

**BOARD OF UTILITIES COMMISSIONERS**

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June 22, 2023

Recommendation

Adopt Resolution UT-1483 amending Fiscal Year 2023 Salary Resolution WD-1470 to establish a unified Long Beach Utilities Department (LBUD); adding the existing offices and positions of the City of Long Beach's natural gas utility to those existing offices and positions of the former Long Beach Water Department, recognizing all positions as those belonging to LBUD; and authorizing the General Manager to establish new unclassified positions as described to support the combined utility.

Executive Summary

On November 8, 2022, more than 63 percent of Long Beach voters cast ballots in favor of merging the City of Long Beach's (City) water, gas, and sewer utilities to improve customer service, reduce impacts to streets through better coordination of pipeline repairs, and achieve cost savings through economies of scale. Prior to the passage of Measure BB, water and sewer utilities were provided by the Long Beach Water Department (LBWD) and natural gas services through the City's Department of Energy Resources. Accordingly, separate budgets and salary resolutions governed LBWD, and the City's gas utility, respectively. The Long Beach Utilities Department (LBUD) released the first proposed consolidated utility budget on May 17, 2023; and subsequent publicly-noticed budget workshops were held on May 25 and June 8, 2023.

The passage of Measure BB changed the Long Beach City Charter, bringing together all three utilities under the management of LBUD with a single General Manager reporting to the Board of Utilities Commissioners. With the consolidation approved by voters in FY 23, the FY 24 LBUD salary resolution will be the first of these governing documents for all three utilities.

While the City's natural gas utility and the former LBWD share many of the same classifications, there are existing offices and positions unique to the gas utility that need to be added to the proposed FY 24 LBUD Salary Resolution.

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These existing offices and positions include:

- Building Maintenance Engineer
- Capital Projects Coordinator I-IV
- Corrosion Control Supervisor
- Customer Services Officer
- Customer Service Supervisor I-II
- Department Safety Officer
- Energy Services Officer
- Financial Services Officer
- Gas Construction Worker I-III
- Gas Distribution Supervisor I-II
- Gas Field Service Representative I-III
- Gas Field Technician I-III
- Gas Maintenance Supervisor I-II
- Gas Pipeline Compliance Officer
- Gas Pipeline Welder/Layout Fitter
- Manager, Business Operations
- Manager, Engineering and Construction
- Manager, Gas Services
- Manager, Maintenance Operations
- Mechanical Engineer
- Mechanical Engineering Associate
- Public Affairs Assistant
- Senior Mechanical Engineer
- Superintendent, Engineering
- Superintendent, Operations
- Superintendent, Training
- Superintendent, Pipeline Construction and Maintenance
- Utility Services Officer
- Gas Field Service Representative – Non-Career

The organizational structure of the combined utility has been designed to maximize coordination and collaboration across workgroups. Accordingly, updates to titles and job duties of management classifications supporting the combined utility are needed and identified below:

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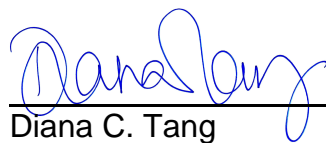
| Title | Duties |
|--|--|
| Administrative Officer - Utilities | All existing duties of the Administrative Officer - Water position remain, add similar functions related to the gas utility |
| Director of Resources | All existing duties of the Director of Water Resources classification remain, add implementation and oversight of similar public facing conservation and energy efficiency programs related to the gas utility |
| Director of Management Information Systems | All existing duties of the Manager of Management Information Systems remain, add similar functions related to the gas utility |
| Senior Director of Administration | All existing duties of the Director of Administration classification remain, add similar duties related to the gas utility |
| Senior Director of Finance | All existing duties of the Director of Finance classification remain, add similar duties related to the gas utility |
| Senior Director of Utilities | This new position will be responsible for oversight of critical utility functions. |

The attached Salary Resolution provides the General Manager with authority to establish a unified utilities department, encompassing the 550 employees supporting water, gas, and sewer operations in the city and the surrounding service areas.

Upon approval by the Board, the Salary Resolution UT-1483 will be forwarded to the City Clerk's Office to be submitted to the Long Beach City Council for approval and adoption.

Fiscal Impact

Appropriate budget has been allocated to these positions, filled or to be filled, as a result of changes made in the salary resolution. These costs are included in the Water, Gas, and Sewer Funds, respectively for FY 24 budget and financial projections.



Diana C. Tang
Assistant General Manager



Christopher J. Garner
General Manager

Attachment

RESOLUTION NO. UT-1483

A RESOLUTION OF THE BOARD OF PUBLIC UTILITIES COMMISSIONERS OF THE CITY OF LONG BEACH CONFIRMING, READOPTING AND AMENDING RESOLUTION NO. WD-1470, CREATING OFFICES AND POSITIONS OF EMPLOYMENT, AND FIXING THE AMOUNT OF COMPENSATION FOR SUCH OFFICES AND POSITIONS, AND RESCINDING ALL OTHER RESOLUTIONS OR ORDERS RELATING THERETO

WHEREAS, the Board of Public Utilities Commissioners of the City of Long Beach ("Board"), pursuant to Subsection (3) of Section 1403 of the Charter of the City of Long Beach, desires to create certain offices and positions in the permanent service of the Long Beach Public Utilities Department ("Utilities Department"), fix the amount of compensation therefore, and rescind all other resolutions or orders relating thereto;

NOW, THEREFORE, the Board of Public Utilities Commissioners of the City of Long Beach resolves as follows:

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1 Section 1. TITLE. This Resolution shall be known as the “Utilities
2 Department Salary Resolution” and may be cited and referred to as such.

3 Section 2. ESTABLISHMENT OF OFFICES, POSITIONS AND
4 COMPENSATION.

5 The Board hereby creates and establishes the offices and positions of
6 employment listed in Attachment “A”, at the compensation set forth at the Salary Range
7 designated and any additional compensation listed herein therefore notwithstanding those
8 positions of employment at the compensation set forth therein and any additional
9 compensation listed in Salary Resolution of the City of Long Beach (“City Salary
10 Resolution”) with the purpose of amending this Resolution immediately thereafter to include
11 the new position(s) of employment and subsequent compensation. Pay rates for all offices
12 and positions shall take effect on and after the date and time set in the City Salary
13 Resolution unless otherwise duly noted within or superseded by MOU provisions with City
14 Council approval.

15 Further, in accordance with Section 3(6) of the Civil Service Rules, the Board
16 hereby creates and establishes the non-career (NC) positions of employment listed below
17 at the compensation of each non-career position at the pay rates set forth in the Salary
18 Schedules and identified by a Salary Range Number.

19 Section 3. EMPLOYMENT COMPENSATION. Every person who has
20 been or who hereafter may be duly appointed to an office or position of employment
21 indicated herein (“employee”) and who is qualified to hold and does hold such office or
22 position from and after the date or dates that the compensation prescribed herein shall
23 become effective or from the date of employment, whichever occurs later, shall receive as
24 full compensation for his/her services a biweekly salary based on one of the pay rates
25 herein, in each Salary Schedule (“Salary Schedule”) established in the City Salary
26 Resolution in effect or as amended for his/her office or position, together with such
27 additional compensation, if any, as provided herein, by the City Salary Resolution, or by
28 the City Personnel Ordinance. The method and manner of determination of the pay rate

1 for each office or position of employment shall be fixed as stated in this Resolution, which
2 may also include, by reference, part of the City Salary Resolution and City Personnel
3 Ordinance.

4 Section 4. PAY RATES.

5 The biweekly salary of any employee of the Utilities Department who is
6 appointed to any office or position of employment created and established in this
7 Resolution shall be at a Pay Rate Step of the Salary Range Number for such office or
8 position in accordance with the City's step placement policy or as determined by the
9 General Manager of the Utilities Department ("General Manager"). In those cases where
10 offices or positions are designated by grade numbers, the biweekly salaries of such
11 employees shall be computed based on one of the pay rates designated for the grade
12 thereof. The General Manager may designate the initial Pay Rate Step or increment of any
13 employee within the Salary Range for the employee's office or position. However, the
14 Board may, by resolution, specifically designate that the pay rate of any employee is fixed
15 at some other pay rate included within the Salary Schedule without limitation as to grade
16 or numerical designation.

17 After the initial Pay Rate Step, an employee's pay rate progression in the
18 office or position shall be adjusted according to procedures established in the City's step
19 placement policy.

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

24 Section 5. PROMOTIONS. If an employee is promoted from one position
25 to another for which a higher pay rate is established, or is advanced from one grade to
26 another in the same position for which a higher pay rate is established, or is transferred
27 from one department to another without change of position or grade, then the General
28 Manager shall designate the pay rate of such employee to be at one of the pay rates for

1 such position or grade which will be not less than the pay rate received by such employee
2 immediately prior to such promotion, advancement, transfer, or Salary Schedule change.
3 Likewise, if an employee is transferred as prescribed by the Civil Service Rules and
4 Regulations for the City of Long Beach ("Civil Service Rules") for other than disciplinary
5 reasons from one position to another position for which a lower pay rate is established,
6 then the General Manager shall designate the pay rate of such employee to be at one of
7 the pay rates prescribed for such position to which the employee is transferred. For the
8 purpose of computing the "period of employment" under the provisions of this Section, an
9 employee of the Utilities Department who has been reinstated to his/her former position
10 pursuant to the provisions of Section 52 of the Civil Service Rules shall be considered as
11 having been in the continuous service of the Utilities Department during the period said
12 employee shall have served in the Armed Forces.

13 Section 6. PAY FOR EXECUTIVES/PROFESSIONALS.

14 A. Salary Ranges and Salary Adjustments. The provisions of this
15 Resolution relating to assignment of employees to Pay Rate Steps and to pay step
16 advancement shall not apply to employees in offices or positions which have been
17 assigned to Salary Range Number E00 or B00. The level of compensation of employees
18 in such offices or positions shall be determined on a merit basis, and said employees shall
19 be initially placed by the General Manager at a level of compensation within Salary Range
20 Number E00 or B00 which has been designated by this Resolution for said employee's
21 office or position. After the employee has been initially placed at a level of compensation
22 within the Salary Range Number E00 or B00, the General Manager shall have the sole and
23 exclusive discretion to increase or decrease the employee's level of compensation within
24 Salary Range Number E00 or B00 for the employee's office or position which the General
25 Manager shall determine to be the proper level of compensation as merited by the
26 performance and demonstrated ability of said employee through an evaluation process
27 provided, however, that the total of all percentage increases or decreases in compensation
28 for any such employee shall not exceed seven percent (7%) during any fiscal year.

1 Evaluation shall be no more than once in any six-month period.

2 B. Executive Performance Incentive Compensation. In addition to and
3 apart from any merit increase provided in subsection "A" above, each employee assigned
4 to the Salary Range Number E00 shall be eligible to participate in and receive Individual
5 Performance Incentive Compensation, the purpose of which is to compensate
6 management employees for distinguished and outstanding performance for the periods for
7 which Individual Performance Incentive Compensation is paid and in further anticipation of
8 continued distinguished and outstanding performance in subsequent periods.

9 At or near the commencement of the applicable fiscal year, an eligible
10 employee and the General Manager shall develop and establish a written and approved
11 performance plan for the employee which sets forth objectives or targeted results for the
12 ensuing fiscal year or remaining portion thereof. Outstanding performance in the attainment
13 of these objectives or distinguished performance in a specific project or program shall
14 qualify the employee for Individual Performance Incentive Compensation. Such incentive
15 compensation may be paid to any eligible employee in an amount not to exceed \$3,500.00
16 per fiscal year based upon the evaluation and determination by the General Manager of
17 the employee's performance under the previously approved performance plan

18 Section 7. EXECUTIVE LEAVE. Employees with the Salary Range
19 Number E00 are eligible to be granted executive leave by the General Manager, in
20 accordance with and pursuant to the provisions of Section 4.10 of the City Personnel
21 Ordinance. In addition to the five days granted to eligible employees in Section 4.10 of the
22 City Personnel Ordinance, the General Manager may grant up to five additional days of
23 executive leave per calendar year for employees with the Salary Range Number E00 if an
24 employee is promoted from one position to another for which a higher pay rate is
25 established, or is advanced from one grade to another in the same position for which a
26 higher pay rate is established, or is transferred from one department to another without
27 change of position or grade, then the General Manager shall designate the pay rate of such
28 employee to be at one of the pay rates for such position or grade which will be not less

1 than the pay rate received by such employee immediately prior to such promotion,
2 advancement, transfer, or Salary Schedule change. Likewise, if an employee is transferred
3 as prescribed by the Civil Service Rules and Regulations for the City of Long Beach ("Civil
4 Service Rules") for other than disciplinary reasons from one position to another position for
5 which a lower pay rate is established, then the General Manager shall designate the pay
6 rate of such employee to be at one of the pay rates prescribed for such position to which
7 the employee is transferred. For the purpose of computing the "period of employment"
8 under the provisions of this Section, an employee of the Utilities Department who has been
9 reinstated to his/her former position pursuant to the provisions of Section 52 of the Civil
10 Service Rules shall be considered as having been in the continuous service of the Utilities
11 Department during the period said employee shall have served in the Armed Forces.

12 Section 8. COMPENSATION COMPUTATIONS. All salaries and wages
13 in this Resolution shall be computed and payable in biweekly installments, and such
14 installments shall be paid every other Friday in accordance with and in continuation of the
15 schedule of biweekly pay periods and paydays established and commenced by the City
16 Council of the City of Long Beach ("City Council").

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

22 B. Unpermitted Absences. When an employee is absent for any reason
23 other than one of the permitted absences authorized by Section 1.06 of the City Personnel
24 Ordinance, the employee is not entitled to receive the full amount of his/her installment of
25 pay for the biweekly pay period during which said absence occurred. The amount of pay
26 that the employee shall receive for such pay period shall be computed by multiplying the
27 employee's applicable hourly pay rate by the number of hours or fraction of hours for which
28 pay is actually due.

1 Section 9. POSITION DUTIES. Every employee of the Utilities
2 Department shall perform such duties as are indicated by the title of his/her office or
3 position and as are usually incident to such office or position and those that are assigned
4 by his/her immediate supervisor, and such duties shall be performed in aid of the proper
5 and efficient administration of the Utilities Department.

6 Section 10. POSITION COMPENSATION DESIGNATION. The
7 designation of certain positions in the schedule of positions contained herein and the
8 designation of grades within a specified classification are made for the purpose of
9 classifying such position according to the degree of responsibility and character of the
10 duties required by such positions solely and only to the end that salary schedules for such
11 positions will reflect the differences in the responsibilities and duties attached to positions
12 of the same classification. The characterization of positions by said terms is hereby
13 declared to have no other purpose or effect and shall not in any manner change or alter
14 the classification of employees holding such positions.

15 Section 11. TEMPORARY ASSIGNMENTS.

16 A. Training and Development. An employee temporarily assigned to
17 perform duties not ordinarily attached to his/her position for the purpose of training and
18 development pursuant to Section 63(3) of the Civil Service Rules shall be compensated at
19 the pay rate fixed by the City Salary Resolution and the Salary Schedule for the position
20 involving the duties to which temporary assignment has been made and at the step most
21 closely approximating the pay rate of the employee immediately prior to the temporary
22 assignment provided that in no event shall the pay rate for the temporary assignment
23 exceed the employee's pay rate immediately prior to the temporary assignment.

24 B. Rehabilitation or Recovery from a Medical Condition. An employee
25 temporarily assigned to perform duties not ordinarily attached to his/her position for the
26 purpose of rehabilitation or recovery from a medical condition that has been certified by
27 the City Health Officer, pursuant to Section 63(5) of the Civil Service Rules, shall be
28 compensated at the pay rate fixed by the City Salary Resolution and the Salary Schedule

1 for the position involving the duties to which temporary assignment has been made and at
2 the step most closely approximating the pay rate of the employee immediately prior to the
3 temporary assignment provided that in no event shall the pay rate for the temporary
4 assignment exceed the employee's pay rate immediately prior to the temporary
5 assignment.

6 C. Y-Rate. An employee temporarily assigned to perform duties not
7 ordinarily attached to his/her position pursuant to Sections 63 (3) or 63 (5) of the Civil
8 Service Rules, which temporary assignment results in a lower hourly pay rate, may be Y-
9 rated (pay rate frozen) until such time as the top step of the employee's new position is
10 equal to or surpasses the employee's Y-rate. The Y-rate shall apply to employees in the
11 positions designated by the General Manager and will continue to be Y-rated until such
12 time as the top step of the employee's new position is equal to or surpasses the employee's
13 Y-rate.

14 Section 12. ORGANIZATIONAL ORDINANCE.

15 A. Bureaus and Divisions. There are hereby created and established in
16 the Utilities Department the following bureaus and divisions:

- 17 1. Commission Bureau with no divisions;
- 18 2. Executive Bureau with the following divisions: General
19 Manager; Assistant General Manager(s); and Executive Support;
- 20 3. Financial Bureau with the following divisions: Administration,
21 Budget and Rates, and Accounting;
- 22 4. Water Resources with the following divisions: Administration;
23 Conservation; and Planning;
- 24 5. Gas Business Services with the following divisions:
25 Administration; Gas Procurement;
- 26 6. Gas Engineering with the following divisions: Administration;
27 Gas Pipeline Engineering; Gas Inspection; and Regulatory Compliance;
- 28 7. Water Engineering with the following divisions: Administration;

Water Pipeline Infrastructure; Water and Sewer Infrastructure; Water Construction Services; Development Services; and Water Inspection;

8. Management Information Systems with the following divisions: Administration; Help Desk; and Technology Assets and Infrastructure;

9. Groundwater Treatment with the following divisions: Administration; Water Quality; and Water Treatment;

10. Support Services with the following divisions: Administration; Procurement; Facilities Maintenance; and Security and Emergency Preparedness;

11. Water Construction with the following divisions: Administration; and Water Pipeline Construction;

12. Gas Construction with the following divisions: Administration; and Gas Pipeline Construction;

13. Utilities Field Customer Service with the following divisions: Administration; Gas Services; Water Services; and Sewer Operations;

14. Administration Services Bureau with the following divisions: Administration; Personnel Services; and Personnel Policies and Procedures;

15. Occupational Safety Bureau with the following divisions: Administration; and Safety;

16. Government and Public Affairs with the following divisions: Administration; Public Affairs; and Government Affairs; and

17. Utilities Customer Service with the following divisions: Administration; Call Center; and Utility Billing Services.

B. Organizational Structure. Each of the bureaus shall be respectively under the immediate supervision and control of the head of that bureau.

C. General Manager Appointments. The General Manager may appoint positions including, but not limited to, Assistant General Manager, Special Projects Officer, Executive Assistant to the Board of Utilities Commissioners, and Executive Assistant to the General Manager.

1 Section 13. CONTINUITY OF LEADERSHIP.

2 In accordance with City Charter Section 1403(3), the Board's plan of
3 succession is modified whereby the Assistant General Manager(s) shall perform the duties
4 of the General Manager in the temporary absence of the General Manager, and whereby
5 the Board will appoint an Acting General Manager in the temporary absence of the General
6 Manager, and the Assistant General Manager. In the case of such absence and during the
7 time that the employee is performing the duties of Acting General Manager, the employee
8 shall not be entitled to receive the compensation of the General Manager.

9 However, if there is a permanent vacancy in the position of Assistant General
10 Manager(s), , bureau head, or division head due to any reason such as retirement,
11 resignation, or termination, then the General Manager may assign an employee to perform
12 as Acting Assistant General Manager, acting bureau head, or acting division head. During
13 the time that the employee has been so assigned by the General Manager, then the
14 employee shall be entitled to receive the compensation established in this Resolution, the
15 City Salary Resolution, or the applicable Memorandum of Understanding for the office or
16 position to which that employee is assigned. If there is a permanent vacancy in the position
17 of General Manager, then the Board may assign an employee to perform as Acting General
18 Manager and that employee shall be entitled to receive the compensation established in
19 this Resolution for the position of General Manager.

20 Section 14. SKILL AND OTHER PAYS.

21 When an employee is classified in one of the following positions described in
22 Attachment "B" and is assigned to perform and does perform the occupational skill
23 described in the column hereof designated "Skill", said employee shall be paid on a per
24 diem, hourly rate or onetime payment (bonus) basis, as indicated herein, the amount of
25 additional compensation set forth in the column designated "Additional Compensation"
26 opposite the described skill. The additional compensation shall be paid to the employee at
27 an hourly rate only if said employee is assigned to regularly perform said occupational skill
28 on a daily basis. If an employee is not regularly assigned to perform said occupational skill

1 on a daily basis, then the additional compensation shall be paid at a per diem rate, and
2 said per diem skill pay shall be paid only for each work day that the employee actually
3 performs said occupational skill, and the employee is not entitled to receive and shall not
4 be paid per diem skill pay for any date that the employee does not work or is absent from
5 work on a permitted absence. For purposes of this Section, any employee in a non-career
6 position shall receive skill pay in the same manner as prescribed for a comparable
7 employee in the classified career service and need not be specifically designated in the
8 following table(s) unless there is no comparable classified position.

9 The skill pays described in Attachment "B", as determined by the General
10 Manager or Assistant General Manager shall be effective on the date on which this
11 Resolution is approved by the City Council, unless otherwise duly noted within the
12 Resolution or superseded by MOU provisions.

13 Employees receiving a skill pay as a result of holding a certification beyond
14 the requirements of the position must ensure currency of that certification. Lapse in
15 possessing such certification while receiving skill pay compensation may result in refunding
16 the City/Utilities and potential disciplinary action.

17 Section 15. OTHER COMPENSATION.

18 A. Overtime.

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

25 Any employee in the classification of Water Utility Mechanic II or III who
26 possesses the necessary certifications and shall be required to and shall work overtime
27 (as such term is defined in the City Personnel Ordinance) or on a regular day off, or on a
28 legal holiday, for which time such employee would be entitled to but does not receive time

1 off in performing the duties of Water Utility Supervisor – I, shall be entitled to and shall
2 receive the same compensation as said Water Utility Supervisor – I, would have received
3 when so working overtime. The method of computation of the amount of additional
4 compensation to be paid to an employee shall be the difference between a Water Utility
5 Supervisor I at step 7 and that of said employee at his or her base rate multiplied by the
6 overtime hours worked.

7 Non-management represented employees may be eligible for Banked or
8 Compensatory Time Off (CTO) described in their respective Memoranda of Understanding
9 (“MOU”).

10 B. Night Shift and Split-Shift

11 In addition to other compensation described herein, a night shift differential
12 shall be paid to any permanent full-time employee whose regular schedule requires the
13 employee to work between the hours of 6:00 p.m. and 6:00 a.m., provided that the
14 employee works one-half ($\frac{1}{2}$ or 50%) or more of his/her regularly scheduled shift between
15 the hours of 6:00 p.m. and 6:00 a.m., and such employee shall be eligible to be paid the
16 additional rate established by their respective MOU for each hour worked during the entire
17 shift.

18 C. Higher Classification Pay

19 Each non-management represented employee in a classification or grade
20 level below the level of division head, who is required in a calendar year to perform the full
21 range of duties in a different classification or grade level with a higher Salary Range than
22 the employee's current classification or grade level, shall be paid at a rate specified in their
23 respective Memoranda of Understanding (“MOU”) as additional compensation for each
24 hour that the employee performs the duties. In no event shall the total compensation paid
25 to the employee for regular salary and higher classification pay exceed the top step of the
26 higher classification or grade level. The employee receiving higher classification pay will
27 be required to record the title of the vacant higher classification or grade, and in the case
28 of a temporary vacancy, the name of the employee who holds the higher classification

position, and the reason for the temporary higher classification assignment. This documentation of the higher classification assignment information on the employee's time card is required for auditing purposes. The higher level duties performed must be those of a permanent budgeted position that is vacant, either temporarily, because of absence or reassignment of the regular employee, or vacant due to resignation, termination or other such action. The temporary appointment to the higher classification must be approved by the Department head or his/her designee, in writing.

Section 16. TRANSPORTATION.

Employees requiring transportation in connection with the performance of their duties for the Utilities Department may be assigned a vehicle owned by the Utilities Department or an employee may receive, by way of reimbursement, the cost of transportation incurred in the performance of his/her duties. Reimbursement, at the discretion of the General Manager, may be paid to such employees on the basis of any of the following computations:

- A. Actual cost of transportation per month for public transportation; or
- B. For use of a privately-owned vehicle used for Utilities Department business:

1. Any Utilities Department employee whose official duties require intermittent or routine transportation and who does not have access to a Utilities Department vehicle, will be authorized to use his or her personal vehicle for the performance of official duties and shall be reimbursed by the Utilities Department at the rate established in the City Salary Resolution. Employees represented by the Association of Long Beach Employees (ALBE), with approval from the General Manager or designee, may be authorized to be reimbursed for public bus or taxi transportation. Employees subject to emergency calls but who do not have access to a Utilities Department vehicle during "off-duty" hours, may be authorized to be reimbursed as specified above for the use of their own vehicles or for the actual cost of public transportation. Mileage reimbursements shall be administered in accordance with City Administrative Regulation 4-2 Employee

1 Transportation Authorization and Control.

2 2. Any Utilities Department employee who drives 300 or more
3 miles in any calendar month in the performance of his or her duties shall be reimbursed at
4 the rate established in the City Salary Resolution plus an additional \$0.10 per mile. If an
5 employee's annual monthly mileage average in a calendar year is equal to or over 300
6 miles per month, reimbursement of the additional \$0.10 per mile shall be paid at the end of
7 the calendar year for those months that were paid at the lower rate. Employees will not
8 receive additional compensation for those miles already paid at the higher rate.

9 In each instance that an employee uses a privately-owned vehicle, the
10 employee shall procure and maintain in full force and effect bodily injury and property
11 damage insurance from a company or companies authorized to do business in the State
12 of California with minimum coverages as prescribed by the General Manager at all times
13 while said privately-owned vehicle is used for Utilities Department business.

14 Section 17. PAY DEDUCTION AUTHORIZATION. Pursuant to this
15 Resolution and the rules, regulations and policies promulgated by the Board, employees
16 may authorize deductions to be made from their salaries or wages for purposes authorized
17 by the provisions of Article 6 of Chapter 1 of Division 4 of Title 1, and Articles 1, 1.5 and 2
18 of Chapter 2 of Part 1 of Division 2 of Title 5 of the California Government Code, except
19 that such deductions for payment of dues or other services provided by an employee
20 organization or association shall be only as provided by a valid existing contract between
21 the City and said employee organization or association.

22 Section 18. EMPLOYEE SUGGESTION AWARDS. Pursuant to this
23 Resolution, the Administrative Regulations or the City's Financial Policies and Procedures
24 issued by the City Manager, the General Manager may, within their sole discretion, award
25 employees additional compensation for suggestions made that result in measurable
26 monetary savings to the Utilities Department. Such awards shall not exceed ten percent
27 (10%) of the anticipated first year savings after adoption of the suggestion provided,
28 however, that the maximum award shall not exceed \$5,000.00.

1 Section 19. RELOCATION COMPENSATION. Notwithstanding any other
2 provision of this Resolution, the General Manager may, within their sole discretion, provide
3 as part of an employee's annual compensation additional compensation for relocation and
4 moving expenses actually and necessarily incurred to accept a position with the Utilities
5 Department if the General Manager determines that such additional compensation is
6 required as a necessary inducement for the acceptance of employment with the Utilities
7 Department. Said additional compensation must be provided within one year after the
8 employee's appointment date.

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

23 Section 21. STAND BY DUTIES.

24 A. Standby Compensation. Each employee who qualifies under
25 subsection "B" below shall be compensated at the rate established in their respective
26 Memorandum of Understanding (MOU) for each full hour of standby duty.

27 B. Standby Responsibilities. Employees who are released from active
28 duty but who are required by the Utilities Department to leave notice where they can be

1 reached and be available to return to active duty when required by the Utilities Department
2 shall be said to be on standby duty. Standby duty shall, whenever possible, be assigned to
3 employees on a voluntary basis. When voluntary assumption of standby duty by employees
4 is insufficient to meet the needs of the Utilities Department, then such duty will be assigned
5 upon a rotational basis whenever possible within affected work units. Standby duty requires
6 that assigned employees must be reachable by telephone or other communicating device
7 and refrain from activities which might impair their ability to perform assigned duties. If a
8 standby call is missed, the employee has fifteen minutes to make contact with the
9 supervisor. Employees shall then respond within thirty minutes (30 minutes) to their
10 designated work location as assigned by a Utilities Department supervisor. Employees not
11 obliged to remain on standby duty have no obligation to meet these requirements.
12 Employees accepting standby duty who are not able to meet the above criteria due to
13 distance must make prior arrangements with the General Manager or his/her designee
14 before accepting the standby duty.

15 Section 22. CALL BACK. Call-back duty occurs when off-duty personnel
16 are unexpectedly ordered to return to duty because of unanticipated work needs.
17 Represented employees who return to work on "Call-Back" duty shall be paid at a rate
18 specified by their respective Memoranda of Understanding ("MOU").

19 Section 23. EFFECTIVE TERM OF COMPENSATION. The compensation
20 prescribed herein shall remain in effect until superseded by the City Council to reflect
21 adjustments in compensation in applicable memoranda of understanding and as otherwise
22 prescribed by the City Council for employees not covered by memoranda of understanding,
23 or until this Resolution is amended or rescinded.

24 Section 24. RECOGNITION. In addition to other compensation described
25 herein, there shall be presented to each employee upon completion of ten years' service,
26 fifteen years' service, twenty years' service, twenty-five years' service, thirty years' service,
27 thirty-five years' service, forty years' service, and upon retirement a suitable service award.
28 The Board shall also sponsor an annual luncheon honoring those employees who have

1 completed twenty years' service and who have received state, national and other awards.

2 Section 25. OCCUPATIONAL SAFETY INCENTIVES. Employees may
3 also receive additional compensation in the form of a safety award, including a safety
4 breakfast, lunch and dinner, as determined by the General Manager, for successful
5 participation in the Utilities Department's safety program.

6 Section 26. MEAL REIMBURSEMENT. Employees who are authorized and
7 work unscheduled hours as a result of call back or extended shift assignment and
8 subsequently were unable to make meal preparations, may be eligible for reimbursement
9 for the cost of their meals at a level prescribed by the Long Beach Utilities Department
10 Personnel Policies and Procedures. All conditions must be met by employees as stated in
11 the above referenced policy prior to receipt of reimbursement.

12 Section 27. EDUCATION REIMBURSEMENT. To encourage employees to
13 increase professional competence and to keep abreast of technological changes, the
14 Utilities Department will reimburse a portion of the costs that an employee incurs when
15 pursuing a job-related, off-duty education or career development program that is of mutual
16 benefit to the Utilities Department and the employee pursuant to the Long Beach Utilities
17 Department Personnel Policies and Procedures Manual.

18 Section 28. PROFESSIONAL AND TECHNICAL LICENSES. Employees
19 seeking to obtain or renew professional and technical licenses and certificates in
20 accordance with the Long Beach Utilities Department Personnel Policies and t Procedures
21 may be eligible for reimbursement for the accrued costs in obtaining said professional and
22 technical licenses and certificates.

23 Section 29. CLEAN UP TIME. Clean Up Time - Employees represented by
24 ALBE shall be afforded fifteen minutes of personal "clean-up" time prior to the conclusion
25 of their regular work shifts, and shall suffer no interruption of pay during the authorized
26 clean-up time. In no event, however, shall this practice result in the payment of overtime.

27 Section 30. BOARD RECOGNITION.

28 The Board may sponsor an annual Board/Staff Dinner for selected

employees to review achievements of the previous year and capital projects planned for the next five years.

The Board may sponsor other benefits, luncheons, dinners, and the like for special awards, strategic planning sessions, outstanding achievements, Metropolitan Water District of Southern California directors and managers, water and sewer related professional organizations, and the like.

Section 31. CONCURRENCE WITH CITY COUNCIL APPROVED COMPENSATION. If the City Council, in its resolution approving the compensation fixed herein, or in the City Salary Resolution, approves compensation (including skill pay) for offices or positions listed herein at a compensation or skill pay different than that indicated opposite the positions listed herein or approves classifications for offices or positions not listed herein or approves compensation arising from various Memoranda of Understanding with the City's bargaining units, then the Board does hereby fix the compensation for said office or position at the compensation (including skill pay) so fixed by the City Council by resolution and the Board does hereby adopt the classification for offices and positions fixed by the City Council by resolution.

Section 32. CERTIFICATION OF ADOPTION. The Secretary of the Board of Utilities Commissioners shall certify to the passage of this Resolution, and it shall be deemed operative on the date on which this Resolution is approved by the City Council, unless otherwise duly noted within this Resolution or superseded by MOU provisions.

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I hereby certify that the foregoing Resolution was adopted by the Board of
Public Utilities Commissioners of the City of Long Beach at its meeting held on
, 2023, by the following vote:

Ayes: Commissioners: _____

Noes: Commissioners: _____

Absent: Commissioners: _____

Secretary
Board Of Public Utilities Commissioners

**ATTACHMENT A
OFFICES, POSITIONS AND COMPENSATION ASSIGNED PAY RATE**

| TITLE | SALARY RANGE |
|--|---------------------|
| Accountant I | 490 |
| Accountant II | 540 |
| Accountant III | 590 |
| Accounting Clerk I | 340 |
| Accounting Clerk II | 370 |
| Accounting Clerk III | 400 |
| Accounting Officer | E00 |
| Accounting Technician | 440 |
| Administrative Aide I | 430 |
| Administrative Aide II | 460 |
| Administrative Aide III | 520 |
| Administrative Analyst I | 570 |
| Administrative Analyst II | 600 |
| Administrative Analyst III | 630 |
| Administrative Officer - Utilities | E00 |
| Assistant Administrative Analyst I | 470 |
| Assistant Administrative Analyst II | 530 |
| Assistant General Manager | E00 |
| Assistant General Manager - Operations | E00 |
| Assistant to the General Manager | E00 |
| Automatic Sprinkler Control Technician | 440 |
| Building Maintenance Engineer | 560 |
| Business Systems Specialist I | 530 |
| Business Systems Specialist II | 570 |

**ATTACHMENT A
OFFICES, POSITIONS AND COMPENSATION ASSIGNED PAY RATE**

| | | |
|----|----------------------------------|-----|
| 1 | Business Systems Specialist III | 610 |
| 2 | Business Systems Specialist IV | 650 |
| 3 | Business Systems Specialist V | 690 |
| 4 | Business Systems Specialist VI | 730 |
| 5 | Business Systems Specialist VII | 770 |
| 6 | Buyer I | 540 |
| 7 | Buyer II | 610 |
| 8 | Capital Projects Coordinator I | 640 |
| 9 | Capital Projects Coordinator II | 660 |
| 10 | Capital Projects Coordinator III | 690 |
| 11 | Capital Projects Coordinator IV | 750 |
| 12 | Chief Construction Inspector | 685 |
| 13 | Civil Engineer | 645 |
| 14 | Civil Engineering Assistant | 515 |
| 15 | Civil Engineering Associate | 595 |
| 16 | Clerk Typist I | 320 |
| 17 | Clerk Typist II | 350 |
| 18 | Clerk Typist III | 380 |
| 19 | Clerk Typist IV | 410 |
| 20 | Clerk Typist V | 440 |
| 21 | Communication Specialist I | 520 |
| 22 | Communication Specialist II | 560 |
| 23 | Communication Specialist III | 600 |
| 24 | Communication Specialist IV | 650 |
| 25 | Communication Specialist V | 690 |
| 26 | Communication Specialist VI | 730 |

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**ATTACHMENT A
OFFICES, POSITIONS AND COMPENSATION ASSIGNED PAY RATE**

| | | |
|----|--|-----|
| 1 | Communication Specialist VII | 770 |
| 2 | Construction Inspector I | 535 |
| 3 | Construction Inspector II | 574 |
| 4 | Construction Services Officer | E00 |
| 5 | Contract Administrator I | 460 |
| 6 | Contract Administrator II | 520 |
| 7 | Corrosion Control Supervisor | 584 |
| 8 | Customer Service Representative I | 330 |
| 9 | Customer Service Representative II | 360 |
| 10 | Customer Service Representative III | 400 |
| 11 | Customer Services Officer | E00 |
| 12 | Customer Services Supervisor II | 510 |
| 13 | Department Safety Officer | E00 |
| 14 | Deputy General Manager | E00 |
| 15 | Deputy General Manager - Business | E00 |
| 16 | Deputy General Manager - Engineering | E00 |
| 17 | Deputy General Manager - Operations | E00 |
| 18 | Director of Administration | E00 |
| 19 | Director of Engineering | E00 |
| 20 | Director of Finance | E00 |
| 21 | Director of Government and Public Affairs | E00 |
| 22 | Director of Management Information Systems | E00 |
| 23 | Director of Operations | E00 |
| 24 | Director of Planning and Water Conservation | E00 |
| 25 | Director of Water and Sewer Field Operations | E00 |
| 26 | Director of Water Quality and Process | E00 |
| 27 | | |

**ATTACHMENT A
OFFICES, POSITIONS AND COMPENSATION ASSIGNED PAY RATE**

| | | |
|----|---|-----|
| 1 | Director of Water Resources | E00 |
| 2 | Director of Resources | E00 |
| 3 | Division Engineer | E00 |
| 4 | Electrical and Instrumentation Supervisor | 740 |
| 5 | Electrical and Instrumentation Technician I | 591 |
| 6 | Electrical and Instrumentation Technician II | 620 |
| 7 | Electrical Supervisor | 550 |
| 8 | Electrician | 503 |
| 9 | Electronic Communication Technician I | 520 |
| 10 | Electronic Communication Technician II | 540 |
| 11 | Electronic Communication Technician III | 580 |
| 12 | Energy Services Officer | E00 |
| 13 | Engineering Technician I | 464 |
| 14 | Engineering Technician II | 505 |
| 15 | Equipment Mechanic I | 483 |
| 16 | Equipment Mechanic II | 502 |
| 17 | Equipment Operator I | 372 |
| 18 | Equipment Operator II | 416 |
| 19 | Equipment Operator III | 442 |
| 20 | Executive Assistant to the Board of Utilities Commissioners | E00 |
| 21 | Executive Assistant to the Board of Utilities Commissioners and General Manager | E00 |
| 22 | Executive Assistant to the General Manager | E00 |
| 23 | Executive Secretary - Utilities | E00 |
| 24 | Financial Services Officer - Utilities | E00 |
| 25 | Garage Service Attendant I | 373 |
| 26 | | |
| 27 | | |
| 28 | | |

**ATTACHMENT A
OFFICES, POSITIONS AND COMPENSATION ASSIGNED PAY RATE**

| | | |
|----|--|-----|
| 1 | Garage Service Attendant II | 393 |
| 2 | Garage Service Attendant III | 450 |
| 3 | Garage Supervisor I | 551 |
| 4 | Garage Supervisor II | 621 |
| 5 | Gardener I | 360 |
| 6 | Gardener II | 392 |
| 7 | Gas Construction Worker I | 413 |
| 8 | Gas Construction Worker II | 433 |
| 9 | Gas Construction Worker III | 503 |
| 10 | Gas Distribution Supervisor I | 564 |
| 11 | Gas Distribution Supervisor II | 630 |
| 12 | Gas Field Service Representative I | 392 |
| 13 | Gas Field Service Representative II | 436 |
| 14 | Gas Field Service Representative III | 482 |
| 15 | Gas Field Technician I | 521 |
| 16 | Gas Field Technician II | 552 |
| 17 | Gas Field Technician III | 571 |
| 18 | Gas Maintenance Supervisor I | 564 |
| 19 | Gas Maintenance Supervisor II | 630 |
| 20 | Gas Maintenance Supervisor II | 630 |
| 21 | Gas Pipeline Compliance Officer | E00 |
| 22 | Gas Pipeline Welder/Layout Fitter | 561 |
| 23 | General Manager - Utilities | E00 |
| 24 | Geographic Information Systems Analyst I | 527 |
| 25 | Geographic Information Systems Analyst II | 564 |
| 26 | Geographic Information Systems Analyst III | 597 |
| 27 | | |

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**ATTACHMENT A
OFFICES, POSITIONS AND COMPENSATION ASSIGNED PAY RATE**

| | | |
|----|--|-----|
| 1 | Geographic Information Systems Technician I | 460 |
| 2 | Geographic Information Systems Technician II | 500 |
| 3 | Laboratory Analyst I | 490 |
| 4 | Laboratory Analyst II | 530 |
| 5 | Laboratory Analyst III | 590 |
| 6 | Laboratory Assistant I | 360 |
| 7 | Laboratory Assistant II | 380 |
| 8 | Laboratory Assistant III | 420 |
| 9 | Laboratory Services Officer | E00 |
| 10 | Machinist | 490 |
| 11 | Maintenance Assistant I | 291 |
| 12 | Maintenance Assistant II | 330 |
| 13 | Maintenance Assistant III | 362 |
| 14 | Manager, Administration | E00 |
| 15 | Manager, Budget and Rates | E00 |
| 16 | Manager, Business Development | E00 |
| 17 | Manager, Business Operations | E00 |
| 18 | Manager, Engineering | E00 |
| 19 | Manager, Engineering and Construction | E00 |
| 20 | Manager, Finance | E00 |
| 21 | Manager, Gas Construction | E00 |
| 22 | Manager, Gas Services | E00 |
| 23 | Manager, Government & Public Affairs | E00 |
| 24 | Manager, Information Systems | E00 |
| 25 | Manager, Maintenance Operations | E00 |
| 26 | Manager, Planning | E00 |
| 27 | | |
| 28 | | |

**ATTACHMENT A
OFFICES, POSITIONS AND COMPENSATION ASSIGNED PAY RATE**

| | | |
|----|--|-----|
| 1 | Manager, Project Planning and Delivery | E00 |
| 2 | Manager, Security & Emergency Preparedness | E00 |
| 3 | Manager, Sewer Operations | E00 |
| 4 | Manager, Support Services | E00 |
| 5 | Manager, Water Construction | E00 |
| 6 | Manager, Water Process | E00 |
| 7 | Manager, Water Quality | E00 |
| 8 | Manager, Water Quality & Process | E00 |
| 9 | Manager, Water Resources | E00 |
| 10 | Manager, Water Services | E00 |
| 11 | Manager, Water Treatment | E00 |
| 12 | Mechanical Engineer | 649 |
| 13 | Mechanical Engineering Associate | 599 |
| 14 | Network Administrator | E00 |
| 15 | Office Administrator | 520 |
| 16 | Painter I | 441 |
| 17 | Painter II | 461 |
| 18 | Painter Supervisor | 500 |
| 19 | Park Maintenance Supervisor | 521 |
| 20 | Payroll/Personnel Assistant I | 350 |
| 21 | Payroll/Personnel Assistant II | 380 |
| 22 | Payroll/Personnel Assistant III | 420 |
| 23 | Plumber | 501 |
| 24 | Power Equipment Repair Mechanic I | 430 |
| 25 | Power Equipment Repair Mechanic II | 460 |
| 26 | Power Equipment Repair Mechanic III | 500 |
| 27 | | |

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**ATTACHMENT A
OFFICES, POSITIONS AND COMPENSATION ASSIGNED PAY RATE**

| | | |
|----|-----------------------------------|-----|
| 1 | Principal Construction Inspector | 625 |
| 2 | Procurement & Warehouse Officer | E00 |
| 3 | Projects Coordinator | 570 |
| 4 | Public Affairs Assistant | 540 |
| 5 | Public Information Officer | E00 |
| 6 | Research Assistant - Water | B00 |
| 7 | Safety Specialist I | 530 |
| 8 | Safety Specialist II | 590 |
| 9 | Safety Specialist III | 650 |
| 10 | Secretary | 410 |
| 11 | Senior Accountant | 630 |
| 12 | Senior Civil Engineer | 693 |
| 13 | Senior Director of Administration | E00 |
| 14 | Senior Director of Finance | E00 |
| 15 | Senior Director of Utilities | E00 |
| 16 | Senior Engineering Technician I | 547 |
| 17 | Senior Equipment Operator | 511 |
| 18 | Senior Mechanical Engineer | 700 |
| 19 | Senior Program Manager - Water | 725 |
| 20 | Senior Secretary | 440 |
| 21 | Special Projects Officer | E00 |
| 22 | Stock & Receiving Clerk | 330 |
| 23 | Storekeeper I | 380 |
| 24 | Storekeeper II | 430 |
| 25 | Superintendent, Engineering | E00 |
| 26 | Superintendent, Operations | E00 |
| 27 | | |

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**ATTACHMENT A
OFFICES, POSITIONS AND COMPENSATION ASSIGNED PAY RATE**

| | | |
|----|---|-----|
| 1 | Superintendent, Training | E00 |
| 2 | Superintendent, Pipeline Construction and Maintenance | E00 |
| 3 | Supervisor, Facilities Maintenance | 620 |
| 4 | Supervisor, Stores and Property | 490 |
| 5 | Telemetry Instrument Technician I | 492 |
| 6 | Telemetry Instrument Technician II | 551 |
| 7 | Utility Services Officer | E00 |
| 8 | Water Communications Center Supervisor | 580 |
| 9 | Water Communications Dispatcher I | 460 |
| 10 | Water Communications Dispatcher II | 490 |
| 11 | Water Conservation Specialist | 660 |
| 12 | Water Quality Organic Chemist | 680 |
| 13 | Water Support Services Supervisor | 590 |
| 14 | Water Treatment Operator I | 451 |
| 15 | Water Treatment Operator II | 541 |
| 16 | Water Treatment Operator III | 590 |
| 17 | Water Treatment Operator IV | 630 |
| 18 | Water Treatment Supervisor I | 701 |
| 19 | Water Treatment Supervisor II | 741 |
| 20 | Water Utility Mechanic I | 411 |
| 21 | Water Utility Mechanic II | 431 |
| 22 | Water Utility Mechanic III | 491 |
| 23 | Water Utility Supervisor I | 640 |
| 24 | Water Utility Supervisor II | 660 |
| 25 | Welder | 496 |
| 26 | | |
| 27 | | |
| 28 | | |

**ATTACHMENT A
OFFICES, POSITIONS AND COMPENSATION ASSIGNED PAY RATE**

1 Non-career Positions

| 2 | TITLE | SALARY RANGE |
|----|---|--------------|
| 3 | N/C Accountant I | 490 |
| 4 | N/C Accountant II | 540 |
| 5 | N/C Accounting Clerk I | 340 |
| 6 | N/C Accounting Clerk II | 370 |
| 7 | N/C Accounting Clerk III | 400 |
| 8 | N/C Administrative Intern | H30 – H70 |
| 9 | N/C Assistant Buyer | M34 |
| 10 | N/C Carpenter | M47 |
| 11 | N/C Civil Engineer | N94 |
| 12 | N/C Clerk/Typist I | 320 |
| 13 | N/C Clerk/Typist II | 350 |
| 14 | N/C Clerk/Typist III | 380 |
| 15 | N/C Customer Service Representative I | 330 |
| 16 | N/C Customer Service Representative II | 360 |
| 17 | N/C Customer Service Representative III | 400 |
| 18 | N/C Electrician | M53 |
| 19 | N/C Engineering Aide I | N09 |
| 20 | N/C Engineering Aide II | N16 |
| 21 | N/C Engineering Aide III | N33 |
| 22 | N/C Engineering Technician I | 464 |
| 23 | N/C Equipment Mechanic I | M48 |
| 24 | N/C Equipment Mechanic II | M50 |
| 25 | N/C Equipment Operator I | M21 |
| 26 | N/C Equipment Operator II | M32 |

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**ATTACHMENT A
OFFICES, POSITIONS AND COMPENSATION ASSIGNED PAY RATE**

| TITLE | SALARY RANGE |
|--------------------------------|---------------------|
| N/C Equipment Operator III | M39 |
| N/C Garage Service Attendant I | M21 |
| N/C Gardener I | M20 |
| N/C Laboratory Analyst I | M46 |
| N/C Laboratory Analyst II | M52 |
| N/C Laboratory Analyst III | 590 |
| N/C Laboratory Assistant | M20 |
| N/C Maintenance Assistant I | 291 |
| N/C Maintenance Assistant II | 330 |
| N/C Maintenance Assistance III | 362 |
| N/C Painter I | M37 |
| N/C Plumber | M52 |
| N/C Stock and Receiving Clerk | M13 |
| N/C Storekeeper I | M21 |
| N/C Student Worker | H26 |
| N/C Water Utility Mechanic I | M31 |
| N/C Water Utility Worker | M28 |

ATTACHMENT B
LONG BEACH UTILITIES DEPARTMENT SKILL PAYS

**This information will be updated upon completion of labor negotiations with
represented employee labor organizations*

Possession of a Grade II Water Distribution Operator Certificate

(Issued by the State of California)

| | |
|--|-----------|
| Water Utility Mechanic I-II; Water Treatment Operator I; Senior Equipment Operator; Water Utility Worker - NC | \$2.20/hr |
| Construction Inspector I-II; Principal Construction Inspector; Customer Service Representative I-III; Water Communications Center Supervisor; Water Communications Dispatcher I-II | \$0.20/hr |

Possession of a Grade III Water Distribution Operator Certificate

(Issued by the State of California)

| | |
|--|-----------|
| Water Utility Mechanic I-II; Water Treatment Operator I; Senior Equipment Operator; Water Utility Worker - NC | \$2.48/hr |
| Water Utility Mechanic III; Water Treatment Operator II | \$0.28/hr |
| Water Utility Supervisor I-II | \$0.28/hr |
| Construction Inspector I-II; Principal Construction Inspector; Customer Service Representative I-III; Water Communications Center Supervisor; Water Communications Dispatcher I-II | \$0.35/hr |

Possession of a Grade IV Water Distribution Operator Certificate

(Issued by the State of California)

| | |
|--|-----------|
| Water Utility Mechanic I-II; Water Treatment Operator I; Senior Equipment Operator; Water Utility Worker - NC | \$2.75/hr |
| Water Utility Mechanic III; Water Treatment Operator II | \$0.55/hr |
| Water Utility Supervisor I-II | \$0.50/hr |
| Water Treatment Operator III-IV | \$0.28/hr |
| Water Treatment Supervisor I-II | \$0.25/hr |
| Construction Inspector I-II; Principal Construction Inspector; Customer Service Representative I-III; Water Communications Center Supervisor; Water Communications Dispatcher I-II | \$0.45/hr |

Possession of a Grade V Water Distribution Operator Certificate

(Issued by the State of California)

ATTACHMENT B
LONG BEACH UTILITIES DEPARTMENT SKILL PAYS

**This information will be updated upon completion of labor negotiations with
represented employee labor organizations*

| | |
|--|-----------|
| Water Utility Mechanic I-II; Water Treatment Operator I; Senior Equipment Operator; Water Utility Worker - NC | \$3.03/hr |
| Water Utility Mechanic III; Water Treatment Operator II | \$0.83/hr |
| Water Utility Supervisor I-II | \$0.75/hr |
| Water Treatment Operator III-IV | \$0.55/hr |
| Water Treatment Supervisor I-II | \$0.50/hr |
| Construction Inspector I-II; Principal Construction Inspector; Customer Service Representative I-III; Water Communications Center Supervisor; Water Communications Dispatcher I-II | \$0.60/hr |

Possession of a Grade I Water Treatment Certificate

(Issued by the State of California)

| | |
|---|-----------|
| Water Utility Mechanic I-III; Senior Equipment Mechanic; Electrician; Water Utility Worker - NC | \$0.22/hr |
| Water Utility Supervisor I-II; Laboratory Analyst I-III; Laboratory Assistant I-III | \$0.20/hr |

Possession of a Grade II Water Treatment Certificate

(Issued by the State of California)

| | |
|---|-----------|
| Water Utility Mechanic I-III; Senior Equipment Mechanic; Water Treatment Operator I; Electrician; Water Utility Worker - NC | \$0.39/hr |
| Water Utility Supervisor I-II; Laboratory Analyst I-III; Laboratory Assistant I-III | \$0.35/hr |

Possession of a Grade III Water Treatment Certificate

(Issued by the State of California)

| | |
|--|-----------|
| Water Treatment Operator I-II; Water Utility Worker - NC | \$0.50/hr |
|--|-----------|

Possession of a Grade IV Water Treatment Certificate

(Issued by the State of California)

| | |
|---|-----------|
| Water Treatment Operator I-III; Water Utility Worker - NC | \$0.66/hr |
|---|-----------|

Possession of a Grade V Water Treatment Certificate

ATTACHMENT B
LONG BEACH UTILITIES DEPARTMENT SKILL PAYS

**This information will be updated upon completion of labor negotiations with
represented employee labor organizations*

(Issued by the State of California)

| | |
|---------------------------------|-----------|
| Water Treatment Operator I-IV | \$0.83/hr |
| Water Treatment Supervisor I-II | \$0.75/hr |

**Possession of a Grade I California Water Environment Association Collection
System Management (CWEACSM) Certificate**

| | |
|--|-----------|
| Water Utility Mechanic I-III; Senior Equipment Operator; Water Treatment Operator I-IV; Water Utility Worker - NC | \$0.22/hr |
| Construction Inspector I-II; Principal Construction Inspector; Customer Service Representative I-III; Water Utility Supervisor I-II; Water Treatment Supervisor I-II | \$0.20/hr |

**Possession of a Grade II California Water Environment Association Collection
System Management (CWEACSM) Certificate**

| | |
|--|-----------|
| Water Utility Mechanic I-III; Senior Equipment Operator; Water Treatment Operator I-IV; Water Utility Worker - NC | \$0.39/hr |
| Construction Inspector I-II; Principal Construction Inspector; Customer Service Representative I-III; Water Utility Supervisor I-II; Water Treatment Supervisor I-II | \$0.35/hr |

**Possession of a Grade III California Water Environment Association Collection
System Management (CWEACSM) Certificate**

| | |
|--|-----------|
| Water Utility Mechanic I-III; Senior Equipment Operator; Water Treatment Operator I-IV; Water Utility Worker - NC | \$0.50/hr |
| Construction Inspector I-II; Principal Construction Inspector; Customer Service Representative I-III; Water Utility Supervisor I-II; Water Treatment Supervisor I-II | \$0.45/hr |

**Possession of a Grade III California Water Environment Association Collection
System Management (CWEACSM) Certificate**

| | |
|--|-----------|
| Water Utility Mechanic I-III; Senior Equipment Operator; Water Treatment Operator I-IV; Water Utility Worker - NC | \$0.50/hr |
|--|-----------|

ATTACHMENT B
LONG BEACH UTILITIES DEPARTMENT SKILL PAYS

**This information will be updated upon completion of labor negotiations with
represented employee labor organizations*

| | |
|--|-----------|
| Construction Inspector I-II; Principal Construction Inspector; Customer Service Representative I-III; Water Utility Supervisor I-II; Water Treatment Supervisor I-II | \$0.45/hr |
|--|-----------|

Possession of a Grade IV California Water Environment Association Collection System Management (CWEACSM) Certificate

| | |
|--|-----------|
| Water Utility Mechanic I-III; Senior Equipment Operator; Water Treatment Operator I-IV; Water Utility Worker - NC | \$0.66/hr |
| Construction Inspector I-II; Principal Construction Inspector; Customer Service Representative I-III; Water Utility Supervisor I-II; Water Treatment Supervisor I-II | \$0.60/hr |

When Regularly Assigned to and Performing Duties that Require the Skill of Operating Heavy Equipment

| | |
|--|-----------|
| Water Utility Mechanic II-III | \$2.70/hr |
| Construction Inspector I-II; Principal Construction Inspector; Customer Service Representative I-III; Water Utility Supervisor I-II; Water Treatment Supervisor I-II | \$0.60/hr |

Possession of a National Institute for Automotive Service Excellence American College Testing (ASE) - Automobile Technician Certificate of Completion

| | 1 Series | 3 Series | 6 Series |
|---|----------|----------|----------|
| Equipment Mechanic I-II | \$0.22 | \$0.39 | \$0.50 |
| Fleet Services Supervisor; Garage Supervisor I-II | \$0.20 | \$0.35 | \$0.45 |

Possession of a National Institute for Automotive Service Excellence American College Testing (ASE) – Light Vehicle Compressed Natural Gas with 1 Series

| | |
|---|-----------|
| Equipment Mechanic I-II | \$0.22/hr |
| Fleet Services Supervisor; Garage Supervisor I-II | \$0.20/hr |

Possession of a National Institute for Automotive Service Excellence American College Testing (ASE) – Any Master Certification

ATTACHMENT B
LONG BEACH UTILITIES DEPARTMENT SKILL PAYS

**This information will be updated upon completion of labor negotiations with represented employee labor organizations*

| | 1 Cert | 2 Certs |
|---|-----------|-----------|
| Equipment Mechanic I-II | \$1.10/hr | \$2.20/hr |
| Fleet Services Supervisor; Garage Supervisor I-II | \$1.00/hr | \$2.00/hr |

Possession of a Cross Connection (Backflow) Tester Certificate

(Issued by the Los Angeles County Department of Health or American Water Works Association)

| | |
|--|-----------|
| Water Utility Mechanic I-III; Plumber; Water Utility Worker - NC | \$0.50/hr |
|--|-----------|

Possession of a Cross-Connection Control Program Specialist Certificate

(Certified as a Specialist in Cross-Connection Control or Equivalent and issued by the University of Southern California Foundation or American Water Works Association)

| | |
|-------------------------------|-----------|
| Water Utility Supervisor I-II | \$0.60/hr |
|-------------------------------|-----------|

Pesticide Applicator's License

(When regularly assigned to applicator duties requiring certification)

| | |
|---|-------------------------------------|
| Gardner I-II; Maintenance Assistant II-III; Park Maintenance Supervisor | \$0.554/hr or \$4.43 per diem |
|---|-------------------------------------|

Crane Certification

(When possessing certification for crane operation issued by an Accredited Certifying Entity per CCR Title 8 sec 5006.1 and assigned to crane operations)

| | 1 Cert | 1 Certs |
|-------------------------------|-----------|-----------|
| Non-Management Classification | \$0.62/hr | \$1.23/hr |

Possession of a City of Los Angeles Certificate and Structural License

(When regularly performing Water Department welding work)

| | |
|--------|-----------|
| Welder | \$0.77/hr |
|--------|-----------|

When driving a vehicle requiring a Class A Driver's License

| | |
|--------------------------------|--------------------|
| Garage Service Attendance I-II | \$8.80 per diem |
|--------------------------------|--------------------|

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**This information will be updated upon completion of labor negotiations with
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Sanitary Sewer Main Line Closed Circuit Television (CCTV)

(When either operating or supervising inspection equipment)

| | |
|---|-----------------|
| Water Utility Mechanic I-III; Water Utility Worker - NC | \$4.40 per diem |
|---|-----------------|

Repair, Testing, and Exchange of Large Water Meters (Minimum 3-Inch Diameter)

(When supervising or training subordinates)

| | |
|---|-----------------|
| Water Utility Mechanic I-III; Water Utility Worker - NC | \$4.40 per diem |
|---|-----------------|

Repair, Testing, and Exchange of Large Water Meters (Minimum 3-Inch Diameter)

(When supervising or training subordinates)

| | |
|---|-----------------|
| Water Utility Mechanic I-III; Water Utility Worker - NC | \$4.40 per diem |
|---|-----------------|

Water / Sewer After Hours Emergency First Response

(When singularly assigned with authority to shut off water service and/or call out emergency standby personnel)

| | |
|---|-----------------|
| Water Utility Mechanic I-III; Water Utility Worker - NC | \$4.40 per diem |
|---|-----------------|

Exercise Large Water Distribution Control Valves (Over 12-Inch Diameter)

| | |
|---|-----------------|
| Water Utility Mechanic I-III; Water Utility Worker - NC | \$4.40 per diem |
|---|-----------------|

Development Services Counter

(When performing plan check duties)

| | |
|-----------------------------|-----------------|
| Engineering Technician I-II | \$6.40 per diem |
|-----------------------------|-----------------|

Equipment Maintenance Repair

(When regularly assigned and/or performing maintenance repair of power chain saws, blowers, lawn mowers, edgers, generators and similar equipment within the Water Department)

| | |
|-------------------------|-----------|
| Equipment Mechanic I-II | \$0.77/hr |
|-------------------------|-----------|

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**This information will be updated upon completion of labor negotiations with
represented employee labor organizations*

Irrigation Systems Plumbing Specialist

(When regularly assigned and performing duties as an Irrigation Systems Plumbing Specialist)

| | |
|---------|-----------|
| Plumber | \$0.71/hr |
|---------|-----------|

Water Department Machine Shop Operations

(When regularly assigned and performing specialized operations in the Machine Shop)

| | |
|-----------|--------------------------------------|
| Machinist | \$0.572/hr or \$4.579 per diem |
|-----------|--------------------------------------|

Water Department Emergency Response Team (ERT)

(When assigned to and maintain requirements set forth in Water Department Policy VI.2 – Section B)

| | |
|--|------------------------------------|
| Non-Management Represented Classifications | \$0.50/hr or \$4.00 per diem |
|--|------------------------------------|

Bilingual Skills

(For use of certified oral and/or written bilingual skills)

| | |
|--|------------------------------------|
| Non-Management Represented Classifications | \$0.70/hr or \$5.60 per diem |
|--|------------------------------------|

Shorthand Skills

(For regular and frequent use of certified shorthand skills)

| | |
|-------------------|-----------|
| Clerk Typist I-IV | \$0.30/hr |
|-------------------|-----------|

Deputy Inspector 1

(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

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**This information will be updated upon completion of labor negotiations with
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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; Construction Inspector I-II; Principal Construction Inspector | \$0.75/hr |
|---|-----------|

Deputy Inspector 2

(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; Construction Inspector I-II; Principal Construction Inspector | \$1.00/hr |
|---|-----------|

Deputy Inspector 3

(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; Construction Inspector I-II; Principal Construction Inspector | \$1.20/hr |
|---|-----------|

Deputy Inspector 4

(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; Construction Inspector I-II; Principal Construction Inspector | \$1.50/hr |
|---|-----------|

CASP

(When possessing a State (CA) Certified Access Specialist (CASP) certification and assigned to perform such duties)

| | |
|---|-----------|
| Principal Construction Inspector; Chief Construction Inspector, | \$1.50/hr |
|---|-----------|

Gas Construction Supervisor

(When regularly assigned and performing as supervisor over all Gas Construction Inspection activities)

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**This information will be updated upon completion of labor negotiations with
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| | |
|---------------------------|------------|
| Construction Inspector II | \$1.418/hr |
|---------------------------|------------|

Rereads

(When performing meter rereads.)

| | |
|------------------------------------|------------|
| Customer Service Representative II | \$0.472/hr |
|------------------------------------|------------|

Section Lead

(When regularly assigned and performing duties as a section lead person.)

| | |
|-------------------------------------|-----------|
| Customer Service Representative III | \$1.00/hr |
|-------------------------------------|-----------|

Hotline

(When working Hotline Desk)

| | |
|-------------------------------------|------------|
| Customer Service Representative III | \$0.586/hr |
|-------------------------------------|------------|

Shop Lead

(When regularly assigned and performing duties as a pipeline welding shop lead person)

| | |
|-----------------------------------|------------|
| Gas Pipeline Welder/Layout Fitter | \$0.770/hr |
|-----------------------------------|------------|

Irrigation

(When regularly assigned and performing duties as irrigation systems plumbing specialist)

| | |
|---------|------------|
| Plumber | \$0.710/hr |
|---------|------------|

General Supervisor

(When regularly assigned and performing as general supervisor of the Carpentry Field, Carpentry-Shop, Paint & Welding sections or Marine & Facility Maintenance)

| | |
|---|-----------|
| General Maintenance Supervisor II; Painter Supervisor | \$2.20/hr |
|---|-----------|

HVAC

(When regularly assigned and performing as a general supervisor of the HVAC, Electrical, Street Lighting and Plumbing Sections)

| | |
|---|-----------|
| Electrical Supervisor; Plumber Supervisor | \$1.10/hr |
|---|-----------|

Skilled Crafts

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LONG BEACH UTILITIES DEPARTMENT SKILL PAYS

**This information will be updated upon completion of labor negotiations with represented employee labor organizations*

(When regularly assigned and performing as general supervisor over a skilled craft)

| | |
|-----------------------------------|-----------|
| General Maintenance Supervisor II | \$1.10/hr |
|-----------------------------------|-----------|

American Welding 1

(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; Corrosion Control Supervisor; Principal Construction Inspector | \$0.75/hr |
|---|-----------|

American Welding 2

(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; Corrosion Control Supervisor; Principal Construction Inspector | \$1.00/hr |
|---|-----------|

Leakage Survey

(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 Worker II | \$0.55/hr |
|----------------------------|-----------|

DOT 49 Code Journey

(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 Worker II; Gas Field Service Rep II; Gas Pipeline Welder/Layout Fitter; Senior Equipment Operator; Corrosion Control Supervisor; Construction Inspector I-II; Principal Construction Inspector; Gas Maintenance Supervisor I-II; Gas Distribution Supervisor I-II | \$2.20/hr |
|--|-----------|

DOT 49 Code Advanced

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LONG BEACH UTILITIES DEPARTMENT SKILL PAYS

**This information will be updated upon completion of labor negotiations with
represented employee labor organizations*

(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; Gas Field Service Rep III | \$0.66/hr |
|--|-----------|

Installation/Reinstallation Certificate

(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 | \$0.61/hr |
|---------------------------|-----------|

Installation/Reinstallation Certificate

(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 | \$0.61/hr |
|-----------------------------|-----------|

Fusion

(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 | \$0.22/hr |
|---------------------------------|-----------|

Flow Computer Unit

(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 | \$0.22/hr |
|----------------------------------|-----------|

ASE Master 2

(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)

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| | |
|--|-----------|
| Supervisor-Stores & Property; Fleet Services Supervisor I-II; Equipment Mechanic I-II | \$2.20/hr |
|--|-----------|

ASE Master 1

(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; Fleet Services Supervisor I-II; Equipment Mechanic I-II | \$1.10/hr |
|--|-----------|

Field Supervisor

(When performing field supervisory duties)

| | |
|---------------------------|--------------------------|
| Construction Inspector II | \$5.00 Per Diem Daily |
|---------------------------|--------------------------|

Meter Installation (300+CU)

(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 | \$3.30 Per Diem Daily |
|--------------------------|--------------------------|

PE Fusion Certification

(When certified and training in-house personnel and contractors for annual PE fusion certification)

| | |
|--|---------------------------|
| Gas Maintenance Supervisor I- II; Corrosion Control Supervisor; Gas Field Technician I-III; Gas Construction Worker I-III; Gas Pipeline Welder / Layout Fitter | \$10.00 Per Diem Daily |
|--|---------------------------|

Operator Qualification

(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 | \$10.00 Per Diem Daily |
|------------------------------|---------------------------|

Lead Welder

(When regularly assigned and performing duties as a lead welder)

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| | |
|--------|--------------------------|
| Welder | \$4.95 Per Diem Daily |
|--------|--------------------------|