clerk Assistant	390
13	City Clerk Bureau Manager	E00
14	City Clerk Specialist	560
15	City Controller	E00
16	City Engineer	E00
17	City Health Officer	E00
18	City Manager	990
19	City Prosecutor	970
20	City Safety Officer	E00
21	City Traffic Engineer	E00
22	City Treasurer/Revenue Officer	E00
23	Civil Engineer	644
24	Civil Engineering Assistant	514
25	Civil Engineering Associate	594
26	Claims Investigator/Representative I (T)	593
27	Clerk I	260
28	Clerk II	290

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

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

1	Criminalist I	590
2	Criminalist II	660
3	Criminalist III (T)	680
4	Criminalist Supervisor	700
5	Cultural Program Supervisor	570
6	Curator	530
7	Customer Relations Officer	E00
8	Customer Service Representative I	330
9	Customer Service Representative II	360
10	Customer Service Representative III	400
11	Customer Services Officer	E00
12	Customer Services Supervisor I	480
13	Customer Services Supervisor II (T)	510
14	Customer Support Officer	E00
15	Data Administrative Officer	E00
16	Data Center Officer	E00
17	Data Processing Assistant	410
18	Data Security Administrator	E00
19	Department Librarian I	600
20	Department Librarian II	630
21	Department Safety Officer	E00
22	Deputy Chief of Police	E00
23	Deputy City Attorney	C00
24	Deputy City Auditor	E00
25	Deputy City Clerk I	530
26	Deputy City Clerk II	550
27	Deputy City Manager	E00
28	Deputy City Prosecutor	C00

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

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

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

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

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

1	Geographic Information Systems Technician II	500
2	Geologist (T)	747
3	Geologist I	747
4	Geologist II	787
5	Grants Accounting Officer	E00
6	Handwriting Examiner – Miscellaneous	640
7	Handwriting Examiner – Safety	070
8	Hazardous Materials Specialist I	560
9	Hazardous Materials Specialist II	590
10	Hazardous Waste Coordinator	590
11	Hazardous Waste Operations Officer	E00
12	Health Educator I	310
13	Health Educator II	450
14	Health Promotion Officer	E00
15	Helicopter Mechanic	580
16	Historic Sites Officer	E00
17	Homeless Services Officer	E00
18	Housing Administrator	E00
19	Housing Aide I	350
20	Housing Aide II	380
21	Housing Assistance Coordinator	550
22	Housing Assistance Officer	E00
23	Housing Rehabilitation Counselor	550
24	Housing Rehabilitation Officer	E00
25	Housing Rehabilitation Supervisor I	580
26	Housing Rehabilitation Supervisor II	610
27	Housing Specialist I	400
28	Housing Specialist II	430

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1	Housing Specialist III	460
2	Human Dignity Officer	E00
3	Human Resources Officer	E00
4	Institutional Cook	390
5	Inspection Services Officer	E00
6	Intelligence Analyst	610
7	Investigator I	593
8	Investigator - City Prosecutor	B00
9	Investigator II	613
10	Investigator III	633
11	Investment Officer (T)	E00
12	Jail Administrator	E00
13	Lab Assistant I	360
14	Lab Assistant II	380
15	Lab Assistant III	420
16	Laboratory Assistant	360
17	Laboratory Services Officer	E00
18	Landscape Architect	604
19	Law Clerk	B00
20	Law Clerk - City Attorney	B00
21	Law Clerk - City Prosecutor	C00
22	Legal Administrative Assistant	B00
23	Legal Administrator - Attorney	E00
24	Legal Assistant (T)	B00
25	Legal Assistant I	460
26	Legal Assistant II	480
27	Legal Assistant III	530
28	Legal Assistant IV	550

1	Legal Assistant - Subrogation	B00
2	Legal Assistant – Supervisor	B00
3	Legal Office Assistant	386
4	Legal Records Assistant	356
5	Legal Office Specialist	406
6	Legal Records Supervisor	443
7	Legal Records Specialist	386
8	Legal Records Management Coordinator	583
9	Legal Secretary I	386
10	Legal Secretary II	406
11	Legal Stenographer I	316
12	Legal Stenographer II	336
13	Legal Stenographer III	356
14	Legal Systems Support Specialist	B00
15	Legal Technologist-City Prosecutor	B00
16	Legislative Assistant	510
17	Liability Claims Assistant I	410
18	Liability Claims Assistant II	460
19	Library Aide	270
20	Library Circulation Supervisor	560
21	Library Clerk I	330
22	Library Clerk II	370
23	Library Clerk III	400
24	Library Clerk IV	430
25	Library Youth Services Officer	E00
26	License Inspector I	450
27	License Inspector II	470
28	Licensed Vocational Nurse	440

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

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

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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 Service	E00
9	Manager - Public Works Operations	E00
10	Manager - Recreation Services	E00
11	Manager - Redevelopment	E00
12	Manager - Risk Management (T)	E00
13	Manager - Risk and Occupational Health Services	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

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 Equipment Stock Clerk I – NC	M27
16	Mechanical Equipment Stock Clerk II – NC	M37
17	Mechanical Equipment Stock Clerk III – NC	M52
18	Mechanical Supervisor I (T)	530
19	Mechanical Supervisor	600
20	Medical Assistant I	250
21	Medical Assistant II	370
22	Medical Social Worker I	490
23	Medical Social Worker II	530
24	Members of Boards and Commissions	D-11
25	Messenger/Mail Clerk I (T)	300
26	Messenger/Mail Clerk II (T)	370
27	Microbiologist I	540
28	Microbiologist II	570

1	Microbiologist III	610
2	Microbiologist Supervisor	580
3	Microfilm Technician	420
4	Minute Clerk	410
5	Motor Sweeper Operator	450
6	Historic Preservation Officer	E00
7	Neighborhood Improvement Officer	E00
8	Neighborhood Resource Officer	E00
9	Neighborhood Services Specialist I	400
10	Neighborhood Services Specialist II	430
11	Neighborhood Services Specialist III	460
12	Noise Abatement Specialist I	500
13	Noise Abatement Specialist II	530
14	Nurse I (T)	550
15	Nurse II (T)	570
16	Nurse Practitioner	670
17	Nursing Services Officer	E00
18	Nutrition Aide (T)	300
19	Nutrition Aide I	310
20	Nutrition Aide II	360
21	Nutrition Services Officer	E00
22	Occupancy Specialist I	390
23	Occupancy Specialist II	420
24	Occupancy Specialist III	450
25	Occupational Health Services Officer	E00
26	Office Manager - Prosecutor	B00
27	Office Services Assistant I	310
28	Office Services Assistant II	340

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

OFFICE OF THE CITY ATTORNEY
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1	Parking Operations Officer	E00
2	Payroll/Personnel Assistant I	350
3	Payroll/Personnel Assistant II	380
4	Payroll/Personnel Assistant III	420
5	Payroll Specialist I	460
6	Payroll Specialist II	500
7	Performance Management Officer	E00
8	Personnel Analyst II	600
9	Personnel Analyst III	630
10	Personnel Analyst I - Civil Service	570
11	Personnel Analyst II - Civil Service	600
12	Personnel Analyst III - Civil Service	630
13	Personnel Analyst I - Human Resources	570
14	Personnel Analyst II - Human Resources	600
15	Personnel Analyst III - Human Resources	630
16	Personnel Assistant (Conf.) I	430
17	Personnel Assistant (Conf.) II	460
18	Personnel Assistant (Conf.) III	500
19	Petroleum Engineer (T)	747
20	Petroleum Engineer I	747
21	Petroleum Engineer II	787
22	Petroleum Engineering Assistant	607
23	Petroleum Engineering Associate	697
24	Petroleum Engineering Associate I	607
25	Petroleum Engineering Associate II	697
26	Petroleum Engineering Technician	504
27	Petroleum Operations Coordinator I	750
28	Petroleum Operations Coordinator II	777

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1	Photographer	470
2	Physicians Assistant	B00
3	Plan Checker - Electrical I	634
4	Plan Checker - Electrical II	674
5	Plan Checker - Fire Prevention I	634
6	Plan Checker - Fire Prevention II	674
7	Plan Checker - Mechanical I	634
8	Plan Checker - Mechanical II	674
9	Plan Checker - Plumbing I	634
10	Plan Checker - Plumbing II	674
11	Planner I	530
12	Planner II	590
13	Planner III	640
14	Planner IV	670
15	Planner V	700
16	Planning Aide	440
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 (T)	E00
25	Police Corporal	100
26	Police Information & Technology Officer	E00
27	Police Inspector (R)	110
28	Police Lieutenant	170

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 and Technology Administrator	E00
7	Police Recruit	046
8	Police Sergeant	110
9	Police Services Specialist I	390
10	Police Services Specialist II	440
11	Police Services Specialist 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	Prosecutor Assistant	406
9	Prosecutor Assistant I	460
10	Prosecutor Assistant II	480
11	Prosecutor Assistant III	530
12	Prosecutor Assistant IV	550
13	Protection Aide	272
14	Public/Government Affairs Manager	E00
15	Public Health Associate I	250
16	Public Health Associate II	380
17	Public Health Associate III	540
18	Public Health Nurse I	570
19	Public Health Nurse II	590
20	Public Health Nurse III	610
21	Public Health Nurse Supervisor	640
22	Public Health Nutritionist I	500
23	Public Health Nutritionist II	550
24	Public Health Nutritionist III	600
25	Public Health Physician	C00
26	Public Health Professional I	550
27	Public Health Professional II	590
28	Public Health Professional III	620

1	Public Health Registrar	380
2	Public Information Officer	E00
3	Public Safety Dispatcher I	470
4	Public Safety Dispatcher II	500
5	Public Safety Dispatcher III	530
6	Public Safety Dispatcher IV	560
7	Public Works Supervisor	500
8	Purchasing Agent	E00
9	Real Estate Officer	E00
10	Real Estate Technician I	430
11	Real Estate Technician II	460
12	Records Manager - City Clerk	580
13	Recreation Assistant	390
14	Recreation Leader/Specialist IX (T)	H-39
15	Recreation Leader/Specialist X (T)	H-40
16	Recreation Superintendent	E00
17	Recruitment Officer - Civil Service	E00
18	Recycling Specialist I	470
19	Recycling Specialist II	530
20	Recycling & Sustainability Officer	E00
21	Redevelopment Administrator	E00
22	Redevelopment Finance Officer (T)	E00
23	Redevelopment Project Officer	E00
24	Refuse Field Investigator	460
25	Refuse Operator I	380
26	Refuse Operator II	410
27	Refuse Operator III	440
28	Refuse Supervisor	520

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1	Registered Nurse I	570
2	Registered Nurse II	590
3	Reprographics Assistant (T)	350
4	Revenue Management Officer	E00
5	Risk Manager	E00
6	Safety Specialist I	530
7	Safety Specialist I - Conf	530
8	Safety Specialist II	590
9	Safety Specialist II - Conf	590
10	School Guard	H-26, H-28
11	Secretary	410
12	Secretary to the City Auditor	486
13	Secretary to the City Attorney	520
14	Secretary to the Executive Director - Civil Service	450
15	Secretary to the Mayor	590
16	Senior Accountant	630
17	Senior Animal Control Officer	490
18	Senior Architectural Engineer	694
19	Senior Auditor	B00
20	Senior Civil Engineer	694
21	Senior Combination Building Inspector	574
22	Senior Deputy City Attorney	D00
23	Senior Electrical Inspector	574
24	Senior Engineering Technician I	547
25	Senior Engineering Technician II	577
26	Senior Equipment Operator	510
27	Senior Geological Drafting Technician	567
28	Senior Geologist	787

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1	Senior Legal Secretary I	443
2	Senior Legal Secretary II	466
3	Senior Mechanical Engineer	694
4	Senior Mechanical Inspector	574
5	Senior Minute Clerk	450
6	Senior Payroll/Personnel Assistant (T)	460
7	Senior Petroleum Engineer (T)	787
8	Senior Petroleum Engineering Associate (T)	747
9	Senior Plumbing Inspector	574
10	Senior Prosecutor Assistant	B00
11	Senior Records Clerk	570
12	Senior Structural Engineer	687
13	Senior Survey Technician	508
14	Senior Surveyor	627
15	Senior Traffic Engineer	694
16	SERRF Operations Officer	E00
17	Special Investigator - City Manager	B00
18	Special Projects Officer	E00
19	Special Projects Officer - Engineering	E00
20	Special Projects Officer - Financial Management (T)	E00
21	Special Projects Officer - Housing	E00
22	Special Projects Officer - Public Service	E00
23	Special Projects Officer - Public Works	E00
24	Special Services Officer I	361
25	Special Services Officer II	426
26	Special Services Officer III	440
27	Special Services Officer IV	500
28	Special Services Officer V	560

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

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

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1	Supervisor - Stores and Property	490
2	Supervisor - Waste Operations	570
3	Support Projects Officer	E00
4	Survey Technician	467
5	Surveyor	554
6	Systems Analyst I	500
7	Systems Analyst II	560
8	Systems Support Specialist I	530
9	Systems Support Specialist II	570
10	Systems Support Specialist III	610
11	Systems Support Specialist IV	650
12	Systems Support Specialist V	690
13	Systems Support Specialist VI	730
14	Systems Support Specialist VII	770
15	Systems Technician I	440
16	Systems Technician II	480
17	Systems Technician III	520
18	Systems Technician IV	570
19	Technical Aide	280
20	Technical Assistant	400
21	Technical Services Officer - Library Services (T)	E00
22	Technical Services Administrator	E00
23	Technical Support Officer	E00
24	Telecommunications Officer	E00
25	Tidelands Development Officer	E00
26	Traffic and Transportation Program Administrator	E00
27	Traffic Engineer	644
28	Traffic Engineering Aide I	454

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1	Traffic Engineering Aide II	494
2	Traffic Engineering Associate I	514
3	Traffic Engineering Associate II	594
4	Traffic Painter I	400
5	Traffic Painter II	420
6	Traffic Signal Coordinator	640
7	Traffic Signal Technician I	570
8	Traffic Signal Technician II	610
9	Transportation Planner I	620
10	Transportation Planner II	650
11	Transportation Planner III	680
12	Transportation Planner IV	710
13	Transportation Planning Officer	E00
14	Transportation Programming Officer	E00
15	Transportation Programs Planner	620
16	Treasury Operations Officer	E00
17	Tree Trimmer I	400
18	Tree Trimmer II	430
19	Utilities Systems Operator	450
20	Utility Services Officer	E00
21	Vector Control Specialist I	420
22	Vector Control Specialist II	460
23	Video Communications Officer	E00
24	Victim's Advocate - City Prosecutor	B00
25	Visual Arts Specialist I	430
26	Visual Arts Specialist II	470
27	Voice and Data Communications Officer	E00
28	Waste Management Officer (T)	E00

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

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

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OFFICE OF THE CITY ATTORNEY
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NON-CAREER (NC) POSITION TITLES
AND ASSIGNED SALARY RANGE NUMBERS

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

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

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

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

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1	Planning Aide - NC	M36
2	Plumber - NC	M52
3	Police Cadet - NC	H-36
4	Police Investigator - NC	050
5	Police Officer - NC	050
6	Police Services Specialist I - NC	M24
7	Pool Lifeguard I - NC	H-32
8	Pool Lifeguard II - NC	H-34
9	Principal Building Inspector - NC	N87
10	Public Health Associate I - NC	250
11	Public Health Nurse - NC	M66
12	Public Health Physician - NC	B00
13	Public Health Professional - NC	B00
14	Public Safety Dispatcher I - NC	M42
15	Public Safety Dispatcher II - NC	M47
16	Recreation Leader/Specialist I - NC	H-20, 260
17	Recreation Leader/Specialist II - NC	H-22, 300
18	Recreation Leader/Specialist III - NC	H-25, 330
19	Recreation Leader/Specialist IV - NC	H-28, 360
20	Recreation Leader/Specialist V - NC	H-32
21	Recreation Leader/Specialist VI - NC	H-34
22	Recreation Leader/Specialist VII - NC	H-36
23	Recreation Leader/Specialist VIII - NC	H-38
24	Recreation Leader/Specialist IX - NC	H-39
25	Recreation Leader/Specialist X - NC	H-40
26	Refuse Operator I - NC	370
27	Refuse Operator II - NC	400
28	Special Services Officer I - NC	M22

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

14

15 Section 16. The City Manager may assign an employee of the City to
16 perform as the acting department head, assistant department head, bureau head or
17 division head of any department under the City Manager's supervision and control,
18 whenever a vacancy occurs in any of such positions or when the City Manager
19 determines that the incumbent department head, assistant department head, bureau
20 head or division head is unable to perform the duties of his/her position, and such an
21 assignment is necessary for the efficient and effective operation of the department,
22 bureau or division. The appropriate appointing authority of any department not under the
23 jurisdiction of the City Manager may assign an employee of that department to perform
24 as the acting department head, assistant department head, bureau head or division head
25 whenever a vacancy occurs in any of such positions or when said appointing authority
26 determines that the incumbent department head, assistant department head, bureau
27 head or division head is unable to perform the duties of his/her position and such an
28 assignment is necessary for the efficient and effective operation of the department,

1 bureau or division. During the time the employee is so assigned and is performing in said
2 acting capacity, the employee shall be entitled to receive the compensation designated
3 by the City Manager or the appropriate appointing authority at one of the salary rates
4 fixed and prescribed by this resolution for the position to which said employee is
5 assigned.

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

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

	<u>Position Title</u>	<u>Skill</u>	<u>Additional Compensation</u>
26	1. Non-management	For regular and frequent	\$ 0.70 per hour
27	classifications in the current	use of certified oral and/or	or
28	Salary Resolution	written bilingual skills	\$ 5.60 per diem
	represented by the IAM		

1	2.	Non-management classifications represented by the Long Beach Association of Engineering Employees with a base hourly rate of \$21.050 or lower and Long Beach Association of Confidential Employees for all classifications in which the top step hourly rates are equal to or less than Salary Range 560	For regular and frequent use of certified oral and/or written bilingual skills	\$ 0.60 per hour or \$ 4.80 per diem
2				
3				
4				
5				
6				
7				
8	3.	Police Officer, Police Corporal, Police Sergeant, Firefighter, Fire Captain, Fire Engineer, Marine Safety Sergeant, Marine Safety Sergeant-Boat Operator and Marine Safety Officer	For regular and frequent use of certified oral and/or written bilingual skills	\$ 0.80 per hour or \$ 6.40 per diem
9				
10				
11				
12				
13	4.	Classifications in Skilled and General Services Bargaining Units	When required to work on ladders, mechanical devices, etc., placing employee at heights over 40 feet (excludes Window Washers and Tree Trimmers)	\$ 4.00 per diem
14				
15				
16				
17	5.	Animal Control Officer II	When regularly assigned and performing the 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	\$ 6.00 per diem
18				
19				
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21				
22				
23	6.	Automatic Sprinkler Control Technician	When regularly assigned and performing telemetry duties to monitor, adjust, and troubleshoot irrigation systems	\$12.00 per diem
24				
25				
26				
27				
28				

1	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
2				
3				
4			When regularly assigned to and performing duties in the swing shift of the Police Department Records Division	\$ 0.60 per hour
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6				
7			When regularly assigned to and performing duties in the night shift of the Police Department Records Division	\$ 0.90 per hour
8				
9				
10	8.	Clerk Typist I, II and III	For regular and frequent use of certified short-hand skills	\$ 0.30 per hour
11				
12			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
13				
14				
15	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 supervisor's regular days off	\$ 6.40 per diem
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19	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
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22				
23	11.	Carpenter Supervisor; Painter Supervisor; General Maintenance Supervisor II; Mechanical Supervisor; Electrical Supervisor; Plumber Supervisor	When regularly assigned and performing as supervisor of three or more sections in the Structural Division of the Public Service Bureau	\$10.00 per diem
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1	12.	Combination Building Inspector; Electrical Inspector; Plumbing Inspector; Combination Building Inspector Aide I and II; Senior Combination Building Inspector; Sr. Electrical Inspector; Sr. Plumbing Inspector; Sr. Mechanical Inspector; Principal Building Inspector; Chief Building Inspector	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.50 per hour for one specialty certification, \$0.75 for two, \$1.00 for three, up to a maximum of \$1.25 per hour for four special certifications)	\$ 0.50 per hour \$ 0.75 per hour \$ 1.00 per hour \$ 1.25 per hour
8	13.	Combination Building Inspector Aide I and II; Combination Building Inspector; Senior Combination Building Inspector; Principal Building Inspector; Senior Electrical Inspector; Senior Plumbing Inspector; Senior Mechanical Inspector	Counter plan checking	\$ 5.60 per diem
11	14.	Communications Dispatcher IV	When regularly assigned to and performing the duties of a Communications Center Supervisor during the Communications Center Supervisor's regularly scheduled days off. This skill pay may not be combined with Higher Class Pay	\$ 7.50 per diem
15	15.	Construction Inspector I; Construction Inspector II; Principal Construction Inspector; Chief Construction Inspector	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.50 per hour for one deputy inspector card, \$0.75 per hour for two cards, \$1.00 per hour for three cards, up to a maximum of \$1.25 per hour for four cards)	\$ 0.50 per hour \$ 0.75 per hour \$ 1.00 per hour \$1.25 per hour
16	16.	Construction Inspector II	When performing field district supervisory duties	\$ 3.97 per diem

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 Long Beach, CA 90802-4664

1	17.	Construction Inspector II	When regularly assigned and performing as supervisor over all Gas Construction Inspection activities	\$ 1.418 per hour or \$11.344 per diem
2				
3				
4	18.	Customer Service Representative II	When performing meter rereads	\$ 0.472 per hour
5				
6	19.	Customer Service Representative III	When regularly assigned and performing duties as a section lead person	\$ 1.00 per hour
7				
8			When working "Hotline Desk"	\$0.586 per hour
9	20.	Customer Service Supervisor	When regularly assigned and performing as supervisor for License Inspectors	\$ 1.63 per hour
10				
11				
12	21.	Electrician	When regularly assigned and performing duties as a lead Electrician in the Traffic Signal Section	\$ 0.50 per hour or \$ 4.00 per diem
13				
14	22.	Equipment Mechanic I and II	When regularly assigned to the maintenance and repair of City vehicles, and when possessing a current ASE certification as a Master Automotive and/or Master Medium/Heavy Truck Technician	\$ 1.00 per hour for one ASE Master Certification or \$ \$2.00 per hour for two ASE Master Certifications
15				
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19	23.	Equipment Operator III	When regularly assigned and performing dredge lever operator duties	\$ 0.882 per hour or \$ 7.056 per diem
20				
21		Non-management classifications in the current salary resolution represented by the IAM for the Skilled and General Bargaining Units	When regularly assigned to and possessing certification issued by an Accredited Certifying Entity per CCR Title 8 Section 5006.1 for crane operations (per certificate).	\$ 0.56 per hour or \$4.48 per diem
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1	24.	Fleet Services Supervisor I and II	When regularly assigned and performing as supervisor to Equipment Mechanics within the Fleet-Maintenance division and possessing a current ASE certification as a Master Automotive and/or Master Medium/Heavy Truck Technician	\$ 1.000 per hour for one certificate or \$ \$2.00 per hour for two certificates
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7	25.	Garage Service Attendant I and II	When driving a vehicle requiring a Class A license	\$ 8.00 per diem
8				
9	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
10				
11				
12	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
13				
14				
15	28.	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
16				
17				
18	29.	Gas Construction Worker II	When possessing a SoCal Gas (or equivalent) Leakage Survey or Pressure Control certification, or Long Beach Gas & Oil Valve Inspection and Maintenance certification, or a NACE Basic Level certification, or a Western States Fundamental Corrosion Course certificate	\$ 0.500 per hour
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1	30.	Gas Construction Worker II; Gas Field Service Representative II; Senior Equipment Operator	When possessing the classification - appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan certification for journey level	\$ 2.000 per hour
2				
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6				
7	31.	Gas Construction Worker III	When possessing the classification - appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan certification for journey level	\$ 0.600 per hour
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9				
10				
11				
12				\$ 0.550 per hour
13			When possessing a Leakage Survey certification, or a Long Beach Gas & Oil Pressure Control certification for 6" and above PC fittings, or a NACE Basic and/or Tester-level certification, or a Fusion Trainer/Inspector certification from a gas pipeline industry recognized agency, or when performing DOT recordkeeping for Valve Maintenance	
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20	32.	Gas Distribution Supervisor I and II	When possessing a Flow Computer Unit Operation and Maintenance and BTU Transmitter Operation and Maintenance certifications, or a SoCal Gas (or equivalent) Appliance Technology certification, or Regulator Troubleshooting certification	\$ 0.200 per hour
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1	33.	Gas Field Service Representative II	When regularly assigned to installing meters of 300 or more cubic feet per hour capacity at 1/2 inch water column pressure drop or when installing district regulator stations	\$ 3.00 per diem
2				
3				
4				
5			When possessing a SoCal Gas (or equivalent)	
6			Appliance Technology certification, or a Regulator Technician certification, or a basic commercial meter installation certificate, or a basic multimeter set installation certificate	\$ 0.500 per hour
7				
8				
9				
10	34.	Gas Field Service Representative III	When possessing a Long Beach Gas & Oil an advanced commercial meter installation certificate, or an advanced multimeter set installation certificate, or a SoCal Gas (or equivalent) Appliance Technology certification or a Regulator Troubleshooting certification	\$ 0.550 per hour
11				
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14				
15				\$ 0.600 per hour
16				
17			When possessing the classification-appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan certification for advanced level	
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21				
22	35.	Gas Maintenance Supervisor I	When certified and performing duties as a pipeline welder on an as-needed basis	\$ 4.00 per diem
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1	36.	Gas Maintenance Supervisor I and II	When possessing a Fusion Trainer/Inspector certification from a gas pipeline industry-recognized agency or a NACE Basic and/or Tester-level certification, or a Gas Pipeline Welding Inspections certification from an API-certified welding instructor	\$ 0.200 per hour
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6				
7	37.	General Maintenance Assistant (T)	When regularly performing specialized marina maintenance work	\$ 0.635 per hour
8				
9	38.	General Maintenance Supervisor II	When regularly assigned and performing as supervisor over skilled crafts	\$ 1.00 per hour or \$ 8.00 per diem
10				
11				
12			When regularly assigned and performing as general supervisor over Marine and Facility Maintenance	\$ 2.00 per hour or \$16.00 per diem
13				
14				
15	39.	Helicopter Mechanic;; Equipment Mechanic II	When possessing a FAA-issued Inspection Authorization License	\$ 2.89 per hour
16				
17	40.	Housing Specialist II	When regularly assigned as floater-trainer. Skill pay expires on September 30, 2003	\$ 0.50 per hour
18				
19				
20	41.	Housing Specialist III	When regularly assigned to and performing the duties of trainer or portability specialist	\$ 0.50 per hour
21				
22				
23	42.	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
24				
25				
26				
27			When regularly assigned and/or performing the duties of a deck hand	\$ 0.432 per hour or \$ 3.46 per diem
28				

1	43.	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
2				
3				
4	44.	Maintenance Assistant III	When supervising crews or contractors performing custodial and/or maintenance duties	\$ 0.500 per hour or \$ 4.00 per diem
5				
6				
7			When regularly assigned and/or performing lot cleaning crew leader duties	\$ 0.44 per hour or \$ 3.52 per diem
8				
9			When regularly assigned and/or performing pesticide applicator duties	\$ 0.554 per hour or \$ 4.43 per diem
10				
11			When performing fiber-glassing duties for Marine Bureau	\$ 4.43 per diem
12				
13	45.	Marine Safety Sergeant - Boat Operator; Marine Safety Sergeant; Marine Safety Officer	When certified and possessing a Coast Guard Operator's license and towing certificate	\$ 0.863 per hour
14				
15				
16			When regularly assigned and performing as a member of the dive team unless serving as Dive Master or SWRC	\$ 0.719 per hour
17				
18				
19			When regularly assigned and performing as the dive master	\$ 1.007 per hour
20				
21			When regularly assigned and performing as the Swift Water Rescue Coordinator	\$ 1.007 per hour
22	46.	Material Inspector	When full qualified and assigned to perform deputy inspection work and while possessing a valid deputy inspector card	\$ 2.80 per diem
23				
24				
25	47.	Marine Safety Officer; Lifeguard-Hourly-NC; Lifeguard-Seasonal (T)	When performing the duties of a Junior Lifeguard Instructor	\$ 4.50 per diem
26				
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1	48.	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	49.	Motor Sweeper Operator (T)	When regularly assigned and operating a three- wheeled motor sweeper	\$ 0.25 per hour
5				
6	50.	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
7				
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9				
10	51.	Payroll/Personnel Assistant III	When supervising payroll and personnel functions at Police Department	\$ 1.157 per hour or \$ 9.256 per diem
11				
12	52.	Personnel Analyst I-II	When assigned to and performing table customization, configuration and maintenance in the HRMS System	\$12.00 per diem
13				
14				
15	53.	Personnel Assistant II	When regularly assigned and performing duties as a section lead person	\$ 1.00 per hour
16				
17	54.	Pipeline Welder	When regularly assigned and performing duties as a pipeline welding shop leadperson	\$ 0.70 per hour
18				
19				
20	55.	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
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1	56.	Planner II, III (consolidated IV, V)	When regularly assigned and performing special project duties related to the development of sustainability policy, the creation of a Sustainable Development Board, and the provision of technical assistance related to environmental policy	\$ 0.70 per hour
2				
3				
4				
5				
6				
7			When regularly assigned and performing help desk duties	\$ 0.70 per hour
8				
9	57.	Planning Aide, Assistant Planner I and II and Planner I, II and III	When assigned to work the Development Service Counter and performing over-the-counter plan checking	\$ 5.60 per diem
10				
11				
12	58.	Plumber	When regularly assigned and performing duties as irrigation systems plumbing specialist	\$ 0.647 per hour or \$ 5.176 per diem
13				
14				
15	59.	Police Property & Supply Clerk I	When regularly assigned and performing lead duties	\$ 1.50 per hour
16				
17	60.	Public Health Nurse; Nurse I and II; Medical Social Worker II; Nutrition Aide; Public Health Nutritionist I; Community Worker	When regularly assigned and performing as a team leader of a rehabilitation team or specialized clinic or STD clinic in the Health Department	\$ 0.633 per hour
18				
19				
20				
21	61.	Public Health Professional III	When regularly assigned and performing the full duties as Director of the Employee Assistance Program	\$ 3.00 per hour
22				
23				
24	62.	Refuse Operator II and III	When performing as a District Trainer	\$ 4.00 per diem
25				
26	63.	School Guard	When assigned as School Guard Trainer	\$ 3.10 per diem
27				
28				

1	64.	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	65.	Senior Combination Building Inspector; Senior Electrical Inspector; Senior Plumbing Inspector; Senior Mechanical Inspector	When registered by the International Code Council (ICC) and recertified 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)	\$ 0.15 per hour \$ 0.30 per hour \$ 0.45 per hour \$ 0.60 per hour
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10				
11	66.	Senior Engineering Technician I	When regularly assigned and performing architectural design	\$ 9.70 per diem
12				
13	67.	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	68.	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				
23	69.	Special Services Officer I	When regularly assigned and performing in the Police Department's Traffic Division	\$ 2.085 per hour
24				
25			When regularly assigned to the Long Beach Airport	\$ 1.00 per hour
26				
27				
28				

1	70.	Special Services Officer II	When regularly assigned the responsibility of patrolling Marina slips and basins between the hours of 8:00 p.m. and 4:00 a.m.	\$ 0.433 per hour
2				
3				
4			When assigned to and performing as School Guard Supervisor	\$ 4.00 per diem
5				
6			When regularly assigned to the Long Beach Airport	\$ 1.00 per hour
7				
8	71.	Special Services Officer III	When regularly assigned to the Police Department Marine Patrol and performing the duties of a Security Officer IV during the Security Officer IV's regularly scheduled days off. This skill pay may not be combined with Higher Class Pay	\$ 4.54 per diem
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14			When regularly assigned to the Long Beach Airport	\$ 1.00 per hour
15	72.	Special Services Officer III-IV (T), Detention Officer I-II	When assigned to and performing "jailer" duties	\$ 1.50 per hour
16				
17			When regularly assigned to the Long Beach Airport	\$ 1.00 per hour
18	73.	Special Services Officers I – IV, Park Rangers	When assigned by the Department Head to train new personnel as part of a structured training program.	\$2.25 per hour
19				
20	74.	Street Maintenance Supervisor (T); Painter Supervisor	When regularly assigned and performing as general supervisor of the Traffic Painter/Marking and Security sections	\$ 0.50 per hour
21				
22				
23	75.	Street Maintenance Supervisor; Street Landscaping Supervisor	When supervising Senior Equipment Operators	\$ 1.350 per hour
24				
25	76.	Supervisor – Stores and Property	When possessing an ASE Parts Specialist Certificate	\$1.00 per hour
26				
27				
28				

1	77.	Supervising Custodian	When supervising contractors performing custodial and/or maintenance duties in the Library Services Department	\$ 0.50 per hour
2				
3				
4				
5	78.	Tree Trimmer I and II (T)	When regularly performing tree trimming duties from aerial bucket	\$ 0.35 per hour
6				
7	79.	Tree Trimmer I, II (T) and Street Landscaping Supervisor, Park Maintenance Supervisor, Street Maintenance Supervisor	When possessing a current International Society of Arboriculture certification as a Certified Arborist	\$ 0.50 per hour
8				
9				
10	80.	Tree Trimmer I, II (T)	When possessing a Pesticide Applicator license and regularly assigned pesticide applicator duties	\$ 4.43 per diem
11				
12				
13	81.	Welder	When regularly assigned and performing duties as a lead welder	\$ 4.50 per diem
14				
15	82.	Window Washer I and II (T)	When performing window washing duties from swinging or electric scaffolds or bosun chairs	\$ 3.60 per diem
16				
17				
18	83.	Floor Warden as specified in the City's Safety & Health Manual	Employees who maintain current certification and are assigned as a Floor Warden in accordance with the Floor Warden Procedure of the City's Safety & Health Manual	\$ 0.50 per hour or \$ 4.00 per diem
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1	84.	Police Officer	Helicopter pilot	\$ 3.305 per hour
2			Helicopter observer	\$ 1.580 per hour
3			When performing on a two- wheeled motorcycle	\$ 2.012 per hour
4				
5			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.	
6				
7				
8				
9			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.	
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17	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
18				
19				
20				
21			When regularly assigned to and performing the duties of Boat Patrol Operators and in possession of a valid Coast Guard Operators License and Towing Certificate	\$ 1.438 per hour
22				
23				
24				
25			When regularly assigned to and performing the duties of Boat Patrol Operations and in possession of a valid Basic Boat Operations certificate	\$ 0.719 per hour
26				
27				
28				

1	86.	Police Sergeant	Helicopter pilot	\$ 3.305 per hour
2			When performing on a two-wheeled motorcycle	\$ 2.012 per hour
3				
4	87.	Police Corporal	When assigned to a one-officer unit in Patrol	
5			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.	
6				
7				
8			When assigned by the Chief of Police to be 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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17	88.	Firefighter, Fire Captain, Fire Engineer, Battalion Chief	When regularly assigned to a non-platoon schedule in Fire Prevention, Community Services, Support Services, Operations, Disaster Management, or Administration	\$2.300 per hour
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19				
20				
21				
22	89.	Firefighter, Fire Captain Fire Engineer	When certified and permanently assigned to perform the full duties of an Arson Investigator	17% of top step Firefighter per hour
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1	When certified and permanently assigned to the Urban Search and Rescue (USAR) program station	6% of top step Firefighter per hour
2		
3		4.5% of top step Firefighter per hour
4	When certified and assigned as qualified relief coverage to the USAR program	1.5% of top step Firefighter per diem
5		
6		
7	When certified and temporarily assigned from qualified relief to the USAR station	2.5% of top step Firefighter per hour
8		
9	When certified and permanently assigned as an instructor and training coordinator at an USAR program station	
10		
11	When certified and permanently assigned to the Hazardous Materials (HAZMAT) program station	6% of top step Firefighter per hour
12		
13		4.5% of top step Firefighter per hour
14	When certified and assigned as qualified relief coverage to the HAZMAT program	1.5% of top step Firefighter per diem
15		
16	When certified and temporarily assigned from qualified relief to the HAZMAT station	2.5% of top step Firefighter per hour
17		
18		
19	When certified and permanently assigned as an instructor and training coordinator at an HAZMAT program station	
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1			When certified and permanently assigned to the Aircraft Rescue and Fire Fighting (ARFF) program station	5% of top step Firefighter per hour
2				
3				
4			When certified and assigned as qualified relief coverage to the ARFF program	4.5% of top step Firefighter per hour
5				
6				
7			When certified and temporarily assigned from qualified relief to the ARFF station	0.5% of top step Firefighter per diem
8				
9	90.	Fire Boat Operator	When in possession of a valid 100-ton license and regularly assigned to operating a fire boat	\$ 2.300 per hour
10				
11				
12	91.	Fire Captain	When certified and permanently assigned to a Rescue Boat, the Paramedic Coordinator, the Public Information Officer, the Training Captain, or the Fire Prevention Captain	6% of top step Firefighter per hour
13				
14				
15				
16			When certified and assigned as qualified relief for a Rescue Boat Captain	4.5% of top step Firefighter per hour
17				1.5% of top step Firefighter per diem
18			When certified and temporarily assigned from qualified relief to work as a Rescue Boat Captain	
19				
20				
21	92.	Firefighter	When licensed by the State of California and accredited by the local emergency services agency, and while fully trained and assigned to Paramedic duty	17% of top step Firefighter per hour
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1	93.	Fire Engineer	When regularly assigned to a fire boat as Fire Engineer	\$ 0.920 per hour
2				
3			When regularly assigned to an apparatus other than a single function fire boat	\$ 0.173 per hour
4			and in possession of the required California State Emergency Apparatus Operator's License	
5				
6				

7 Section 18. The method of computation of the amount of additional
8 compensation to be paid to an employee for overtime worked shall be in accordance with
9 and pursuant to the applicable definitions, conditions, and requirements of the Personnel
10 Ordinance and in accordance with and pursuant to the Fair Labor Standards Act (FLSA),
11 except that the additional compensation for overtime exempt from FLSA shall not include
12 uncontrolled standby amounts in the computation.

13 Section 19. Subject to the requirements and conditions of Section 4.06 of
14 the Personnel Ordinance relating to the availability of funds, every employee who shall
15 consent to forego and shall forego the taking of any annual vacation or portion thereof at
16 the request of his/her department head and also of the City Manager or other appropriate
17 appointing authority as provided in the Personnel Ordinance shall be paid as additional
18 compensation a sum computed by multiplying the hourly rate of compensation prescribed
19 by this resolution for the position held by said employee by the number of vacation hours
20 which the employee shall forego. For members of the Fire Department on platoon duty,
21 compensation is computed by multiplying the number of vacation hours by two-thirds of
22 the hourly rate. Work performed by the employee during said vacation period shall not
23 be considered as overtime or "extra time worked" as provided in the Personnel
24 Ordinance.

25 Section 20. Section 4.01(e) and (f) of the Personnel Ordinance permit
26 certain City employees to be absent thirteen working days yearly with full pay, to be
27 prorated monthly, in lieu of absence of the employee on the holidays enumerated in
28 Section 1.05 of the Personnel Ordinance. Subject to the prior approval of the appropriate

1 appointing authority, an employee may accumulate and carry over such properly
2 authorized unused "in lieu of holiday" time off for no longer than the close of the second
3 calendar year immediately following the calendar year in which such time off was earned.
4 In the event that such accumulated "in lieu of holiday" time off is not taken as time off by
5 the employee by the end of the second calendar year immediately following the calendar
6 year in which it was earned, then such accumulated time off shall be forfeited by the
7 employee and no compensation shall thereafter be paid therefore.

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

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

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

1 schedule changed to the day shift for each day they are on jury service and are
2 scheduled to work. Employees dismissed from jury service in time to arrive at work at
3 least 2 hours prior to the completion of the shift must report back to work.

4 In addition to the immediate family members provided in Section 2.09 of the
5 Personnel Ordinance, great-grandfather and great-grandmother are defined as
6 immediate family members. Additionally, all unrepresented employees shall be entitled
7 to the same domestic partner provisions for sick leave and bereavement leave as is
8 contained in the Memorandum of Understanding with the International Association of
9 Machinists.

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

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

25 Section 21. Employees of the City of Long Beach with the position title of
26 City Manager, City Clerk, Office Manager - City Prosecutor, and Management Assistant,
27 and positions with the designated salary ranges of C00, D00, and E00, are hereby
28 designated as being eligible to be granted executive leave by the appropriate appointing

1 authority or department head, in accordance with and pursuant to the provisions of
2 Section 4.10 of the City Personnel Ordinance. In addition to the five days granted to
3 eligible employees in Section 4.10 of the Personnel Ordinance, the appointing authority
4 may grant up to eighty additional hours executive leave per calendar year for
5 management employees.

6 Section 22. In addition to the compensation provided by Section 15
7 hereof, a night shift differential of eighty cents (\$0.80) per hour shall be paid to any
8 permanent full-time employee in the IAM bargaining units whose regular schedule
9 requires said employee to work between the hours of 6:00 p.m. and 6:00 a.m., provided
10 that:

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

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

21 Section 23. Sworn personnel of the Police Department who may be called
22 upon to use firearms in the performance of their duties and who on a qualifying schedule
23 prescribed by the Chief of Police attain a required degree of proficiency in marksmanship
24 shall receive additional compensation as herein provided.

25	Marksman	\$ 4.00 per month
26	Sharpshooter	8.00 per month
27	Expert	16.00 per month
28	Master	32.00 per month

1 An employee shall receive the additional compensation only for the six-month period
2 immediately following the prescribed qualification period in which said employee has
3 demonstrated his/her proficiency as herein provided to the satisfaction of the Chief of
4 Police. Such compensation may be paid in an aggregate lump sum for the qualifying
5 period. The determination of the Chief of Police on all scoring is final and conclusive.
6 The City shall not be entitled to a refund in the event employment is terminated by death
7 or otherwise during the period for which a lump sum payment has been made. The
8 weapon used to qualify shall be an approved handgun as authorized by the Police
9 Department.

10 Section 24. All Firefighters, Auto Firefighters (R), Fire Boat Operators, Fire
11 Engineers, Fire Captains, Battalion Chiefs, Police Officers and Identification Officers (T)
12 employed by the City shall be entitled to receive, in addition to the compensation set forth
13 in this solution for such positions, an incentive payment under either one of the Incentive
14 Pay Programs hereinafter provided for the Fire Department and the Police Department.

15 A. Police Department Incentive Pay Program I

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

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

26 B. Police Department Incentive Pay Program II

27 1. The amount of \$0.604 per hour shall be paid as additional
28 compensation to each Police Officer who has obtained a Peace Officer Standards and

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

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

9 C. Police Department - Education Pay

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

13 AA Degree	\$175 per month
14 BA/BS Degree	\$350 per month
15 MA Degree	\$450 per month

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

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

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

23 D. Fire Department Education Pay

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

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

6 3. The amount of \$2.300 per hour shall be paid as additional
7 compensation to each Firefighter and Auto Firefighter (R), Fire Engineer, Fire Boat
8 Operator, Fire Captain, and Battalion Chief who has obtained a Masters of Arts or
9 Masters of Science Degree in the fields and at the institutions described in 1 above.

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

13 E. Police Department Longevity Pay

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

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

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

27 4. LBPOA bargaining unit members hired as lateral Police Officers with
28 prior law enforcement experience outside of California equivalent to the experience

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

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

10 F. Fire Department Longevity Pay

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

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

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

25 4. LBFFA bargaining unit members hired with prior firefighting
26 experience outside of California, including military firefighting service, equivalent to the
27 experience described in paragraph (3), are eligible for credit for longevity pay, as
28 described in paragraphs (1) and (2) above, for each full month worked if the experience

1 and certification is determined to be equivalent by the Fire Chief.

2 Section 25.

3 A. Each employee represented by the International Association of
4 Machinists and Aerospace Workers who is required to perform the full range of duties in
5 a higher-level classification or grade level position that is vacant, up to and including
6 division manager, shall be paid an additional seventy-five cents (\$0.75) per hour
7 providing the following conditions are met:

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

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

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

16 B. Each employee represented by the Long Beach Association of
17 Confidential Employees, and the Long Beach Association of Engineering Employees,
18 who is required to perform the full range of duties in a higher-level classification or grade
19 level position that is vacant, up to and including division manager, shall be paid an
20 additional seventy-five cents (\$0.75) per hour providing the following conditions are met:

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

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

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

1 classification or grade level.

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

5 C. Each employee in the classification of Public Safety Dispatcher II
6 shall receive \$1.86 per hour for each hour assigned to and performing training duties.

7 Section 26. In lieu of coverage under the health insurance program
8 provided by the City for employees holding permanent full-time positions, each employee
9 in a permanent part-time position (as defined in the Personnel Ordinance), shall, for
10 every one hundred and seventy-four hours worked by such permanent part-time
11 employee be paid four hundred dollars effective October 1, 2003.

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

16 Section 27.

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

22 B. Employees assigned to Salary Range E00, the City Manager, the
23 City Attorney, Senior Deputy City Attorney, Principal Deputy City Attorney, the City
24 Prosecutor, the City Auditor, Deputy City Auditor, the Mayor, and the City Clerk shall
25 receive, unless they elect an available alternative, as additional compensation life
26 insurance benefits equal to three times their full annual salary to a maximum of five
27 hundred thousand dollars, long- and short-term disability insurance, and in-hospital
28 indemnity benefits. Proceeds of any life insurance benefits shall be payable to a

1 beneficiary named by the person insured or, if none is named, to his/her estate.

2 C. Employees in the classification of Deputy City Attorney shall receive
3 as additional compensation a Two Hundred Thousand Dollar life insurance policy and
4 long-term and short-term disability insurance currently provided to management
5 employees in the City. Employees represented by the City Attorneys Association, except
6 as noted above, shall receive as additional compensation a One Hundred Thousand
7 Dollar Life Insurance Policy and shall be entitled, at their discretion, to participate in the
8 program for long-term and short-term disability insurance currently provided to the
9 Deputy City Attorneys. Employees who elect to participate shall pay the full cost of
10 premiums. Employees in the classification of Audit Manager shall receive as additional
11 compensation a One Hundred Thousand Dollar life insurance policy, long-term and short-
12 term disability insurance, and in-hospital indemnity benefits. Employees in the
13 classification of Senior Auditor, Staff Auditor, and Audit Analyst shall receive long-term
14 and short-term disability insurance. Employees in the classification of Deputy City
15 Prosecutor shall receive as additional compensation a One Hundred Fifty Thousand
16 Dollar life insurance policy and long-term and short-term disability insurance. Employees
17 represented by the City Prosecutors Association, except as noted above, shall receive as
18 additional compensation a Fifty Thousand Dollar life insurance policy.

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

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

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

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

1 eligibility, whatever occurs first;

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

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

5 Section 28. Employees of the City, including employees of the Harbor
6 Department and Water Department, shall receive as additional compensation such
7 insurance benefits for bodily injury or death incurred by such employees while traveling
8 on the official business of the City of Long Beach or its boards, commissions or
9 committees as may be provided from time to time in a master policy or policies of travel
10 insurance as may be obtained by the City pursuant to Section 3121 of the California
11 Government Code.

12 Section 29. Pursuant to the provisions of Section 53240 of the California
13 Government Code, an employee may receive the cost of replacing or repairing property
14 such as eyeglasses, hearing aids, dentures, watches, or articles of clothing when loss or
15 damage occurs in the line of duty and is not attributable to the employee's negligence. If
16 the items are damaged beyond repair, the actual value of such items may be paid. The
17 value of such items shall be determined as of the time of loss or damage. In the event of
18 such loss or damage, the employee seeking recovery shall file a request for
19 reimbursement in writing with his/her department head and the request shall be
20 processed in accordance with the applicable administrative regulations of the City.

21 Section 30. Employees requiring transportation in connection with the
22 performance of their duties for the City, may be assigned a City-owned vehicle by the
23 City Manager or appropriate appointing authority; or, in the alternative, with the approval
24 of the City Manager or appropriate appointing authority, an employee may receive, by
25 way of reimbursement, the cost of transportation incurred in the performance of his/her
26 duties. On and after October 1, 1999, reimbursement, at the discretion of the City
27 Manager or appropriate appointing authority, may be paid to such employees upon the
28 basis of any of the following computations:

- 1 A. Actual cost of transportation per month for public transportation; or
- 2 B. For use of a privately-owned vehicle used for official City business;
- 3 1. Effective October 1, 2003, \$0.365 cents per mile for authorized
- 4 mileage actually driven by an employee on official City business;
- 5 2. A flat monthly allowance in such sum as may be determined by the
- 6 City Manager or appropriate appointing authority, but not to exceed Four Hundred and
- 7 fifty dollars per month. Said monthly allowance is hereby determined to constitute
- 8 reimbursement for the expenditures and costs of operating and maintaining such vehicle,
- 9 including its availability, as required for the performance of such official City business; or
- 10 3. A flat rate of One Hundred and twenty-five dollars per month plus ten
- 11 cents per mile for all authorized mileage actually driven by the employee on official City
- 12 business; provided, that in each instance, said employee procures and maintains in full
- 13 force and effect, bodily injury and property damage insurance from a company or
- 14 companies authorized to do business in the State of California, with minimum coverages
- 15 as prescribed by the City Manager or the appropriate appointing authority at all times
- 16 while said privately-owned vehicle is used for official City business. 4. A flat monthly
- 17 allowance of Four Hundred and fifty dollars per month for elected officials of the City.
- 18 Said monthly allowance shall constitute reimbursement for the expenditures and costs of
- 19 operating and maintaining such vehicle, including its availability, as required for the
- 20 performance of such official duties.

21 Section 31. An employee of the Long Beach Police Department who, with

22 the authorization and at the request of the City Manger or the Chief of Police, furnishes a

23 privately owned police service dog and uses said dog in connection with the performance

24 of his/her patrol and law enforcement duties with the Police Department, may be paid in

25 the amount and in the manner set forth herein as reimbursement of costs and expenses

26 incurred by said employee in connection with furnishing said dog for use in the

27 performance of his/her official duties with the City. Reimbursement may, at the discretion

28 and with the approval of the City Manager or the Chief of Police, be paid to such

1 employee as specified herein, provided that during the period for which reimbursement is
2 paid hereunder:

3 A. Said employee keeps, maintains and furnishes a fully trained and
4 duly certified police service dog for use in connection with the performance of his/her
5 patrol and law enforcement duties with the Police Department; and said police service
6 dog is actually used by the employee in the performance of his/her official duties with the
7 Long Beach Police Department.

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

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

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

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

1 expenses.

2 Section 32. Employees of the City may, pursuant to and in accordance
3 with the provisions of this resolution and the administrative rules, regulations and policies
4 promulgated and issued by the City Manager, authorize deductions to be made from their
5 salaries or wages for purposes authorized by the provisions of Article 6 of Chapter 1 of
6 Division 4 of Title 1, and Articles 1, 1.5 and 2 of Chapter 2 of Part 1 of Division 2 of Title 5
7 of the California Government Code, except that such deductions for payment of dues or
8 other services provided by any employee organization or association shall be only as
9 provided by a valid existing contract between the City and said employee organization or
10 association.

11 Section 33. Employees of the City may, pursuant to and in accordance
12 with the provisions of this resolution and the Administrative Regulations issued by the
13 City Manager, be awarded with additional compensation for suggestions made that result
14 in measurable monetary savings to the City. Such awards shall not exceed ten percent
15 of the anticipated first year savings after adoption of the suggestion; provided, however,
16 that the maximum award shall not exceed five thousand dollars.

17 Section 34. Notwithstanding any other provision of this Salary Resolution,
18 each appointing authority may, within his or her sole discretion, provide as a part of an
19 employee's annual compensation, additional compensation to the employee for
20 relocation and moving expenses actually and necessarily incurred to accept a position
21 with the City of Long Beach, if the appointing authority determines that such additional
22 compensation is required as a necessary inducement for the acceptance of employment
23 with the City. Said additional compensation must be provided within three years from the
24 employee's appointment date.

25 Section 35. Except as otherwise provided in this resolution and any other
26 applicable Federal or State laws, rules and regulations, it is the intent of the City Council,
27 by the adoption of this Salary Resolution, to prescribe the salaries and compensation of
28 the employees of the City of Long Beach, including the implementation of such

1 adjustments in salaries and compensation for the employees in each office or position of
2 employment with the City as provided in any applicable Memorandum of Understanding
3 which has heretofore been approved and adopted by the City Council, and in the event of
4 any inconsistency or conflict between the provisions of this resolution and the applicable
5 Memorandum of Understanding regarding such adjustments in compensation due to any
6 inadvertence, oversight, or clerical error, it is intended that the provisions in such
7 Memorandum of Understanding shall control and shall supersede the provisions of this
8 resolution, and such adjustments to the salaries and compensation shall be deemed to
9 have been correctly included herein, effective as of the applicable effective date, and
10 such matters shall be subsequently corrected by appropriate action.

11 Section 36. Effective July 1, 1995, and every July 1 thereafter, the annual
12 salary ranges of all elected officials will be adjusted in accordance with the provisions of
13 Section 203 of the City Charter.

14 Section 37. On and after December 1, 2004, the City shall pay a
15 maximum amount of seven hundred ninety six dollars per month toward the cost of
16 health, dental, and life insurance benefits for each eligible employee represented by the
17 IAM, the Long Beach Association of Confidential Employees, the Long Beach Association
18 of Engineering Employees, the City Attorneys Association, the City Prosecutors
19 Association, the Long Beach Firefighters Association, the Long Beach Police Officers
20 Association, the Long Beach Lifeguard Association, and each eligible employee not
21 represented by an employee organization.

22 Section 38. Effective on October 1, 1997, each employee designated as
23 being represented by the IAM, the Long Beach Association of Confidential Employees,
24 and the Long Beach Association of Engineering Employees, shall be compensated at a
25 rate of seventy-five cents per hour for each full hour of standby duty as defined in the
26 Memoranda of Understanding between the City and the aforementioned employee
27 organizations.

28 Section 39. Permanent full-time or permanent part-time employees who

1 are enrolled in an accredited job and/or career-related college or university study
2 program during off-duty hours are eligible to receive tuition reimbursement in accordance
3 with the following schedule:

4 Effective October 1, 1999:

5 Semester/Quarter Payment Schedule

6 1.0 through 5.9 semester units	\$ 375.00
7 1.0 through 7.9 quarter units	\$ 375.00
8 6.0 or more semester units	\$ 400.00
9 8.0 or more quarter units	\$ 400.00
10 Community College	\$ 120.00
11 Total maximum per fiscal year	\$ 800.00

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

15 Section 40. Effective January 1, 2007, the City shall contribute a nine
16 hundred dollar payment for mandatory enrollment in deferred compensation for every
17 employee in a position represented by the City Attorneys Association, the City
18 Prosecutors Association and the Long Beach Association of Confidential Employees.
19 The amount of deferred compensation shall not be considered compensation for
20 purposes of overtime, vacation, sick leave and other similar calculations. The City does
21 not warrant, guarantee, or represent in any way that said contributions are not subject to
22 State or Federal taxes in whole or in part.

23 Section 41. Management employees in the position of Superintendent -
24 Marine Safety shall be eligible to participate in the same deferred compensation matching
25 program as afforded to employees in professional classifications of the Long Beach
26 Lifeguard Association.

27 Section 42. The compensation prescribed herein shall remain in effect
28 until superseded by the City Council, to reflect adjustments in compensation provided for

1 in applicable memoranda of understanding and as otherwise prescribed by the City
2 Council for employees not covered by memoranda of understanding.

3 Section 43. Effective July 1, 1992, employees of the City, including
4 employees of the Water Department, who are eligible and volunteer to participate in the
5 City's Trip Reduction Incentive Program as prescribed by the City's Trip Reduction Plan
6 and current Participation Guidelines are eligible for monthly award drawings if they
7 participate at least twelve days per month.

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

10 Section 44. Employees who are laid off and eligible for benefits under the
11 Consolidated Omnibus Budget Reconciliation Act (COBRA) shall have the premiums for
12 the benefits they are entitled to under COBRA paid by the City for the first six months
13 after their layoff.

14 Section 45. Employees in the Classification of Refuse Operator are
15 eligible to participate in the Refuse Incentive Program. Employees may earn five dollars
16 per hour (paid on a daily basis) for each additional load collected over and beyond the
17 baseline load during the employees' regularly scheduled workday. Employees must
18 meet the qualifying criteria, baseline loads, and exclusions defined under the Refuse
19 Incentive Program.

20 Section 46. Employees in the Professional unit represented by the
21 International Association of Machinists and Aerospace Workers, pursuant to and in
22 accordance with this resolution and policies and procedures issued by the Director of
23 Human Resources, shall be eligible for additional compensation of \$200 per month when
24 he/she attains a professional certification or license which: has been issued by a state or
25 national recognized professional organization; is appropriate to the employees
26 classification; exceeds the requirements for the position; is subject to periodic renewal
27 through recertification, testing and continuing education; and has been authorized by the
28 Director of Human Resources.

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

1 Section 47. This resolution shall be known as the "Salary Resolution" and
2 may be so cited and referred to as such.


3 Section 48. This resolution shall be deemed operative as of 12:01 a.m. on
4 April 9, 2011, except as may otherwise be provided by specific provisions of this
5 resolution, and the City Clerk shall certify the vote adopting this resolution.

6 I hereby certify that the foregoing resolution was adopted by the City
7 Council of the City of Long Beach at its meeting of April 12, 2011 by the
8 following vote:

9
10 Ayes: Councilmembers: Garcia, DeLong, O'Donnell, Schipske,
11 Andrews, Johnson, Lowenthal.

12
13
14 Noes: Councilmembers: None.

15
16 Absent: Councilmembers: Gabelich, Neal.

17
18
19
20 
21 _____
22 City Clerk

23
24
25
26
27 CLC:KJM 3/25/11 A10-03072
28 L:\Apps\CtyLaw32\WPDocs\D024\PO13\00247189.DOC