

September 5, 2023

## **BH-27.7**

HONORABLE MAYOR AND CITY COUNCIL

City of Long Beach

California

### RECOMMENDATION:

Receive supporting documentation into the record, conclude the public hearing, and take the actions necessary to adopt the Fiscal Year 2024 budget as listed in Attachment A. (Citywide)

### DISCUSSION

On August 1, 2023, the City Manager's Proposed Budget for Fiscal Year 2024 (FY 24) was delivered by Mayor Richardson to the City Council and the community for consideration. The City Council budget hearings were held on January 17, March 7, August 1, August 8, August 15, August 22, and September 5, 2023. Additionally, Budget Oversight Committee (BOC) meetings and citywide community town hall meetings were also held in the months of January, February, July, and August 2023, at which the Proposed FY 24 Budget was discussed. As a result of these meetings, there were 24 scheduled opportunities for public feedback, deliberation, and input. Additionally, FY 24 budget input was solicited through the Long Beach Budget Priority Survey in January and the Digital Budget Comment Card in August to obtain feedback on desired City priorities and input on the FY 24 Proposed Budget. Both the survey and the comment card were promoted on the City's website, X (formerly Twitter), Instagram, Facebook, Reddit, Nextdoor, and at community meetings.

At the conclusion of the September 5, 2023 Budget Hearing, the City Council will amend the Proposed FY 24 Budget as it deems appropriate and adopt the proposed budget as amended. Since the publication of the Proposed FY 24 Budget, a few updates were made to the proposed revenue and expenditure budgets, which primarily address technical corrections and are listed by fund group and department in Attachments B, C, and D. The reasons for these budget adjustments are discussed at the end of this letter.

As part of the FY 24 Budget Adoption, there are three Ordinances to be considered for approval in Attachment A. The first Ordinance amends the Departmental Organization of the City (A-6). The second Ordinance approves Resolution No. UT-1482 (A-10), which establishes the rates and charges for the water, sewer, and gas services. The third is the Appropriations Ordinance (A-16), which officially appropriates the funding for the Adopted Budget (approved in A-3) and authorizes expenditures in conformance with the Adopted Budget. For the second and third Ordinances to become effective on October 1, 2023, the City Council must first declare an emergency to exist before adopting each Ordinance (A-9 and A-15).

There are also five Resolutions to approve the Master Fees and Charges Schedule (A-4); amend the Salary Resolution (A-7); approve the budget for the Long Beach Harbor Department (A-8); approve the budget for the Utilities Department (A-11); and establish the Gann Appropriations Limit (A-14). There are also the following motions: approve the Mayor's

## HONORABLE MAYOR AND CITY COUNCIL

September 5, 2023

Page 2

Recommendations (A-1); approve the BOC Proposed Funding Recommendations (A-2); amend the Proposed FY 24 Budget (A-3); approve the FY 24 One-Year Capital Improvement Program (A-5); approve the FY 24 Budget for the Long Beach Community Investment Company (A-12); and approve the Harbor Fund Group transfer (A-13).

This matter was reviewed by Deputy City Attorney Monica Kilaita on August 16, 2023 and by Budget Manager Grace H. Yoon on August 15, 2023.

### TIMING CONSIDERATIONS

In accordance with the City Charter, the Proposed FY 24 Budget must be adopted by September 15, 2023. Should the City Council fail to adopt the budget by that date, the City Manager's Proposed FY 24 Budget will be deemed the budget for the 2024 Fiscal Year. The Mayor has five calendar days from the City Council adoption of the budget to use his veto authority. The City Council would then have until September 30, 2023, to override the veto action by the Mayor with a two-thirds supermajority vote (six Councilmembers).

### FISCAL IMPACT

The City Charter requires that the Appropriations Ordinance govern and control the expenditure and commitment amounts stated therein relating to City departments, offices, and agencies during each fiscal year. The total Proposed FY 24 Budget for all departments and fund groups is \$4,264,914,347, which comprises of \$3,239,989,594 in new appropriation and \$1,024,924,753 in estimated carryover from FY 23 for multi-year grants and projects. Attachments B, C, and D provide the financial overview by Fund Group and Department, and Citywide revenue by Fund Group, respectively.

The Appropriations Ordinance, included as Attachment A-16, totals \$3,339,734,767 for all Fund Groups except Harbor, Sewer, Water, and Gas Fund Groups, and \$3,344,564,651 for all departments except Harbor and Utilities Departments. The \$4,829,884 difference between Fund Groups and Departments is due to general City indirect costs budgeted in the Financial Management Department but charged to the Harbor, Water, Sewer, and Gas Fund Groups, which are not included in the Appropriations Ordinance by Fund Group.

The proposed Harbor, Water, Sewer, and Gas Fund Group budgets are in separate City Council Resolutions included as Attachment A-8 and A-11, respectively, and total \$925,179,581. This total figure reflects what is in the budget system, which may vary from the figures included in the resolutions, which allow for adjustments to be made to the adopted budget in an amount not exceeding five (5) percent. The final budgets are \$608,416,908 for the Harbor Fund Budget, \$162,465,645 for the Water Fund, \$23,564,028 for the Sewer Fund, and \$130,733,000 for the Gas Fund. The Board of Harbor Commissioners adopted the budget for the Harbor Department by minute order on June 12, 2023. The Board of Utilities Commissioners adopted the budget for the Utilities Department by Resolution on June 26, 2023.

User fees and charges in the Master Fees and Charges Schedule, included as Attachment A-4, have been adjusted due to changes in service and other factors. For details regarding these

proposed new fees and adjustments, please see the List of Proposed Fees Adjustments for FY 24 that has been incorporated as Exhibits B and C to the Master Fees and Charges Resolution.

Other requested City Council actions include:

- Approving the FY 24 One-Year Capital Improvement Program (CIP) budget, included as Attachment A-5, which is contained in the Appropriations Ordinance.
- Amending the Departmental Organization Ordinance included as Attachment A-6. This amendment incorporates changes to departments, bureaus, and divisions for FY 24. These organizational changes are necessary to implement changes reflected in the Proposed FY 24 Budget. A redline version of the changes is also provided.
- Adopting the amended Salary Resolution for FY 24, which creates and establishes positions of employment while fixing and prescribing the compensation for officers and employees, is included as Attachment A-7. Historically, the Salary Schedule has been included alongside the Salary Resolution, for review by Council. Starting in FY 23, the Department of Human Resources will return to City Council at a later date for approval of the Salary Schedule to ensure accuracy and inclusion of new/updated classifications.
- Adopting the FY 24 Long Beach Community Investment Company (LBCIC) budget, included as Attachment A-12. The LBCIC budget is prepared annually for City Council approval and is a subset of the Housing Development Fund. The LBCIC oversees the delivery of housing and neighborhood revitalization services. The LBCIC approved its FY 24 Budget on May 17, 2023.
- Adopting a Resolution, included as Attachment A-14, establishing the Gann Appropriations Limit (Limit) for general purpose expenditures. In November 1979, the voters of the State of California (State) approved Proposition 4, also known as the Gann Initiative (Initiative). The Initiative places certain limits on the amount of tax revenue that can be appropriated each fiscal year. The Limit is based on actual appropriations during FY 79 and prevents overspending proceeds of taxes. Only those revenues that are considered as “proceeds of taxes” are subject to the Limit. The Limit is recalculated each fiscal year based on certain inflation and population factors provided by the State. The Proposed Budget includes tax revenue estimates that are at 47.95 percent of the 2023-2024 Appropriations Limit and, therefore, do not exceed the Limit. The City Auditor reviews this calculation for conformance to the law.

After the City Manager delivered the Proposed FY 24 Budget to the Mayor, technical adjustments were made to complete the budget. These changes are shown in Attachments B, C, and D. Changes include the following:

1. An expense and revenue decrease of \$16,195 in the Public Works Department in the Capital Projects Fund Group as a correction to align with CDBG FY 24 Action Plan 24.
2. An expense decrease in the Airport Department in the Capital Projects Fund Group of \$52,449 as a technical correction to align personnel budgeting to project budgeting.

3. An expense increase in the Health and Human Services Department in the Health Fund Group of \$23,890 as a technical correction for the sidewalk vending program fleet vehicle purchase expenditure in FY 24.

The remaining changes were minor, technical adjustments made to various funds and departments resulting in no bottom line changes at the fund level.

SUGGESTED ACTION:

Approve recommendation.

Respectfully submitted,



KEVIN RIPER  
DIRECTOR OF FINANCIAL MANAGEMENT

ATTACHMENTS

APPROVED:



---

THOMAS B. MODICA  
CITY MANAGER

**List of Requested Fiscal Year 2024 Budget Adoption Actions**

1. Adopt the Mayor's proposed budget recommendations, as amended, to the Proposed FY 24 Budget. (A-1)
2. Adopt the Budget Oversight Committee's proposed funding recommendations, as amended, to the Proposed FY 24 Budget. (A-2)
3. Adopt the expenditures and revenues as identified in the Proposed FY 24 Budget, as amended. (A-3)
4. Adopt the Resolution amending the Master Fees and Charges Schedule for specified City services for Citywide fees and charges for the City of Long Beach. (A-4)
5. Approve the FY 24 One-Year Capital Improvement Program. (A-5)
6. Declare the Ordinance amending the Departmental Organization Ordinance read the first time and laid over to the next regular meeting of the City Council for final reading. (A-6)
7. Adopt the amended Salary Resolution for FY 24. (A-7)
8. Adopt the Resolution approving the FY 24 budget for the Long Beach Harbor Department as adopted by the Board of Harbor Commissioners on June 12, 2023. (A-8)
9. Declare an emergency to exist pursuant to City Charter Section 221 for the Ordinance approving the Resolution No. UT-1482 establishing the rates and charges for Water, Sewer, and Gas services to all customers, as adopted by the Board of Utilities Commissioners on June 26, 2023. (A-9)
10. Declare the Ordinance approving the Resolution No. UT-1482 establishing the rates and charges for Water, Sewer, and Gas services to all customers, as adopted by the Board of Utilities Commissioners on June 26, 2023, as an Emergency Ordinance, read, and adopted as read and laid over to the next regular meeting of the City Council for final reading. (A-10)
11. Adopt the Resolution approving the FY 24 budget of the Long Beach Utilities Department as adopted by the Board of Utilities Commissioners on June 26, 2023. (A-11)
12. Adopt a motion approving the FY 24 budget for the Long Beach Community Investment Company in the amount of \$10,675,142. (A-12)
13. Adopt a motion approving the estimated transfer of \$24,122,500 from the Harbor Fund Group to the Tidelands Operations Fund Group. (A-13)
14. Adopt the Resolution establishing the Gann Appropriations Limit for FY 24 pursuant to Article XIII (B) of the California Constitution. (A-14)
15. Declare an emergency to exist pursuant to City Charter Section 221 for the Appropriations Ordinance for FY 24, creating and establishing the fund groups of the Municipal Government and appropriating money to and authorizing expenditures from said funds and for said fiscal year. (A-15)

**List of Requested Fiscal Year 2024 Budget Adoption Actions**

16. Declare the Appropriations Ordinance for FY 24, creating and establishing the fund groups of the Municipal Government and appropriating money to and authorizing expenditures from said funds and for said fiscal year as an Emergency Ordinance, read, and adopted as read and laid over to the next regular meeting of the City Council for final reading. (A-16)

**FISCAL YEAR 2024 APPROPRIATIONS ORDINANCE BY FUND GROUP**  
**(Does not include Harbor, Water, Sewer, and Gas Fund Groups)**

| <u>FUND GROUP</u>                             | <u>FY 24 PROPOSED<br/>EXPENDITURES</u> | <u>CHANGES*</u> | <u>FY 23 ESTIMATED<br/>CARRYOVER**</u> | <u>FY 24<br/>APPROPRIATIONS***</u> |
|---|--|-----------------|--|------------------------------------|
| GENERAL FUND                                  | 719,137,012                            | -               | -                                      | 719,137,012                        |
| UPLAND OIL FUND                               | 10,314,080                             | -               | -                                      | 10,314,080                         |
| GENERAL GRANTS FUND                           | 11,598,781                             | -               | 27,185,298                             | 38,784,078                         |
| POLICE & FIRE PUBLIC SAFETY OIL PROD ACT FUND | 2,871,145                              | -               | -                                      | 2,871,145                          |
| HEALTH FUND                                   | 64,077,201                             | 23,890          | 41,504,528                             | 105,605,619                        |
| CUPA FUND                                     | 2,935,653                              | -               | -                                      | 2,935,653                          |
| SPECIAL ADVERTISING & PROMOTION FUND          | 11,599,628                             | -               | -                                      | 11,599,628                         |
| HOUSING DEVELOPMENT FUND                      | 12,463,329                             | -               | 18,219,282                             | 30,682,611                         |
| BELMONT SHORE PARKING METER FUND              | 844,382                                | -               | -                                      | 844,382                            |
| BUSINESS ASSISTANCE FUND                      | 757,019                                | -               | 4,246,567                              | 5,003,586                          |
| COMMUNITY DEVELOPMENT GRANTS FUND             | 18,319,604                             | -               | 25,491,614                             | 43,811,218                         |
| HOUSING AUTHORITY FUND                        | 109,722,688                            | -               | 5,737,141                              | 115,459,829                        |
| GASOLINE TAX STREET IMPROVEMENT FUND          | 11,889,365                             | -               | 14,044,644                             | 25,934,008                         |
| CAPITAL PROJECTS FUND                         | 184,852,036                            | (68,644)        | 663,205,342                            | 847,988,734                        |
| SUCCESSOR AGENCY OPERATIONS                   | 4,233,281                              | -               | 29,466,722                             | 33,700,003                         |
| CIVIC CENTER FUND                             | 24,819,094                             | -               | 480,371                                | 25,299,465                         |
| GENERAL SERVICES FUND                         | 78,420,346                             | -               | 20,707,380                             | 99,127,726                         |
| FLEET SERVICES FUND                           | 51,911,234                             | -               | 3,482,863                              | 55,394,097                         |
| INSURANCE FUND                                | 74,815,760                             | -               | -                                      | 74,815,760                         |
| EMPLOYEE BENEFITS FUND                        | 416,869,196                            | -               | -                                      | 416,869,196                        |
| TIDELANDS OPERATIONS FUND                     | 107,900,479                            | -               | 95,545,309                             | 203,445,788                        |
| TIDELANDS AREA FUNDS                          | 38,084,601                             | -               | 18,073,198                             | 56,157,799                         |
| TIDELANDS OIL REVENUE FUND                    | 91,961,960                             | -               | -                                      | 91,961,960                         |
| RESERVE FOR SUBSIDENCE                        | -                                      | -               | -                                      | -                                  |
| DEVELOPMENT SERVICES FUND                     | 35,350,578                             | -               | (2,056,422)                            | 33,294,157                         |
| GAS PREPAY                                    | 46,131,723                             | -               | -                                      | 46,131,723                         |
| AIRPORT FUND                                  | 60,627,755                             | -               | 57,420,340                             | 118,048,095                        |
| REFUSE/RECYCLING FUND                         | 72,340,343                             | -               | 2,170,576                              | 74,510,919                         |
| SERRF FUND                                    | 7,093,001                              | -               | -                                      | 7,093,001                          |
| SERRF JPA FUND                                | -                                      | -               | -                                      | -                                  |
| TOWING FUND                                   | 7,327,677                              | -               | -                                      | 7,327,677                          |
| DEBT SERVICE FUND                             | 11,593,856                             | -               | -                                      | 11,593,856                         |
| SUCCESSOR AGENCY - DEBT SERVICE               | 23,991,962                             | -               | -                                      | 23,991,962                         |
| <b>TOTAL</b>                                  | <b>2,314,854,768</b>                   | <b>(44,754)</b> | <b>1,024,924,753</b>                   | <b>3,339,734,767</b>               |

\*Please refer to the Fiscal Impact section of the City Council Letter for a general description of notable changes.

\*\*Reflects estimated carryover for accounts with projects and grants as of 5/31/23.

\*\*\*The total appropriations for all fund groups is \$4,264,914,347. This is derived from the total FY 24 Appropriations amount above, plus \$925,179,581 for the Harbor, Water, Sewer, and Gas Fund Groups not listed above. Note: figure may not account for rounding.

**FISCAL YEAR 2024 APPROPRIATIONS ORDINANCE BY DEPARTMENT**  
**(Does not include Harbor and Utilities Departments)**

| <u>DEPARTMENT</u>                                   | <u>FY 24 PROPOSED<br/>EXPENDITURES</u> | <u>CHANGES*</u> | <u>FY 23 ESTIMATED<br/>CARRYOVER**</u> | <u>FY 24<br/>APPROPRIATIONS****</u> |
|---|--|-----------------|--|-------------------------------------|
| MAYOR AND COUNCIL                                   | 8,050,573                              | -               | (1,081)                                | 8,049,492                           |
| CITY ATTORNEY                                       | 10,617,544                             | -               | (3,900)                                | 10,613,644                          |
| CITY AUDITOR  | 3,507,601                              | -               | -                                      | 3,507,601                           |
| CITY CLERK  | 5,281,467                              | -               | -                                      | 5,281,467                           |
| CITY MANAGER  | 27,188,045                             | -               | 7,282,576                              | 34,470,621                          |
| CITY PROSECUTOR                                     | 7,138,407                              | -               | 1,674,586                              | 8,812,993                           |
| CIVIL SERVICE                                       | 3,895,471                              | -               | -                                      | 3,895,471                           |
| AIRPORT   | 59,725,492                             | (52,449)        | 57,230,336                             | 116,903,379                         |
| DISASTER PREPAREDNESS &<br>EMERGENCY COMMUNICATIONS | 14,395,629                             | -               | 1,561,976                              | 15,957,605                          |
| DEVELOPMENT SERVICES                                | 88,275,826                             | -               | 71,224,979                             | 159,500,804                         |
| ECONOMIC DEVELOPMENT                                | 32,677,659                             | -               | 98,767                                 | 32,776,426                          |
| FINANCIAL MANAGEMENT***                             | 754,073,266                            | -               | 112,562,598                            | 866,635,864                         |
| FIRE  | 166,301,404                            | -               | 3,545,615                              | 169,847,019                         |
| HEALTH AND HUMAN SERVICES                           | 187,127,193                            | 23,890          | 47,180,253                             | 234,331,336                         |
| HUMAN RESOURCES                                     | 38,587,031                             | -               | (686,811)                              | 37,900,220                          |
| LIBRARY SERVICES                                    | 19,653,165                             | -               | 5,118,904                              | 24,772,068                          |
| ENERGY RESOURCES                                    | 109,001,976                            | -               | -                                      | 109,001,976                         |
| PARKS, RECREATION AND MARINE                        | 78,528,151                             | -               | 31,107,645                             | 109,635,795                         |
| POLICE  | 314,615,694                            | -               | 11,173,594                             | 325,789,289                         |
| POLICE OVERSIGHT                                    | 1,499,453                              | -               | -                                      | 1,499,453                           |
| PUBLIC WORKS  | 316,580,874                            | (16,195)        | 653,806,601                            | 970,371,280                         |
| TECHNOLOGY & INNOVATION                             | 72,962,731                             | -               | 22,048,117                             | 95,010,848                          |
| <b>TOTAL</b>  | <b>2,319,684,651</b>                   | <b>(44,754)</b> | <b>1,024,924,753</b>                   | <b>3,344,564,651</b>                |

\*Please refer to the Fiscal Impact section of the City Council Letter for a general description of notable changes.

\*\*Reflects estimated carryover for accounts with projects and grants as of 5/31/23.

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

\*\*\*\*The total appropriations for all fund groups is \$4,264,914,347. This is derived from the total FY 24 Appropriations amount above, plus \$920,349,696 for the Harbor and Utilities Departments not listed above. Note: figure may not account for rounding.



**FISCAL YEAR 2024 REVENUES BY FUND GROUP**  
**(Does not include Harbor, Water, Sewer, and Gas Fund Groups)**

| <u>FUND GROUP</u>                             | <u>FY 24 PROPOSED<br/>REVENUES</u> | <u>CHANGES*</u> | <u>FY 24 PROPOSED<br/>BUDGETED<br/>REVENUES</u> |
|---|------------------------------------|-----------------|---|
| GENERAL FUND                                  | 676,790,001                        | -               | 676,790,001                                     |
| UPLAND OIL FUND                               | 11,811,475                         | -               | 11,811,475                                      |
| GENERAL GRANTS FUND                           | 11,147,287                         | -               | 11,147,287                                      |
| POLICE & FIRE PUBLIC SAFETY OIL PROD ACT FUND | 2,897,874                          | -               | 2,897,874                                       |
| HEALTH FUND                                   | 63,475,465                         | -               | 63,475,465                                      |
| SPECIAL ADVERTISING & PROMOTION FUND          | 12,008,333                         | -               | 12,008,333                                      |
| HOUSING DEVELOPMENT FUND                      | 12,735,212                         | -               | 12,735,212                                      |
| BELMONT SHORE PARKING METER FUND              | 893,794                            | -               | 893,794   |
| BUSINESS ASSISTANCE FUND                      | 728,199                            | -               | 728,199   |
| COMMUNITY DEVELOPMENT GRANTS FUND             | 9,778,871                          | -               | 9,778,871                                       |
| GASOLINE TAX STREET IMPROVEMENT FUND          | 13,096,064                         | -               | 13,096,064                                      |
| CAPITAL PROJECTS FUND                         | 173,206,602                        | (16,195)        | 173,190,407                                     |
| CIVIC CENTER FUND                             | 24,361,028                         | -               | 24,361,028                                      |
| GENERAL SERVICES FUND                         | 78,547,435                         | -               | 78,547,435                                      |
| FLEET SERVICES FUND                           | 67,916,587                         | -               | 67,916,587                                      |
| INSURANCE FUND                                | 84,593,625                         | -               | 84,593,625                                      |
| EMPLOYEE BENEFITS FUND                        | 416,498,796                        | -               | 416,498,796                                     |
| TIDELANDS OPERATIONS FUND                     | 112,569,406                        | -               | 112,569,406                                     |
| TIDELANDS AREA FUNDS                          | 34,619,590                         | -               | 34,619,590                                      |
| TIDELANDS OIL REVENUE FUND                    | 98,787,714                         | -               | 98,787,714                                      |
| RESERVE FOR SUBSIDENCE                        | 5,286,979                          | -               | 5,286,979                                       |
| DEVELOPMENT SERVICES FUND                     | 36,905,203                         | -               | 36,905,203                                      |
| GAS PREPAY FUND                               | -                                  | -               | -   |
| AIRPORT FUND                                  | 65,877,118                         | -               | 65,877,118                                      |
| REFUSE/RECYCLING FUND                         | 73,516,115                         | -               | 73,516,115                                      |
| SERRF FUND                                    | 4,150,000                          | -               | 4,150,000                                       |
| SERRF JPA FUND                                | -                                  | -               | -   |
| TOWING FUND                                   | 7,328,360                          | -               | 7,328,360                                       |
| HOUSING AUTHORITY FUND                        | 105,713,883                        | -               | 105,713,883                                     |
| SUCCESSOR AGENCY OPERATIONS                   | 4,219,567                          | -               | 4,219,567                                       |
| CUPA FUND                                     | 1,864,161                          | -               | 1,864,161                                       |
| DEBT SERVICE FUND                             | 10,000,690                         | -               | 10,000,690                                      |
| SUCCESSOR AGENCY DEBT SERVICE                 | 30,162,041                         | -               | 30,162,041                                      |
| <b>TOTAL</b>                                  | <b>2,251,487,476</b>               | <b>(16,195)</b> | <b>2,251,471,281</b>                            |

\*Please refer to the Fiscal Impact section of the City Council Letter for a general description of notable changes.

RESOLUTION NO. RES-23-

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

WHEREAS, in accordance with the provisions of the City Charter, the City  
Council, in Resolution No. RES-23-0052 adopted on April 11, 2023, amended, created and  
established positions of employment and fixed and prescribed the salaries and  
compensation of the officers and employees of the City, commencing on April 8, 2023; and

WHEREAS, it is now the desire of the City Council to confirm, readopt,  
amend and restate the provisions of Resolution No. RES-23-0052, as amended, and to  
incorporate the confirmed, readopted and amended provisions into this resolution;

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

//

//

**SALARY RESOLUTION**  
**TABLE OF CONTENTS**

|    |   |   |
|----|---|---|
| 1  | <b>SALARY RESOLUTION</b>                                    |   |
| 2  | <b>TABLE OF CONTENTS</b>                                    |   |
| 3  |   |   |
| 4  | <b>SALARY RESOLUTION</b>                                    |   |
| 5  | SECTION 1   | TITLE..... 6  |
| 6  | <b>ESTABLISHMENT OF OFFICES, POSITIONS AND COMPENSATION</b> |   |
| 7  | SECTION 2   | ESTABLISHMENT OF OFFICES, POSITIONS, AND COMPENSATION . 6 |
| 8  | SECTION 3   | POSITION COMPENSATION DESIGNATION..... 6                  |
| 9  | SECTION 4   | POSITION DUTIES ..... 6                                   |
| 10 | SECTION 5   | ESTABLISHMENT OF PAY PERIODS AND PAY DAYS ..... 6         |
| 11 | SECTION 6   | EMPLOYMENT COMPENSATION ..... 7                           |
| 12 | SECTION 7   | EFFECTIVE TERM OF COMPENSATION..... 7                     |
| 13 | SECTION 8   | COMPENSATION COMPUTATIONS..... 7                          |
| 14 |   | A. Hourly ..... 7   |
| 15 |   | B. Unpermitted Absences..... 8                            |
| 16 |   | C. 56-Hour Equivalent..... 8                              |
| 17 |   | D. Platoon Pay Reduction ..... 8                          |
| 18 |   | E. Platoon Overtime ..... 8                               |
| 19 | SECTION 9   | PAY DEDUCTION AUTHORIZATION..... 9                        |
| 20 | SECTION 10  | PAY RATES ..... 9   |
| 21 | SECTION 11  | PAY RATE PROGRESSION ..... 9                              |
| 22 |   | A. Seven-Step Pay Rate Progression ..... 9                |
| 23 |   | B. Six-Step Pay Rate Progression ..... 10                 |
| 24 |   | C. Five-Step Pay Rate Progression ..... 10                |
| 25 |   | D. Lifeguard-Hourly - NC..... 11                          |
| 26 |   | E. Ambulance Operator..... 12                             |
| 27 |   | F. Exception to Pay Rate Progression ..... 12             |
| 28 | SECTION 12  | PAY RATE FOR EXECUTIVES/PROFESSIONALS ..... 12            |

|    |  |    |
|----|--|----|
| 1  | A. Salary Ranges and Safety Adjustments.....                         | 12 |
| 2  | B. Executive Performance Incentive Compensation .....                | 13 |
| 3  | C. Offices of City Attorney, City Auditor, and City Prosecutor ..... | 13 |
| 4  | SECTION 13 ELECTED OFFICIALS AND CITY MANAGER ANNUAL PAY             |    |
| 5  | ADJUSTMENT .....   | 14 |
| 6  | A. Elected Officials and City Clerk.....                             | 14 |
| 7  | B. City Manager .....  | 14 |
| 8  | SECTION 14 PROMOTIONS .....  | 14 |
| 9  | <b>OTHER COMPENSATION</b>  |    |
| 10 | SECTION 15 OVERTIME.....   | 15 |
| 11 | SECTION 16 VACATION CASH OUT PROGRAM.....                            | 15 |
| 12 | SECTION 17 IN-LIEU HOLIDAY PAY .....                                 | 17 |
| 13 | SECTION 18 JURY DUTY .....   | 18 |
| 14 | SECTION 19 BEREAVEMENT LEAVE.....                                    | 18 |
| 15 | SECTION 20 EXECUTIVE LEAVE.....                                      | 19 |
| 16 | SECTION 21 TEMPORARY ASSIGNMENTS.....                                | 19 |
| 17 | A. Training and Development.....                                     | 19 |
| 18 | B. Rehabilitation or Recovery from a Medical Condition .....         | 19 |
| 19 | C. Y-Rate .....  | 19 |
| 20 | SECTION 22 ACTING PAY.....   | 20 |
| 21 | SECTION 23 SKILL AND OTHER PAYS.....                                 | 20 |
| 22 | SECTION 24 MARKSMANSHIP PAY .....                                    | 21 |
| 23 | SECTION 25 PUBLIC SAFETY INCENTIVE PAY .....                         | 21 |
| 24 | A. Police Department Education Pay .....                             | 21 |
| 25 | B. Police Department Physical Fitness Program.....                   | 22 |
| 26 | C. Lateral Police Officer Pilot Program.....                         | 22 |
| 27 | SECTION 26 PERFORMANCE INCENTIVE COMPENSATION.....                   | 23 |
| 28 | SECTION 27 CITYWIDE RECRUITMENT INCENTIVE PROGRAM.....               | 23 |

|    |                  |   |    |
|----|------------------|---|----|
| 1  | SECTION 28       | CELLULAR PHONE STIPEND.....                                 | 24 |
| 2  | SECTION 29       | UNIFORM ALLOWANCE .....                                     | 24 |
| 3  | SECTION 30       | EMPLOYEE SUGGESTION AWARDS .....                            | 24 |
| 4  | SECTION 31       | RELOCATION COMPENSATION .....                               | 25 |
| 5  | SECTION 32       | TUITION REIMBURSEMENT.....                                  | 25 |
| 6  | SECTION 33       | DAMAGED PERSONAL PROPERTY REIMBURSEMENT .....               | 26 |
| 7  | SECTION 34       | TRANSPORTATION .....  | 26 |
| 8  |                  | A. Public Transportation .....                              | 26 |
| 9  |                  | B. Privately Owned Vehicle .....                            | 26 |
| 10 | SECTION 35       | EMPLOYEE COMMUTE INCENTIVE PROGRAM.....                     | 27 |
| 11 | <b>BENEFITS</b>  |   |    |
| 12 | SECTION 36       | HEALTH INSURANCE .....                                      | 27 |
| 13 | SECTION 37       | IN-LIEU HEALTH INSURANCE PROGRAM .....                      | 29 |
| 14 | SECTION 38       | CONSOLIDATED OMNIBUS BUDGET RECONCILIATION ACT (COBRA) ...  | 29 |
| 15 | SECTION 39       | LIFE INSURANCE AND DISABILITY INSURANCE .....               | 30 |
| 16 |                  | A. City Employees .....                                     | 30 |
| 17 |                  | B. Elected/Appointed/Executive/Professional.....            | 30 |
| 18 |                  | C. Deputy City Attorney/Deputy City Prosecutor/City Auditor |    |
| 19 |                  | Employees .....   | 30 |
| 20 |                  | D. Confidential Employees .....                             | 31 |
| 21 |                  | E. City Council.....  | 31 |
| 22 | SECTION 40       | ACCIDENTAL DEATH OR INJURY INSURANCE .....                  | 31 |
| 23 | SECTION 41       | RETIREMENT .....  | 32 |
| 24 |                  | A. City Payment of Employee Portion .....                   | 32 |
| 25 |                  | B. Tiers.....   | 33 |
| 26 | SECTION 42       | DEFERRED COMPENSATION-MARINE SAFETY .....                   | 37 |
| 27 | <b>CONFLICTS</b> |   |    |
| 28 | SECTION 43       | MEMORANDA OF UNDERSTANDING CONFLICTS .....                  | 38 |

|    |  |    |
|----|--|----|
| 1  | SECTION 44 MINIMUM WAGE .....                          | 38 |
| 2  | <b>CERTIFICATION OF RESOLUTION ADOPTION</b>            |    |
| 3  | SECTION 45 CERTIFICATION OF RESOLUTION ADOPTION .....  | 39 |
| 4  | <b>ATTACHMENTS</b>                                     |    |
| 5  | ATTACHMENT A POSITIONS AND PAY RATES (Pages 1-46)..... | 1  |
| 6  | ATTACHMENT B SALARY RATES (Pages 1-3).....             | 1  |
| 7  | ATTACHMENT C SKILL AND OTHER PAYS (Pages 1-37).....    | 1  |
| 8  |  |    |
| 9  |  |    |
| 10 |  |    |
| 11 |  |    |
| 12 |  |    |
| 13 |  |    |
| 14 |  |    |
| 15 |  |    |
| 16 |  |    |
| 17 |  |    |
| 18 |  |    |
| 19 |  |    |
| 20 |  |    |
| 21 |  |    |
| 22 |  |    |
| 23 |  |    |
| 24 |  |    |
| 25 |  |    |
| 26 |  |    |
| 27 |  |    |
| 28 |  |    |

**Section 1. TITLE**

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

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

There are hereby created and established the offices and positions set forth and listed in Attachment A, except as otherwise provided in this resolution, the compensation for each office and position is hereby fixed and prescribed at one of the pay rates within the Salary Ranges set forth in the Salary Schedules which pay rates are indicated opposite each listed office and position by a Salary Range Number, as provided herein or by applicable ordinance.

**Section 3. POSITION COMPENSATION DESIGNATION**

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

**Section 4. POSITION DUTIES**

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

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

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

biweekly installments, and such installments shall be paid every other Friday in accordance with and in continuation of the schedule of biweekly pay periods and paydays..

### **Section 6. EMPLOYMENT COMPENSATION**

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

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

The compensation prescribed herein shall remain in effect until superseded by the City Council, to reflect adjustments in compensation provided for in applicable Memoranda of Understanding or state minimum wage and as otherwise prescribed by the City Council for employees not covered by memoranda of understanding.

### **Section 8. COMPENSATION COMPUTATION**

#### **A. Hourly**

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

#### **B. Unpermitted Absences**



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

C. 56-Hour Equivalent

The "56-hour equivalent" pay rate per hour for safety personnel, assigned to platoon duty shall be determined by dividing the biweekly pay rate established for each position including skill and incentive pay rates, if applicable, by one hundred and twelve.

D. Platoon Pay Reduction

When any safety employee, assigned to platoon duty, who, for any reason other than those reasons indicated in the last sentence of this Subsection, is not entitled to receive the full amount of their biweekly installment of salary for any pay period, the number of hours or fraction of hours for which pay is not due shall be multiplied by  $2/3^{\text{rds}}$  and the product shall be multiplied by the employee's applicable pay rate per hour including skill and incentive pay rates, if applicable, and this amount shall be subtracted from the employee's regular biweekly installment. Whenever a safety employee, who is assigned to platoon duty is hired, terminated, on departmental leave, or on leave approved by the appointing authority during any part of a pay period so that said employee is not on active duty with the City for part of the fourteen day pay period, then  $1/14^{\text{th}}$  of the amount of the employee's biweekly installment shall be subtracted for each such day of inactive service.

E. Platoon Overtime

For purposes of determining the cash compensation to be paid for overtime (as defined in the Personnel Ordinance) worked by safety personnel, assigned to platoon duty, the "56-hour equivalent" pay rate per hour shall apply.

**Section 9. PAY DEDUCTION AUTHORIZATION**

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

**Section 10. PAY RATES**

The biweekly salary of any employee of the City who is originally appointed to any office or position listed in or created and established in this resolution shall be at a Pay Rate Step of the Salary Schedule for such office or position consistent with the Step Placement Policy. In those cases, where positions are designated by grade numbers, the biweekly salaries of such employees shall be computed based upon one of the pay rates designated for the grade thereof and shall be determined by the appropriate appointing authority. The City Council may, however, by resolution, specifically designate that the pay rate of any employee is fixed at some other pay rate included within said Salary Schedule, without limitation as to grade or numerical designation. The appropriate appointing authority may designate the initial Pay Rate Step or increment of any employee under their jurisdiction within the Salary Range established herein for said employee's position.

**Section 11. PAY RATE PROGRESSION**

**A. Seven-Step Pay Rate Progression**

Except for the employees referenced in subsection B, C, D and E below, after an employee has served an initial six-month period of employment in a position at a pay rate designated as Pay Rate Step 1 in the Salary Schedule established by Section 10 of this resolution, the salary of such employee shall be at the applicable pay rate designated as Pay Rate Step 2; after a second six-month period of satisfactory performance of

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

11 B. Six-Step Pay Rate Progression

12 For eligible employees covered by an existing Memorandum of  
13 Understanding with the Long Beach Police Officers Association and the Long Beach  
14 Firefighters Association, who have served an initial six-month period of employment in a  
15 position at a pay rate designated as Pay Rate Step 1 in the Salary Schedule established  
16 by Section 10 of this resolution, the salary of such employee shall be at the applicable pay  
17 rate designated as Pay Rate Step 2. After a six-month period of employment in a position  
18 at a Pay Rate Step 2, the salary of such employee shall be at the applicable pay rate  
19 designated as Pay Rate Step 3. Thereafter, the pay rate of such employee shall  
20 successively be at the applicable pay rate respectively designated as Pay Rate Step 4, 5  
21 or 6 upon their successive completion of a one-year period of employment at the preceding  
22 pay rate. If the initial salary of any employee has been specifically designated at a pay  
23 rate other than Pay Rate Step 1, 2, or 3, their pay rate thereafter, shall, upon their  
24 successful completion of a one-year period of employment at the preceding pay rate, be at  
25 the next successively higher applicable Pay Rate Step.

26 C. Five-Step Pay Rate Progression

27 For employees covered by an existing Memorandum of Understanding with  
28 the Long Beach Firefighters Association and the Long Beach Lifeguard Association, who

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

11 D. Lifeguard-Hourly - NC

12 All employees in the positions of Lifeguard-Hourly - NC shall be eligible for  
13 advancement to the next successively higher Pay Rate Step, as follows: For the purpose  
14 of computing eligibility for advancement from Pay Rate Step 1 to Pay Rate Step 2, an  
15 employee in the position of Lifeguard-Hourly - NC must successfully complete the  
16 Lifeguard Recruit Academy (approximately 80 hours). For the purpose of computing  
17 eligibility for advancement from Pay Rate Step 2 to Pay Rate Step 3, the amount of six  
18 hundred (600) hours actually paid to such an employee in the position of Lifeguard-Hourly  
19 - NC shall be considered as the equivalent of a six-month period of employment, and the  
20 amount of eight hundred (800) hours actually paid to such an employee shall be considered  
21 for the purposes of computing eligibility for advancement from Pay Rate Steps 3, 4, 5 and  
22 6 to the next successively higher Pay Rate Step.

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

1 E. Ambulance Operator

2 Any Ambulance Operator that has successfully served 1,044 Scheduled  
3 Work Hours at Salary Range P-26 shall be placed at Salary Range P-27. Any Ambulance  
4 Operator that has successfully served 2,088 Scheduled Work Hours at Salary Range P-27  
5 shall be placed at Salary Range P-29. Overtime is excluded from the Scheduled Work  
6 Hour calculation.

7 F. Exception to Pay Rate Progression

8 Any exceptions to the pay rate progression section shall be submitted to City  
9 Manager for review, and will require City Manager approval.

10 **Section 12. PAY FOR EXECUTIVES/PROFESSIONALS**

11 A. Salary Ranges and Salary Adjustments

12 The provisions of this resolution relating to assignment of employees to Pay  
13 Rate Steps and to automatic pay step advancement shall not apply to employees in  
14 positions which have been assigned to an Executive or Professional Salary Range in  
15 Attachment A of this resolution. The level of compensation of employees in such positions  
16 shall be determined on a merit basis and said employees shall be initially placed by the  
17 appropriate appointing authority at a level of compensation within the applicable Executive  
18 or Professional Salary Range which has been designated by this resolution for said  
19 employee's position. After such an employee has been initially placed at a level of  
20 compensation within the applicable Executive or Professional Salary Range, the  
21 appropriate appointing authority shall have the sole and exclusive discretion to increase or  
22 decrease said employee's level of compensation within the applicable Executive or  
23 Professional Salary Range assigned by this resolution for said employee's position which  
24 the appointing authority shall determine to be the proper level of compensation as merited  
25 by the performance and demonstrated ability of said employee through an evaluation  
26 process; provided, however, that the sum total of all said percentage increases or  
27 decreases in compensation for any such employee shall not exceed seven percent during  
28 any fiscal year without approval of the City Council. These percentage increases or

1 decreases in compensation are to be implemented on a prospective basis, the effective  
2 date will be the first day of the first full pay period following approval from the appropriate  
3 appointing authority. Requests for retroactive payment shall be submitted to City Manager  
4 for review and will require City Manager approval. Evaluation shall be no more than once  
5 in any six-month period.

6 B. Executive Performance Incentive Compensation

7 In addition to and apart from any merit increase provided in Paragraph A.,  
8 and except as provided for in Paragraph C, each officer or employee assigned to the  
9 Executive Salary Range (E00) shall be eligible to participate in and receive Individual  
10 Performance Incentive Compensation, the purpose of which is to compensate  
11 management employees for distinguished and outstanding performance for the periods for  
12 which said Performance Incentive Compensation is paid and in further anticipation of  
13 continued distinguished and outstanding performance in subsequent periods.

14 Outstanding performance in the attainment of these objectives or targeted  
15 results, or distinguished performance in a specific project or program shall qualify the  
16 employee for Individual Performance Incentive Compensation. Such incentive  
17 compensation may be paid to any eligible officer or employee in an amount not to exceed  
18 three thousand five hundred dollars per fiscal year based upon the evaluation and  
19 determination by the City Manager, or their designee, or appropriate appointing authority.

20 C. Offices of City Attorney, City Auditor, and City Prosecutor

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

27 At or near the commencement of the applicable fiscal year, the elected  
28 appointing authority or a designee shall establish a written performance plan for each

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

10 **Section 13. ELECTED OFFICIALS AND CITY MANAGER ANNUAL PAY**  
11 **ADJUSTMENT**

12 A. Elected Officials and City Clerk

13 Effective July 1, 1995, and effective the first day of the pay period including  
14 July 1<sup>st</sup> thereafter, the annual salary ranges of all elected officials and the City Clerk will be  
15 adjusted in accordance with the provisions of Section 203 of the City Charter.

16 B. City Manager

17 Effective July 1, 2021, and effective the first day of the pay period including  
18 July 1<sup>st</sup> thereafter, the annual salary range of the City Manager will be adjusted in the same  
19 manner as elected officials and City Clerk.

20 **Section 14. PROMOTIONS**

21 Subject to the City Council's power by resolution to set the pay rates of any employee at  
22 one of the pay rates established by resolution, in the event an employee is promoted from  
23 one position to another for which a higher pay rate is established by resolution, or is  
24 advanced from one grade to another in the same position for which a higher pay rate is  
25 established, or is transferred from one department to another without change of position or  
26 grade, the appropriate appointing authority shall designate the pay rate of such employee  
27 to be at one of the pay rates for such position or grade which will be not less than the pay  
28 rate received by such employee immediately prior to such promotion, advancement,

1 transfer, or Salary Schedule change. Likewise, subject to such power of the City Council,  
2 in the event an employee is transferred, as prescribed by Civil Service Rules and  
3 Regulations for other than disciplinary reasons from one position to another position for  
4 which a lower pay rate is established, the appropriate appointing authority shall designate  
5 the pay rate of such employee to be at one of the pay rates prescribed for such position to  
6 which the employee is transferred. For the purpose of computing the "period of  
7 employment" under the provisions of this section, an employee of the City who has been  
8 reinstated to their former position pursuant to the provisions of Section 52 of the Civil  
9 Service Rules and Regulations shall be considered as having been in the continuous  
10 service of the City during the period said employee shall have served in the Armed Forces.

11 **Section 15. OVERTIME**

12 The method of computation of the amount of additional compensation to be paid to an  
13 employee for overtime worked shall be in accordance with and pursuant to the applicable  
14 definitions, conditions, and requirements of the pertinent and applicable Memorandum of  
15 Understanding (MOUs), Personnel Ordinance, and in accordance with and pursuant to the  
16 Fair Labor Standards Act (FLSA).

17 **Section 16. VACATION CASH OUT**

18 Employees represented by an existing Memorandum of Understanding with the Long  
19 Beach Management Association, Long Beach City Attorney's Association and Long Beach  
20 City Prosecutors Association and unrepresented management assigned to the Executive  
21 Salary Range (E00) or the Professional Salary Range (A00 through D00) shall have the  
22 option to request to cash out up to eighty (80) hours of vacation accruals with prior approval  
23 from the City Manager or appointing authority. This program replaces the previous cash  
24 out option afforded in conjunction with the loss of carryover hours under the City's former  
25 accrual provision. Since the City has adopted a new accrual maximum provision and no  
26 longer has carryover hours, this program is intended to be offered on a limited and case  
27 specific basis subject to approval of the appointing authority. This program allows eligible  
28 employees who were unable to take vacation to receive a cash out option (minus applicable



1 taxes, reductions, and withholdings) in lieu of taking vacation time. The City reminds and  
2 encourages employees to take vacation to maintain a healthy work/life balance. It shall be  
3 at the exclusive discretion of the appointing authority and subject to the availability of funds  
4 to approve vacation cash out requests.

5           For an employee to cash out vacation under this program, the employee must  
6 make a choice, in the calendar year prior to the calendar year that the affected vacation is  
7 earned, between either (i) accruing the vacation in the following calendar year on a normal  
8 basis and subject to the regular vacation accrual rules, or (ii) receiving cash in lieu of the  
9 vacation that is earned in the following calendar year. It is not possible to make a vacation  
10 cash out election with respect to vacation that has already been earned or with respect to  
11 vacation that will be earned in the calendar year when the election is made. The election  
12 must be made in writing between December 1st and December 23rd of the calendar year  
13 before the calendar year when the vacation will be earned. Once the election is made and  
14 accepted, it is irrevocable. Employees must complete a Vacation Cash Out Request form  
15 in order for the employee to determine how much, if any, of the vacation the employee will  
16 earn in the following calendar year will be received in cash. For the employee's vacation  
17 cash out election to be valid for the following calendar year, the vacation cash out request  
18 form must be submitted to the Department of Human Resources no later than December  
19 23rd of the calendar year before the calendar year when the vacation will be earned. If an  
20 employee fails to turn in a vacation cash out election form or turns it in late, it will not be  
21 accepted.

22           The following additional conditions apply to employees who wish to make a  
23 vacation cash out election:

- 24           • A minimum of 80 hours of vacation must remain, after deducting the  
25 hours for the current vacation cash out election.
- 26           • No more than 80 hours of vacation may be elected to be cashed out  
27 during a calendar year.
- 28           • No less than 20 hours of vacation may be elected to be cashed out

1 during a calendar year.

2 • The employee must submit a "Vacation Cash Out Request" form and  
3 receive approval for the cash out from the appointing authority before January 1st of the  
4 following year.

5 Vacation cash outs will be paid in the calendar year when the vacation to be  
6 cashed out is earned (or upon the employee's termination of employment if earlier).  
7 Generally, all approved vacation cash outs will be paid in the pay period that include  
8 December 1st. Note that an employee's vacation cash out amount will be reduced, or  
9 possibly eliminated altogether, if the employee either does not earn enough vacation during  
10 the calendar year to support the vacation cash out (e.g., the employee terminates  
11 employment with the City early in the calendar year) or has unscheduled time off that uses  
12 up some (or all) of the vacation that would have been cashed out.

13 This program is subject to change, discontinuation, or modifications by the  
14 City.

### 15 **Section 17. IN-LIEU HOLIDAY PAY**

16 Section 4.01(e) and (f) of the Personnel Ordinance and/or applicable Memorandums of  
17 Understanding permit certain City employees to be absent fifteen working days yearly with  
18 full pay, to be prorated biweekly, in lieu of absence of the employee on the holidays  
19 enumerated in Section 1.05 of the Personnel Ordinance. Subject to the prior approval of  
20 the appropriate appointing authority, an employee may accumulate and carry over such  
21 properly authorized unused "in lieu of holiday" time off for no longer than the close of the  
22 second calendar year immediately following the calendar year in which such time off was  
23 earned.

24 Cash payment for any properly authorized and/or accumulated unused "in  
25 lieu of holiday" time off shall be made only upon an employee's termination of employment  
26 with the City or when an employee is on a leave of absence pending the approval of an  
27 application for ordinary or service-connected disability retirement which has been filed by  
28 the employee or by the City on behalf of the employee. The amount of such additional

1 compensation to be paid shall be computed by multiplying the employee's hourly rate of  
2 compensation prescribed by this resolution for the position held by said employee by the  
3 number of unused "in lieu of holiday hours" to which the employee is entitled.

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

#### 11           **Section 18. JURY DUTY**

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

#### 20           **Section 19. BEREAVEMENT LEAVE**

21 All unrepresented employees shall be entitled to the same registered domestic partner  
22 provisions for sick leave and bereavement leave as is contained in the Memorandum of  
23 Understanding with the International Association of Machinists. Additionally, all  
24 unrepresented management employees shall be entitled to the same registered domestic  
25 partner provisions for sick leave and bereavement leave as is contained in the  
26 Memorandum of Understanding with the Long Beach Management Association.

#### 27           **Section 20. EXECUTIVE LEAVE**

28 Employees of the City of Long Beach with the position title of City Manager, City Clerk,

1 Management Assistant, and positions with the designated salary ranges of C00, D00, and  
2 E00, are hereby designated as being eligible to be granted executive leave by the  
3 appropriate appointing authority or department head, in accordance with and pursuant to  
4 the provisions of Section 4.10 of the City Personnel Ordinance. In addition to the five (5)  
5 days granted to eligible employees in Section 4.10 of the Personnel Ordinance, the  
6 appointing authority may grant up to eighty (80) additional hours executive leave per  
7 calendar year for management employees.

## 8 **Section 21. TEMPORARY ASSIGNMENTS**

### 9 **A. Training and Development**

10 An employee temporarily assigned to perform duties not ordinarily attached  
11 to their position for the purpose of training and development pursuant to Section 63(3) of  
12 the Civil Service Rules and Regulations shall not gain nor accrue Civil Service seniority in  
13 the temporary assignment, but shall continue to accrue seniority in the current classification  
14 and will be compensated at the same salary rate of the employee's current classification.

### 15 **B. Rehabilitation or Recovery from a Medical Condition**

16 An employee temporarily assigned to perform duties not ordinarily attached  
17 to their position, for the purpose of rehabilitation or the recovery from a medical condition  
18 that has been certified by the City Occupational Health Physician or medical designee,  
19 pursuant to Section 63(5) of the Civil Service Rules and Regulations, shall not gain nor  
20 accrue Civil Service seniority in the temporary assignment, but shall continue to accrue  
21 seniority in the current classification and will be compensated at the same salary rate of  
22 the employee's current classification.

### 23 **C. Y-Rate**

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

**Section 22. ACTING PAY**

The City Manager, or the appropriate appointing authority for departments not under the City Manager's authority, may assign an employee of the City to perform as the acting department head, assistant department head, bureau head or division head, whenever a vacancy occurs in any of such positions or when the City Manager, or said appointing authority, determines that the incumbent department head, assistant department head, bureau head or division head is unable to perform the duties of their position, and such an assignment is necessary for the efficient and effective operation of the department, bureau or division. During the time the employee is so assigned and is performing in said acting capacity, the employee shall be entitled to receive the compensation designated by the City Manager or the appropriate appointing authority at one of the salary rates fixed and prescribed by this resolution for the position to which said employee is assigned.

**Section 23. SKILL AND OTHER PAYS**

When an employee classified in one of the positions listed in Attachment C is regularly assigned to perform and does perform the occupational skill described in the column hereof designated "Description", said employee shall be paid on a per diem, hourly rate or one-time payment (bonus) basis, as indicated herein, the amount of additional compensation set forth in the column opposite the described skill. The additional compensation prescribed herein shall be paid to the employee at an hourly rate only if said employee is assigned to regularly perform said occupational skill on a daily basis. If an employee is not regularly assigned to perform said occupational skill on a daily basis, then the additional compensation prescribed herein shall be paid at a per diem rate, and said per diem skill pay shall be paid only for each work day that said employee actually performs said occupational skill, and such employee is not entitled to receive and shall not be paid per diem skill pay for any day that said employee does not work or is absent from work on a permitted absence. The per diem rate shall be the hourly rate times the number of regular hours an employee works in a day. For purposes of this Section, any employee in a non-career position shall receive skill pay in the same manner as prescribed for a comparable

employee in the classified career service and need not be specifically designated in the following table(s) unless there is no comparable classified position.

#### **Section 24. MARKSMANSHIP PAY**

Sworn personnel of the Police Department (to include sworn managers), Special Services Officers and Park Rangers who may be called upon to use firearms in the performance of their duties and who on a qualifying schedule prescribed by the Chief of Police attain a required degree of proficiency in marksmanship shall receive additional compensation as provided.

|              |                  |
|--------------|------------------|
| Marksman     | \$4.00 per month |
| Sharpshooter | 8.00 per month   |
| Expert       | 16.00 per month  |
| Master       | 32.00 per month  |

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

#### **Section 25. PUBLIC SAFETY INCENTIVE PAY**

The following provisions are applicable to employees in the Police Department and Fire Department as specified below:

##### **A. Police Department - Education Pay**

Chief of Police who possess a California Commission on Police Officer Standards and Training (POST) Management Certificate shall receive \$900 per month in additional compensation.

##### **B. Police Department Physical Fitness Program**

1 All Long Beach Police Officers Association and Long Beach Management  
2 Association represented sworn Police employees are eligible to participate in the voluntary  
3 Physical Fitness Program. Payment for the Program will be made on the first pay period  
4 in December.

5 C. Lateral Police Officer Incentive Pilot Program

6 1. New employees hired as lateral Police Officers who meet the following  
7 criteria shall be eligible to participate in the Lateral Police Officer Incentive Pilot Program:

8 a. Full-time employment for at least one continuous year in the State of  
9 California as a Peace Officer, as defined by California Penal Code Sections 830, 830.1,  
10 and 830.2, and possession of a Basic Peace Officers Standards and Training (POST)  
11 certificate issued by the State of California, or

12 b. Full-time employment for at least one continuous year of sworn general  
13 law enforcement experience and possession of the Basic Course Waiver (BCW) from the  
14 California Commission on Peace Officers Standards and Training.

15 2. The one-time sign on bonus of \$15,000 will be paid as follows:

16 a. The amount of \$5,000 ad hoc lump sum payment shall be paid as  
17 additional compensation to eligible employees in the first pay period upon hire.

18 b. The amount of \$10,000 ad hoc lump sum payment shall be paid as  
19 additional compensation to eligible employees in the first full pay period following  
20 successful completion of a one-year probationary period (12 months/2088 hours) which  
21 includes the Long Beach Police Department – Police Officer Lateral Academy and field  
22 training.

23 3. Payments under this section will not be reported to CalPERS as earnable  
24 compensation.

25 4. The pilot program shall not be extended for more than two (2) years and  
26 will be evaluated at the end of the pilot program period. The pilot program is subject to  
27 modification or discontinuation at the discretion of the City Manager at any time during two  
28 (2) year period.

**Section 26. PERFORMANCE INCENTIVE COMPENSATION**

In addition to and apart from any pay for performance provided herein, permanent full-time, permanent part-time, or non-career employees who are not eligible to receive the Performance Incentive Compensation established by Section 13. B. or C. of this resolution shall be eligible to participate in and receive Individual Performance Incentive Compensation. The purpose of Performance Incentive Compensation is to compensate employees for the distinguished and outstanding performance for the periods for which said Performance Incentive Compensation is paid. At any time, a department head may submit a request to the City Manager or their designee or appropriate appointing authority for said eligible employee outlining specific performance objectives achieved during the fiscal year. Outstanding or distinguished performance in a specific project or program shall qualify the employee for Individual Performance Incentive Compensation. Such incentive compensation may be paid to any eligible employee in an amount not to exceed six hundred dollars (\$600.00) per fiscal year, based upon the evaluation and determination by the City Manager. Requests of the Performance Incentive Compensation for an employee may be submitted at any time.

**Section 27. CITYWIDE RECRUITMENT INCENTIVE PROGRAM**

The Department Head is required to provide a written justification to the Department of Human Resources for a position to receive a recruitment sign-on bonus. Candidates eligible for this program are hired in positions that have a high turnover or difficult to fill and have not worked for the City of Long Beach within the past two (2) years. Positions excluded from this program are current employees and Public Safety employees (except for new Police Recruits, Special Services Officers, Park Rangers, and Public Safety Dispatchers).

1. Departments can provide a one-time sign-on bonus up to \$6,000 to a newly hired employee during specific periods of employment. The amount of \$1,000 ad hoc lump sum payment shall be paid to the employee upon hire. The amount of \$2,000 ad



1    hoc lump sum payment shall be paid after successful completion of a probationary period  
2    (where applicable). The amount up to \$3,000 ad hoc lump sum payment shall be paid to  
3    eligible employees upon completion of 18 months of service.

4                                2. Departments can also choose to offer a partial sign-on bonus or  
5    alternative amount not to exceed \$6,000. The sign-on bonus is not considered salary and  
6    is not included in the retirement benefit calculation.

7                                **Section 28. CELLULAR PHONE STIPEND**

8    Eligible employees that use personal cellular phones in the conduct of City business are  
9    eligible to receive a cellular phone stipend. A monetary, monthly stipend in the amount of  
10   \$30.00 is provided to eligible employees who are approved to use their personal cellular  
11   phone for City-related business.

12                              **Section 29. UNIFORM ALLOWANCE**

13   Employees in eligible classifications that are identified as "classic members" through  
14   CalPERS membership shall have reported the following monetary value each pay period  
15   for the purchase, replacement, maintenance and/or rental of required City uniforms:

|   |         |
|---|---------|
| 16                              Firefighters      | \$ 3.85 |
| 17                              Lifeguards        | \$ 1.08 |
| 18                              Miscellaneous     | \$ 5.88 |
| 19                              Police Officers   | \$14.38 |
| 20                              Security Officers | \$ 8.65 |

21                              **Section 30. EMPLOYEE SUGGESTION AWARDS**

22   Employees of the City may, pursuant to and in accordance with the provisions of this  
23   resolution and the Administrative Regulations issued by the City Manager, be awarded with  
24   additional compensation for suggestions made that result in measurable monetary savings  
25   to the City. Such awards shall not exceed ten percent of the anticipated first year savings  
26   after adoption of the suggestion; provided, however, that the maximum award shall not  
27   exceed five thousand dollars (\$5,000.00).

28   ///

**Section 31. RELOCATION COMPENSATION**

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

**Section 32. TUITION REIMBURSEMENT**

Permanent full-time or permanent part-time employees who are enrolled in an accredited job and/or career-related college or university study program during off-duty hours and who are eligible to receive tuition reimbursement in accordance with applicable memorandums of understanding will do so per the following schedule:

Effective October 1, 1999:

Semester/Quarter Payment Schedule

|                                |           |
|--------------------------------|-----------|
| 1.0 through 5.9 semester units | \$ 375.00 |
| 1.0 through 7.9 quarter units  | \$ 375.00 |
| 6.0 or more semester units     | \$ 400.00 |
| 8.0 or more quarter units      | \$ 400.00 |
| Community College              | \$ 120.00 |
| Total maximum per fiscal year  | \$ 800.00 |

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

**Section 33. DAMAGED PERSONAL PROPERTY REIMBURSEMENT**

Pursuant to the provisions of Section 53240 of the California Government Code, an employee may receive the cost of replacing or repairing property such as eyeglasses, hearing aids, dentures, watches, or articles of clothing when loss or damage occurs in the

1 line of duty and is not attributable to the employee's negligence. If the items are damaged  
2 beyond repair, the actual value of such items may be paid. The value of such items shall  
3 be determined as of the time of loss or damage. In the event of such loss or damage, the  
4 employee seeking recovery shall file a request for reimbursement in writing with their  
5 department head and the request shall be processed in accordance with the applicable  
6 administrative regulations of the City.

#### 7 **Section 34. TRANSPORTATION**

8 Employees requiring transportation in connection with the performance of their duties for  
9 the City, may be assigned a City-owned vehicle by the City Manager or appropriate  
10 appointing authority; or, in the alternative, with the approval of the City Manager or  
11 appropriate appointing authority, an employee may receive, by way of reimbursement, the  
12 cost of transportation incurred in the performance of their duties. Reimbursement, at the  
13 discretion of the City Manager or appropriate appointing authority, may be paid to such  
14 employees upon the basis of any of the following computations:

15 A. Public Transportation

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

17 B. Privately Owned Vehicle

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

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

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

27 3. A flat monthly allowance in such sum as may be determined by the  
28 City Manager or appropriate appointing authority, but not to exceed Four Hundred and fifty

1 dollars per month. Said monthly allowance is hereby determined to constitute  
2 reimbursement for the expenditures and costs of operating and maintaining such vehicle,  
3 including its availability, as required for the performance of such official City business; or

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

### 8 **Section 35. EMPLOYEE COMMUTE INCENTIVE PROGRAM**

9 Effective October 1, 2018, employees who use alternative modes of transportation to  
10 commute to and from work a minimum of five times within a pay period are eligible to  
11 participate in the City's program for commute reduction named the Employee Commute  
12 Incentive Program, subject to available funding. Employees may earn fifteen dollars  
13 (\$15.00) each pay period they use an alternative mode of transportation to and from work  
14 a minimum of five times, up to thirty dollars (\$30.00) per month, equivalent to three hundred  
15 and sixty dollars (\$360.00) per year maximum. Employees must meet the eligibility criteria,  
16 specified modes of transportation, and exclusions defined under the Employee Commute  
17 Incentive Program.

### 18 **Section 36. HEALTH INSURANCE**

19 A. The City shall pay a maximum amount per month toward the cost of  
20 health, dental, vision and life insurance benefits for each eligible represented and non-  
21 represented employee based on single, two party and family coverage.

22 B. Adjustments to the monthly maximum shall be adopted annually by  
23 City Council as part of the City's Annual Benefits Package.

24 C. Represented Employees.

25 The amount of City contribution to health plan costs for represented  
26 employees shall be in accordance with the various Memoranda of Understanding approved  
27 and implemented by the City Council.

28 1. Employees in all associations, with single or two party plan health

1 coverage shall pay thirty percent (30%) of the increase or twenty-five dollars (\$25)  
2 whichever is less, over the rates in effect in the prior year for the plan options selected.

3           2. Employees with family plan health coverage in all associations shall  
4 pay thirty percent (30%) of the increase or \$30 whichever is less, over the rates in effect in  
5 the prior year for the plan options selected, as described in their respective MOUs.

6           3. If the employee's portion is in excess of their cap, twenty-five dollars  
7 (\$25) for single or two-party coverage or thirty dollars (\$30) for family, the increase over  
8 the cap will be carried forward to the next year and added to the employee's portion of the  
9 next year's increase until the carryover amount is exhausted or the increase equals the  
10 cap, whichever is less.

11           4. The carryover of the remaining employee portion over the cap will  
12 continue forward each year, maintaining the respective caps, until the carryover amount is  
13 exhausted by adding it to the employee's portion. Please note that the carryover  
14 methodology described above is not an individual employee account.

15           D. Non-Represented Employees

16           1. The City shall pay a maximum per month toward the cost of the City-  
17 sponsored health, dental, vision and life insurance benefits for each eligible employee.

18           2. Increases in the costs for the health, dental and life insurance plans  
19 selected by non-represented employees shall be borne by the employee in the manner set  
20 forth below. The portion of this increase paid by the employee shall be added to the existing  
21 payroll deductions for that coverage, but will not exceed the following amounts:

22           a. Every January 1<sup>st</sup>, employees with single or two-party plan  
23 health coverage, shall pay thirty percent (30%) of the increase or twenty-five dollars  
24 (\$25) whichever is less, over the rates in effect in the prior year for the plan options  
25 selected.

26           b. Employees with the family plan health coverage shall pay thirty  
27 percent (30%) of the increase or thirty dollars (\$30), whichever is less, over the rates  
28 in effect in the prior year for the plan options selected.

c. If the employee's portion is in excess of their cap (twenty-five dollars (\$25) for one or two-party coverage or thirty dollars (\$30) for family), the increase over the cap will be carried forward to the next year and added to the employee's portion of the next year's increase until the carryover amount is exhausted or the increase equals the cap, whichever is less.

d. The carryover of the remaining employee portion over the cap will continue forward each year, maintaining the respective caps, until the carryover amount is exhausted by adding it to the employee's portion.

Please note that the carryover methodology described above is not an individual employee account.

### **Section 37. IN-LIEU HEALTH INSURANCE PROGRAM**

Effective October 1, 2011, In-lieu of coverage under the health insurance program provided by the City for employees holding permanent full-time positions, each employee in a permanent part-time position (as defined in the Personnel Ordinance), shall, for everyone hundred and seventy-four (174) hours worked by such permanent part-time employee be paid four hundred forty dollars (\$440) or via an equivalent, systematic calculation per pay period.

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

### **Section 38. CONSOLIDATED OMNIBUS BUDGET RECONCILIATION ACT (COBRA)**

Employees who are laid off and eligible for benefits under the Consolidated Omnibus Budget Reconciliation Act (COBRA) shall have the premiums for the benefits they are entitled to under COBRA paid by the City for the first six (6) months after their layoff, subject to the employees' selection of such benefits per COBRA regulations.

///

**Section 39. LIFE INSURANCE AND DISABILITY INSURANCE**

The City shall administer a life, accidental death and dismemberment (AD&D), and short-term disability, and long-term disability insurance programs. Certain employees, if eligible, pursuant to the terms and conditions set forth in this section, shall have access to monthly premium payments made on their behalf and/or self-pay for such benefits programs as specified. The City shall provide appropriate life, accidental death & dismemberment (AD&D), short-term disability, and long-term disability insurance plans and have power to adopt such rules it deems necessary to administer the plan.

**A. City Employees**

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

**B. Elected/Appointed/Executive/Professional**

Employees assigned to Salary Range E00, the City Manager, the City Attorney, Assistant City Attorney, Principal Deputy City Attorney, Senior Deputy City Attorney, the City Prosecutor, the Assistant City Prosecutor, the City Auditor, Deputy City Auditor, Associate Attorney, the Mayor, and the City Clerk shall receive, unless they elect an available alternative, as additional compensation life and accidental death and dismemberment insurance benefits equal to three times their full annual salary to a maximum of five hundred thousand dollars, and long- and short-term disability insurance.

**C. Deputy City Attorney/Deputy City Prosecutor/City Auditor Employees**

Employees in the classification of Deputy City Attorney shall receive as additional compensation a Two Hundred Thousand Dollar (\$200,000) life and accidental death and dismemberment insurance policy and long-term and short-term disability insurance. Employees represented by the City Attorneys Association, except as noted above, shall receive as additional compensation a One Hundred Thousand Dollar

1 (\$100,000) life and accidental death and dismemberment insurance policy and long-term  
2 and short-term disability insurance Employees in the classification of Performance Audit  
3 Manager, Senior Auditor, Staff Auditor, and Audit Analyst shall receive as additional  
4 compensation a One Hundred Thousand Dollar (\$100,000) life and accidental death and  
5 dismemberment insurance policy, and long-term and short-term disability insurance.  
6 Employees in the classification of Deputy City Prosecutor shall receive as additional  
7 compensation a Two Hundred Thousand Dollar (\$200,000) life and accidental death and  
8 dismemberment insurance policy and long-term and short-term disability insurance.  
9 Employees represented by the City Prosecutors Association, except as noted above, shall  
10 receive as additional compensation a One Thousand Dollar (\$100,000) life and accidental  
11 death and dismemberment insurance policy and long-term and short-term disability  
12 insurance.

13 D. Confidential Employees

14 Employees represented by the Association of Confidential Employees shall  
15 receive as additional compensation a Seventy-Five Thousand Dollar (\$75,000) life and  
16 accidental death and dismemberment insurance policy and long-term and short-term  
17 disability insurance.

18 E. City Council

19 Members of the City Council shall receive a life and accidental death and  
20 dismemberment insurance benefit of forty-five thousand dollars (\$45,000).

21 **Section 40. ACCIDENTAL DEATH OR INJURY INSURANCE**

22 Employees of the City, including employees of the Harbor Department and Long Beach  
23 Utilities Department, shall receive as additional compensation such insurance benefits for  
24 bodily injury or death incurred by such employees while traveling on the official business  
25 of the City of Long Beach or its boards, commissions or committees as may be provided  
26 from time to time in a master policy or policies of travel insurance as may be obtained by  
27 the City pursuant to Section 3121 of the California Government Code. This is separate and  
28 distinct from the employer-paid life and accidental death and dismemberment insurance



1 referenced in herein.

2 **Section 41. RETIREMENT**

3 A. City Payment of Employee Portion

4 In accordance with the Resolution approved by the City Council on February  
5 15, 2011, employees represented by the Long Beach Management Association (non-  
6 safety managers only), the Long Beach Association of Confidential Employees, and  
7 unrepresented management employees hired by the City on or after February 26, 2011,  
8 shall pay the full amount of each such individual employee's normal retirement  
9 contributions.

10 Effective October 1, 2011, employees represented by the Long Beach  
11 Management Association (Police safety managers only) and the Long Beach Police  
12 Officers' Association shall pay the full amount of each such individual employee's normal  
13 retirement contribution.

14 Effective November 5, 2011, employees represented by the Long Beach  
15 Management Association (Fire safety managers only) and the Long Beach Firefighters'  
16 Association Local 372 shall pay the full amount of each such individual employee's normal  
17 retirement contribution.

18 In accordance with the Resolution approved by the City Council on February  
19 15, 2011, employees represented by the Long Beach Management Association (safety  
20 managers only), hired by the City on or after February 26, 2011, shall pay the full amount  
21 of each such individual employee's normal retirement contributions.

22 In accordance with the Resolution approved by the City Council on February  
23 15, 2011, employees represented by the City Attorney's Association, the City Prosecutors'  
24 Association and unrepresented management employees in the City Auditor's Office hired  
25 by the City on or after February 26, 2011, shall pay the full amount of each such individual  
26 employee's normal retirement contributions.

27 Effective December 17, 2011, employees represented by the City Attorneys'  
28 Association and the City Prosecutors' Association shall pay the full amount of each such

1 individual employee's normal retirement contribution.

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

4           Effective November 5, 2011, the City shall retract its previous implementation  
5 of Government Code Section 20636(c)(4) pursuant to Section 20691 as to paying and  
6 reporting the value of Employer Paid Member Contributions (EPMC) for all employees  
7 represented by the Long Beach Firefighters' Association and Long Beach Police Officers  
8 Association. In doing so, the City will pay zero percent (0%) and report the same percent  
9 (0%) and the member will pay one hundred percent (100%) of the normal member  
10 contribution.

11           Effective November 16, 2013, the City shall retract its previous  
12 implementation of Government Code Section 20636(c)(4) pursuant to Section 20691 as to  
13 paying and reporting the value of Employer Paid Member Contributions (EPMC) for the  
14 City Attorney, City Prosecutor, City Auditor, City Clerk and all employees represented by  
15 the Long Beach Association of Engineering Employees, the Long Beach Management  
16 Association (non-safety management), the Long Beach Association of Confidential  
17 Employees, the Long Beach Lifeguard Association, the International Brotherhood of  
18 Electrical Workers, unrepresented miscellaneous, unrepresented management  
19 employees, and all other eligible employees. In so doing, the City will pay zero percent  
20 (0%) and report the same percent (0%) and the member will pay one hundred percent  
21 (100%) of the normal member contribution.

22           B.     Tiers

23           In 1989-90, the City, after meeting and conferring with its safety employees,  
24 entered into a two-tiered contract with the California Public Employees' Retirement System.  
25 Under that contract:

26           1.     All eligible employees in positions represented by the Long Beach  
27 Lifeguard Association and the Long Beach Firefighters Association employed on or prior  
28 to October 7, 1989, and employees in positions represented by the Long Beach Police

1 Officers Association employed on or prior to April 21, 1990, shall be provided the  
2 opportunity for the following CalPERS benefits:

- 3 a. 3.0% at 50 retirement formula;
- 4 b. 5.0% cost of living provision;
- 5 c. Final compensation based on the average monthly pay rate for  
6 the highest period of twelve consecutive months; and
- 7 d. Post-retirement Survivor Allowance.

8 2. All eligible new employees in positions represented by the Long Beach  
9 Lifeguard Association and the Long Beach Firefighters Association employed after October  
10 7, 1989, and all eligible new employees in positions represented by the Long Beach Police  
11 Officers Association employed after April 21, 1990, shall be provided the opportunity for  
12 the following CalPERS retirement benefits:

- 13 a. 3.0% at 50 retirement formula;
- 14 b. 2.0% cost of living provision;
- 15 c. Final compensation based upon the average monthly pay rate  
16 for the highest period of twelve consecutive months; andd.  
17 Post-retirement Survivor Allowance.

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

25 3. All eligible new employees in positions represented by the Long Beach  
26 Management Association (safety managers only), Long Beach Firefighters Association  
27 Local 372, and the Long Beach Police Officers Association employed after August 3, 2012  
28 – December 31, 2012, shall be provided the opportunity for the following CalPERS

1 retirement benefits:

- 2 a. 2.0% at 50 retirement formula (gradually increases to 2.7% at
- 3 55);
- 4 b. 2.0% cost of living provision;
- 5 c. Final compensation will be based upon a three-year average;
- 6 and
- 7 d. Post-retirement Survivor Allowance.

8 4. In accordance with the Public Employees' Pension Reform Act of 2013  
9 (PEPRA), all new eligible employees in positions represented by the Long Beach  
10 Management Association (safety managers only), Long Beach Firefighters Association  
11 Local 372, Long Beach Lifeguard Association and the Long Beach Police Officers  
12 Association employed on or after January 1, 2013, and who are also deemed to be a new  
13 CalPERS member shall be provided the opportunity for the following CalPERS retirement  
14 benefits:

- 15 a. 2.7% at 57 retirement formula;
- 16 b. 2% cost of living provision;
- 17 c. Final compensation based upon the average monthly pay rate
- 18 for the highest three-year compensation period; and
- 19 d. Post-retirement Survivor Allowance.

20 5. All eligible employees in positions represented by the International  
21 Association of Machinists and Aerospace Workers, the Long Beach Association of  
22 Confidential Employees, the Long Beach Association of Engineering Employees, the  
23 International Brotherhood of Electrical Workers, the Association of Long Beach  
24 Employees, the Service Employees International Union, the City Attorneys Association,  
25 and the City Prosecutors Association, and all other eligible City employees employed on  
26 or prior to October 21, 1989, shall be provided the opportunity for the following CalPERS  
27 retirement benefits:

- 28 a. 2.7% at 55 retirement formula;

- 1                                   b.       5.0% cost of living provision;
- 2                                   c.       Final compensation based upon the average monthly pay rate
- 3   for the highest period of twelve consecutive months; and
- 4                                   d.       Post-retirement Survivor Allowance.

5                   6.       All eligible miscellaneous employees in positions represented by the  
6 International Association of Machinists and Aerospace Workers, the Long Beach  
7 Association of Confidential Employees, Long Beach Association of Engineering  
8 Employees, the International Brotherhood of Electrical Workers, the Association of Long  
9 Beach Employees, the Service Employees International Union, the City Attorneys  
10 Association, and the City Prosecutors Association, and all other eligible unrepresented  
11 miscellaneous and unrepresented management City employees employed after October  
12 21, 1989, shall be provided the opportunity for the following CalPERS retirement benefits:

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

18                   7.       All eligible miscellaneous employees in positions represented by the  
19 International Association of Machinists and Aerospace Workers, the Long Beach  
20 Association of Confidential Employees, the Long Beach Association of Engineering  
21 Employees, the International Brotherhood of Electrical Workers, the Association of Long  
22 Beach Employees, the Service Employees International Union, the City Attorneys  
23 Association, the City Prosecutors Association, the Long Beach Management Association  
24 and all other eligible miscellaneous City employees employed after September 30, 2006,  
25 shall be provided the opportunity for the following PERS retirement benefits:

- 26                                   a.       2.5% at 55 retirement formula;
- 27                                   b.       2.0% cost of living provision;
- 28                                   c.       Final compensation based upon the average monthly pay rate

1 for the highest period of twelve consecutive months; and

2 d. Post-retirement Survivor Allowance.

3 8. In accordance with the Public Employees' Pension Reform Act of 2013  
4 (PEPRA), all new eligible miscellaneous employees in positions represented by the  
5 International Association of Machinists and Aerospace Workers, the Long Beach  
6 Association of Confidential Employees, the Long Beach Association of Engineering  
7 Employees, the International Brotherhood of Electrical Workers, the Association of Long  
8 Beach Employees, the Service Employees International Union, the City Attorneys  
9 Association, the City Prosecutors Association, the Long Beach Management Association,  
10 unrepresented miscellaneous employees, unrepresented management employees and all  
11 other eligible miscellaneous City employees employed on or after January 1, 2013, and  
12 who are also deemed to be new CalPERS new member, shall be provided the opportunity  
13 for the following PERS retirement benefits:

14 a. 2.0% at 62 retirement formula;

15 b. 2.0% cost of living provision;

16 c. Final compensation based upon the average monthly pay rate  
17 for the highest three-year compensation period; and

18 d. Post-retirement Survivor Allowance.

19 9. In the event of any inconsistency or conflict between the provisions of  
20 this resolution and the California Public Employees' Retirement Law regarding such  
21 adjustments in retirement benefits due to any inadvertence, oversight, or clerical error, it is  
22 intended that the provisions in the California Public Employees' Retirement law shall  
23 supersede the provisions of this resolution, and such adjustments to retirement benefits  
24 shall be deemed to have been correctly included herein, effective as of the applicable  
25 effective date, and such matters shall be subsequently corrected by appropriate action.

26 **Section 42. DEFERRED COMPENSATION-MARINE SAFETY**

27 Management employees in the position of Marine Safety Chief shall be eligible to  
28 participate in the same deferred compensation matching program as afforded to

employees in professional classifications of the Long Beach Lifeguard Association.

#### **Section 43. MEMORANDA OF UNDERSTANDING CONFLICTS**

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

#### **Section 44. MINIMUM WAGE**

Notwithstanding any applicable other provision of this resolution and any applicable Memorandum of Understanding which has heretofore been approved and adopted by the City Council, the minimum hourly rate for City employees shall be no less than the current California State Minimum Wage hourly rate, whichever is greater.

In the event of any inconsistency or conflict between the applicable City resolution or Council approved Memorandum of Understanding regarding employee compensation due to any inadvertence, oversight, or clerical error, it is intended that the employees shall receive an hourly rate that is no less than the current applicable Federal Minimum Wage hourly rate or the current California State Minimum Wage hourly rate, whichever is greater.

///

**Section 45. CERTIFICATION OF RESOLUTION ADOPTION**

This resolution shall be deemed operative as of 12:01 a.m. on the first day of the pay period that includes October 1, 2023, except as may otherwise be provided by specific provisions of this resolution, and the City Clerk shall certify the vote adopting this resolution.

I hereby certify that the foregoing resolution was adopted by the City Council of the City of Long Beach at its meeting of \_\_\_\_\_, 2023, by the following vote:

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

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

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

\_\_\_\_\_

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

\_\_\_\_\_

Recusal(s): Councilmembers: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_  
City Clerk

HR/GJA/bg A23-01545  
01556923.DOCX



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

|    |  |                  |
|----|--|------------------|
| 1  | Development (T)                            |                  |
| 2  | Administrative Officer – Development       | E00              |
| 3  | Services                                   |                  |
| 4  | Administrative Officer- Engineering        | E00              |
| 5  | Administrative Officer – Fleet             | E00              |
| 6  | Administrative Officer - Gas (T)           | E00              |
| 7  | Administrative Officer - General Services  | E00              |
| 8  | Administrative Officer - Library Services  | E00              |
| 9  | Administrative Officer – Police            | E00              |
| 10 | Administrative Officer - Public Health (T) | E00              |
| 11 | Administrative Officer - Public Works      | E00              |
| 12 | Administrative Officer - Towing (T)        | E00              |
| 13 | Administrative Services Officer            | E00              |
| 14 | Advance Planning Officer                   | E00              |
| 15 | Airport Engineering Officer                | E00              |
| 16 | Airport Operations Assistant I             | 360              |
| 17 | Airport Operations Assistant II            | 410              |
| 18 | Airport Operations Officer                 | E00              |
| 19 | Airport Operations Specialist I            | 510              |
| 20 | Airport Operations Specialist II           | 540              |
| 21 | Airport Public Affairs Assistant (T)       | 540              |
| 22 | Alternative Fuels Coordinator              | 572              |
| 23 | Ambulance Operator                         | P-26, P-27, P-29 |
| 24 | Animal Control Officer I                   | 410              |
| 25 | Animal Control Officer II                  | 430              |
| 26 | Animal Control Officer III (T)             | 490              |
| 27 | Animal Health Technician                   | 420              |
| 28 |  |                  |

**ATTACHMENT A**

|    |   |     |
|----|---|-----|
| 1  | Animal Services Operations Supervisor                 | 610 |
| 2  | Aquatics Supervisor I                                 | 500 |
| 3  | Aquatics Supervisor II                                | 570 |
| 4  | Assistant Administrative Analyst I                    | 470 |
| 5  | Assistant Administrative Analyst II                   | 530 |
| 6  | Assistant Buyer I                                     | 420 |
| 7  | Assistant Buyer II                                    | 460 |
| 8  | Assistant Chief of Police                             | E00 |
| 9  | Assistant Chief of Staff-Prosecutor                   | B00 |
| 10 | Assistant City Attorney                               | E00 |
| 11 | Assistant City Auditor                                | E00 |
| 12 | Assistant City Clerk                                  | E00 |
| 13 | Assistant City Controller                             | E00 |
| 14 | Assistant City Engineer                               | E00 |
| 15 | Assistant City Manager                                | E00 |
| 16 | Assistant City Prosecutor                             | E00 |
| 17 | Assistant City Traffic Engineer                       | E00 |
| 18 | Assistant Community Development Analyst I             | 470 |
| 19 | Assistant Community Development Analyst II            | 530 |
| 20 | Assistant Executive Director-Workforce<br>Development | E00 |
| 21 | Assistant Fire Chief                                  | E00 |
| 22 | Assistant General Manager/Chief Gas<br>Engineer       | E00 |
| 23 | Assistant Planner I                                   | 510 |
| 24 | Assistant Planner II                                  | 570 |
| 25 | Assistant to the City Manager                         | E00 |
| 26 | Assistant to the City Manager - Administration        | E00 |
| 27 | Assistant to the City Manager - Special<br>Projects   | E00 |
| 28 |   |     |

**ATTACHMENT A**

|    |  |     |
|----|--|-----|
| 1  | Assistant to the Director-Development Services | E00 |
| 2  | Assistant Traffic Signal Technician I          | 430 |
| 3  | Assistant Traffic Signal Technician II         | 470 |
| 4  | Associate Attorney                             | C00 |
| 5  | Audit Analyst                                  | B00 |
| 6  | Auto Firefighter (R)                           | 055 |
| 7  | Automated Systems Officer                      | E00 |
| 8  | Automatic Sprinkler Control Technician         | 440 |
| 9  | Battalion Chief                                | 185 |
| 10 | Body and Fender Mechanic - Painter I           | 480 |
| 11 | Body and Fender Mechanic - Painter II          | 509 |
| 12 | Broadcast Production Specialist                | B00 |
| 13 | Budget Analysis Officer                        | E00 |
| 14 | Budget Management Officer                      | E00 |
| 15 | Building Inspections Officer                   | E00 |
| 16 | Building Maintenance Engineer                  | 560 |
| 17 | Building Services Supervisor                   | 434 |
| 18 | Business Development Officer                   | E00 |
| 19 | Business Operations Officer                    | E00 |
| 20 | Business Process Improvement Officer           | E00 |
| 21 | Business Services Officer                      | E00 |
| 22 | Business Systems Specialist I                  | 530 |
| 23 | Business Systems Specialist II                 | 570 |
| 24 | Business Systems Specialist III                | 610 |
| 25 | Business Systems Specialist IV                 | 650 |
| 26 | Business Systems Specialist V                  | 690 |
| 27 | Business Systems Specialist VI                 | 730 |
| 28 |  |     |

**ATTACHMENT A**

|    |   |     |
|----|---|-----|
| 1  | Business Systems Specialist VII               | 770 |
| 2  | Buyer I                                       | 540 |
| 3  | Buyer II                                      | 610 |
| 4  | Capital Project Coordinator (T)               | 640 |
| 5  | Capital Project Coordinator I                 | 640 |
| 6  | Capital Project Coordinator II                | 660 |
| 7  | Capital Project Coordinator III               | 690 |
| 8  | Capital Project Coordinator IV                | 750 |
| 9  | Carpenter                                     | 481 |
| 10 | Carpenter Supervisor                          | 510 |
| 11 | Case Manager I                                | 250 |
| 12 | Case Manager II                               | 340 |
| 13 | Case Manager III                              | 380 |
| 14 | Cement Finisher I                             | 432 |
| 15 | Cement Finisher II                            | 452 |
| 16 | Chief Assistant City Prosecutor               | E00 |
| 17 | Chief Building Inspector                      | 684 |
| 18 | Chief Clerk of Records (R)                    | 090 |
| 19 | Chief Construction Inspector                  | 685 |
| 20 | Chief Gang Prosecutor                         | C00 |
| 21 | Chief Investigator                            | B00 |
| 22 | Chief of Police                               | E00 |
| 23 | Chief of Staff-Council                        | E00 |
| 24 | Chief of Staff-Mayor                          | E00 |
| 25 | Chief of Staff-Prosecutor                     | E00 |
| 26 | Chief Surveyor                                | 698 |
| 27 | Chronic Disease and Injury Prevention Officer | E00 |
| 28 | City Attorney                                 | 980 |

**ATTACHMENT A**

|    |  |     |
|----|--|-----|
| 1  | City Auditor                             | 960 |
| 2  | City Clerk                               | 950 |
| 3  | City Clerk Analyst                       | 600 |
| 4  | City Clerk Assistant                     | 390 |
| 5  | City Clerk Bureau Manager                | E00 |
| 6  | City Clerk Specialist                    | 560 |
| 7  | City Controller                          | E00 |
| 8  | City Council Member                      | D10 |
| 9  | City Engineer                            | E00 |
| 10 | City Health Officer                      | E00 |
| 11 | City Manager                             | 990 |
| 12 | City Mayor                               | 940 |
| 13 | City Prosecutor                          | 970 |
| 14 | City Safety Officer                      | E00 |
| 15 | City Traffic Engineer                    | E00 |
| 16 | City Treasurer                           | E00 |
| 17 | Civil Engineer                           | 645 |
| 18 | Civil Engineering Assistant              | 515 |
| 19 | Civil Engineering Associate              | 595 |
| 20 | Claims Investigator/Representative I (T) | 593 |
| 21 | Clerk I                                  | 260 |
| 22 | Clerk II                                 | 290 |
| 23 | Clerk III                                | 320 |
| 24 | Clerk Supervisor                         | 440 |
| 25 | Clerk Typist I                           | 320 |
| 26 | Clerk Typist II                          | 350 |
| 27 | Clerk Typist III                         | 380 |
| 28 | Clerk Typist IV                          | 410 |

**ATTACHMENT A**

|    |  |     |
|----|--|-----|
| 1  | Clerk Typist V (T)                           | 440 |
| 2  | Clinical Services Officer                    | E00 |
| 3  | Code Enforcement Officer                     | E00 |
| 4  | Combination Building Inspector               | 535 |
| 5  | Combination Building Inspector Aide I        | 374 |
| 6  | Combination Building Inspector Aide II       | 404 |
| 7  | Commercial and Retail Development Officer    | E00 |
| 8  | Commercial Services Officer                  | E00 |
| 9  | Communicable Disease Surveillance and        | E00 |
| 10 | Control Officer                              |     |
| 11 | Communication Specialist I                   | 520 |
| 12 | Communication Specialist II                  | 560 |
| 13 | Communication Specialist III                 | 600 |
| 14 | Communication Specialist IV                  | 650 |
| 15 | Communication Specialist V                   | 690 |
| 16 | Communication Specialist VI                  | 730 |
| 17 | Communication Specialist VII                 | 770 |
| 18 | Communications Center Coordinator            | 631 |
| 19 | Communications Center Officer                | E00 |
| 20 | Communications Center Supervisor             | 592 |
| 21 | Community Development Analyst I (T)          | 570 |
| 22 | Community Development Analyst II (T)         | 600 |
| 23 | Community Development Analyst III (T)        | 630 |
| 24 | Community Development Clerical Assistant I   | 320 |
| 25 | Community Development Clerical Assistant II  | 350 |
| 26 | Community Development Clerical Assistant III | 380 |
| 27 | Community Development Technician I (T)       | 370 |
| 28 | Community Development Technician II (T)      | 400 |

**ATTACHMENT A**

|    |  |     |
|----|--|-----|
| 1  | Community Development Technician III (T) | 430 |
| 2  | Community Development Technician IV (T)  | 460 |
| 3  | Community Development Specialist I (T)   | 470 |
| 4  | Community Development Specialist II (T)  | 530 |
| 5  | Community Development Specialist III (T) | 570 |
| 6  | Community Development Specialist IV (T)  | 600 |
| 7  | Community Development Specialist V (T)   | 630 |
| 8  | Community Impact Officer                 | E00 |
| 9  | Community Information Officer            | E00 |
| 10 | Community Information Specialist I       | 350 |
| 11 | Community Information Specialist II      | 390 |
| 12 | Community Program Specialist I           | 470 |
| 13 | Community Program Specialist II          | 530 |
| 14 | Community Program Specialist III         | 570 |
| 15 | Community Program Specialist IV          | 600 |
| 16 | Community Program Specialist V           | 630 |
| 17 | Community Program Technician I           | 370 |
| 18 | Community Program Technician II          | 400 |
| 19 | Community Program Technician III         | 430 |
| 20 | Community Program Technician IV          | 460 |
| 21 | Community Relations Assistant I (T)      | 370 |
| 22 | Community Relations Assistant II (T)     | 460 |
| 23 | Community Services Assistant I           | 420 |
| 24 | Community Services Assistant II          | 450 |
| 25 | Community Services Officer               | E00 |
| 26 | Community Services Supervisor            | 570 |
| 27 | Community Services Supervisor II (T)     | 570 |
| 28 | Community Worker                         | 320 |



**ATTACHMENT A**

|    |                                     |     |
|----|-------------------------------------|-----|
| 1  | Construction Inspector I            | 535 |
| 2  | Construction Inspector II           | 574 |
| 3  | Construction Services Officer       | E00 |
| 4  | Contract Management Officer         | E00 |
| 5  | Contracts Officer (T)               | E00 |
| 6  | Contracts Officer - Fleet           | E00 |
| 7  | Controls Operations Officer         | E00 |
| 8  | Corrosion Control Supervisor        | 584 |
| 9  | Councilmanic Secretary              | 470 |
| 10 | Counselor I                         | 250 |
| 11 | Counselor II                        | 450 |
| 12 | Criminalist I                       | 590 |
| 13 | Criminalist II                      | 660 |
| 14 | Criminalist III                     | 680 |
| 15 | Criminalist IV                      | 700 |
| 16 | Criminalist Supervisor              | 700 |
| 17 | Cultural Program Supervisor         | 570 |
| 18 | Curator                             | 530 |
| 19 | Current Planning Officer            | E00 |
| 20 | Customer Relations Officer          | E00 |
| 21 | Customer Service Representative I   | 330 |
| 22 | Customer Service Representative II  | 360 |
| 23 | Customer Service Representative III | 400 |
| 24 | Customer Services Officer           | E00 |
| 25 | Customer Services Supervisor I      | 480 |
| 26 | Customer Services Supervisor II     | 510 |
| 27 | Customer Support Officer            | E00 |
| 28 | Cyber Security Officer              | E00 |

**ATTACHMENT A**

|    |  |     |
|----|--|-----|
| 1  | Data Administrative Officer                    | E00 |
| 2  | Data Center Officer                            | E00 |
| 3  | Data Processing Assistant                      | 410 |
| 4  | Data Security Administrator                    | E00 |
| 5  | Department Librarian I (T)                     | 600 |
| 6  | Department Librarian II (T)                    | 630 |
| 7  | Department Safety Officer                      | E00 |
| 8  | Deputy Chief of Police                         | E00 |
| 9  | Deputy City Attorney                           | C00 |
| 10 | Deputy City Auditor                            | E00 |
| 11 | Deputy City Clerk I                            | 530 |
| 12 | Deputy City Clerk II                           | 550 |
| 13 | Deputy City Manager                            | E00 |
| 14 | Deputy City Prosecutor                         | C00 |
| 15 | Deputy City Prosecutor I                       | C00 |
| 16 | Deputy City Prosecutor II                      | C00 |
| 17 | Deputy City Prosecutor III                     | C00 |
| 18 | Deputy City Prosecutor IV                      | C00 |
| 19 | Deputy Director – Airport                      | E00 |
| 20 | Deputy Director – City Engineer                | E00 |
| 21 | Deputy Director - Civil Service                | E00 |
| 22 | Deputy Director - Development Services         | E00 |
| 23 | Deputy Director – Economic Development         | E00 |
| 24 | Deputy Director - Financial Management         | E00 |
| 25 | Deputy Director – Health and Human<br>Services | E00 |
| 26 | Deputy Director - Human Resources              | E00 |
| 27 | Deputy Director – Parks, Recreation & Marine   | E00 |
| 28 | Deputy Director – Public Works                 | E00 |

**ATTACHMENT A**

|    |   |     |
|----|---|-----|
| 1  | Deputy Director- Technology Services                    | E00 |
| 2  | Deputy Fire Chief                                       | E00 |
| 3  | Deputy Fire Marshal                                     | 699 |
| 4  | Desktop Computing Officer                               | E00 |
| 5  | Detention Officer I                                     | 430 |
| 6  | Detention Officer II                                    | 490 |
| 7  | Development Project Manager I                           | 630 |
| 8  | Development Project Manager II                          | 660 |
| 9  | Development Project Manager III                         | 680 |
| 10 | Digital Equity and Inclusion Officer                    | E00 |
| 11 | Digital Services Bureau Manager                         | E00 |
| 12 | Director of Community Development (T)                   | E00 |
| 13 | Director of Development Services                        | E00 |
| 14 | Director of Economic Development                        | E00 |
| 15 | Director of Emergency Services & Business<br>Continuity | E00 |
| 16 | Director of Financial Management                        | E00 |
| 17 | Director of Long Beach Airport                          | E00 |
| 18 | Director of Energy Resources                            | E00 |
| 19 | Director of Health and Human Services                   | E00 |
| 20 | Director of Human Resources                             | E00 |
| 21 | Director of Library Services                            | E00 |
| 22 | Director of Parks, Recreation, and Marine               | E00 |
| 23 | Director of Police Oversight                            | E00 |
| 24 | Director of Public Works                                | E00 |
| 25 | Director of Special Events (T)                          | E00 |
| 26 | Director of Technology and Innovation                   | E00 |
| 27 | Disaster Preparedness Officer                           | E00 |
| 28 |   |     |

**ATTACHMENT A**

|    |  |           |
|----|--|-----------|
| 1  | Diversion Program Coordinator                | B00       |
| 2  | Diversity & Economic Opportunity Officer (T) | E00       |
| 3  | Division Engineer - Oil                      | E00       |
| 4  | Division Engineer - Public Works             | E00       |
| 5  | Election Employee                            | P-36, H70 |
| 6  | Election Supervisor                          | 410       |
| 7  | Electrical Engineer                          | 646       |
| 8  | Electrical Engineering Associate             | 594       |
| 9  | Electrical Inspector                         | 534       |
| 10 | Electrical Supervisor                        | 550       |
| 11 | Electrician                                  | 503       |
| 12 | Electronic Communications Technician I       | 522       |
| 13 | Electronic Communications Technician II      | 540       |
| 14 | Electronic Communications Technician III     | 580       |
| 15 | Emergency Medical Education Coordinator      | 750       |
| 16 | Emergency Medical Educator                   | 680       |
| 17 | Emergency Medical Services Officer           | E00       |
| 18 | Emergency Preparedness Officer               | E00       |
| 19 | Employee Assistance Officer - Police         | E00       |
| 20 | Employee Services Assistant                  | 600       |
| 21 | Employment Services Officer - Civil Service  | E00       |
| 22 | Energy Conservation Officer                  | E00       |
| 23 | Energy Services Officer                      | E00       |
| 24 | Engineering Aide I                           | 307       |
| 25 | Engineering Aide II                          | 344       |
| 26 | Engineering Aide III                         | 419       |
| 27 | Engineering & Development Services Officer   | E00       |
| 28 | Engineering Technician I                     | 464       |

**ATTACHMENT A**

|    |  |     |
|----|--|-----|
| 1  | Engineering Technician II  | 505 |
| 2  | Environmental Health Operations Officer                          | E00 |
| 3  | Environmental Health Specialist I                                | 480 |
| 4  | Environmental Health Specialist II                               | 540 |
| 5  | Environmental Health Specialist III                              | 560 |
| 6  | Environmental Health Specialist IV                               | 590 |
| 7  | Environmental Planning Officer (T)                               | E00 |
| 8  | Environmental Service Supervisor I                               | 440 |
| 9  | Environmental Service Supervisor II                              | 500 |
| 10 | Environmental Service Supervisor III                             | 550 |
| 11 | Environmental Specialist Associate                               | 596 |
| 12 | Epidemiologist   | 520 |
| 13 | Epidemiologist - Supervisor                                      | 590 |
| 14 | Equipment Mechanic I   | 483 |
| 15 | Equipment Mechanic II  | 502 |
| 16 | Equipment Operator I   | 372 |
| 17 | Equipment Operator II  | 416 |
| 18 | Equipment Operator III   | 442 |
| 19 | Events Coordinator I   | 470 |
| 20 | Events Coordinator II  | 530 |
| 21 | Executive Assistant  | E00 |
| 22 | Executive Assistant – City Attorney                              | E00 |
| 23 | Executive Assistant/Mayor and Council (T)                        | E00 |
| 24 | Executive Assistant - Confidential                               | B00 |
| 25 | Executive Assistant to Assistant City Manager                    | E00 |
| 26 | Executive Assistant to City Manager                              | E00 |
| 27 | Executive Director - Civil Service                               | E00 |
| 28 | Executive Director of the Regional Workforce<br>Investment Board | E00 |

**ATTACHMENT A**

|    |  |     |
|----|--|-----|
| 1  | Executive Personal Aide                                | E00 |
| 2  | Facilities Management Officer                          | E00 |
| 3  | Financial Controls Analyst                             | 630 |
| 4  | Financial Services Officer                             | E00 |
| 5  | Financial Services Officer - Community Development (T) | E00 |
| 6  | Financial Systems Integration Officer                  | E00 |
| 7  | Fingerprint Classifier                                 | 430 |
| 8  | Fire Boat Pilot  | 140 |
| 9  | Fire Captain   | 155 |
| 10 | Fire Chief   | E00 |
| 11 | Fire Engineer  | 105 |
| 12 | Firefighter  | 055 |
| 13 | Firefighter Trainee                                    | B00 |
| 14 | Fire Recruit   | 045 |
| 15 | Fleet Finance Officer (T)                              | E00 |
| 16 | Fleet Services Supervisor I                            | 551 |
| 17 | Fleet Services Supervisor II                           | 621 |
| 18 | Forensic Science Services Administrator                | E00 |
| 19 | Forensic Specialist I                                  | 530 |
| 20 | Forensic Specialist II                                 | 580 |
| 21 | Forensic Specialist Supervisor                         | 630 |
| 22 | Garage Service Attendant I                             | 373 |
| 23 | Garage Service Attendant II                            | 393 |
| 24 | Garage Service Attendant II – Towing (T)               | 410 |
| 25 | Garage Service Attendant III                           | 450 |
| 26 | Garage Supervisor I                                    | 551 |
| 27 | Garage Supervisor II                                   | 621 |
| 28 |  |     |

**ATTACHMENT A**

|    |                                       |     |
|----|---------------------------------------|-----|
| 1  | Gardener I                            | 360 |
| 2  | Gardener II                           | 392 |
| 3  | Gas Construction Worker I             | 413 |
| 4  | Gas Construction Worker II            | 433 |
| 5  | Gas Construction Worker III           | 503 |
| 6  | Gas Distribution Supervisor I         | 564 |
| 7  | Gas Distribution Supervisor II        | 630 |
| 8  | Gas Field Service Representative I    | 392 |
| 9  | Gas Field Service Representative II   | 436 |
| 10 | Gas Field Service Representative III  | 482 |
| 11 | Gas Field Technician I                | 525 |
| 12 | Gas Field Technician II               | 552 |
| 13 | Gas Field Technician III              | 571 |
| 14 | Gas Instrument Technician I           | 509 |
| 15 | Gas Instrument Technician II          | 553 |
| 16 | Gas Maintenance Supervisor I          | 564 |
| 17 | Gas Maintenance Supervisor II         | 630 |
| 18 | Gas Marketing Engineer                | E00 |
| 19 | Gas Measurement Assistant             | 470 |
| 20 | Gas Orifice Meter Technician I (T)    | 440 |
| 21 | Gas Orifice Meter Technician II (T)   | 460 |
| 22 | Gas Pipeline Compliance Officer       | E00 |
| 23 | Gas Pipeline Welder/Layout Fitter     | 561 |
| 24 | General Liability Claims Adjuster I   | 523 |
| 25 | General Liability Claims Adjuster II  | 582 |
| 26 | General Liability Claims Adjuster III | 645 |
| 27 | General Librarian                     | 560 |
| 28 | General Librarian I (T)               | 500 |

**ATTACHMENT A**

|    |  |     |
|----|--|-----|
| 1  | General Librarian II (T)                         | 550 |
| 2  | General Maintenance Assistant                    | 412 |
| 3  | General Maintenance Supervisor I                 | 472 |
| 4  | General Maintenance Supervisor II                | 513 |
| 5  | General Superintendent – Development Services    | E00 |
| 6  | General Superintendent - Fleet Services          | E00 |
| 7  | General Superintendent - Park/Marine Maintenance | E00 |
| 8  | General Superintendent - Recreation              | E00 |
| 9  | General Superintendent of Operations             | E00 |
| 10 | Geographic Information Systems Analyst I         | 527 |
| 11 | Geographic Information Systems Analyst II        | 564 |
| 12 | Geographic Information Systems Analyst III       | 597 |
| 13 | Geographic Information Systems Supervisor        | 690 |
| 14 | Geographic Information Systems Technician I      | 460 |
| 15 | Geographic Information Systems Technician II     | 500 |
| 16 | Geologist (T)                                    | 747 |
| 17 | Geologist I                                      | 748 |
| 18 | Geologist II                                     | 788 |
| 19 | Grants Accounting Officer                        | E00 |
| 20 | Grants and Contracts Management Officer          | E00 |
| 21 | Grants and Projects Officer                      | E00 |
| 22 | Handwriting Examiner - Miscellaneous             | 640 |
| 23 | Handwriting Examiner - Safety                    | 070 |
| 24 | Hazardous Materials Specialist I                 | 560 |
| 25 | Hazardous Materials Specialist II                | 590 |
| 26 | Hazardous Waste Coordinator                      | 590 |
| 27 | Hazardous Waste Operations Officer (T)           | E00 |
| 28 |  |     |



**ATTACHMENT A**

|    |  |     |
|----|--|-----|
| 1  | Health Educator I                            | 310 |
| 2  | Health Educator II                           | 450 |
| 3  | Health Promotion Officer                     | E00 |
| 4  | Helicopter Mechanic                          | 580 |
| 5  | Historic Preservation Officer                | E00 |
| 6  | Historic Sites Officer                       | E00 |
| 7  | Homeless Programs Officer                    | E00 |
| 8  | Homeless Administrative Operations Officer   | E00 |
| 9  | Housing Aide I                               | 350 |
| 10 | Housing Aide II                              | 380 |
| 11 | Housing Admin and Financial Services Officer | E00 |
| 12 | Housing Assistance Coordinator               | 550 |
| 13 | Housing Development Officer                  | E00 |
| 14 | Housing Program Operations Officer           | E00 |
| 15 | Housing Rehabilitation Counselor             | 550 |
| 16 | Housing Rehabilitation Officer               | E00 |
| 17 | Housing Rehabilitation Supervisor I          | 580 |
| 18 | Housing Rehabilitation Supervisor II         | 610 |
| 19 | Housing Specialist I                         | 400 |
| 20 | Housing Specialist II                        | 430 |
| 21 | Housing Specialist III                       | 460 |
| 22 | Human Dignity Officer                        | E00 |
| 23 | Human Resources Officer                      | E00 |
| 24 | Information Systems Officer                  | E00 |
| 25 | Infrastructure Systems Officer               | E00 |
| 26 | Inspection Services Officer (T)              | E00 |
| 27 | Institutional Cook                           | 390 |
| 28 | Intelligence Analyst                         | 610 |

**ATTACHMENT A**

|    |                                |     |
|----|--------------------------------|-----|
| 1  | Investigator - City Manager    | B00 |
| 2  | Investigator - City Prosecutor | B00 |
| 3  | Investment Officer (T)         | E00 |
| 4  | Jail Administrator             | E00 |
| 5  | Lab Assistant I                | 360 |
| 6  | Lab Assistant II               | 380 |
| 7  | Lab Assistant III              | 420 |
| 8  | Labor Compliance Officer       | E00 |
| 9  | Laboratory Assistant           | 360 |
| 10 | Laboratory Services Officer    | E00 |
| 11 | Landscape Architect            | 604 |
| 12 | Law Clerk                      | B00 |
| 13 | Law Clerk - City Attorney      | B00 |
| 14 | Law Clerk - City Prosecutor    | C00 |
| 15 | Legal Administrative Assistant | B00 |
| 16 | Legal Administrator - Attorney | E00 |
| 17 | Legal Assistant (T)            | B00 |
| 18 | Legal Assistant I              | 460 |
| 19 | Legal Assistant II             | 480 |
| 20 | Legal Assistant III            | 530 |
| 21 | Legal Assistant IV             | 550 |
| 22 | Legal Assistant - Subrogation  | B00 |
| 23 | Legal Assistant - Supervisor   | B00 |
| 24 | Legal Office Assistant         | 386 |
| 25 | Legal Office Specialist        | 406 |
| 26 | Legal Records Assistant        | 356 |
| 27 | Legal Records Supervisor       | 443 |
| 28 | Legal Records Specialist       | 386 |

**ATTACHMENT A**

|    |                                      |     |
|----|--------------------------------------|-----|
| 1  | Legal Records Management Coordinator | 583 |
| 2  | Legal Secretary I                    | 386 |
| 3  | Legal Secretary II                   | 406 |
| 4  | Legal Stenographer I                 | 316 |
| 5  | Legal Stenographer II                | 336 |
| 6  | Legal Stenographer III               | 356 |
| 7  | Legal Systems Support Specialist     | B00 |
| 8  | Legal Technologist-City Prosecutor   | B00 |
| 9  | Legislative Aide                     | B00 |
| 10 | Legislative Assistant                | B00 |
| 11 | Legislative Clerk                    | 380 |
| 12 | Liability Claims Assistant I         | 410 |
| 13 | Liability Claims Assistant II        | 460 |
| 14 | Library Aide                         | 270 |
| 15 | Library Assistant                    | 430 |
| 16 | Library Circulation Supervisor       | 560 |
| 17 | Library Clerk I                      | 330 |
| 18 | Library Clerk II                     | 370 |
| 19 | Library Clerk III                    | 400 |
| 20 | Library Clerk IV                     | 430 |
| 21 | Library Youth Services Officer       | E00 |
| 22 | License Inspector I                  | 450 |
| 23 | License Inspector II                 | 470 |
| 24 | Licensed Vocational Nurse            | 441 |
| 25 | Locksmith                            | 480 |
| 26 | Machinist                            | 490 |
| 27 | Maintenance Aide I                   | 230 |
| 28 | Maintenance Aide II                  | 260 |

**ATTACHMENT A**

|    |   |     |
|----|---|-----|
| 1  | Maintenance Assistant I                               | 291 |
| 2  | Maintenance Assistant II                              | 330 |
| 3  | Maintenance Assistant III                             | 362 |
| 4  | Maintenance Planner I                                 | 540 |
| 5  | Maintenance Planner II                                | 581 |
| 6  | Maintenance Supervisor                                | 500 |
| 7  | Maintenance Supervisor I                              | 470 |
| 8  | Maintenance Supervisor II                             | 510 |
| 9  | Management Assistant                                  | B00 |
| 10 | Manager - Accounting                                  | E00 |
| 11 | Manager - Administration                              | E00 |
| 12 | Manager – Administration and Finance                  | E00 |
| 13 | Manager - Administrative and Financial Services       | E00 |
| 14 | Manager - Animal Care Services                        | E00 |
| 15 | Manager - Automated Services                          | E00 |
| 16 | Manager – Budget/Performance Management               | E00 |
| 17 | Manager - Business Information Services               | E00 |
| 18 | Manager - Business Operations                         | E00 |
| 19 | Manager - Business Operations & Gas Supply (T)        | E00 |
| 20 | Manager - Business Relations                          | E00 |
| 21 | Manager- Cannabis Oversight                           | E00 |
| 22 | Manager - Citizens' Police Complaint Commission       | E00 |
| 23 | Manager - City Safety                                 | E00 |
| 24 | Manager – Code Enforcement                            | E00 |
| 25 | Manager – Collective Impact                           | E00 |
| 26 | Manager - Commercial Services                         | E00 |
| 27 | Manager – Communicable Disease and Emergency Response | E00 |
| 28 |   |     |

**ATTACHMENT A**

|    |   |     |
|----|---|-----|
| 1  | Manager – Community and Governmental Affairs          | E00 |
| 2  | Manager - Community Enrichment                        | E00 |
| 3  | Manager – Community Health                            | E00 |
| 4  | Manager - Community Recreation                        | E00 |
| 5  | Manager - Economic Development                        | E00 |
| 6  | Manager - Electric Generation                         | E00 |
| 7  | Manager - Energy Recovery                             | E00 |
| 8  | Manager - Engineering Services (T)                    | E00 |
| 9  | Manager - Engineering & Construction                  | E00 |
| 10 | Manager – Enterprise Information Services             | E00 |
| 11 | Manager - Environmental Health                        | E00 |
| 12 | Manager - Environmental Services                      | E00 |
| 13 | Manager – Facilities                                  | E00 |
| 14 | Manager – Facilities Maintenance and Engineering      | E00 |
| 15 | Manager – Financial Controls                          | E00 |
| 16 | Manager - Fleet Services                              | E00 |
| 17 | Manager – Gas and Oil Operations                      | E00 |
| 18 | Manager - Gas Services                                | E00 |
| 19 | Manager – Government Affairs                          | E00 |
| 20 | Manager - Housing Authority                           | E00 |
| 21 | Manager - Housing and Community Improvement           | E00 |
| 22 | Manager – Housing & Neighborhood Services             | E00 |
| 23 | Manager - Homeless Services                           | E00 |
| 24 | Manager - Information Services                        | E00 |
| 25 | Manager - Integrated Resources (T)                    | E00 |
| 26 | Manager – Labor Relations and Benefits Administration | E00 |
| 27 | Manager - Library Support Services                    | E00 |
| 28 |   |     |

**ATTACHMENT A**

|    |  |     |
|----|--|-----|
| 1  | Manager - Long Beach Unit                          | E00 |
| 2  | Manager - Main Library Services                    | E00 |
| 3  | Manager - Maintenance Operations                   | E00 |
| 4  | Manager - Marine Operations                        | E00 |
| 5  | Manager - Neighborhood Library Services            | E00 |
| 6  | Manager - Neighborhood Services                    | E00 |
| 7  | Manager- Office of Innovation                      | E00 |
| 8  | Manager - Oil Production                           | E00 |
| 9  | Manager - Operations and Administration            | E00 |
| 10 | Manager - Operations Support                       | E00 |
| 11 | Manager- Park, Planning and Partnership            | E00 |
| 12 | Manager - Personnel Operations                     | E00 |
| 13 | Manager – Physician Services                       | E00 |
| 14 | Manager - Pipeline Construction (T)                | E00 |
| 15 | Manager - Planning Bureau                          | E00 |
| 16 | Manager - Planning & Development                   | E00 |
| 17 | Manager - Preventive Health                        | E00 |
| 18 | Manager - Project Development                      | E00 |
| 19 | Manager - Property Services                        | E00 |
| 20 | Manager - Public Service                           | E00 |
| 21 | Manager - Public Works Operations                  | E00 |
| 22 | Manager - Recreation Services                      | E00 |
| 23 | Manager - Redevelopment                            | E00 |
| 24 | Manager - Risk Management (T)                      | E00 |
| 25 | Manager – Risk and Occupational Health<br>Services | E00 |
| 26 | Manager - Special Events & Filming                 | E00 |
| 27 | Manager - Support Services                         | E00 |
| 28 | Manager – Technology Engagement and                | E00 |

|    |  |     |
|----|--|-----|
| 1  | Support                                      |     |
| 2  | Manager - Technology Infrastructure Services | E00 |
| 3  | Manager - Telecommunications (T)             | E00 |
| 4  | Manager - Towing (T)                         | E00 |
| 5  | Manager - Traffic and Transportation         | E00 |
| 6  | Manager - Workers' Compensation              | E00 |
| 7  | Manager - Workforce Development              | E00 |
| 8  | Marina Agent I                               | 320 |
| 9  | Marina Agent II                              | 360 |
| 10 | Marina Agent III                             | 410 |
| 11 | Marina Supervisor I                          | 510 |
| 12 | Marina Supervisor II                         | 570 |
| 13 | Marina Supervisor (T)                        | 510 |
| 14 | Marine Safety Captain                        | 120 |
| 15 | Marine Safety Chief                          | E00 |
| 16 | Marine Safety Lieutenant                     | 080 |
| 17 | Marine Safety Officer                        | 030 |
| 18 | Marine Safety Sergeant                       | 060 |
| 19 | Marine Safety Sergeant - Boat Operator       | 060 |
| 20 | Marketing Officer                            | E00 |
| 21 | Master Mechanic (T)                          | 185 |
| 22 | Materials Inspector                          | 514 |
| 23 | Materials Testing Chemist                    | 524 |
| 24 | Mechanical Engineer                          | 649 |
| 25 | Mechanical Engineering Associate             | 599 |
| 26 | Mechanical Equipment Stock Clerk I           | 380 |
| 27 | Mechanical Equipment Stock Clerk II          | 430 |
| 28 | Mechanical Equipment Stock Clerk III         | 493 |

**ATTACHMENT A**

|    |                                      |                                |
|----|--------------------------------------|--------------------------------|
| 1  | Mechanical Supervisor I (T)          | 530                            |
| 2  | Mechanical Supervisor                | 600                            |
| 3  | Medical Assistant I                  | 250                            |
| 4  | Medical Assistant II                 | 370                            |
| 5  | Medical Social Worker I              | 490                            |
| 6  | Medical Social Worker II             | 530                            |
| 7  | Members of Boards and Commissions    | D-11, D-12, D13,<br>D-14, D-15 |
| 8  | Messenger/Mail Clerk I               | 300                            |
| 9  | Messenger/Mail Clerk II              | 370                            |
| 10 | Microbiologist I                     | 540                            |
| 11 | Microbiologist II                    | 570                            |
| 12 | Microbiologist III                   | 610                            |
| 13 | Microbiologist Supervisor            | 580                            |
| 14 | Microfilm Technician                 | 420                            |
| 15 | Minute Clerk                         | 410                            |
| 16 | Motor Sweeper Operator               | 451                            |
| 17 | Neighborhood Improvement Officer     | E00                            |
| 18 | Neighborhood Resource Officer        | E00                            |
| 19 | Neighborhood Services Specialist I   | 400                            |
| 20 | Neighborhood Services Specialist II  | 430                            |
| 21 | Neighborhood Services Specialist III | 460                            |
| 22 | Noise Abatement Officer              | E00                            |
| 23 | Noise Abatement Specialist I         | 500                            |
| 24 | Noise Abatement Specialist II        | 530                            |
| 25 | Nurse I (T)                          | 550                            |
| 26 | Nurse II (T)                         | 570                            |
| 27 | Nurse Practitioner                   | 671                            |
| 28 |                                      |                                |



**ATTACHMENT A**

|    |  |      |
|----|--|------|
| 1  | Nursing Services Officer                 | E00  |
| 2  | Nutrition Aide (T)                       | 300  |
| 3  | Nutrition Aide I                         | 310  |
| 4  | Nutrition Aide II                        | 360  |
| 5  | Nutrition Services Officer               | E00  |
| 6  | Occupancy Specialist I                   | 390  |
| 7  | Occupancy Specialist II                  | 420  |
| 8  | Occupancy Specialist III                 | 450  |
| 9  | Occupational Health Services Officer     | E00  |
| 10 | Office Manager - Prosecutor              | B00  |
| 11 | Office Services Assistant I              | 310  |
| 12 | Office Services Assistant II             | 340  |
| 13 | Office Services Assistant III            | 371  |
| 14 | Office Services Officer                  | E00  |
| 15 | Office Services Supervisor               | 500  |
| 16 | Office Specialist - Prosecutor           | B00  |
| 17 | Office Systems Officer                   | E00  |
| 18 | Offset Press Operator I                  | 391  |
| 19 | Offset Press Operator II                 | 421  |
| 20 | Oil Field Gauger I                       | 504  |
| 21 | Oil Field Gauger II                      | 507  |
| 22 | Oil Properties Accounting Officer (T)    | E00  |
| 23 | Operations Officer - Building and Safety | E00  |
| 24 | Outreach Worker I                        | 260  |
| 25 | Outreach Worker II                       | 380  |
| 26 | Page (T)                                 | H-16 |
| 27 | Painter I                                | 441  |
| 28 | Painter II                               | 461  |

**ATTACHMENT A**

|    |                                 |     |
|----|---------------------------------|-----|
| 1  | Painter Supervisor              | 500 |
| 2  | Paralegal                       | B00 |
| 3  | Park Development Officer        | E00 |
| 4  | Park Maintenance Supervisor     | 521 |
| 5  | Park Naturalist                 | 470 |
| 6  | Park Ranger I                   | 444 |
| 7  | Park Ranger II                  | 502 |
| 8  | Parking Control Checker I       | 370 |
| 9  | Parking Control Checker II      | 400 |
| 10 | Parking Control Supervisor      | 500 |
| 11 | Parking Meter Technician I      | 421 |
| 12 | Parking Meter Technician II     | 471 |
| 13 | Parking Operations Officer (T)  | E00 |
| 14 | Partnership Officer             | E00 |
| 15 | Payroll/Personnel Assistant I   | 350 |
| 16 | Payroll/Personnel Assistant II  | 380 |
| 17 | Payroll/Personnel Assistant III | 420 |
| 18 | Payroll Officer                 | E00 |
| 19 | Payroll Specialist I            | 460 |
| 20 | Payroll Specialist II           | 500 |
| 21 | People and Culture Officer      | E00 |
| 22 | Performance Audit Manager       | C00 |
| 23 | Performance Auditor I           | B00 |
| 24 | Performance Auditor II          | B00 |
| 25 | Performance Auditor III         | B00 |
| 26 | Performance Management Officer  | E00 |
| 27 | Permit Center Supervisor        | 534 |
| 28 | Permit Technician I             | 404 |

**ATTACHMENT A**

|    |   |          |
|----|---|----------|
| 1  | Permit Technician II                    | 455      |
| 2  | Personnel Analyst I – CONF              | 570      |
| 3  | Personnel Analyst II – CONF             | 600      |
| 4  | Personnel Analyst III – CONF            | 630      |
| 5  | Personnel Analyst IV - CONF             | 660      |
| 6  | Personnel Assistant (Conf.) I           | 430      |
| 7  | Personnel Assistant (Conf.) II          | 460      |
| 8  | Personnel Assistant (Conf.) III         | 500      |
| 9  | Petroleum Engineer I                    | 748      |
| 10 | Petroleum Engineer II                   | 788      |
| 11 | Petroleum Engineering Assistant (T)     | 607      |
| 12 | Petroleum Engineering Associate         | 697      |
| 13 | Petroleum Engineering Associate I       | 607      |
| 14 | Petroleum Engineering Associate II      | 697      |
| 15 | Petroleum Engineering Technician (T)    | 506      |
| 16 | Petroleum Operations Coordinator        | 777      |
| 17 | Petroleum Operations Coordinator I (T)  | 740      |
| 18 | Petroleum Operations Coordinator II (T) | 777      |
| 19 | Photographer                            | 470, 480 |
| 20 | Physician's Assistant                   | B00      |
| 21 | Plan Checker - Electrical I             | 635      |
| 22 | Plan Checker - Electrical II            | 674      |
| 23 | Plan Checker - Mechanical I             | 635      |
| 24 | Plan Checker - Mechanical II            | 674      |
| 25 | Plan Checker - Plumbing I               | 635      |
| 26 | Plan Checker - Plumbing II              | 674      |
| 27 | Planner I                               | 530      |
| 28 | Planner II                              | 590      |

**ATTACHMENT A**

|    |   |     |
|----|---|-----|
| 1  | Planner III                             | 640 |
| 2  | Planner IV                              | 670 |
| 3  | Planner V                               | 700 |
| 4  | Planning Officer                        | E00 |
| 5  | Plasterer                               | 480 |
| 6  | Plumber                                 | 501 |
| 7  | Plumber Supervisor                      | 550 |
| 8  | Plumbing Inspector                      | 534 |
| 9  | POA President – Police Lieutenant       | 160 |
| 10 | POA President – Police Officer          | 140 |
| 11 | POA President – Police Sergeant         | 150 |
| 12 | Police Administration Bureau Chief      | E00 |
| 13 | Police Commander                        | E00 |
| 14 | Police Community Relations Officer (T)  | E00 |
| 15 | Police Corporal                         | 100 |
| 16 | Police Information & Technology Officer | E00 |
| 17 | Police Inspector (R)                    | 110 |
| 18 | Police Lieutenant                       | 170 |
| 19 | Police Officer                          | 050 |
| 20 | Police Oversight Officer                | E00 |
| 21 | Police Planning and Research Officer    | E00 |
| 22 | Police Property and Supply Clerk        | 430 |
| 23 | Police Property and Supply Clerk I      | 430 |
| 24 | Police Property and Supply Clerk II     | 500 |
| 25 | Police Records Administrator            | E00 |
| 26 | Police Recruit                          | 046 |
| 27 | Police Sergeant                         | 110 |
| 28 | Police Services Specialist I            | 390 |

**ATTACHMENT A**

|    |  |     |
|----|--|-----|
| 1  | Police Services Specialist II            | 440 |
| 2  | Police Services Specialist III           | 480 |
| 3  | Police Systems Supervisor                | 440 |
| 4  | Polygraph Examiner - Miscellaneous       | 640 |
| 5  | Polygraph Examiner – Safety              | 070 |
| 6  | Power Equipment Repair Mechanic I        | 430 |
| 7  | Power Equipment Repair Mechanic II       | 460 |
| 8  | Power Equipment Repair Mechanic III      | 509 |
| 9  | Principal Building Inspector             | 625 |
| 10 | Principal Construction Inspector         | 625 |
| 11 | Principal Deputy City Attorney           | E00 |
| 12 | Principal Geological Drafting Technician | 627 |
| 13 | Programmer                               | 480 |
| 14 | Programmer - Analyst I                   | 530 |
| 15 | Programmer - Analyst II                  | 570 |
| 16 | Programmer - Analyst III                 | 610 |
| 17 | Programmer - Analyst IV                  | 650 |
| 18 | Programmer - Analyst V                   | 690 |
| 19 | Programmer - Analyst VI                  | 730 |
| 20 | Program Specialist - City Manager        | B00 |
| 21 | Program Specialist - City Prosecutor     | B00 |
| 22 | Project Budget Analyst I                 | 600 |
| 23 | Project Budget Analyst II                | 630 |
| 24 | Project Budget Analyst III               | 660 |
| 25 | Project Development Officer              | E00 |
| 26 | Project Management Officer               | E00 |
| 27 | Property Management Specialist I         | 460 |
| 28 | Property Management Specialist II        | 520 |

**ATTACHMENT A**

|    |  |     |
|----|--|-----|
| 1  | Prosecutor Assistant (T)                   | 406 |
| 2  | Prosecutor Assistant I                     | 460 |
| 3  | Prosecutor Assistant II                    | 480 |
| 4  | Prosecutor Assistant III                   | 530 |
| 5  | Prosecutor Assistant IV                    | 550 |
| 6  | Protection Aide                            | 272 |
| 7  | Public Affairs Assistant                   | 540 |
| 8  | Public Affairs Officer                     | E00 |
| 9  | Public Affairs Officer - City Manager      | E00 |
| 10 | Public/Government Affairs Manager          | E00 |
| 11 | Public Health Associate I                  | 250 |
| 12 | Public Health Associate II                 | 380 |
| 13 | Public Health Associate III                | 540 |
| 14 | Public Health Emergency Management Officer | E00 |
| 15 | Public Health Nurse I                      | 571 |
| 16 | Public Health Nurse II                     | 591 |
| 17 | Public Health Nurse III                    | 611 |
| 18 | Public Health Nurse Supervisor             | 641 |
| 19 | Public Health Nutritionist I               | 500 |
| 20 | Public Health Nutritionist II              | 550 |
| 21 | Public Health Nutritionist III             | 600 |
| 22 | Public Health Physician                    | C00 |
| 23 | Public Health Professional I               | 550 |
| 24 | Public Health Professional II              | 590 |
| 25 | Public Health Professional III             | 620 |
| 26 | Public Health Registrar                    | 380 |
| 27 | Public Information Officer                 | E00 |
| 28 |  |     |

**ATTACHMENT A**

|    |   |      |
|----|---|------|
| 1  | Public Safety Dispatcher I                      | 471  |
| 2  | Public Safety Dispatcher II                     | 501  |
| 3  | Public Safety Dispatcher III                    | 531  |
| 4  | Public Safety Dispatcher IV                     | 561  |
| 5  | Public Works Supervisor                         | 500  |
| 6  | Purchasing Agent                                | E00  |
| 7  | Real Estate Officer                             | E00  |
| 8  | Real Estate Project Coordinator I               | 630  |
| 9  | Real Estate Project Coordinator II              | 660  |
| 10 | Real Estate Project Coordinator III             | 680  |
| 11 | Real Estate Technician I                        | 430  |
| 12 | Real Estate Technician II                       | 460  |
| 13 | Records Manager - City Clerk                    | 580  |
| 14 | Recreation Assistant                            | 390  |
| 15 | Recreation Leader/Specialist IX (T)             | P-39 |
| 16 | Recreation Leader/Specialist X (T)              | H-40 |
| 17 | Recreation Superintendent                       | E00  |
| 18 | Recruitment & Selection Officer - Civil Service | E00  |
| 19 | Recycling Specialist I                          | 470  |
| 20 | Recycling Specialist II                         | 530  |
| 21 | Recycling & Sustainability Officer              | E00  |
| 22 | Redevelopment Administrator                     | E00  |
| 23 | Redevelopment Finance Officer (T)               | E00  |
| 24 | Refuse Field Investigator                       | 470  |
| 25 | Refuse Operator I                               | 380  |
| 26 | Refuse Operator II                              | 410  |
| 27 | Refuse Operator III                             | 440  |
| 28 | Refuse Supervisor                               | 530  |

**ATTACHMENT A**

|    |   |            |
|----|---|------------|
| 1  | Registered Nurse I                                  | 571        |
| 2  | Registered Nurse II                                 | 591        |
| 3  | Reprographics Assistant (T)                         | 350        |
| 4  | Resource Connections Officer                        | E00        |
| 5  | Revenue Management Officer                          | E00        |
| 6  | Risk Manager  | E00        |
| 7  | Safety Specialist I                                 | 530        |
| 8  | Safety Specialist I – Conf                          | 530        |
| 9  | Safety Specialist II                                | 590        |
| 10 | Safety Specialist II – Conf                         | 590        |
| 11 | Safety Specialist III – Conf                        | 650        |
| 12 | School Guard  | H-70, P-28 |
| 13 | Secretary   | 410        |
| 14 | Secretary to the City Attorney                      | 520        |
| 15 | Secretary to the City Auditor                       | 486        |
| 16 | Secretary to the Executive Director - Civil Service | 450        |
| 17 | Secretary to the Mayor                              | 590        |
| 18 | Senior Accountant                                   | 630        |
| 19 | Senior Animal Control Officer                       | 490        |
| 20 | Senior Architectural Engineer                       | 694        |
| 21 | Senior Buyer (T)                                    | 640        |
| 22 | Senior City Clerk Analyst                           | 650        |
| 23 | Senior Civil Engineer                               | 693        |
| 24 | Senior Combination Building Inspector               | 574        |
| 25 | Senior Deputy City Attorney                         | D00        |
| 26 | Senior Electrical Inspector                         | 574        |
| 27 | Senior Engineering Technician I                     | 547        |
| 28 | Senior Engineering Technician II                    | 577        |



**ATTACHMENT A**

|    |  |     |
|----|--|-----|
| 1  | Senior Equipment Operator                  | 511 |
| 2  | Senior Geological Drafting Technician      | 567 |
| 3  | Senior Geologist                           | 787 |
| 4  | Senior Librarian                           | 630 |
| 5  | Senior Legal Secretary I                   | 443 |
| 6  | Senior Legal Secretary II                  | 466 |
| 7  | Senior Mechanical Engineer                 | 700 |
| 8  | Senior Mechanical Inspector                | 574 |
| 9  | Senior Minute Clerk                        | 450 |
| 10 | Senior Performance Auditor I               | B00 |
| 11 | Senior Performance Auditor II              | B00 |
| 12 | Senior Payroll/Personnel Assistant (T)     | 460 |
| 13 | Senior Petroleum Engineer (T)              | 787 |
| 14 | Senior Petroleum Engineering Associate (T) | 747 |
| 15 | Senior Plumbing Inspector                  | 574 |
| 16 | Senior Prosecutor Assistant                | B00 |
| 17 | Senior Records Clerk                       | 570 |
| 18 | Senior Structural Engineer                 | 687 |
| 19 | Senior Survey Technician                   | 508 |
| 20 | Senior Surveyor                            | 628 |
| 21 | Senior Traffic Engineer                    | 696 |
| 22 | SERRF Operations Officer                   | E00 |
| 23 | Special Projects Officer                   | E00 |
| 24 | Special Projects Officer - Engineering     | E00 |
| 25 | Special Projects Officer - Financial       | E00 |
| 26 | Management (T)                             |     |
| 26 | Special Projects Officer – Personnel       | E00 |
| 27 | Special Projects Officer - Public Service  | E00 |
| 28 |  |     |

**ATTACHMENT A**

|    |  |     |
|----|--|-----|
| 1  | Special Projects Officer - Public Works (T)  | E00 |
| 2  | Special Projects Officer – Safety & Training | E00 |
| 3  | Special Services Officer I                   | 361 |
| 4  | Special Services Officer II                  | 426 |
| 5  | Special Services Officer III                 | 444 |
| 6  | Special Services Officer IV                  | 502 |
| 7  | Special Services Officer V                   | 565 |
| 8  | Stock and Receiving Clerk                    | 330 |
| 9  | Storekeeper I                                | 380 |
| 10 | Storekeeper II                               | 430 |
| 11 | Storm Drain Maintenance Crew Leader          | 440 |
| 12 | Storm Drain Maintenance Crew Member I        | 380 |
| 13 | Storm Drain Maintenance Crew Member II       | 400 |
| 14 | Storm Drain Plant Mechanic                   | 440 |
| 15 | Storm Water/Environmental Compliance Officer | E00 |
| 16 | Street Landscaping Supervisor I              | 520 |
| 17 | Street Landscaping Supervisor II             | 530 |
| 18 | Street Maintenance Supervisor (T)            | 500 |
| 19 | Street Maintenance Supervisor I              | 520 |
| 20 | Street Maintenance Supervisor II             | 542 |
| 21 | Structural Engineer                          | 648 |
| 22 | Structural Engineer Associate                | 594 |
| 23 | Superintendent - Administrative Services (T) | E00 |
| 24 | Superintendent - Airport Operations          | E00 |
| 25 | Superintendent - Airport Security            | E00 |
| 26 | Superintendent – Animal Control              | E00 |
| 27 | Superintendent - Building and Safety         | E00 |
| 28 |  |     |

**ATTACHMENT A**

|    |  |     |
|----|--|-----|
| 1  | Superintendent - Electronics/Traffic Signals                 | E00 |
| 2  | Superintendent - Engineering                                 | E00 |
| 3  | Superintendent - Engineering and Gas<br>Systems Control      | E00 |
| 4  | Superintendent - Environmental Programs                      | E00 |
| 5  | Superintendent - Facility Management                         | E00 |
| 6  | Superintendent - Finance and Controls                        | E00 |
| 7  | Superintendent - Fleet Acquisition                           | E00 |
| 8  | Superintendent - Fleet Maintenance                           | E00 |
| 9  | Superintendent - Fleet Operations                            | E00 |
| 10 | Superintendent - Fleet Services (T)                          | E00 |
| 11 | Superintendent - Gang Intervention                           | E00 |
| 12 | Superintendent - Gas Distribution/Customer<br>Service (T)    | E00 |
| 13 | Superintendent - Gas Distribution/Systems<br>Maintenance (T) | E00 |
| 14 | Superintendent - Golf Operations                             | E00 |
| 15 | Superintendent - Marina Operations                           | E00 |
| 16 | Superintendent - Meters & Regulators                         | E00 |
| 17 | Superintendent - Operations (T)                              | E00 |
| 18 | Superintendent - Park Maintenance                            | E00 |
| 19 | Superintendent - Personnel and Training                      | E00 |
| 20 | Superintendent - Pipeline Maintenance                        | E00 |
| 21 | Superintendent - Planning & Development                      | E00 |
| 22 | Superintendent – Refuse                                      | E00 |
| 23 | Superintendent - Street Landscaping (T)                      | E00 |
| 24 | Superintendent - Street Maintenance                          | E00 |
| 25 | Superintendent - Street Sweeping                             | E00 |
| 26 | Superintendent - Structural Services                         | E00 |
| 27 | Superintendent - Towing & Lien Sales                         | E00 |
| 28 |  |     |

**ATTACHMENT A**

|    |   |     |
|----|---|-----|
| 1  | Superintendent – Training                       | E00 |
| 2  | Superintendent - Warehouse/Inventory Operations | E00 |
| 3  | Supervising Custodian (T)                       | 370 |
| 4  | Supervising Deputy City Prosecutor              | C00 |
| 5  | Supervising Park Ranger                         | 551 |
| 6  | Supervising Prosecutor Assistant                | B00 |
| 7  | Supervising Senior Legal Secretary              | 482 |
| 8  | Supervising Workers' Compensation Secretary     | 470 |
| 9  | Supervisor - Facilities Maintenance             | 620 |
| 10 | Supervisor - Stores and Property                | 490 |
| 11 | Supervisor - Waste Operations                   | 572 |
| 12 | Support Projects Officer                        | E00 |
| 13 | Survey Technician                               | 467 |
| 14 | Surveyor  | 554 |
| 15 | Systems Analyst I                               | 500 |
| 16 | Systems Analyst II                              | 560 |
| 17 | Systems Support Specialist I                    | 530 |
| 18 | Systems Support Specialist II                   | 570 |
| 19 | Systems Support Specialist III                  | 610 |
| 20 | Systems Support Specialist IV                   | 650 |
| 21 | Systems Support Specialist V                    | 690 |
| 22 | Systems Support Specialist VI                   | 730 |
| 23 | Systems Support Specialist VII                  | 770 |
| 24 | Systems Technician I                            | 440 |
| 25 | Systems Technician II                           | 480 |
| 26 | Systems Technician III                          | 520 |
| 27 | Systems Technician IV                           | 570 |
| 28 |   |     |

**ATTACHMENT A**

|    |  |     |
|----|--|-----|
| 1  | Technical Aide                                       | 280 |
| 2  | Technical Assistant                                  | 400 |
| 3  | Technical Services Administrator                     | E00 |
| 4  | Technical Services Officer - Library Services<br>(T) | E00 |
| 5  | Technical Support Officer                            | E00 |
| 6  | Technology Partnership Officer                       | E00 |
| 7  | Telecommunications Officer                           | E00 |
| 8  | Tidelands Development Officer                        | E00 |
| 9  | Traffic and Transportation Program<br>Administrator  | E00 |
| 10 | Traffic Engineer                                     | 646 |
| 11 | Traffic Engineering Aide I                           | 454 |
| 12 | Traffic Engineering Aide II                          | 494 |
| 13 | Traffic Engineering Associate I                      | 516 |
| 14 | Traffic Engineering Associate II                     | 596 |
| 15 | Traffic Painter I                                    | 401 |
| 16 | Traffic Painter II                                   | 422 |
| 17 | Traffic Signal Coordinator                           | 640 |
| 18 | Traffic Signal Technician I                          | 570 |
| 19 | Traffic Signal Technician II                         | 610 |
| 20 | Transportation Planner I                             | 620 |
| 21 | Transportation Planner II                            | 650 |
| 22 | Transportation Planner III                           | 680 |
| 23 | Transportation Planner IV                            | 710 |
| 24 | Transportation Planning Officer                      | E00 |
| 25 | Transportation Programming Officer                   | E00 |
| 26 | Transportation Programs Planner                      | 620 |
| 27 | Treasury Operations Officer                          | E00 |
| 28 |  |     |

**ATTACHMENT A**

|    |  |     |
|----|--|-----|
| 1  | Tree Trimmer I                                 | 400 |
| 2  | Tree Trimmer II                                | 430 |
| 3  | Utilities Systems Operator                     | 452 |
| 4  | Utility Services Officer                       | E00 |
| 5  | Vector Control Specialist I                    | 420 |
| 6  | Vector Control Specialist II                   | 462 |
| 7  | Veterinarian                                   | B00 |
| 8  | Victim's Advocate - City Prosecutor            | B00 |
| 9  | Video Communications Officer                   | E00 |
| 10 | Visual Arts Specialist I                       | 430 |
| 11 | Visual Arts Specialist II                      | 470 |
| 12 | Voice and Data Communications Officer          | E00 |
| 13 | Waste Management Officer                       | E00 |
| 14 | Welder   | 496 |
| 15 | Wireless Communications Officer                | E00 |
| 16 | Workers' Compensation Administrative Assistant | B00 |
| 17 | Workers' Compensation Claims Assistant         | 410 |
| 18 | Workers' Compensation Claims Examiner I        | 523 |
| 19 | Workers' Compensation Claims Examiner II       | 582 |
| 20 | Workers' Compensation Claims Examiner III      | 645 |
| 21 | Workers' Compensation Medical Only Examiner    | 480 |
| 22 | Workers' Compensation Office Assistant         | 350 |
| 23 | Workforce Development Officer                  | E00 |
| 24 | Workforce Development Supervisor I             | 670 |
| 25 | Workforce Development Supervisor II (T)        | 690 |
| 26 | X-ray Technician                               | 450 |
| 27 | Youth Services Coordinator                     | E00 |
| 28 |  |     |

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 below, 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.

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

| <u>Position Title</u>                  | <u>Salary Range No.</u> |
|--|-------------------------|
| Accountant I – NC                      | 490                     |
| Accountant II – NC                     | 540                     |
| Accounting Clerk I – NC                | 340                     |
| Accounting Clerk II – NC               | 370                     |
| Accounting Clerk III – NC              | 400                     |
| Accounting Technician – NC             | M-44                    |
| Administrative Analyst I - NC          | 570                     |
| Administrative Analyst II - NC         | 600                     |
| Administrative Analyst III - NC        | 630                     |
| Administrative Analyst I – NC - CONF   | 570                     |
| Administrative Analyst II – NC- CONF   | 600                     |
| Administrative Analyst III – NC – CONF | 630                     |

**ATTACHMENT A**

|    |   |   |
|----|---|---|
| 1  | Administrative Intern – NC                      | H-34,<br>H-36, H-38,<br>H-39, H-40,<br>H-41, H-42,<br>H-43, H-44,<br>H-45, H-70 |
| 2  |   |   |
| 3  |   |   |
| 4  |   |   |
| 5  | Admissions Attendant II - NC (T)                | H-37  |
| 6  | Admissions Attendant III - NC (T)               | H-31, H-33,<br>H-34, H-35,<br>H-36, M-15  |
| 7  |   |   |
| 8  | Airport Operations Assistant I - NC             | M-17  |
| 9  | Ambulance Operator – NC                         | H-26  |
| 10 | Animal Control Officer I - NC                   | M-27  |
| 11 | Animal License Inspector - NC                   | H-31,<br>H-33   |
| 12 | Assistant Band Conductor - NC                   | H-61  |
| 13 | Assistant Administrative Analyst I – NC         | 470   |
| 14 | Assistant Administrative Analyst II – NC        | 530   |
| 15 | Assistant Administrative Analyst I – NC – CONF  | 470   |
| 16 | Assistant Administrative Analyst II – NC - CONF | 530   |
| 17 | Band Conductor – NC                             | H-62  |
| 18 | Carpenter – NC                                  | M-47  |
| 19 | Case Manager I – NC                             | 250   |
| 20 | Case Manager II – NC                            | 340   |
| 21 | Case Manager III – NC                           | 380   |
| 22 | Civil Engineer – NC                             | N-94  |
| 23 | Civil Engineering Assistant - NC                | N-58  |
| 24 | Civil Engineering Associate - NC                | N-82  |
| 25 | Clerical Aide I - NC                            | H-32, H-70  |
| 26 | Clerical Aide II - NC                           | H-32, H-34,<br>H-36   |
| 27 | Clerk I - NC                                    | M-03  |
| 28 |   |   |



**ATTACHMENT A**

|    |   |      |
|----|---|------|
| 1  | Clerk II - NC                               | M-07 |
| 2  | Clerk III - NC                              | M-12 |
| 3  | Clerk Typist I - NC                         | 320  |
| 4  | Clerk Typist II - NC                        | 350  |
| 5  | Clerk Typist III - NC                       | 380  |
| 6  | Combination Building Inspector - NC         | N-63 |
| 7  | Combination Building Inspector Aide I - NC  | N-23 |
| 8  | Combination Building Inspector Aide II - NC | N-29 |
| 9  | Community Program Specialist I – NC         | 470  |
| 10 | Community Program Specialist II – NC        | 530  |
| 11 | Community Program Specialist III – NC       | 570  |
| 12 | Community Program Specialist IV – NC        | 600  |
| 13 | Community Program Specialist V -NC          | 630  |
| 14 | Community Worker - NC                       | M-12 |
| 15 | Computer Operator I – NC                    | M-37 |
| 16 | Customer Service Representative I - NC      | 330  |
| 17 | Customer Service Representative II - NC     | 360  |
| 18 | Data Entry Operator I – NC                  | M-13 |
| 19 | Data Entry Operator II - NC                 | M-17 |
| 20 | Deputy City Prosecutor – NC                 | B00  |
| 21 | Electrician – NC                            | M-53 |
| 22 | Engineering Aide I – NC                     | N-09 |
| 23 | Engineering Aide II – NC                    | N-16 |
| 24 | Engineering Aide III – NC                   | N-33 |
| 25 | Engineering Technician I - NC               | 464  |
| 26 | Engineering Technician II - NC              | 505  |
| 27 | Environmental Health Specialist-NC          | B00  |
| 28 | Equipment Mechanic I - NC                   | M-48 |

**ATTACHMENT A**

|    |  |      |
|----|--|------|
| 1  | Equipment Mechanic II - NC               | M-50 |
| 2  | Equipment Operator I - NC                | M-21 |
| 3  | Equipment Operator II - NC               | M-32 |
| 4  | Equipment Operator III - NC              | M-39 |
| 5  | Fire Safety Specialist - NC (non-safety) | 055  |
| 6  | Forensic Specialist II-NC                | M-68 |
| 7  | Firefighter – NC                         | 055  |
| 8  | Garage Service Attendant I - NC          | M-21 |
| 9  | Gardener I – NC                          | M-20 |
| 10 | Gas Field Service Representative I - NC  | M-24 |
| 11 | General Librarian I – NC                 | M-66 |
| 12 | Groundskeeper I – NC                     | M-07 |
| 13 | Groundskeeper II – NC                    | M-13 |
| 14 | Hazardous Materials Specialist - NC      | B00  |
| 15 | Housing Aide I – NC                      | 350  |
| 16 | Housing Aide II – NC                     | 380  |
| 17 | Housing Assistance Coordinator – NC      | 550  |
| 18 | Housing Specialist I – NC                | 400  |
| 19 | Housing Specialist II – NC               | 430  |
| 20 | Housing Specialist III – NC              | 460  |
| 21 | Identification Officer – NC              | 050  |
| 22 | Institutional Cook – NC                  | M-26 |
| 23 | Investigator-City Prosecutor – NC        | B00  |
| 24 | Laboratory Assistant – NC                | M-20 |
| 25 | Law Clerk-City Prosecutor – NC           | B00  |
| 26 | Legal Technologist – NC                  | B00  |
| 27 | Legislative Aide – NC                    | B00  |
| 28 | Legislative Assistant – NC               | B00  |

**ATTACHMENT A**

|    |   |                     |
|----|---|---------------------|
| 1  | Library Aide – NC                       | H-31, H-36,<br>H-37 |
| 2  | Library Clerk I – NC                    | M-13                |
| 3  | Library Clerk II – NC                   | M-21                |
| 4  | Library Clerk III – NC                  | M-28                |
| 5  | Library Clerk IV – NC                   | M-36                |
| 6  | Licensed Vocational Nurse - NC          | 441                 |
| 7  | Lifeguard - Hourly – NC                 | 010                 |
| 8  | Maintenance Aide I – NC                 | M-01                |
| 9  | Maintenance Aide II – NC                | M03                 |
| 10 | Maintenance Assistant I - NC            | 291                 |
| 11 | Maintenance Assistant II - NC           | 330                 |
| 12 | Maintenance Assistant III - NC          | 362                 |
| 13 | Management Analyst - NC                 | B00                 |
| 14 | Marine Aide - NC                        | M-12                |
| 15 | Mechanical Equipment Stock Clerk I-NC   | M-27                |
| 16 | Mechanical Equipment Stock Clerk II-NC  | M-37                |
| 17 | Mechanical Equipment Stock Clerk III-NC | M-52                |
| 18 | Medical Assistant - NC                  | B00                 |
| 19 | Medical Social Worker I - NC            | 490                 |
| 20 | Medical Social Worker II – NC           | 530                 |
| 21 | Messenger/Mail Clerk I - NC             | M-08                |
| 22 | Microbiologist - NC (T)                 | M-62                |
| 23 | Microbiologist I – NC                   | 540                 |
| 24 | Microbiologist II - NC                  | 570                 |
| 25 | Microbiologist III – NC                 | 610                 |
| 26 | Microbiologist Trainee - NC             | H-42                |
| 27 | Motor Sweeper Operator - NC             | M-38                |
| 28 | Musician - NC                           | H-60                |

**ATTACHMENT A**

|    |                                      |            |
|----|--------------------------------------|------------|
| 1  | Nurse I - NC                         | M-62       |
| 2  | Nurse II - NC                        | M-66       |
| 3  | Nurse Practitioner - NC              | 671        |
| 4  | Nutrition Aide - NC                  | M-10       |
| 5  | Outreach Worker I – NC               | 260        |
| 6  | Outreach Worker II – NC              | 380        |
| 7  | Page - NC                            | H-32, H-70 |
| 8  | Painter I - NC                       | M-37       |
| 9  | Paralegal-Prosecutor – NC            | B00        |
| 10 | Park Ranger I - NC                   | M-39       |
| 11 | Parking Control Checker I - NC       | M-22       |
| 12 | Parking Meter Technician I - NC      | M-31       |
| 13 | Parking Operations Attendant I - NC  | M-07       |
| 14 | Parking Operations Attendant II - NC | M-12       |
| 15 | Payroll/Personnel Assistant I -NC    | 350        |
| 16 | Payroll/Personnel Assistant II – NC  | 380        |
| 17 | Payroll/Personnel Assistant III – NC | 420        |
| 18 | Personnel Analyst I - NC             | M-68       |
| 19 | Personnel Analyst II - NC            | M-78       |
| 20 | Personnel Assistant I - NC           | M-42       |
| 21 | Personnel Assistant II – NC          | M-52       |
| 22 | Planner I – NC                       | M-52       |
| 23 | Planner II – NC                      | M-68       |
| 24 | Planning Aide – NC                   | M-36       |
| 25 | Plumber – NC                         | M-52       |
| 26 | Police Cadet – NC                    | H-36       |
| 27 | Police Investigator – NC (T)         | 050        |
| 28 | Police Investigator – NC             | H-46       |

**ATTACHMENT A**

|    |                                       |      |
|----|---------------------------------------|------|
| 1  | Police Investigator – NC              | H-49 |
| 2  | Police Investigator – NC              | H-52 |
| 3  | Police Investigator – NC              | H-54 |
| 4  | Police Investigator – NC              | H-57 |
| 5  | Police Officer – NC                   | 050  |
| 6  | Police Services Specialist I - NC     | M-24 |
| 7  | Pool Lifeguard I – NC                 | H-32 |
| 8  | Pool Lifeguard II – NC                | H-34 |
| 9  | Principal Building Inspector - NC     | N-87 |
| 10 | Prosecutor Assistant – NC             | 406  |
| 11 | Prosecutor Assistant I – NC           | 460  |
| 12 | Prosecutor Assistant II – NC          | 480  |
| 13 | Prosecutor Assistant III – NC         | 530  |
| 14 | Prosecutor Assistant IV – NC          | 550  |
| 15 | Public Health Associate-NC            | B00  |
| 16 | Public Health Nurse – NC (T)          | M-69 |
| 17 | Public Health Nurse I – NC            | 571  |
| 18 | Public Health Nurse II – NC           | 591  |
| 19 | Public Health Nurse III – NC          | 611  |
| 20 | Public Health Nutritionist I – NC     | 500  |
| 21 | Public Health Nutritionist II – NC    | 550  |
| 22 | Public Health Nutritionist III – NC   | 600  |
| 23 | Public Health Physician – NC          | B00  |
| 24 | Public Health Professional - NC       | B00  |
| 25 | Public Safety Dispatcher I - NC       | M-42 |
| 26 | Public Safety Dispatcher II - NC      | M-48 |
| 27 | Recreation Leader/Specialist III - NC | H-70 |
| 28 | Recreation Leader/Specialist IV - NC  | H-32 |

**ATTACHMENT A**

|    |   |      |
|----|---|------|
| 1  | Recreation Leader/Specialist V - NC             | H-33 |
| 2  | Recreation Leader/Specialist VI - NC            | H-34 |
| 3  | Recreation Leader/Specialist VII - NC           | H-36 |
| 4  | Recreation Leader/Specialist VIII - NC          | H-38 |
| 5  | Recreation Leader/Specialist IX - NC            | H-39 |
| 6  | Recreation Leader/Specialist X - NC             | H-40 |
| 7  | Refuse Operator I – NC                          | 380  |
| 8  | Refuse Operator II – NC                         | 410  |
| 9  | Registered Nurse I – NC                         | 571  |
| 10 | Registered Nurse II – NC                        | 591  |
| 11 | Retired Annuitant – Administrative Support – NC | C00  |
| 12 | Retired Annuitant – Management Support – NC     | E00  |
| 13 | Retired Annuitant – Special Projects – NC       | C00  |
| 14 | Retired Annuitant – Specialized Support – NC    | C00  |
| 15 | School Guard - NC                               | H-70 |
| 16 | Special Services Officer I – NC                 | M-23 |
| 17 | Special Services Officer II – NC                | M-35 |
| 18 | Senior Civil Engineer – NC                      | N-95 |
| 19 | Senior Combination Building Inspector – NC      | N-72 |
| 20 | Senior Engineering Technician I – NC            | 547  |
| 21 | Senior Engineering Technician II – NC           | 577  |
| 22 | Stock & Receiving Clerk – NC                    | M-13 |
| 23 | Storekeeper I – NC                              | M-21 |
| 24 | Structural Engineering Associate – NC           | N-80 |
| 25 | Traffic Engineering Aide I – NC                 | N-41 |
| 26 | Vector Control Specialist I – NC                | 420  |
| 27 | Vector Control Specialist II - NC               | 462  |
| 28 | X-ray Technician I – NC                         | M-37 |

SALARY RANGESI. PROFESSIONAL SALARY RATES:

| <u>SALARY<br/>RANGE</u> | <u>EQUIVALENT MONTHLY<br/>SALARY RATE</u> |
|-------------------------|---|
| A00                     | \$1,500 to \$7,500                        |
| B00                     | \$1,500 to \$16,000                       |
| C00                     | \$2,500 to \$24,000                       |
| D00                     | \$5,500 to \$22,000                       |

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.

II. EXECUTIVE SALARY RATES:

| <u>SALARY<br/>RANGE</u> | <u>EQUIVALENT MONTHLY<br/>SALARY RATE</u> |
|-------------------------|---|
| E00                     | \$4,000 to \$36,667                       |

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.

III. MEMBERS OF BOARDS AND COMMISSIONS:

The compensation rates for members of Boards, Committees, and Commissions established by the City Charter and the City Council and for City representatives to specified bodies are fixed and prescribed by this Subsection III as follows:

Except for members of those commissions identified in City Charter Section 500, members of Boards, Committees, and Commissions have the option of serving on a City advisory body as a volunteer without compensation or as a volunteer eligible for an expense reimbursement payment not to exceed \$500 per calendar year. Members who chose to serve as a volunteer eligible for an expense reimbursement payment shall only receive said payment at the end of the calendar year after confirmation that the member has complied with the requirements in this Subsection III and that the member has attended a minimum of three (3) meetings in accordance with the requirements in this Subsection III. Expense reimbursement payments are intended to reimburse members of Boards, Committees, and Commissions serving as volunteers for related expenses incurred in the performance of their official duties. Members of Boards, Committees, and Commissions electing to receive compensation on a per meeting basis, as outlined in subsections D-11 through D-15 below, shall not be eligible to receive any payments to reimburse their expenses.

Board, Committee, or Commission members shall be ineligible to receive any compensation, as fixed and prescribed by this Subsection III, unless and until said member has adhered to the requirements set forth in Long Beach Municipal Code Section 2.18.050.G.

Except as otherwise provided herein, as used in this Subsection III, “meeting” shall mean a congregation of the body at the same time and location, including teleconference locations, to hear, discuss, deliberate, or take action on any item that is within the subject matter jurisdiction of the body, but shall not include the meetings of any subcommittee or other group not containing at least a majority of the members of the body. Board, Committee, or Commission members may only receive compensation for one (1) meeting per day.

**SALARY  
RANGE**

D-11 \$50.00 per member per meeting, not to exceed \$1,000 maximum per calendar year, attended of the following City Council Appointed Committees:

- Advisory Commission on Aging;
- Belmont Shore Parking and Business Improvement Area;
- Board of Examiners, Appeals, and Condemnation;
- Board of Health and Human Services;
- Citizens Advisory Commission on Disabilities;
- Climate Resilient and Sustainable Commission;
- Commission on Women and Girls;
- Commission on Youth & Families;
- Cultural Heritage Commission;
- Equity and Human Relations Commission;
- Homeless Services Advisory Committee;
- Housing Authority of the City of Long Beach;
- Marine Advisory Commission;
- Pedestrian Safety Advisory Commission;
- Technology and Innovation Commission;
- Transactions and Use Tax Citizens Advisory Committee; and
- Veterans Affairs Commission.

D-12 \$75 per member per meeting attended of the Airport Advisory Commission, not to exceed \$1,000 maximum per calendar year.

D-13 \$100 per member per meeting attended of the Successor Agency to the Redevelopment Agency of the City of Long Beach, not to exceed \$500.00 per month.

D-14 \$100 per member per meeting attended of the Economic Development Commission, not to exceed \$1000.00 maximum per calendar year.

D-15 \$200 per member per meeting, not to exceed \$7,000 maximum per calendar year, attended of the:

- Board of Harbor Commissioners;
- Citizen Police Complaint Commission/Police Oversight Commission;
- City Planning Commission;
- Civil Service Commission;



- Ethics Commission;
- Long Beach Independent Redistricting Commission;
- Parks & Recreation Commission; and
- Utilities Commission.

D-16 \$200 per member per meeting, limited to no more than 4 meetings per month, not to exceed \$7,000 maximum per calendar year, attended by the City representative of the Metropolitan Water District of Southern California. For purposes of this Subsection D-16 only, “meeting” shall include any subcommittee or other group not containing at least a majority of the members of the body.

**IV. ELECTED OFFICIALS:**

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

The rate of compensation for each member of the City Council shall be twenty-five percent of that provided for the City Mayor under Subsection (a) of Section 203 of the City Charter.

**Salary Range**  
**D10**

City Council Members that use personal cellular phones in the conduct of City business are eligible to receive a cellular phone stipend. A monetary stipend in the amount of \$80.00 is provided to City Council Members who are approved to use their personal cellular phone for City-related business.

## SKILL AND OTHER PAYS

| CODE | DESCRIPTION  | CLASSIFICATION   | AMOUNT  | RATE TYPE | BASIS     |
|------|--|--|---------|-----------|-----------|
| 501  | <b>Shorthand</b> - For regular and frequent use of certified shorthand skills.   | Clerk Typist I-III   | \$0.300 | Hourly    | Flat Rate |
| 502  | <b>ICBO1</b> - When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications). | Chief Building Inspector<br>Comb Bldg Insp Aide I-II<br>Comb Bldg Inspector<br>Electrical Inspector<br>Plan Checker-Electrical<br>Plan Checker-Electrical I-II<br>Plan Checker-Fire Prevention<br>Plan Checker-Fire Prevention I-II<br>Plan Checker-Mechanical<br>Plan Checker-Mechanical I-II<br>Plan Checker-Plumbing<br>Plan Checker-Plumbing I-II<br>Plumbing Inspector<br>Principal Building Inspector<br>Senior Combination Bldg Insp<br>Senior Electrical Inspector<br>Senior Mechanical Inspector<br>Senior Plumbing Inspector<br>Permit Technician I-II<br>Permit Center Supervisor | \$0.750 | Hourly    | Flat Rate |
| 503  | <b>ICBO2</b> - When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more   | Chief Building Inspector<br>Comb Bldg Insp Aide I-II<br>Comb Bldg Inspector<br>Electrical Inspector<br>Plan Checker-Electrical   | \$1.000 | Hourly    | Flat Rate |

**SKILL AND OTHER PAYS**
**ATTACHMENT C**

| CODE | DESCRIPTION  | CLASSIFICATION   | AMOUNT  | RATE TYPE | BASIS     |
|------|--|--|---------|-----------|-----------|
|      | than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).  | Plan Checker-Electrical I-II<br>Plan Checker-Fire Prevention<br>Plan Checker-Fire Prevention I-II<br>Plan Checker-Mechanical<br>Plan Checker-Mechanical I-II<br>Plan Checker-Plumbing<br>Plan Checker-Plumbing I-II<br>Plumbing Inspector<br>Principal Building Inspector<br>Senior Combination Bldg Insp<br>Senior Electrical Inspector<br>Senior Mechanical Inspector<br>Senior Plumbing Inspector<br>Permit Technician I-II<br>Permit Center Supervisor |         |           |           |
| 504  | <b>ICBO3</b> - When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications). | Chief Building Inspector<br>Comb Bldg Insp Aide I-II<br>Comb Bldg Inspector<br>Electrical Inspector<br>Plan Checker-Electrical<br>Plan Checker-Electrical I-II<br>Plan Checker-Fire Prevention<br>Plan Checker-Fire Prevention I-II<br>Plan Checker-Mechanical<br>Plan Checker-Mechanical I-II<br>Plan Checker-Plumbing<br>Plan Checker-Plumbing I-II  | \$1.250 | Hourly    | Flat Rate |

**SKILL AND OTHER PAYS**
**ATTACHMENT C**

| CODE | DESCRIPTION   | CLASSIFICATION  | AMOUNT  | RATE TYPE | BASIS     |
|------|---|---|---------|-----------|-----------|
|      |   | Plumbing Inspector<br>Principal Building Inspector<br>Senior Combination Bldg Insp<br>Senior Electrical Inspector<br>Senior Mechanical Inspector<br>Senior Plumbing Inspector<br>Permit Technician I-II<br>Permit Center Supervisor |         |           |           |
| 505  | <b>Deputy Inspector 1</b> -When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).  | Chief Construction Inspector<br>Construction Inspector I-II<br>Principal Construction Inspctr   | \$0.750 | Hourly    | Flat Rate |
| 506  | <b>Deputy Inspector 2</b> -When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).  | Chief Construction Inspector<br>Construction Inspector I-II<br>Principal Construction Inspctr   | \$1.000 | Hourly    | Flat Rate |
| 507  | <b>Deputy Inspector 3</b> - When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards). | Chief Construction Inspector<br>Construction Inspector I-II<br>Principal Construction Inspctr   | \$1.250 | Hourly    | Flat Rate |

**SKILL AND OTHER PAYS**
**ATTACHMENT C**

| CODE | DESCRIPTION   | CLASSIFICATION   | AMOUNT  | RATE TYPE | BASIS     |
|------|---|--|---------|-----------|-----------|
| 513  | <b>Rereads</b> - When performing meter rereads.   | Customer Service Rep II  | \$0.472 | Hourly    | Flat Rate |
| 514  | <b>Section Lead</b> - When regularly assigned and performing duties as a section lead person.   | Customer Service Rep III   | \$1.000 | Hourly    | Flat Rate |
| 515  | <b>Hotline</b> - When working Hotline Desk.   | Customer Service Rep III   | \$0.586 | Hourly    | Flat Rate |
| 522  | <b>Refuse Packer</b> - When regularly assigned and operating heavy equipment as a refuse packer truck operator for Public Works or Parks, Recreation and Marine department. | Maintenance Assistant II-III   | \$1.180 | Hourly    | Flat Rate |
| 523  | <b>Crew Supervisor</b> - When supervising crews or contractors performing custodial and/or maintenance duties.  | Supervising Custodian<br>Maintenance Assistant III                     | \$0.550 | Hourly    | Flat Rate |
| 525  | <b>16 Yards</b> - When regularly assigned and/or performing on dual axle packing units with a capacity of 16 yards or more.   | Maintenance Assistant III  | \$1.330 | Hourly    | Flat Rate |
| 526  | <b>Pesticide</b> - When required to possess a Pesticide Applicator's license and regularly assigned Pesticide Applicator duties.  | Gardener I<br>Maintenance Assistant III<br>Park Maintenance Supervisor | \$0.610 | Hourly    | Flat Rate |
| 527  | <b>Three Wheel</b> - When regularly assigned and operating heavy equipment on a three-wheeled motor sweeper (T).  | Motor Sweeper Operator   | \$0.280 | Hourly    | Flat Rate |
| 528  | <b>Shop Lead</b> - When regularly assigned and performing duties as a pipeline welding shop lead person.  | Gas Pipeline Wldr/Layout Ftr   | \$0.770 | Hourly    | Flat Rate |
| 529  | <b>Irrigation</b> - When regularly assigned and performing duties as irrigation systems plumbing specialist.  | Plumber  | \$0.710 | Hourly    | Flat Rate |

**SKILL AND OTHER PAYS**
**ATTACHMENT C**

| CODE | DESCRIPTION   | CLASSIFICATION   | AMOUNT  | RATE TYPE | BASIS     |
|------|---|--|---------|-----------|-----------|
| 530  | <b>Team Leader</b> - When regularly assigned and performing as a team leader of a rehabilitation team or specialized clinic or STD clinic in the Health Department.                                 | Community Worker I<br>Medical Social Worker II<br>Nutrition Aide<br>Nutrition Aide I-II<br>Public Health Nurse<br>Public Health Nurse I-III<br>Public Health Nutritionist I<br>Registered Nurse I-II | \$0.633 | Hourly    | Flat Rate |
| 534  | <b>Marina</b> - When regularly assigned to patrol marina slips and basins between the hours of 8:00 p.m. and 4:00 a.m.  | Special Services Officer II  | \$0.433 | Hourly    | Flat Rate |
| 541  | <b>Aerial</b> - When regularly performing tree trimming duties from an aerial bucket (T).   | Tree Trimmer I-II  | \$0.390 | Hourly    | Flat Rate |
| 547  | <b>Crane</b> - When regularly assigned to and possessing Certification issued by an Accredited Certifying Entity per CCR Title 8 Section 5006.1 for crane Operations. (Per Certification, max of 2) | Classifications in the Skilled & General-Supervisory Bargaining Unit and Skilled & General Basic Bargaining Unit   | \$0.620 | Hourly    | Flat Rate |
| 560  | <b>Bilingual</b> - For regular and frequent use of certified oral and/or written bilingual skills.  | Non-Management classifications in the current Salary Resolution represented by the IBEW, ALBE, LBACE, SEIU and AEE   | \$0.700 | Hourly    | Flat Rate |
| 561  | <b>Pest Advisor</b> - When required to possess an Agricultural Pest Control Advisors license and regularly assigned advisor duties.   | Equipment Operator II<br>Gardener II<br>Park Maintenance Supervisor<br>Street Landscaping Supvr I-II   | \$0.610 | Hourly    | Flat Rate |
| 563  | <b>PPA III PD</b> - When supervising payroll & personnel functions at Police Department (T).  | Payroll/Personnel Asst III   | \$1.157 | Hourly    | Flat Rate |

**SKILL AND OTHER PAYS**
**ATTACHMENT C**

| CODE | DESCRIPTION   | CLASSIFICATION   | AMOUNT  | RATE TYPE | BASIS     |
|------|---|--|---------|-----------|-----------|
| 564  | <b>ICBO 4</b> - When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications). | Chief Building Inspector<br>Comb Bldg Insp Aide I-II<br>Comb Bldg Inspector<br>Electrical Inspector<br>Plan Checker-Electrical<br>Plan Checker-Electrical I-II<br>Plan Checker-Fire Prevention<br>Plan Checker-Fire Prevention I-II<br>Plan Checker-Mechanical<br>Plan Checker-Mechanical I-II<br>Plan Checker-Plumbing<br>Plan Checker-Plumbing I-II<br>Plumbing Inspector<br>Principal Building Inspector<br>Senior Combination Bldg Insp<br>Senior Electrical Inspector<br>Senior Mechanical Inspector<br>Senior Plumbing Inspector<br>Permit Technician I-II<br>Permit Center Supervisor | \$1.500 | Hourly    | Flat Rate |
| 565  | <b>Deputy Inspector 4</b> - When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).   | Chief Construction Inspector<br>Construction Inspector I-II<br>Principal Construction Inspctr  | \$1.500 | Hourly    | Flat Rate |

**SKILL AND OTHER PAYS**
**ATTACHMENT C**

| CODE | DESCRIPTION   | CLASSIFICATION  | AMOUNT  | RATE TYPE | BASIS     |
|------|---|---|---------|-----------|-----------|
| 568  | <b>General Supervisor</b> - When regularly assigned and performing as general supervisor of the Carpentry-Field, Carpentry-Shop, Paint & Welding sections or Marine & Facility Maintenance. | Carpenter Supervisor<br>General Maint<br>Supervisor II<br>Painter Supervisor  | \$2.200 | Hourly    | Flat Rate |
| 570  | <b>HVAC</b> - When regularly assigned and performing as a general supervisor of the HVAC, Electrical, Street Lighting and Plumbing Sections.  | Electrical Supervisor<br>Mechanical Supervisor II<br>Plumber Supervisor   | \$1.100 | Hourly    | Flat Rate |
| 572  | <b>Painting/Marking</b> - When regularly assigned and performing as general supervisor of the Traffic Painting/Marking and Security sections.   | Painter Supervisor<br>Street Maintenance<br>Supvr I-II  | \$0.550 | Hourly    | Flat Rate |
| 574  | <b>Skilled Crafts</b> - When regularly assigned and performing as general supervisor over a skilled craft.  | General Maint<br>Supervisor II  | \$1.100 | Hourly    | Flat Rate |
| 588  | <b>Jailer</b> - When assigned to and performing jailer duties.  | Special Services<br>Officer I-V   | \$2.500 | Hourly    | Flat Rate |
| 589  | <b>Traffic</b> - When regularly assigned & performing in the Police Dept Traffic Division (T-4/1/01).   | Special Services<br>Officer I   | \$2.085 | Hourly    | Flat Rate |
| 590  | <b>Bilingual</b> - For regular and frequent use of certified oral and/or written bilingual skills.  | All classifications represented by Long Beach Lifeguard Association, Firefighters Association, Police Officers Association, IAM and unrepresented non-management. | \$1.200 | Hourly    | Flat Rate |



**SKILL AND OTHER PAYS**
**ATTACHMENT C**

| CODE | DESCRIPTION   | CLASSIFICATION  | AMOUNT  | RATE TYPE | BASIS                                  |
|------|---|---|---------|-----------|--|
| 596  | <b>CCTC</b> - When possessing a Los Angeles County Department of Health Cross Connection Tester Certificate.  | Plumber   | \$0.500 | Hourly    | Flat Rate                              |
| 597  | <b>CCCHR</b> - When possessing a University of Southern California Foundation for Cross Connection Control and Hydraulic Research certificate as a Specialist in Cross Connection Control or equivalent.  | Environmental Health Spec III-IV<br>Plumber Supervisor                    | \$0.660 | Hourly    | Flat Rate                              |
| 598  | <b>Insurance Lead</b> - When regularly assigned and performing duties as a section lead person for employee health insurance programs.  | Personnel Asst II-Conf  | \$2.000 | Hourly    | Flat Rate                              |
| 600  | <b>Helicopter Pilot</b> - When routinely and consistently assigned as a helicopter pilot.   | Police Lieutenant<br>Police Officer<br>Police Sergeant                    | 8.60%   | Hourly    | Step 5 Police Officer base hourly rate |
| 601  | <b>Helicopter Co-pilot</b> - When routinely and consistently assigned as a co-pilot or on a crew for air missions.  | Police Lieutenant<br>Police Officer<br>Police Sergeant                    | 4.11%   | Hourly    | Step 5 Police Officer base hourly rate |
| 602  | <b>Two wheeled motorcycle</b> - When performing on a two-wheeled motorcycle.  | Police Lieutenant<br>Police Officer<br>Police Sergeant                    | 5.23%   | Hourly    | Step 5 Police Officer base hourly rate |
| 603  | <b>Detective</b> - When regularly assigned to and performing administrative and/or investigative duties in the Police Department as determined by the Chief of Police.  | Police Corporal<br>Police Lieutenant<br>Police Officer<br>Police Sergeant | 4.49%   | Hourly    | Step 5 Police Officer base hourly rate |
| 610  | <b>Canine</b> – Eligible classifications who are routinely and consistently assigned to handle, train and board a duly certified police service dog in connection with the performance of his/her patrol and law enforcement duties with the Police | Police Lieutenant<br>Police Officer<br>Police Sergeant                    | 5.23%   | Hourly    | Step 5 Police Officer base hourly rate |

**SKILL AND OTHER PAYS**
**ATTACHMENT C**

| CODE | DESCRIPTION   | CLASSIFICATION   | AMOUNT | RATE TYPE | BASIS                                  |
|------|---|--|--------|-----------|--|
|      | Department.   |  |        |           |  |
| 613  | <b>Port Security</b> - When regularly assigned to patrol within the Port Security Unit. Not eligible to receive any other skill pay associated with responsibilities on the Port Security Unit, one-man car pay or FTO pay when receiving Port Security Assignment pay. | Police Corporal<br>Police Lieutenant<br>Police Officer<br>Police Sergeant  | 5.23%  | Hourly    | Step 5 Police Officer base hourly rate |
| 620  | <b>Associates Degree</b> - Compensation to eligible classifications who have obtained a degree of Associate of Arts from a fully accredited Institution.  | Assistant Police Chief<br>Deputy Chief of Police<br>Police Commander<br>Police Lieutenant<br>Police Officer<br>Police Recruit<br>Police Sergeant | 2.75%  | Hourly    | Step 5 Police Officer base hourly rate |
| 621  | <b>Bachelors Degree</b> - - Compensation to eligible classifications who have obtained a degree of Bachelor of Arts or Bachelor of Science from a fully accredited Institution.   | Assistant Police Chief<br>Deputy Chief of Police<br>Police Commander<br>Police Lieutenant<br>Police Officer<br>Police Recruit<br>Police Sergeant | 5.00%  | Hourly    | Step 5 Police Officer base hourly rate |
| 622  | <b>Masters Degree</b> - Compensation to eligible classifications who have obtained a master's degree from a fully accredited college or university.   | Assistant Police Chief<br>Deputy Chief of Police<br>Police Commander<br>Police Lieutenant<br>Police Officer<br>Police Recruit<br>Police Sergeant | 6.50%  | Hourly    | Step 5 Police Officer base hourly rate |
| 623  | <b>60 Units</b> - Compensation to eligible classifications who have obtained 60 units towards BA/BS for indicated degrees from a fully accredited college or university.  | Assistant Police Chief<br>Deputy Chief of Police<br>Police Commander<br>Police Lieutenant<br>Police Officer<br>Police Recruit<br>Police Sergeant | 2.75%  | Hourly    | Step 5 Police Officer base hourly rate |
| 631  | <b>Longevity 15 years</b> - Compensation to eligible police classifications who have fifteen (15) years of service as a Police Officer with the City of Long Beach or as a lateral Transfer to a Police Officer with prior California Law enforcement experience.       | Police Lieutenant<br>Police Officer<br>Police Sergeant   | 7.50%  | Hourly    | Step 6 Police Officer base hourly rate |

**SKILL AND OTHER PAYS**
**ATTACHMENT C**

| CODE | DESCRIPTION   | CLASSIFICATION  | AMOUNT | RATE TYPE | BASIS                                  |
|------|---|---|--------|-----------|--|
| 640  | <b>Longevity 15 years</b> - Compensation for fifteen (15) years of service as a Police Officer with the City of Long Beach.   | Deputy Chief of Police<br>Police Commander<br>Assistant Police Chief      | 5.00%  | Hourly    | Step 5 Police Officer base hourly rate |
| 641  | <b>Longevity 20 years</b> - Additional compensation for twenty (20) years of service as a Police Officer with the City of Long Beach.   | Assistant Police Chief<br>Deputy Chief of Police<br>Police Commander      | 5.00%  | Hourly    | Step 5 Police Officer base hourly rate |
| 670  | <b>Detective2</b> – When routinely and consistently assigned to analyze crimes while assigned to the homicide detail in the Police Department, as determined by the Chief of Police. This pay cannot be used in conjunction with Detective Pay.   | Police Lieutenant<br>Police Officer<br>Police Sergeant<br>Police Corporal | 12.50% | Hourly    | Step 5 Police Officer base hourly rate |
| 671  | <b>Patrol Premium (Hourly)</b> -When routinely and consistently assigned to the Patrol Division as determined by the Chief of Police. Classifications already receiving other premium skill pays (i.e., Helicopter Pilot, Helicopter Observer, Motorcycle, Detective, Canine, Port Security, Dive, and SWAT) will not be eligible for the Patrol Premium Hourly skill pay.) | Police Lieutenant<br>Police Officer<br>Police Sergeant<br>Police Corporal | 3.00%  | Hourly    | Step 5 Police Officer base hourly rate |
| 684  | <b>POST Advanced</b> - Compensation to eligible classifications who have obtained a P.O.S.T Advanced Certificate.   | Police Lieutenant<br>Police Officer<br>Police Sergeant<br>Police Corporal | 10.00% | Hourly    | Step 5 Police Officer base hourly rate |
| 685  | <b>Post Management</b> - Deputy Chiefs and Police Commanders who possess a POST Management Certificate.   | Assistant Police Chief<br>Deputy Chief of Police<br>Police Commander      | 7.50%  | Hourly    | Step 5 Police Officer base hourly rate |
| 686  | <b>Longevity 10 years</b> - Compensation to eligible classifications who have ten (10) years or more, but less than fifteen (15) years of service as a Police Officer with the City of  | Police Lieutenant<br>Police Officer<br>Police Sergeant<br>Police Corporal | 5.00%  | Hourly    | Step 6 Police Officer base hourly rate |

**SKILL AND OTHER PAYS**
**ATTACHMENT C**

| CODE | DESCRIPTION   | CLASSIFICATION  | AMOUNT | RATE TYPE | BASIS                                  |
|------|---|---|--------|-----------|--|
|      | Long Beach or as a lateral Transfer to a Police Officer with prior California Law enforcement experience.   |   |        |           |  |
| 688  | <b>Longevity 20 years -</b> Compensation to eligible classifications who have twenty (20) years of service or more as a Police Officer with the City of Long Beach or as a lateral Transfer to a Police Officer with prior California Law enforcement experience. | Police Lieutenant<br>Police Officer<br>Police Sergeant<br>Police Corporal | 10.00% | Hourly    | Step 6 Police Officer base hourly rate |
| 689  | <b>POST Supervisory -</b> Compensation to Police Lieutenants who have obtained a P.O.S.T Supervisory Certificate. Only one P.O.S.T. certificate (Advanced or Supervisory) can be applied as a skill pay.  | Police Lieutenant   | 10.00% | Hourly    | Step 5 Police Officer base hourly rate |
| 703  | <b>Paramedic -</b> After being licensed through the State of California and accredited by the local emergency services agency and while fully trained and assigned to paramedic duty.   | Firefighter   | 19.00% | Hourly    | Top step of Firefighter base hourly    |
| 712  | <b>Arson Investigator -</b> When certified and permanently assigned to perform full duties of an Arson Investigator. See provisions in MOU.   | Fire Captain<br>Fire Engineer<br>Firefighter                              | 16.00% | Hourly    | Top step of Firefighter base hourly    |
| 721  | <b>Emergency Apparatus -</b> When regularly assigned to apparatus other than a single function fire boat and in possession of the required California State Emergency Apparatus Operator's License.   | Fire Engineer   | 3.00%  | Hourly    | Top step of Firefighter base hourly    |
| 722  | <b>Urban Search and Rescue (USAR) -</b> When certified and permanently assigned to the USAR program station. See provisions in MOU.   | Fire Boat Pilot<br>Fire Captain<br>Fire Engineer<br>Firefighter           | 6.00%  | Hourly    | Top step of Firefighter base hourly    |

**SKILL AND OTHER PAYS**
**ATTACHMENT C**

| CODE | DESCRIPTION  | CLASSIFICATION  | AMOUNT | RATE TYPE | BASIS                               |
|------|--|---|--------|-----------|-------------------------------------|
| 723  | <b>Urban Search and Rescue (USAR)</b> - When certified and assigned as qualified relief coverage to the USAR program. See provisions in MOU.   | Fire Boat Pilot<br>Fire Captain<br>Fire Engineer<br>Firefighter | 4.50%  | Hourly    | Top step of Firefighter base hourly |
| 724  | <b>Urban Search and Rescue (USAR)</b> - When permanently assigned as an instructor and training coordinator at an Urban Search and Rescue program station. Exceptions to the location requirement may be approved by the Fire Chief. See provisions in MOU.          | Fire Boat Pilot<br>Fire Captain<br>Fire Engineer<br>Firefighter | 2.50%  | Hourly    | Top step of Firefighter base hourly |
| 725  | <b>Hazardous Materials (HAZMAT)</b> - When certified and permanently assigned to the HAZMAT program station. See provisions in MOU.  | Fire Boat Pilot<br>Fire Captain<br>Fire Engineer<br>Firefighter | 6.00%  | Hourly    | Top step of Firefighter base hourly |
| 726  | <b>Hazardous Materials (HAZMAT)</b> - When certified and assigned as qualified relief coverage to the HAZMAT program. See provisions in MOU.   | Fire Boat Pilot<br>Fire Captain<br>Fire Engineer<br>Firefighter | 4.50%  | Hourly    | Top step of Firefighter base hourly |
| 727  | <b>Hazardous Materials (HAZMAT)</b> - When certified and permanently assigned as an instructor and training coordinator at the Hazardous Materials program station. Exceptions to the location requirement may be approved by the Fire Chief. See provisions in MOU. | Fire Boat Pilot<br>Fire Captain<br>Fire Engineer<br>Firefighter | 2.50%  | Hourly    | Top step of Firefighter base hourly |
| 728  | <b>Aircraft Rescue and Fire Fighting (ARFF)</b> - When certified and permanently assigned to the ARFF program station. See provisions in MOU.  | Fire Boat Pilot<br>Fire Captain<br>Fire Engineer<br>Firefighter | 6.00%  | Hourly    | Top step of Firefighter base hourly |
| 729  | <b>Aircraft Rescue and Fire Fighting (ARFF)</b> - When certified and assigned as qualified relief coverage to the ARFF program. See provisions in MOU.   | Fire Boat Pilot<br>Fire Captain<br>Fire Engineer<br>Firefighter | 4.50%  | Hourly    | Top step of Firefighter base hourly |

**SKILL AND OTHER PAYS**
**ATTACHMENT C**

| CODE | DESCRIPTION  | CLASSIFICATION  | AMOUNT | RATE TYPE | BASIS                               |
|------|--|---|--------|-----------|-------------------------------------|
| 730  | <b>Longevity 10 years –</b><br>Compensation to eligible classifications for ten (10) years or more but less than fifteen (15) years of service as described in the MOU.    | Assistant Fire Chief<br>Deputy Fire Chief<br>Battalion Chief<br>Fire Boat Pilot<br>Fire Captain<br>Fire Engineer<br>Firefighter | 5.00%  | Hourly    | Top step of Firefighter base hourly |
| 731  | <b>Longevity 15 years -</b><br>Compensation to eligible classifications for fifteen (15) years or more but less than twenty (20) years of service as described in the MOU. | Assistant Fire Chief<br>Deputy Fire Chief<br>Battalion Chief<br>Fire Boat Pilot<br>Fire Captain<br>Fire Engineer<br>Firefighter | 10.00% | Hourly    | Top step of Firefighter base hourly |
| 732  | <b>Public Information Officer -</b><br>When certified and permanently assigned to Public Information Officer. See MOU provisions.  | Fire Captain  | 6.00%  | Hourly    | Top step of Firefighter base hourly |
| 732  | <b>Training Captain -</b> When certified and permanently assigned to Training Captain. See MOU provisions.   | Fire Captain  | 6.00%  | Hourly    | Top step of Firefighter base hourly |
| 732  | <b>Fire Prevention Captain -</b> When certified and permanently assigned to Fire Prevention Captain. See MOU provisions.   | Fire Captain  | 6.00%  | Hourly    | Top step of Firefighter base hourly |
| 732  | <b>Paramedic Coordinator -</b> When certified and permanently assigned to Paramedic Coordinator. See MOU provisions.   | Fire Captain  | 6.00%  | Hourly    | Top step of Firefighter base hourly |
| 732  | <b>Rescue Boat Captain -</b> When certified and permanently assigned to Rescue Boat Captain. See MOU provisions.   | Fire Captain  | 6.00%  | Hourly    | Top step of Firefighter base hourly |
| 733  | <b>Rescue Boat Captain -</b> When certified and assigned as qualified relief for a Rescue Boat Captain. See MOU provisions.  | Fire Captain  | 4.50%  | Hourly    | Top step of Firefighter base hourly |

**SKILL AND OTHER PAYS**
**ATTACHMENT C**

| CODE | DESCRIPTION   | CLASSIFICATION   | AMOUNT  | RATE TYPE | BASIS                               |
|------|---|--|---------|-----------|-------------------------------------|
| 734  | <b>Rescue Boat Captain</b> - When temporarily assigned from qualified relief to work as a Rescue Boat Captain. See MOU provisions.  | Fire Captain   | 1.50%   | Hourly    | Top step of Firefighter base hourly |
| 735  | <b>Administrative Assignment</b> - When regularly assigned to a non-platoon schedule in Fire Prevention Support Services, Operations, or Administration. See MOU provisions.  | Battalion Chief<br>Fire Boat Pilot<br>Fire Captain<br>Fire Engineer<br>Firefighter | \$2.300 | Hourly    | Flat Rate                           |
| 736  | <b>Administrative Qualified Relief</b> - When regularly assigned to a non-platoon schedule in Fire Prevention, Support Services, Operations, or Administration and is an assigned qualified relief. See MOU provisions.   | Fire Captain<br>Fire Engineer<br>Firefighter                                       | 1.50%   | Hourly    | Top step of Firefighter base hourly |
| 737  | <b>Prevention</b> - When certified and permanently assigned to perform Fire Prevention duties. See MOU provisions.  | Fire Engineer<br>Firefighter   | 6.00%   | Hourly    | Top step of Firefighter base hourly |
| 738  | <b>Longevity 20 years</b> - Compensation to eligible permanent full time bargaining unit members for twenty (20) years or more of service as described in the MOU.  | Battalion Chief<br>Fire Boat Pilot<br>Fire Captain<br>Fire Engineer<br>Firefighter | 15%     | Hourly    | Top step of Firefighter base hourly |
| 747  | <b>Fire Boat Operations</b> – When certified and assigned to Fire Boat Operations. See MOU provisions.  | Fire Boat Pilot<br>Fire Captain<br>Fire Engineer<br>Firefighter                    | 6.00%   | Hourly    | Top step of Firefighter base hourly |
| 748  | <b>Fire Boat Operations</b> – When certified and assigned as qualified relief coverage to the Fire Boat Operations. See MOU provisions.   | Fire Boat Pilot<br>Fire Captain<br>Fire Engineer<br>Firefighter                    | 4.50%   | Hourly    | Top step of Firefighter base hourly |
| 749  | <b>Firefighter II</b> - Permanent full-time bargaining unit members who have at least six (6) years of experience, as defined in Article II (4), (5), and (6) herein, and who have satisfied State of California Fire Marshal Firefighter II certification standards. Pay is effective on | Battalion Chief<br>Fire Boat Pilot<br>Fire Captain<br>Fire Engineer<br>Firefighter | 6.00%   | Hourly    | Top step of Firefighter base hourly |

**SKILL AND OTHER PAYS**
**ATTACHMENT C**

| CODE | DESCRIPTION  | CLASSIFICATION  | AMOUNT | RATE TYPE | BASIS                               |
|------|--|---|--------|-----------|-------------------------------------|
|      | the date proof of certification is submitted to Fire Management. See MOU provisions.   |   |        |           |                                     |
| 750  | <b>Strike Team Leader</b> - When possessing Strike Team Leader certificate. See MOU provisions.  | Battalion Chief   | 1.50%  | Hourly    | Top step of Firefighter base hourly |
| 751  | <b>Urban Search and Rescue (USAR)</b> - When possessing a certificate for USAR but not permanently assigned to the program station or assigned as qualified relief. See MOU provisions.                                | Battalion Chief<br>Fire Captain<br>Fire Engineer<br>Firefighter | 1.50%  | Hourly    | Top step of Firefighter base hourly |
| 752  | <b>Hazardous Materials (HAZMAT)</b> - When possessing a certificate for HAZMAT but not permanently assigned to the program station or assigned as qualified relief. See MOU provisions.                                | Battalion Chief<br>Fire Captain<br>Fire Engineer<br>Firefighter | 1.50%  | Hourly    | Top step of Firefighter base hourly |
| 753  | <b>Aircraft Rescue and Fire Fighting (ARFF)</b> - When possessing a certificate for ARFF but not permanently assigned to the program station or assigned as qualified relief. See MOU provisions.                      | Battalion Chief<br>Fire Captain<br>Fire Engineer<br>Firefighter | 1.50%  | Hourly    | Top step of Firefighter base hourly |
| 754  | <b>Fire Prevention</b> - When possessing a certificate for Fire Prevention but not permanently assigned to the program station or assigned as qualified relief. See MOU provisions.                                    | Battalion Chief<br>Fire Captain<br>Fire Engineer<br>Firefighter | 1.50%  | Hourly    | Top step of Firefighter base hourly |
| 756  | <b>Public Information Officer</b> - When possessing a certificate for Public Information Officer but not permanently assigned to the program station or assigned as qualified relief. Maximum of three certifications. | Fire Captain  | 1.50%  | Hourly    | Top step of Firefighter base hourly |



**SKILL AND OTHER PAYS**
**ATTACHMENT C**

| CODE | DESCRIPTION  | CLASSIFICATION   | AMOUNT | RATE TYPE | BASIS                               |
|------|--|--|--------|-----------|-------------------------------------|
| 757  | <b>Training Captain</b> - When possessing a certificate for Instructor/Training (Fire Instructor II) but not permanently assigned to the program station or assigned as qualified relief. Maximum of three certifications.   | Fire Captain   | 1.50%  | Hourly    | Top step of Firefighter base hourly |
| 758  | <b>Fire Boat Operations</b> - When possessing a certificate for Fire Boat Operations but not permanently assigned to the program station or assigned as qualified relief. See MOU provisions.  | Battalion Chief<br>Fire Captain<br>Fire Engineer<br>Firefighter                    | 1.50%  | Hourly    | Top step of Firefighter base hourly |
| 759  | <b>Hazmat First Responder Operations</b> - Compensation to eligible employees who complete the HAZMAT First Responder Operations certificate program. See MOU provisions.  | Battalion Chief<br>Fire Boat Pilot<br>Fire Captain<br>Fire Engineer<br>Firefighter | 1.00%  | Hourly    | Top step of Firefighter base hourly |
| 784  | <b>Associate Degree</b> - Additional compensation to identified Fire classifications who have obtained a degree of Associate of Arts, or 60 or more equivalent semester units in courses in fire science administration, and similar approved fields, from an accredited institution.                  | Battalion Chief<br>Fire Boat Pilot<br>Fire Captain<br>Fire Engineer<br>Firefighter | 4.50%  | Hourly    | Top step of Firefighter base hourly |
| 786  | <b>Bachelor's Degree</b> - Additional compensation to identified Fire classifications who have obtained a degree of Bachelor of Arts or Bachelor of Science, or Bachelor of Vocational Education, from an accredited college or university in Fire Science Administration and similar approved fields. | Battalion Chief<br>Fire Boat Pilot<br>Fire Captain<br>Fire Engineer<br>Firefighter | 5.25%  | Hourly    | Top step of Firefighter base hourly |
| 787  | <b>Master's Degree</b> - Additional compensation to the identified classifications who have obtained a Masters Degree from an accredited college or  | Battalion Chief<br>Fire Boat Pilot<br>Fire Captain<br>Fire Engineer<br>Firefighter | 6.00%  | Hourly    | Top step of Firefighter base hourly |

**SKILL AND OTHER PAYS**
**ATTACHMENT C**

| CODE | DESCRIPTION  | CLASSIFICATION   | AMOUNT  | RATE TYPE | BASIS   |
|------|--|--|---------|-----------|---|
|      | university in Fire Science, Administration and similar approved fields.  |  |         |           |   |
| 789  | <b>Bachelor's Degree</b> - Eligible classifications who possess a Bachelor's degree from an accredited institution.  | Assistant Fire Chief<br>Deputy Fire Chief<br>Marine Safety Chief   | 7.51%   | Hourly    | Top step of Firefighter base hourly           |
| 790  | <b>Longevity 20 years</b> -Eligible classifications with twenty (20) years of service as described in the MOU.   | Assistant Fire Chief<br>Deputy Fire Chief  | 15.00%  | Hourly    | Top step of Firefighter base hourly           |
| 800  | <b>EMT</b> - When certified as an Emergency Medical Technician (EMT) and recertified as required by law.   | Lifeguard-Hourly- NC   | \$1.102 | Hourly    | Flat Rate                                     |
| 801  | <b>Coast Guard Operator License</b> - When possessing a valid Coast Guard Operator license and towing certificate.   | Marine Safety Captain<br>Marine Safety Officer<br>Marine Safety Sergeant<br>Marine Safety Sergeant Boat Operator | \$1.438 | Hourly    | Flat Rate                                     |
| 802  | <b>Dive Team</b> - Compensation to dive team members when assigned to routinely and consistently perform hazardous activities to implement health and safety procedures. This pay may not be used in conjunction with Swift Water Rescue Coordinator pay or Dive Team Coordinator pay. | Marine Safety Officer<br>Marine Safety Sergeant<br>Marine Safety Sergeant Boat Operator                          | 6.00%   | Hourly    | Top step of Marine Safety Officer base hourly |
| 803  | <b>Dive Team Coordinator</b> - When assigned to and performing as the Dive Team Coordinator in a lead worker or supervisory role. Can only receive Dive Team Coordinator Pay or Swift Water Rescue Premium, cannot receive both.   | Marine Safety Officer<br>Marine Safety Sergeant<br>Marine Safety Sergeant Boat Operator                          | 6.00%   | Hourly    | Top step of Marine Safety Officer base hourly |

**SKILL AND OTHER PAYS**
**ATTACHMENT C**

| CODE | DESCRIPTION   | CLASSIFICATION   | AMOUNT | RATE TYPE | BASIS   |
|------|---|--|--------|-----------|---|
| 804  | <b>Swift Water Rescue Coordinator</b> - When regularly assigned and performing as the Swift Water Rescue Coordinator in a lead worker or supervisory role. (Can only receive Dive Team Coordinator Pay or Swift Water Rescue Premium, cannot receive both). | Marine Safety Officer<br>Marine Safety Sergeant<br>Marine Safety Sergeant Boat Operator                          | 6.00%  | Hourly    | Top step of Marine Safety Officer base hourly |
| 807  | <b>60 units</b> – Additional compensation to eligible classifications who have obtained sixty (60) or more semester units in courses in administration and similar approved fields from an accredited institution.  | Marine Safety Captain<br>Marine Safety Officer<br>Marine Safety Sergeant<br>Marine Safety Sergeant Boat Operator | 1.60%  | Hourly    | Top step Marine Safety Officer base hourly    |
| 808  | <b>Associates</b> – Additional compensation to eligible classifications who have obtained Associate of Arts degree in administration or similar approved fields from an accredited institution.   | Marine Safety Captain<br>Marine Safety Officer<br>Marine Safety Sergeant<br>Marine Safety Sergeant Boat Operator | 4.57%  | Hourly    | Top step Marine Safety Officer base hourly    |
| 809  | <b>Bachelors</b> – Additional compensation to eligible classifications who have obtained a degree of Bachelor of Arts or Bachelor of Science in the fields of administration or similar approved fields from an accredited institution.                     | Marine Safety Captain<br>Marine Safety Officer<br>Marine Safety Sergeant<br>Marine Safety Sergeant Boat Operator | 5.33%  | Hourly    | Top step Marine Safety Officer base hourly    |
| 810  | <b>Masters</b> - Additional compensation to the identified classifications who have obtained a Master's Degree from an accredited college or university in administration or a similar approved.  | Marine Safety Captain<br>Marine Safety Officer<br>Marine Safety Sergeant<br>Marine Safety Sergeant Boat Operator | 6.093% | Hourly    | Top step Marine Safety Officer base hourly    |
| 811  | <b>Administrative</b> – When routinely and consistently assigned to perform in an administrative capacity.  | Marine Safety Captain  | 6.00%  | Hourly    | Top step Marine Safety Officer base hourly    |

**SKILL AND OTHER PAYS**
**ATTACHMENT C**

| CODE | DESCRIPTION   | CLASSIFICATION  | AMOUNT  | RATE TYPE | BASIS                                      |
|------|---|---|---------|-----------|--|
| 813  | <b>American Welding 1</b> -When possessing an American Welding Society certificate for gas pipeline welding inspections or a National Association of Corrosion Engineers certificate. (\$0.75 per hour for one specialty certificate, up to a maximum of \$1.00 per hour for two certifications). | Construction Inspector I-II<br>Corrosion Control Supervisor<br>Principal Construction Inspctr | \$0.750 | Hourly    | Flat Rate                                  |
| 814  | <b>American Welding 2</b> -When possessing an American Welding Society certificate for gas pipeline welding inspections or a National Association of Corrosion Engineers certificate. (\$0.75 per hour for one specialty certificate, up to a maximum of \$1.00 per hour for two certifications). | Construction Inspector I-II<br>Corrosion Control Supervisor<br>Principal Construction Inspctr | \$1.000 | Hourly    | Flat Rate                                  |
| 815  | <b>EMT</b> - For the attainment of EMT Certification in accordance with Fire Department criteria.   | Marine Safety Officer   | \$1.121 | Hourly    | Flat Rate                                  |
| 818  | <b>Provisional Marine Safety Sergeant</b> - When routinely and consistently assigned to perform the duties of a Marine Safety Sergeant during the summer season between April 1 <sup>st</sup> and Sept 30 <sup>th</sup> .   | Marine Safety Officer   | 15.00%  | Hourly    | Top step Marine Safety Officer base hourly |
| 819  | <b>Junior Lifeguard Coordinator</b> - When performing the duties as a lead Junior Lifeguard Coordinator.  | Marine Safety Officer<br>Marine Safety Sergeant   | 6.00%   | Hourly    | Top step Marine Safety Officer base hourly |
| 820  | <b>Dive Team Pay – Dive Team Coordinator/Swift Water Rescue Coordinator</b> - For Dive Team Coordinators and Swift Water Coordinates when assigned to routinely and consistently perform hazardous activities to implement health and safety procedures as a Dive                                 | Marine Safety Officer<br>Marine Safety Sergeant<br>Marine Safety Sergeant Boat Operator       | 4.00%   | Hourly    | Top step Marine Safety Officer base hourly |

**SKILL AND OTHER PAYS**
**ATTACHMENT C**

| CODE | DESCRIPTION   | CLASSIFICATION   | AMOUNT  | RATE TYPE | BASIS                                      |
|------|---|--|---------|-----------|--|
|      | Team member. Cannot receive both Dive Team Coordinator Pay and Swift Water Rescue Coordinator Pay at the same time.   |  |         |           |  |
| 821  | <b>Swiftwater Technician Certification</b> - For attainment of appropriate certification as a Swiftwater Technician and assigned to such duties.  | Marine Safety Captain<br>Marine Safety Officer<br>Marine Safety Sergeant<br>Marine Safety Sergeant Boat Operator                           | 1.50%   | Hourly    | Top step Marine Safety Officer base hourly |
| 830  | <b>Longevity</b> - Compensation to eligible classifications who have ten (10) years, but less than fifteen (15) years of service as a permanent full-time bargaining unit member with the City of Long Beach. | All permanent full-time classifications represented by Long Beach Lifeguard Association  | 3.00%   | Hourly    | Top step Marine Safety Officer base hourly |
| 831  | <b>Longevity</b> - Compensation to eligible classifications who have fifteen (15) years or more of service as a permanent full-time bargaining unit member with the City of Long Beach.                       | All permanent full-time classifications represented by Long Beach Lifeguard Association  | 5.00%   | Hourly    | Top step Marine Safety Officer base hourly |
| 832  | <b>Longevity</b> - Compensation to eligible classifications who have twenty (20) years or more of service as a permanent full-time bargaining unit member with the City of Long Beach.                        | All permanent full-time classifications represented by Long Beach Lifeguard Association  | 7.00%   | Hourly    | Top step Marine Safety Officer base hourly |
| 835  | <b>Bilingual</b> - For regular and frequent use of certified oral and/or written bilingual skills.  | General Liability Claims Adjuster I<br>General Liability Claims Adjuster II<br>General Liability Claims Adjuster III                       | \$1.00  | Hourly    | Flat Rate                                  |
| 836  | <b>Dispatcher Telephone Training</b> - Compensation to employees routinely and consistently assigned to train on the operation of telephone lines for both the Police and Fire Department dispatch.           | Public Safety Dispatcher I<br>Public Safety Dispatcher II<br>Public Safety Dispatcher III<br>Public Safety Dispatcher IV<br>Communications | \$0.750 | Hourly    | Flat Rate                                  |

**SKILL AND OTHER PAYS**
**ATTACHMENT C**

| CODE | DESCRIPTION   | CLASSIFICATION  | AMOUNT  | RATE TYPE | BASIS     |
|------|---|---|---------|-----------|-----------|
|      |   | Center Supervisor<br>Communications<br>Center Coordinator   |         |           |           |
| 837  | <b>Dispatcher Radio Training</b> - Compensation to employees routinely and consistently assigned to train on the operation of radio communications for both the Police and Fire Department dispatch.  | Public Safety<br>Dispatcher I<br>Public Safety<br>Dispatcher II<br>Public Safety<br>Dispatcher III<br>Public Safety<br>Dispatcher IV<br>Communications<br>Center Supervisor<br>Communications<br>Center Coordinator | \$0.750 | Hourly    | Flat Rate |
| 838  | <b>Dispatcher Dual Telephone Training</b> - Compensation to employees who complete the Public Safety Dispatcher dual (Police & Fire) telephone certification program.                                 | Public Safety<br>Dispatcher I<br>Public Safety<br>Dispatcher II<br>Public Safety<br>Dispatcher III<br>Public Safety<br>Dispatcher IV<br>Communications<br>Center Supervisor<br>Communications<br>Center Coordinator | \$2.000 | Hourly    | Flat Rate |
| 839  | <b>Dispatcher Dual Radio Training</b> - Compensation to employees who complete the Public Safety Dispatcher dual (Police & Fire) telephone and the dual (Police & Fire) radio certification programs. | Public Safety<br>Dispatcher I<br>Public Safety<br>Dispatcher II<br>Public Safety<br>Dispatcher III<br>Public Safety<br>Dispatcher IV<br>Communications<br>Center Supervisor<br>Communications<br>Center Coordinator | \$4.000 | Hourly    | Flat Rate |
| 844  | <b>Tow Truck</b> - When regularly assigned to work as a tow truck operator.   | Garage Service<br>Attendant I<br>Garage Service<br>Attendant II   | \$1.000 | Hourly    | Flat Rate |
| 845  | <b>Mechanic FA</b> - When regularly assigned to work as a Mechanic on Fire Apparatus.   | Garage Service<br>Attendant I<br>Garage Service<br>Attendant II<br>Equipment Mechanic I   | \$2.000 | Hourly    | Flat Rate |

**SKILL AND OTHER PAYS**
**ATTACHMENT C**

| CODE | DESCRIPTION  | CLASSIFICATION  | AMOUNT  | RATE TYPE | BASIS     |
|------|--|---|---------|-----------|-----------|
|      |  | Equipment Mechanic II   |         |           |           |
| 846  | <b>CASP</b> - When possessing a State (CA) Certified Access Specialist (CASP) certification and assigned to perform such duties. | Structural Engineer, Senior<br>Structural Engineer, Civil<br>Engineering Assistant, Civil<br>Engineering Associate, Civil Engineer, Senior Civil<br>Engineer, Plan Checker -<br>Plumbing, Plan Checker -<br>Mechanical, Plan Checker -<br>Electrical, Plumbing Inspector, Electrical Inspector, Chief Building<br>Inspector, Principal Building Inspector, Building<br>Inspector, Senior Combination Building<br>Inspector, Senior Electrical<br>Building Inspector, Senior<br>Plumbing Building<br>Inspector, Senior Mechanical Building<br>Inspector, Combination<br>Building Inspector, Construction<br>Inspector I-II, Principal Construction<br>Inspector, Chief Construction<br>Inspector, Senior Survey<br>Technician, Engineering<br>Technician I-II, Senior Engineering<br>Technician I-II | \$1.500 | Hourly    | Flat Rate |

**SKILL AND OTHER PAYS**
**ATTACHMENT C**

| CODE | DESCRIPTION   | CLASSIFICATION   | AMOUNT  | RATE TYPE | BASIS     |
|------|---|--|---------|-----------|-----------|
| 847  | <b>El Dorado Park</b> - Park Rangers in the Peace Officer bargaining units who are assigned to patrol the Park (El Dorado).   | Park Ranger I<br>Park Ranger II<br>Supervising Park Ranger   | \$2.500 | Hourly    | Flat Rate |
| 848  | <b>Airport SSO</b> - Special Services Officers in the Peace Officer bargaining units who are assigned to patrol the Airport.  | SSO III – Armed<br>Airport Peace Officer<br>SSO IV – Armed<br>Airport Peace Officer  | \$2.500 | Hourly    | Flat Rate |
| 849  | <b>FAA</b> - When possessing a FAA-issued Inspection Authorization License.   | Fleet Services<br>Supervisor II<br>Helicopter Mechanic   | \$3.180 | Hourly    | Flat Rate |
| 850  | <b>400 Class Meter</b> - When possessing an Energy Resources meter installation/reinstallation certification for up to a 400 class meter.   | Gas Construction<br>Worker II<br>Gas Field Service Rep II  | \$0.390 | Hourly    | Flat Rate |
| 851  | <b>Appliance Technology</b> - When possessing a SoCal Gas (or equivalent) Appliance Technology certification, or a Regulator Technician certification.  | Gas Field Service Rep II   | \$0.550 | Hourly    | Flat Rate |
| 852  | <b>Leakage Certification</b> - When possessing a SoCal Gas (or equivalent) Leakage Survey or Pressure Control certification, or Energy Resources Valve Inspection and Maintenance certification, or a NACE Basic Level Certification. | Gas Construction<br>Worker II  | \$0.550 | Hourly    | Flat Rate |
| 853  | <b>DOT 49 Code Journey</b> - When possessing the classification appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan certifications for journey level.    | Gas Construction<br>Worker II<br>Gas Field Service Rep II<br>Gas Pipeline<br>Welder/Layout Fitter<br>Senior Equipment<br>Operator<br>Corrosion Control<br>Supervisor<br>Construction<br>Inspector I-II | \$2.200 | Hourly    | Flat Rate |



**SKILL AND OTHER PAYS**
**ATTACHMENT C**

| CODE | DESCRIPTION  | CLASSIFICATION  | AMOUNT  | RATE TYPE | BASIS     |
|------|--|---|---------|-----------|-----------|
|      |  | Principal Construction Inspector<br>Gas Maintenance Supervisor I-II<br>Gas Distribution Supervisor I-II |         |           |           |
| 854  | <b>DOT 49 Code Advanced</b> - When possessing the classification appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan certifications for advanced level.   | Gas Construction Worker III<br>Gas Field Service Rep III  | \$0.660 | Hourly    | Flat Rate |
| 855  | <b>Installation/Reinstallation Certificate</b> - When possessing an Energy Resources meter installation/reinstallation certification for commercial meters or multimeter sets of 5 or more, or a SoCal Gas (or equivalent) Appliance Technology certification or a Regulator Troubleshooting certification.  | Gas Field Service Rep III   | \$0.610 | Hourly    | Flat Rate |
| 856  | <b>Installation/Reinstallation Certificate</b> - When possessing an Energy Resources meter installation/reinstallation certification for commercial meters or multimeter sets of 5 or more, or a SoCal Gas (or equivalent) Leakage Survey certification, or an Energy Resources Pressure Control certification for 6" and above PC fittings, or a NACE Tester-level certification or a Fusion Trainer/Inspector certification from a gas pipeline industry recognized agency, or when performing DOT record-keeping for Valve Maintenance. | Gas Construction Worker III   | \$0.610 | Hourly    | Flat Rate |

**SKILL AND OTHER PAYS**
**ATTACHMENT C**

| CODE | DESCRIPTION   | CLASSIFICATION   | AMOUNT  | RATE TYPE | BASIS     |
|------|---|--|---------|-----------|-----------|
| 857  | <b>Fusion</b> - When possessing a Fusion Trainer/Inspector certification from a gas pipeline industry-recognized agency or a NACE Tester-level certification, or a Gas Pipeline Welding Inspections certification from an API-certified welding instructor. | Gas Maintenance Supervisor I-II                                      | \$0.220 | Hourly    | Flat Rate |
| 858  | <b>Flow Computer Unit</b> - When possessing a Flow Computer Unit Operation and Maintenance and BTU Transmitter Operations and Maintenance certifications, or a SoCal Gas (or equivalent) Appliance Technology certification (or equivalent).                | Gas Distribution Supervisor I-II                                     | \$0.220 | Hourly    | Flat Rate |
| 859  | <b>Training</b> - When assigned by the Department Head to train new personnel as part of a structured training plan.  | Park Ranger I-II<br>Special Services Officer I-V                     | \$2.250 | Hourly    | Flat Rate |
| 860  | <b>Front Loader</b> - Front loader-Single Driver.   | Refuse Operator I-IV   | \$1.500 | Hourly    | Flat Rate |
| 861  | <b>Crane 2</b> - When possessing certification for crane operation issued by an Accredited Certifying Entity per CCR Title 8 sec 5006.1.  | Classifications in the Skilled & General-Supervisory Bargaining Unit | \$1.230 | Hourly    | Flat Rate |
| 866  | <b>SSO Airport</b> - When assigned to patrol within the Airport, Marine Patrol or Long Beach City College (LBCC).   | Special Services Officer I-V   | \$1.500 | Hourly    | Flat Rate |
| 873  | <b>PD PPA</b> - When regularly performing Payroll/Personnel Asst duties for the Police Department. May not be used in conjunction with skill pay 563.   | Clerk Typist I-III<br>Payroll/Personnel Asst I-III                   | \$0.700 | Hourly    | Flat Rate |

**SKILL AND OTHER PAYS**
**ATTACHMENT C**

| CODE | DESCRIPTION  | CLASSIFICATION   | AMOUNT  | RATE TYPE | BASIS     |
|------|--|--|---------|-----------|-----------|
| 874  | <b>Lead</b> - When regularly assigned and performing lead duties.  | Police Property & Sply<br>Clrk I-II  | \$1.500 | Hourly    | Flat Rate |
| 876  | <b>Sustainability</b> - When assigned and performing special project duties related to the development of sustainability policy, the creation of a Sustainable Development Board, and the provision of technical assistance related to environmental policy. | Planner I-II   | \$0.700 | Hourly    | Flat Rate |
| 878  | <b>EAP</b> - When regularly assigned and performing the full duties as Director of the Employee Assistance Program.  | Public Hlth<br>Professional III  | \$3.000 | Hourly    | Flat Rate |
| 879  | <b>Supervisor</b> - When regularly assigned and performing as supervisor for License Inspectors.   | Customer Svcs<br>Supervisor I  | \$1.630 | Hourly    | Flat Rate |
| 888  | <b>Supervisor</b> - When supervising Senior Equipment Operators.   | Park Maintenance<br>Supervisor<br>Street Landscaping<br>Supvr I-II<br>Street Maintenance<br>Supvr I-II<br>Harbor Maintenance<br>Supervisor | \$1.490 | Hourly    | Flat Rate |
| 889  | <b>Supervisor</b> - When assigned supervision of the Mechanical Section of the Maintenance Division.   | Mechanical Supervisor<br>II  | \$3.69  | Hourly    | Flat Rate |
| 893  | <b>ASE Master 2</b> - When regularly assigned to the maintenance and repair of City vehicles, or as supervisor to Equipment Mechanics within the Fleet Maintenance Division, and possessing two ASE Master certifications.                                   | Supervisor-Stores &<br>Property<br>Fleet Services<br>Supervisor I-II<br>Equipment Mechanic<br>I-II   | \$2.200 | Hourly    | Flat Rate |

**SKILL AND OTHER PAYS**
**ATTACHMENT C**

| CODE | DESCRIPTION  | CLASSIFICATION  | AMOUNT  | RATE TYPE | BASIS              |
|------|--|---|---------|-----------|--------------------|
| 894  | <b>ASE Master 1</b> - When regularly assigned to the maintenance and repair of City vehicles, or as supervisor to Equipment Mechanics within the Fleet Maintenance Division, and possessing one ASE Master certification, or for Supervisor-Stores and Property when possessing ASE Parts certification. | Supervisor-Stores & Property<br>Fleet Services<br>Supervisor I-II<br>Equipment Mechanic I-II                                | \$1.100 | Hourly    | Flat Rate          |
| 895  | <b>Night Shift</b> - When regularly assigned to night shift at the Police Department Records Division.   | Clerk Supervisor<br>Clerk Typist I-III<br>Clerk Typist V  | \$1.200 | Hourly    | Flat Rate          |
| 896  | <b>Swing Shift</b> - When regularly assigned to swing shift at the Police Department Records Division.   | Clerk Supervisor<br>Clerk Typist I-III<br>Clerk Typist V  | \$0.900 | Hourly    | Flat Rate          |
| 897  | <b>Day Shift</b> - When regularly assigned to day shift at the Police Department Records Division.   | Clerk Supervisor<br>Clerk Typist I-III<br>Clerk Typist V  | \$0.600 | Hourly    | Flat Rate          |
| 898  | <b>Trainer</b> - When regularly assigned to and performing the duties of trainer or portability specialist.  | Housing Specialist III  | \$0.500 | Hourly    | Flat Rate          |
| 899  | <b>Arborist</b> - When possessing a current International Society of Arboriculture certification as a Certified Arborist.  | Park Maintenance<br>Supervisor<br>Street Landscaping<br>Supvr I-II<br>Street Maintenance<br>Supvr I-II<br>Tree Trimmer I-II | \$0.550 | Hourly    | Flat Rate          |
| AHF  | <b>Hazmat</b> - When possessing a valid Class A Commercial Driver's License with Hazmat Materials and Tanker endorsements to legally and safely operate a fuel tanker truck on public roads and highways.  | Equipment Mechanic I - II<br>Fleet Services<br>Supervisor I - II  | 100.00  | Monthly   | Flat Rate          |
| C1   | <b>Solo Patrol Premium</b> - When  | Police Corporal   | 10.00%  | Per       | Step 1 base hourly |

**SKILL AND OTHER PAYS**
**ATTACHMENT C**

| CODE | DESCRIPTION  | CLASSIFICATION  | AMOUNT   | RATE TYPE              | BASIS                                      |
|------|--|---|--|------------------------|--|
|      | regularly assigned to a one officer unit in Patrol between the hours of 1630 and 0730, an amount equal to 10% of Step 1 base hourly rate of Police Corporal for each hour worked in a one Officer unit.  |   |  | Diem - Hourly          | rate of Police Corporal                    |
| C2   | <b>Field Training Officer</b> - When assigned by the Chief of Police to be Field Training Officer, an amount equal to 10% of Step 1 base hourly rate 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.   | Police Corporal   | 10.00%   | Per Diem - Hourly      | Step 1 base hourly rate of Police Corporal |
| CD   | <b>Training Pay</b> – Performing training duties.  | Public Safety Dispatcher II   | Difference between top step Public Safety Dispatcher II and Public Safety Dispatcher III | Per Diem - Hourly      | Flat Rate                                  |
| CX   | <b>Counter Plan Checking</b> - When assigned to work the Development Service Counter and performing over-the-counter plan checking.  | Planner I-III<br>Planning Aide<br>Asst Planner I-II                               | \$5.600  | Per Diem - Daily       | Flat Rate                                  |
| DH   | <b>Dog Handling</b> - For the purposes of complying with the Fair Labor Standards Act, to accommodate employees for the handling of service dogs off duty, the parties have agreed to the following terms and conditions: of the biweekly payment, the handler will be deemed to have spent six (6) hours off duty every fourteen (14) calendar days and will be paid for six (6) hours at the overtime rate at one-half (1.5) of the current state minimum wage, to feed, exercise, clean and maintain the service dog. | Police Officer<br>Police Corporal<br>Sworn classifications represented by the FFA | Minimum Wage   | 6 hours per pay period | Minimum wage rate x 1.5 (overtime rate)    |

**SKILL AND OTHER PAYS**
**ATTACHMENT C**

| CODE | DESCRIPTION   | CLASSIFICATION  | AMOUNT   | RATE TYPE            | BASIS   |
|------|---|---|--|----------------------|---|
| DT   | <b>Dive</b> - Bargaining unit members who have successfully passed entry-level Dive Team qualification and are assigned to the Dive Team shall be entitled to per diem pay in the amount equivalent to six percent (6%) of Step 5 Police Officer pay, for each hour worked while conducting an approved Dive Team operational deployment or operational training.   | Police Officer<br>Police Corporal<br>Police Sergeant<br>Police Lieutenant | 6.00%  | Per Diem<br>- Hourly | Step 5 Police Officer base hourly rate  |
| HP   | <b>Acting</b> - The Chief of Police or designee, may designate an officer to act in a higher level position i.e., Police Officer and Police Corporal for Police Sergeant, Police Sergeant for Police Lieutenant/Administrator and Police Lieutenant for Commander/Administrator. This is a salary increase over the employee's existing pay (including all skill and incentive pays) but in no event more than the top step of the rank above them. However, FTO and One Officer Car Pay will be included in existing pay only if the employee has served 75 percent of their time in these positions in the past year. | Sworn Police Classifications  | 5.00%  | Per Diem<br>- Hourly | Salary increase over employee's existing pay (including all skill and incentive pay) but not more than the top step of the rank above them. |
| H2   | <b>Acting Overtime Hours</b> - Employees designated to act in a higher level position (see HP). This code is only applied when using HP during overtime (unscheduled hours – UH).   | Sworn Police Classifications  | 5.00%  | Per Diem<br>- Hourly | Acting Pay Rate x 1.5 (overtime rate)   |
| Jl   | <b>Junior Lifeguard Instructor</b> - When performing the duties of a Junior Lifeguard Instructor.   | Lifeguard-Hourly- NC  | \$6.00   | Per Diem - Daily     | Flat Rate   |
| MA   | <b>Marksmanship</b> - Sworn personnel of the Police Department, Special Services Officers and Park Rangers who may be called upon to use firearms in the performance of their duties and who on a   | Sworn Police Classifications<br>Special Services Officer<br>Park Ranger   | Rate Varies (Level)<br>Marksman - \$4.00<br>Sharpshooter - \$8.00<br>Expert- | Monthly              | Flat Rate   |

**SKILL AND OTHER PAYS**
**ATTACHMENT C**

| CODE | DESCRIPTION  | CLASSIFICATION  | AMOUNT                        | RATE TYPE         | BASIS                                  |
|------|--|---|-------------------------------|-------------------|--|
|      | qualifying schedule prescribed by the Chief of Police attain a required degree of proficiency in marksmanship.   |   | \$16.00<br>Master-<br>\$32.00 |                   |  |
| MW   | <b>Physical Fitness Program</b> - Employees who have fully participated in the City approved Physical Fitness Program. See MOU provisions.   | Sworn Police Classifications  | Varies                        |                   |  |
| MW   | <b>Wellness Participation</b> - Compensation for employees who have fully participated in the City approved Fire Wellness Program during the prior calendar year.  | Sworn Fire Classifications  | \$100.00                      | Monthly           | Flat Rate                              |
| P1   | <b>Solo Patrol Premium</b> - When regularly assigned to a one officer unit in Patrol between the hours of 1630 and 0730, an amount equal to 10% of Step 5 Police Officer base hourly rate for each hour worked in a one Officer unit.  | Police Officer  | 10.00%                        | Per Diem - Hourly | Step 5 Police Officer base hourly rate |
| P2   | <b>Field Training Officer</b> - When assigned by the Chief of Police to be Field Training Officer, an amount equal to 10% of Step 5 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. | Police Officer  | 10.00%                        | Per Diem - Hourly | Step 5 Police Officer base hourly rate |
| PE   | <b>Paramedic</b> – After being licenced through the State of California and accredited by the local emergency services agency and while fully trained and assigned to paramedic duty. This skill pay expires January 1, 2024.  | Firefighter Fire Engineer Fire Captain                                    | 19.00%                        | Per Diem- Hourly  | Top step of Firefighter base hourly    |
| PR   | <b>Patrol Premium</b> – When assigned as qualified relief to the Patrol Division as determined by the Chief of Police, even if receiving other premium skill pays, such as Helicopter Pilot, Helicopter  | Police Lieutenant<br>Police Officer<br>Police Sergeant<br>Police Corporal | 3.00%                         | Per Diem - Hourly | Step 5 Police Officer base hourly rate |

**SKILL AND OTHER PAYS**
**ATTACHMENT C**

| CODE  | DESCRIPTION  | CLASSIFICATION  | AMOUNT   | RATE TYPE        | BASIS     |
|-------|--|---|----------|------------------|-----------|
|       | Observer, Motorcycle, Detective, Canine, Port Security, Dive and SWAT. Effective October 1, 2025, this per diem skill pay will no longer be eligible for POA members when already receiving other premium skill pays listed above. |   |          |                  |           |
| S1/S2 | <b>Irrigation Telemetry</b> - When regularly assigned and performing telemetry duties to monitor, adjust, and troubleshoot irrigation systems.   | Automatic Sprinkler Cntrl Tech  | \$12.000 | Per Diem - Daily | Flat Rate |
| S1/S2 | <b>Supervisor</b> - When regularly assigned and performing as supervisor of three or more sections in the Structural Division of the Public Service Bureau.  | Carpenter Supervisor<br>Electrical Supervisor<br>General Maint Supervisor II<br>Mechanical Supervisor<br>Painter Supervisor<br>Plumber Supervisor | \$11.000 | Per Diem - Daily | Flat Rate |
| S1/S2 | <b>Structural Engineer</b> - When possessing a California Structural Engineers License and assigned to perform Structural Engineering duties.  | Civil Engineer<br>Senior Civil Engineer   | \$10.000 | Per Diem - Daily | Flat Rate |
| S1/S2 | <b>Equipment</b> - When required to work on ladders, mechanical devices, etc. placing employees at heights over 40 ft. (excludes Window Washers and Tree Trimmers).  | Classifications in the current Salary Resolution in the Skilled & General Bargaining Units  | \$4.400  | Per Diem - Daily | Flat Rate |
| S1/S2 | <b>Records Section</b> - 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.                                   | Clerk Typist III  | \$6.400  | Per Diem - Daily | Flat Rate |



**SKILL AND OTHER PAYS**
**ATTACHMENT C**

| CODE  | DESCRIPTION  | CLASSIFICATION  | AMOUNT  | RATE TYPE         | BASIS                               |
|-------|--|---|---------|-------------------|-------------------------------------|
| S1/S2 | <b>Plan Check</b> - Counter plan checking.   | Comb Bldg Insp Aide I- II<br>Comb Bldg Inspector<br>Principal Building Inspector<br>Senior Combination Bldg Insp<br>Senior Electrical Inspector<br>Senior Mechanical Inspector<br>Senior Plumbing Inspector | \$6.400 | Per Diem - Daily  | Flat Rate                           |
| S1/S2 | <b>Field Supervisor</b> - When performing field supervisory duties.  | Construction Inspector II   | \$5.000 | Per Diem - Daily  | Flat Rate                           |
| S1/S2 | <b>Paramedic Preceptor</b> - Compensation to permanent full-time bargaining unit members who are certified as Paramedic Preceptors and who train Paramedic Trainees. | Battalion Chief<br>Fire Boat Pilot<br>Fire Captain<br>Fire Engineer<br>Firefighter  | 10.00%  | Hourly            | Top step of Firefighter base hourly |
| S1/S2 | <b>Rescue Boat Captain</b> - When certified and temporarily assigned from qualified relief to work as a Rescue Boat Captain. See provisions in MOU.                  | Fire Captain  | 1.50%   | Per Diem - Hourly | Top step of Firefighter base hourly |
| S1/S2 | <b>Fire Boat Operations</b> - When certified and temporarily assigned from qualified relief assigned to Fire Boat Operations. See MOU provisions.                    | Fire Boat Pilot<br>Fire Captain<br>Fire Engineer<br>Firefighter   | 1.50%   | Per Diem - Hourly | Top step of Firefighter base hourly |
| S1/S2 | <b>Urban Search and Rescue (USAR)</b> - When certified and temporarily assigned from qualified relief to the USAR station. See MOU provisions.                       | Fire Boat Pilot<br>Fire Captain<br>Fire Engineer<br>Firefighter   | 1.50%   | Per Diem - Hourly | Top step of Firefighter base hourly |
| S1/S2 | <b>Hazardous Materials (HAZMAT)</b> - When certified and temporarily assigned from qualified relief to the Hazardous Materials station. See MOU provisions.          | Fire Boat Pilot<br>Fire Captain<br>Fire Engineer<br>Firefighter   | 1.50%   | Per Diem - Hourly | Top step of Firefighter base hourly |
| S1/S2 | <b>Aircraft Rescue and Fire Fighting (ARFF)</b> - When certified and temporarily assigned from   | Fire Boat Pilot<br>Fire Captain<br>Fire Engineer  | 1.50%   | Per Diem - Hourly | Top step of Firefighter base hourly |

**SKILL AND OTHER PAYS**
**ATTACHMENT C**

| CODE  | DESCRIPTION   | CLASSIFICATION   | AMOUNT   | RATE TYPE        | BASIS     |
|-------|---|--|----------|------------------|-----------|
|       | qualified relief to the ARFF station. See MOU provisions.   | Firefighter  |          |                  |           |
| S1/S2 | <b>Class A License</b> - When driving a vehicle requiring a Class A License.  | Garage Service Attendant I-II  | \$8.800  | Per Diem - Daily | Flat Rate |
| S1/S2 | <b>Meter Installation (300+CU)</b> - 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.  | Gas Field Service Rep II   | \$3.300  | Per Diem - Daily | Flat Rate |
| S1/S2 | <b>PE Fusion Certification</b> - When certified and training in-house personnel and contractors for annual PE fusion certification.   | Gas Maintenance Supervisor I- II<br>Corrosion Control Supervisor<br>Gas Field Technician I<br>Gas Field Technician II<br>Gas Field Technician III<br>Gas Construction Worker I<br>Gas Construction Worker II<br>Gas Construction Worker III<br>Gas Pipeline Welder / Layout Fitter | \$10.000 | Per Diem - Daily | Flat Rate |
| S1/S2 | <b>Operator Qualification</b> - When serving as an evaluator, for the City of Long Beach in compliance with Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan, to certify personnel for operator qualification.                                     | Corrosion Control Supervisor   | \$10.000 | Per Diem - Daily | Flat Rate |
| S1/S2 | <b>Operator Qualification</b> - When serving as an evaluator, for the City of Long Beach in compliance with Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan, to document and qualify individuals performing covered tasks on a pipeline facility. | Gas Maintenance Supervisor I-II<br>Gas Distribution Supervisor I-II  | \$10.000 | Per Diem - Daily | Flat Rate |

**SKILL AND OTHER PAYS**
**ATTACHMENT C**

| CODE  | DESCRIPTION  | CLASSIFICATION  | AMOUNT  | RATE TYPE        | BASIS     |
|-------|--|---|---------|------------------|-----------|
| S1/S2 | <b>Plan Check</b> - 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.   | Plan Checker<br>Plan Checker-Electrical I-II<br>Plan Checker-Fire Prevention<br>Plan Checker-Fire Prevention I-II<br>Plan Checker-Mechanical<br>Plan Checker-Mechanical I-II<br>Plan Checker-Plumbing<br>Plan Checker-Plumbing I-II | \$4.000 | Per Diem - Daily | Flat Rate |
| S1/S2 | <b>Communications Center Supervisor</b> - 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. | Public Safety Dispatcher IV   | \$7.500 | Per Diem - Daily | Flat Rate |
| S1/S2 | <b>Trainer</b> - When performing as a trainer for a new operator.  | Refuse Operator I-IV  | \$8.000 | Per Diem - Daily | Flat Rate |
| S1/S2 | <b>Trainer</b> - When assigned as School Guard Trainer.  | School Guard  | \$3.100 | Per Diem - Daily | Flat Rate |
| S1/S2 | <b>School Guard Supervisor</b> - When assigned to and performing as School Guard Supervisor.   | Special Services Officer II   | \$4.000 | Per Diem - Daily | Flat Rate |
| S1/S2 | <b>SSO IV Duties</b> - 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.          | Special Services Officer III  | \$4.540 | Per Diem - Daily | Flat Rate |
| S1/S2 | <b>Pesticide Applicator License</b> - When possessing a Pesticide Applicator license and regularly assigned pesticide applicator duties.   | Tree Trimmer I-II   | \$4.430 | Per Diem - Daily | Flat Rate |

**SKILL AND OTHER PAYS**
**ATTACHMENT C**

| CODE  | DESCRIPTION  | CLASSIFICATION  | AMOUNT   | RATE TYPE         | BASIS                                  |
|-------|--|---|----------|-------------------|--|
|       |  |   |          |                   |  |
| S1/S2 | <b>Lead Welder</b> - When regularly assigned and performing duties as a lead welder.   | Welder  | \$4.950  | Per Diem - Daily  | Flat Rate                              |
| S1/S2 | <b>Senior Animal Control</b> - When regularly assigned to and performing the duties of Sr Animal Control Officer. May not be combined with Higher Class Pay.   | Animal Control Officer II   | \$6.000  | Per Diem - Daily  | Flat Rate                              |
| S1/S2 | <b>Lifeguard Specialty Lead</b> - When regularly and consistently assigned to a lead or supervisory position as a Senior Lifeguard, Dispatcher, Ride Along or Sting Cart Operator.   | Lifeguard-Hourly- NC  | \$6.00   | Per Diem - Daily  | Flat Rate                              |
| SW    | <b>SWAT</b> - Bargaining unit members who have successfully passed entry-level Special Weapons and Tactics (SWAT) school and are assigned to the SWAT Team shall be entitled to per diem pay in the amount equivalent to ten percent (10%) of Step 5 Police Officer pay, for each hour worked while conducting a SWAT operational deployment or an approved SWAT operational training. | Police Officer<br>Police Corporal<br>Police Sergeant<br>Police Lieutenant | 10.00%   | Per Diem - Hourly | Step 5 Police Officer base hourly rate |
| T2    | <b>Training</b> - When assigned by the Department Head to train new personnel as part of a structured training plan.   | Park Ranger I-II<br>Special Services Officer I-V                          | \$2.250  | Hourly            | Flat Rate                              |
| WA    | <b>Wellness Participation and Achievement</b> - Compensation for employees who have fully participated in the City approved Fire Wellness Program during the prior calendar year and who achieve the agreed upon Wellness Program benchmarks. Maximum total wellness payment (MW and WA combined) is \$200.  | Sworn classifications represented by the FFA                              | \$100.00 | Monthly           | Flat Rate                              |

**Other Pay Legend**

|                       |   |
|-----------------------|---|
| <b>Code</b>           | <p>The code used to identify the other pay in the payroll system.</p> <ul style="list-style-type: none"> <li>Numerical codes are used on the HR-1 to add the other pay to an employee's pay (adjusted rate).</li> <li>Letter codes are used to apply the pay on the employee's timesheet.</li> <li>Numerical codes that can also be applied on a per diem basis will use S1/S2 on the timesheet.</li> </ul>   |
| <b>Description</b>    | <p>The description of the other pay, which includes requirements and other pertinent information.</p> <ul style="list-style-type: none"> <li>Pays marked with a "T" are considered terminal. Any current employee receiving the pay will not be impacted, however, no other employee may receive the pay.</li> </ul>  |
| <b>Classification</b> | The classifications eligible for the other pay.   |
| <b>Amount</b>         | The amount paid based on the rate type or basis.  |
| <b>Rate Type</b>      | <ul style="list-style-type: none"> <li>Hourly represents the amount paid per hour. For sworn Fire positions, hourly represents the daylight hourly amount.</li> <li>Platoon schedule per diem rates shall be calculated as follows: daylight hourly rate divided by 1.4. This calculation accounts for the 56-hour equivalent, as referenced in the MOU.</li> <li>Per diem hourly rates shall be the hourly rate times the number of regular hours an employee works in a day.</li> <li>Per diem daily rates are a flat daily rate, no matter how many hours the employee works per day.</li> </ul> <p>Occupational skill pays shall be paid to the employee at an hourly rate only if said employee is assigned to regularly perform said occupational skill on a daily basis. If an employee is not regularly assigned to perform said occupational skill on a daily basis, then the additional pay shall be paid at a per diem rate, and said per diem skill pay shall be paid for each work day that said employee actually performs said occupational skill.</p> |
| <b>Basis</b>          | <p>The basis is a reference point used to compute the total amount.</p> <ul style="list-style-type: none"> <li>Flat rate is the amount paid by the rate type.</li> <li>Percentage pays identify the basis used to calculate the other pay. Percentage pays will change anytime there is an increase to the pay identified in the basis.</li> </ul>  |