

RESOLUTION NO. RES-05

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LONG BEACH APPROVING THE COMPENSATION FIXED BY THE BOARD OF WATER COMMISSIONERS OF THE CITY FOR OFFICERS AND EMPLOYEES IN THE WATER DEPARTMENT

WHEREAS, the Board of Water Commissioners of the City of Long Beach adopted Resolution No. WD-1205 on September 1, 2005, and has presented to the City Council for its consideration and approval the compensation fixed in that Resolution by the Board for officers and employees in the Long Beach Water Department;

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

Section 1. That pursuant to the provisions of Subsection (3) of Section 1403 of the City Charter, the compensation fixed by the Board of Water Commissioners of the City of Long Beach for officers and employees of the Long Beach Water Department as contained in Resolution No. WD-1205 is hereby approved.

Sec. 2. The City Clerk is hereby authorized and directed to forward to the Board of Water Commissioners, without delay, a certified copy of this Resolution.

Sec. 3. This Resolution shall take effect immediately on its adoption by

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333 West Ocean Boulevard  
Long Beach, California 90802-4664  
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1 the City Council, and the City Clerk shall certify the vote adopting this Resolution.

2 I hereby certify that this Resolution was adopted by the City Council of the  
3 City of Long Beach at its meeting on \_\_\_\_\_, 2005, by the following vote:

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

5 \_\_\_\_\_

6 \_\_\_\_\_

7 \_\_\_\_\_

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

9 \_\_\_\_\_

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

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City Clerk

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1 RESOLUTION NO. WD-1205

2  
3 A RESOLUTION AMENDING RESOLUTION  
4 NO. WD-1187 CREATING OFFICES AND POSITIONS IN  
5 THE PERMANENT SERVICE OF THE LONG BEACH WATER  
6 DEPARTMENT, FIXING THE AMOUNT OF COMPENSATION  
7 FOR SUCH OFFICES AND POSITIONS, AND RESCINDING  
8 ALL OTHER RESOLUTIONS OR ORDERS RELATING  
9 THERETO

10  
11  
12 WHEREAS, the Board of Water Commissioners of the City of Long Beach  
13 ("Board"), pursuant to Subsection (3) of Section 1403 of the Charter of the City of Long  
14 Beach, desires to create certain offices and positions in the permanent service of the Long  
15 Beach Water Department ("Water Department"), fix the amount of compensation therefor,  
16 and rescind all other resolutions or orders relating thereto;

17 NOW, THEREFORE, the Board of Water Commissioners of the City of Long  
18 Beach resolves as follows:

19 Section 1. The Board hereby creates and establishes the offices and  
20 positions of employment listed herein at the compensation set forth herein and at the  
21 Salary Range designated therefor. Pay rates for all offices and positions shall take effect  
22 on and after the date and time set in the Salary Resolution of the City of Long Beach ("City  
23 Salary Resolution").

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| 1  | <u>TITLE</u>  | <u>SALARY</u> |
|----|---|---------------|
| 2  |   | <u>RANGE</u>  |
| 3  |   | <u>NUMBER</u> |
| 3  | Accountant I . . . . .                                | 490           |
|    | Accountant II . . . . .                               | 540           |
| 4  | Accountant III . . . . .                              | 590           |
|    | Accounting Clerk I . . . . .                          | 340           |
| 5  | Accounting Clerk II . . . . .                         | 370           |
|    | Accounting Clerk III . . . . .                        | 400           |
| 6  | Accounting Officer . . . . .                          | EOO           |
|    | Accounting Technician . . . . .                       | 440           |
| 7  | Administrative Aide I . . . . .                       | 430           |
|    | Administrative Aide II . . . . .                      | 460           |
| 8  | Administrative Aide III . . . . .                     | 520           |
|    | Administrative Analyst I . . . . .                    | 570           |
| 9  | Administrative Analyst II . . . . .                   | 600           |
|    | Administrative Analyst III . . . . .                  | 630           |
| 10 | Administrative Officer . . . . .                      | EOO           |
|    | Administrative Projects Coordinator (T) . . . . .     | 570           |
| 11 | Assistant General Manager . . . . .                   | EOO           |
|    | Assistant to the General Manager . . . . .            | EOO           |
| 12 | Body and Fender Mechanic - Painter I . . . . .        | 480           |
|    | Body and Fender Mechanic - Painter II . . . . .       | 500           |
| 13 | Civil Engineer . . . . .                              | 644           |
|    | Civil Engineering Assistant . . . . .                 | 514           |
| 14 | Civil Engineering Associate . . . . .                 | 594           |
|    | Clerk Typist I . . . . .                              | 320           |
| 15 | Clerk Typist II . . . . .                             | 350           |
|    | Clerk Typist III . . . . .                            | 380           |
| 16 | Construction Inspector I . . . . .                    | 534           |
|    | Construction Inspector II . . . . .                   | 574           |
| 17 | Contract Administrator I . . . . .                    | 460           |
|    | Contract Administrator II . . . . .                   | 520           |
| 18 | Customer Service Representative I . . . . .           | 330           |
|    | Customer Service Representative II . . . . .          | 360           |
| 19 | Customer Service Representative III . . . . .         | 400           |
|    | Deputy General Manager . . . . .                      | EOO           |
| 20 | Director of Engineering . . . . .                     | EOO           |
|    | Director of Governmental & Public Affairs . . . . .   | EOO           |
| 21 | Director of Operations . . . . .                      | EOO           |
|    | Director of Planning and Water Conservation . . . . . | EOO           |
| 22 | Director of Water Resources . . . . .                 | EOO           |
|    | Division Engineer . . . . .                           | EOO           |
| 23 | Electrician . . . . .                                 | 500           |
|    | Engineering Technician I . . . . .                    | 464           |
| 24 | Engineering Technician II . . . . .                   | 504           |
|    | Equipment Mechanic I . . . . .                        | 480           |
| 25 | Equipment Mechanic II . . . . .                       | 500           |
|    | Equipment Operator I . . . . .                        | 370           |
| 26 | Equipment Operator II . . . . .                       | 410           |
|    | Equipment Operator III . . . . .                      | 440           |
| 27 | Garage Service Attendant I . . . . .                  | 370           |
| 28 | Garage Service Attendant II . . . . .                 | 390           |

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| 1  | <u>TITLE</u>                                       | <u>SALARY</u> |
|----|--|---------------|
| 2  |  | <u>RANGE</u>  |
| 3  |  | <u>NUMBER</u> |
| 3  | Garage Service Attendant III .....                 | 450           |
|    | Garage Supervisor .....                            | 550           |
| 4  | Gardener I .....                                   | 360           |
|    | Gardener II .....                                  | 390           |
| 5  | General Manager .....                              | EOO           |
|    | Geographic Information Systems Analyst I .....     | 527           |
| 6  | Geographic Information Systems Analyst II .....    | 564           |
|    | Geographic Information Systems Analyst III .....   | 597           |
| 7  | Geographic Information Systems Technician I .....  | 460           |
|    | Geographic Information Systems Technician II ..... | 500           |
| 8  | Laboratory Analyst I .....                         | 490           |
|    | Laboratory Analyst II .....                        | 530           |
| 9  | Laboratory Analyst III .....                       | 590           |
|    | Laboratory Analyst IV .....                        | TBD           |
| 10 | Laboratory Assistant I .....                       | 360           |
|    | Laboratory Services Supervisor .....               | EOO           |
| 11 | Machinist .....                                    | 490           |
|    | Maintenance Assistant I .....                      | 290           |
| 12 | Maintenance Assistant II .....                     | 330           |
|    | Maintenance Assistant III .....                    | 360           |
| 13 | Information Technology Officer .....               | EOO           |
|    | Manager, Administration .....                      | EOO           |
| 14 | Manager, Business Development .....                | EOO           |
|    | Manager, Engineering .....                         | EOO           |
| 15 | Manager, Finance .....                             | EOO           |
|    | Manager, Government & Public Affairs .....         | EOO           |
| 16 | Manager, Planning .....                            | EOO           |
|    | Manager, Security & Emergency Preparedness .....   | EOO           |
| 17 | Manager, Water Quality & Process .....             | EOO           |
|    | Manager, Water Resources .....                     | EOO           |
| 18 | Network Administrator .....                        | EOO           |
|    | Office Administrator .....                         | 520           |
| 19 | Painter I .....                                    | 440           |
|    | Painter II .....                                   | 460           |
| 20 | Painter Supervisor .....                           | 500           |
|    | Payroll/Personnel Assistant I .....                | 350           |
| 21 | Payroll/Personnel Assistant II .....               | 380           |
|    | Payroll/Personnel Assistant III .....              | 420           |
| 22 | Plumber .....                                      | 500           |
|    | Power Equipment Repair Mechanic I .....            | 430           |
| 23 | Power Equipment Repair Mechanic II .....           | 460           |
|    | Power Equipment Repair Mechanic III .....          | 500           |
| 24 | Procurement & Warehouse Supervisor .....           | EOO           |
|    | Secretary .....                                    | 410           |
| 25 | Secretary to the Board .....                       | EOO           |
|    | Secretary to the General Manager .....             | EOO           |
| 26 | Senior Accountant .....                            | 630           |
|    | Senior Civil Engineer .....                        | 694           |
| 27 | Senior Engineering Technician I .....              | 547           |
| 28 | Senior Equipment Operator .....                    | 480           |

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| 1  | <u>TITLE</u>                                 | <u>SALARY</u> |
|----|--|---------------|
| 2  |  | <u>RANGE</u>  |
| 3  |  | <u>NUMBER</u> |
| 3  | Senior Program Manager - Water .....         | 724           |
|    | Senior Secretary .....                       | 440           |
| 4  | Senior Survey Technician (T) .....           | 508           |
|    | Senior Surveyor (T) .....                    | 627           |
| 5  | Sewer Operations Superintendent .....        | EOO           |
|    | Special Projects Officer .....               | EOO           |
| 6  | Stock and Receiving Clerk .....              | 330           |
|    | Storekeeper I .....                          | 380           |
| 7  | Storekeeper II .....                         | 430           |
|    | Support Services Superintendent .....        | EOO           |
| 8  | Telemetering Instrument Technician I .....   | 490           |
|    | Telemetering Instrument Technician II .....  | 550           |
| 9  | Telemetry Systems Superintendent .....       | EOO           |
|    | Water Communications Center Supervisor ..... | 580           |
| 10 | Water Communications Dispatcher I .....      | 460           |
|    | Water Communications Dispatcher II .....     | 490           |
| 11 | Water Conservation Specialist .....          | TBD           |
|    | Water Operations Superintendent .....        | EOO           |
| 12 | Water Quality Organic Chemist .....          | 580           |
|    | Water Support Services Supervisor .....      | 590           |
| 13 | Water Treatment Operator I .....             | 430           |
|    | Water Treatment Operator II .....            | 470           |
| 14 | Water Treatment Operator III .....           | 510           |
|    | Water Treatment Operator IV .....            | 550           |
| 15 | Water Treatment Superintendent .....         | EOO           |
|    | Water Treatment Supervisor I .....           | 590           |
| 16 | Water Treatment Supervisor II .....          | 640           |
|    | Water Utility Mechanic I .....               | 400           |
| 17 | Water Utility Mechanic II .....              | 420           |
|    | Water Utility Mechanic III .....             | 450           |
| 18 | Water Utility Supervisor I .....             | 540           |
|    | Water Utility Supervisor II .....            | 590           |
| 19 | Welder .....                                 | 490           |

20  
 21 T= Terminal Position

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

| 26 | <u>TITLE</u>           | <u>SALARY</u> |
|----|------------------------|---------------|
| 27 |                        | <u>RANGE</u>  |
| 28 |                        | <u>NUMBER</u> |
| 28 | N/C Accountant I ..... | M47           |

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| 1  | <u>TITLE</u>                                 | <u>SALARY</u> |
|----|--|---------------|
| 2  |  | <u>RANGE</u>  |
| 3  |  | <u>NUMBER</u> |
| 3  | N/C Accountant II .....                      | M62           |
|    | N/C Accounting Clerk I .....                 | M15           |
| 4  | N/C Accounting Clerk II .....                | M21           |
|    | N/C Accounting Clerk III .....               | M28           |
| 5  | N/C Administrative Intern .....              | H28           |
|    | N/C Carpenter .....                          | M47           |
| 6  | N/C Civil Engineer .....                     | N94           |
|    | N/C Clerk/Typist I .....                     | M12           |
| 7  | N/C Clerk/Typist II .....                    | M17           |
|    | N/C Clerk/Typist III .....                   | M24           |
| 8  | N/C Customer Service Representative I .....  | M13           |
|    | N/C Customer Service Representative II ..... | M20           |
| 9  | N/C Electrician .....                        | M52           |
|    | N/C Engineering Aide I .....                 | N09           |
| 10 | N/C Engineering Aide II .....                | N16           |
|    | N/C Engineering Aide III .....               | N33           |
| 11 | N/C Engineering Technician I .....           | N43           |
|    | N/C Equipment Mechanic I .....               | M46           |
| 12 | N/C Equipment Mechanic II .....              | M50           |
|    | N/C Equipment Operator I .....               | M21           |
| 13 | N/C Equipment Operator II .....              | M31           |
|    | N/C Equipment Operator III .....             | M37           |
| 14 | N/C Garage Service Attendant I .....         | M21           |
|    | N/C Gardener I .....                         | M20           |
| 15 | N/C Laboratory Analyst I .....               | 490           |
|    | N/C Laboratory Analyst II .....              | 530           |
| 16 | N/C Laboratory Analyst III .....             | 590           |
|    | N/C Maintenance Assistant I .....            | M07           |
| 17 | N/C Maintenance Assistant II .....           | M13           |
|    | N/C Painter I .....                          | M37           |
| 18 | N/C Plumber .....                            | M52           |
|    | N/C Student Worker .....                     | H15, H17, H99 |
| 19 | N/C Water Utility Mechanic I .....           | M28           |

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21                   Sec. 2. Every person who has been or who hereafter may be duly appointed

22 to an office or position of employment indicated herein ("employee") and who is qualified

23 to hold and does hold such office or position from and after the date or dates that the

24 compensation prescribed herein shall become effective or from the date of employment,

25 whichever occurs later, shall receive as full compensation for his/her services a biweekly

26 salary based on one of the pay rates in each Salary Schedule ("Salary Schedule")

27 established in the City Salary Resolution in effect or as amended for his/her office or

28 position, together with such additional compensation, if any, as provided herein, by the City

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

5           Sec. 3. The biweekly salary of any employee of the Water Department who  
6 is originally appointed to any office or position of employment created and established in  
7 this 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 Water 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           Sec. 4. After an employee has served an initial six-month period of  
18 employment in an office or position at a pay rate designated as Pay Rate Step 1 in the  
19 Salary Schedule, the salary of such employee shall thereafter be adjusted according to  
20 procedures established in the City Salary Resolution pertaining to pay rate step  
21 adjustments.

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

26           Sec. 6. If an employee is promoted from one position to another for which  
27 a higher pay rate is established, or is advanced from one grade to another in the same  
28 position for which a higher pay rate is established, or is transferred from one department



1 to another without change of position or grade, then the General Manager shall designate  
2 the pay rate of such employee to be at one of the pay rates for such position or grade  
3 which will be not less than the pay rate received by such employee immediately prior to  
4 such promotion, advancement, transfer, or Salary Schedule change. Likewise, if an  
5 employee is transferred as prescribed by the Civil Service Rules and Regulations for the  
6 City of Long Beach ("Civil Service Rules") for other than disciplinary reasons from one  
7 position to another position for which a lower pay rate is established, then the General  
8 Manager shall designate the pay rate of such employee to be at one of the pay rates  
9 prescribed for such position to which the employee is transferred. For the purpose of  
10 computing the "period of employment" under the provisions of this Section, an employee  
11 of the Water Department who has been reinstated to his/her former position pursuant to  
12 the provisions of Section 52 of the Civil Service Rules shall be considered as having been  
13 in the continuous service of the Water Department during the period said employee shall  
14 have served in the Armed Forces.

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

1 employee shall not exceed twelve percent (12%) during any fiscal year. Evaluation shall  
2 be no more than once in any six-month period.

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

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

20 C. Employees with the Salary Range Number EOO are eligible to be granted  
21 executive leave by the General Manager, in accordance with and pursuant to the  
22 provisions of Section 4.10 of the City Personnel Ordinance. In addition to the five days  
23 granted to eligible employees in Section 4.10 of the City Personnel Ordinance, the General  
24 Manager may grant up to five additional days of executive leave per calendar year for  
25 management employees.

26 Sec. 8. A. All salaries and wages in this Resolution shall be computed and  
27 payable in biweekly installments, and such installments shall be paid every other Friday in  
28 accordance with and in continuation of the schedule of biweekly pay periods and paydays

1 established and commenced by the City Council of the City of Long Beach ("City Council").

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

7 C. When an employee is absent for any reason other than one of the  
8 permitted absences authorized by Section 1.06 of the City Personnel Ordinance, the  
9 employee is not entitled to receive the full amount of his/her installment of pay for the  
10 biweekly pay period during which said absence occurred. The amount of pay that the  
11 employee shall receive for such pay period shall be computed by multiplying the  
12 employee's applicable hourly pay rate by the number of hours or fraction of hours for which  
13 pay is actually due.

14 Sec. 9. Every employee of the Water Department shall perform such duties  
15 as are indicated by the title of his/her office or position and as are usually incident to such  
16 office or position and those that are assigned by his/her immediate supervisor, and such  
17 duties shall be performed in aid of the proper and efficient administration of the Water  
18 Department.

19 Sec. 10. The designation of certain positions in the schedule of positions  
20 contained herein and the designation of grades within a specified classification are made  
21 for the purpose of classifying such position according to the degree of responsibility and  
22 character of the duties required by such positions solely and only to the end that salary  
23 schedules for such positions will reflect the differences in the responsibilities and duties  
24 attached to positions of the same classification. The characterization of positions by said  
25 terms is hereby declared to have no other purpose or effect and shall not in any manner  
26 change or alter the classification of employees holding such positions.

27 Sec. 11. A. An employee temporarily assigned to perform duties not  
28 ordinarily attached to his/her position for the purpose of training and development pursuant

1 to Section 63(3) of the Civil Service Rules shall be compensated at the pay rate fixed by  
2 the City Salary Resolution and the Salary Schedule for the position involving the duties to  
3 which temporary assignment has been made and at the step most closely approximating  
4 the pay rate of the employee immediately prior to the temporary assignment provided that  
5 in no event shall the pay rate for the temporary assignment exceed the employee's pay  
6 rate immediately prior to the temporary assignment.

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

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

21           D. The Y-rate shall apply to employees in the positions designated by the  
22 General Manager and will continue to be Y-rated until such time as the top step of the  
23 employee's new position is equal to or surpasses the employee's Y-rate.

24           Sec. 12. A. In addition to the number of offices and positions created herein  
25 in the various offices, departments, bureaus, and divisions of the Water Department, there  
26 are hereby created and established an additional number of each of said offices and  
27 positions equal to the number herein specifically created, and the Salary Range Numbers  
28 and Salary Schedules for such additional positions shall be the same as the Salary Range

1 Numbers and Salary Schedules for the positions of the same title which are created and  
2 established herein.

3 B. There are hereby created and established in the Water Department the  
4 following three (3) bureaus which shall be responsible to the General Manager, Assistant  
5 General Manager and Deputy General Managers: (i) Business, (ii) Operations, and (iii)  
6 Engineering. Each of the bureaus shall be respectively under the immediate supervision  
7 and control of the head of that bureau. In addition, the General Manager may appoint  
8 positions including but not limited to Assistant to the General Manager; Special Projects  
9 Officer; Director of Government & Public Affairs; Director of Planning and Water  
10 Conservation; Director of Water Resources and may appoint the following positions under  
11 each bureau:

12 (i) Business: Manager, Finance; Manager, Administration; Information  
13 Technology Officer; (ii) Operations: Laboratory Services Supervisor; Manager, Security and  
14 Emergency Preparedness; Procurement and Warehouse Supervisor; Sewer Operations  
15 Superintendent; Support Services Superintendent; Telemetry Systems Superintendent;  
16 Water Operations Superintendent; Water Treatment Superintendent; and (iii) Engineering:  
17 Division Engineer.

18 Sec. 13. In accordance with City Charter Section 1403(3), the Board's plan  
19 of succession is modified whereby the Deputy General Manager - Operations shall perform  
20 the duties of the General Manager in the temporary absence of the General Manager, and  
21 the Deputy General Manager - Business will perform the duties of the General Manager  
22 in the temporary absence of both the Deputy General Manager - Operations and the  
23 General Manager, and whereby the Board will appoint a Manager as Acting General  
24 Manager in the temporary absence of the General Manager, the Deputy General Manager  
25 - Operations and the Deputy General Manager - Business. In the case of such absence  
26 and during the time that the employee is performing the duties of General Manager, the  
27 employee shall not be entitled to receive the compensation of the General Manager.

28 However, if there is a permanent vacancy in the position of Deputy General

1 Manager - Operations, Deputy General Manager - Business, bureau head, or division head  
2 due to any reason such as retirement, resignation, or termination, then the General  
3 Manager may assign an employee to perform as Acting Deputy General Manager, acting  
4 bureau head, or acting division head. During the time that the employee has been so  
5 assigned by the General Manager, then the employee shall be entitled to receive the  
6 compensation established in this Resolution or in the City Salary Resolution for the office  
7 or position to which that employee is assigned. If there is a permanent vacancy in the  
8 position of General Manager, then the Board may assign an employee to perform as Acting  
9 General Manager and that employee shall be entitled to receive the compensation  
10 established in this Resolution for the position of General Manager.

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

27           The following skills, as determined by the General Manager or Deputy  
28 General Manager shall be effective on and after October 1, 2005, or on and after the

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1 operative date in the City Salary Resolution, whichever is later.

| 2  | <u>Position</u>  | <u>Skill</u>  | <u>Additional Compensation</u> |
|----|--|---|--------------------------------|
| 3  |  |   |                                |
| 4  | (a) Body and Fender<br>Mechanic-Painter I or II  | When possessing a<br>National Institute for<br>Automotive<br>Excellence/American<br>College Testing (ASE)<br>Collision Repair and<br>Refinish Technician<br>Certificate of Completion<br>with one series certif.; | \$0.20/hr                      |
| 5  |  |   |                                |
| 6  |  |   |                                |
| 7  |  |   |                                |
| 8  |  | with two series certif.;  | \$0.35/hr                      |
| 9  |  | with three series certif.;  | \$0.45/hr                      |
| 10 |  | Master Collision Repair<br>and Refinish Technician<br>certification   | \$0.60/hr                      |
| 11 |  |   |                                |
| 12 | (b) Clerk Typist I, II and III   | For regular and frequent<br>use of certified shorthand<br>skills  | \$0.30/hr                      |
| 13 |  |   |                                |
| 14 | (c) Construction Inspector<br>I and II; Customer Service<br>Representative I, II and III;<br>Water Communications<br>Center Supervisor; Water<br>Communications<br>Dispatcher I and II | When possessing a Grade<br>2 Department of Health<br>Services Distribution<br>Operator Certificate;   | \$0.20/hr                      |
| 15 |  |   |                                |
| 16 |  |   |                                |
| 17 |  |   |                                |
| 18 |  | When possessing a Grade<br>3 Department of Health<br>Services Distribution<br>Operator Certificate;   | \$0.35/hr                      |
| 19 |  |   |                                |
| 20 |  | When possessing a Grade<br>4 Department of Health<br>Services Distribution<br>Operator Certificate;   | \$0.45/hr                      |
| 21 |  |   |                                |
| 22 |  |   |                                |
| 23 |  | When possessing a Grade<br>5 Department of Health<br>Services Distribution<br>Operator Certificate;   | \$0.60/hr                      |
| 24 |  |   |                                |
| 25 | (d) Equipment Mechanic I,<br>Equipment Mechanic II;<br>Fleet Services Supervisor;<br>Garage Supervisor   | When maintenance<br>responsibilities<br>simultaneously include<br>automobiles,<br>medium/heavy trucks and<br>construction equipment,  | \$0.20/hr                      |
| 26 |  |   |                                |
| 27 |  |   |                                |
| 28 |  |   |                                |

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| 1  | <u>Position</u>   | <u>Skill</u>  | <u>Additional Compensation</u>      |
|----|---|---|-------------------------------------|
| 2  |   |   |                                     |
| 3  |   | and possessing a National   |                                     |
| 4  |   | Institute for Automotive  |                                     |
| 5  |   | Service   |                                     |
| 6  |   | Excellence/American   |                                     |
| 7  |   | College Testing (ASE)   |                                     |
| 8  |   | Automobile Technician   |                                     |
| 9  |   | Certificate of Completion   |                                     |
| 10 |   | with one series certif.;  |                                     |
| 11 |   | with three series certif.;  | \$0.35/hr                           |
| 12 |   | with six series certif.;  | \$0.45                              |
| 13 |   | Master Automobile   |                                     |
| 14 |   | Technician certification  |                                     |
| 15 |   | and/or Medium/Heavy   |                                     |
| 16 |   | Truck Technician with one   |                                     |
| 17 |   | series certification;   | \$0.20/hr                           |
| 18 |   | with two engine series  | \$0.35/hr                           |
| 19 |   | certifications;   |                                     |
| 20 |   | with two additional   | \$0.45/hr                           |
| 21 |   | certifications;   |                                     |
| 22 |   | With Master   | \$0.60/hr                           |
| 23 |   | Medium/Heavy Truck  |                                     |
| 24 |   | Technician certif.;   |                                     |
| 25 |   | and/or Light Vehicle  | \$ 0.20/hr                          |
| 26 |   | Compressed Natural Gas  |                                     |
| 27 |   | Technician with one series  |                                     |
| 28 |   | certification   |                                     |
| 19 | (e) Equipment Mechanic I and II   | When regularly assigned and/or performing maintenance repair of power chain saws, blowers, lawn mowers, edgers, generators, and similar equipment within the Water Department | \$0.70/hr                           |
| 23 | (f) Garage Service Attendant II   | When driving a vehicle requiring a Class A license  | \$8.00 per diem                     |
| 24 | (g) Gardener I and II; Maintenance Assistant II; Equipment Operator; and Park Crew Supervisor | When required to possess a Pesticide Applicator's license and regularly assigned pesticide applicator duties  | \$0.544 per hour or \$4.43 per diem |
| 27 | (h) Gardener II   | When regularly assigned Planner duties in   | \$4.579 per hour                    |



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| 1  | <u>Position</u>   | <u>Skill</u>  | <u>Additional Compensation</u> |
|----|---|---|--------------------------------|
| 2  |   | Maintenance Division  |                                |
| 3  | (i) Machinist   | When regularly assigned and performing specialized Water Department Machine Shop Operations                               | \$0.523 per hour               |
| 4  |   |   |                                |
| 5  |   |   |                                |
| 6  | (j) Non-management classifications in the current Salary Resolution with a base hourly rate equal to or less than the top step of Salary Range 560  | For regular and frequent use of certified oral and/or written bilingual skills  | \$0.70 per hour                |
| 7  |   |   |                                |
| 8  |   |   |                                |
| 9  |   |   |                                |
| 10 | (k) Plumber   | When regularly assigned and performing duties as irrigation systems plumbing specialist                                   | \$0.647 per hour               |
| 11 |   |   |                                |
| 12 | (l) Senior Equipment Operator; Water Utility Supervisor I and II; and Water Utility Mechanic I, II and III; Water Treatment Operator I, II, III, and IV; Construction Inspector I, II; Customer Service Representative I, II and III; and Water Treatment Supervisor I and II | When possessing a Grade I California Water Environment Association Collection System Maintenance ("CWEACSM") Certificate; | \$0.20/hr                      |
| 13 |   |   |                                |
| 14 |   |   |                                |
| 15 |   |   |                                |
| 16 |   |   |                                |
| 17 |   |   |                                |
| 18 |   | When possessing a Grade II CWEACSM Certificate;   | \$0.35/hr                      |
| 19 |   |   |                                |
| 20 |   | When possessing a Grade III CWEACSM Certificate;  | \$0.45/hr                      |
| 21 |   |   |                                |
| 22 |   | When possessing a Grade IV CWEACSM Certificate  | \$0.60/hr                      |
| 23 | (m) Senior Equipment Operator; Water Utility Mechanic I, II and III; Water Treatment Operator I, II, III and IV   | When possessing a Grade 2 Department of Health Services Distribution Operator Certificate;                                | \$2.00/hr                      |
| 24 |   |   |                                |
| 25 |   |   |                                |
| 26 |   | When possessing a Grade 3 Department of Health Services Distribution Operator Certificate;                                | \$2.25/hr                      |
| 27 |   |   |                                |
| 28 |   | When possessing a Grade   | \$2.50/hr                      |

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| 1  | <u>Position</u>              | <u>Skill</u>                 | <u>Additional Compensation</u> |
|----|------------------------------|------------------------------|--------------------------------|
| 2  |                              | 4 Department of Health       |                                |
| 3  |                              | Services Distribution        |                                |
| 4  |                              | Operator Certificate;        |                                |
| 5  |                              | When possessing a Grade      | \$2.75/hr                      |
| 6  |                              | 5 Department of Health       |                                |
| 7  |                              | Services Distribution        |                                |
| 8  |                              | Operator Certificate;        |                                |
| 9  | (n) Water Utility            | When possessing a Grade      | \$0.20                         |
| 10 | Supervisor I, II; Water      | I Department of Health       | per hour                       |
| 11 | Utility Mechanic I, II, III; | Services Water Treatment     |                                |
| 12 | Senior Equipment             | Certificate;                 |                                |
| 13 | Operator                     | When possessing a Grade      | \$0.35                         |
| 14 |                              | II Department of Health      | per hour                       |
| 15 |                              | Services Water Treatment     |                                |
| 16 |                              | Certificate;                 |                                |
| 17 | (o) Water Treatment          | Certification from the       | \$0.45                         |
| 18 | Operator I & II              | SDHS as a Water              | per hour                       |
| 19 |                              | Treatment Operator,          |                                |
| 20 |                              | Grade 3 or higher            |                                |
| 21 | (p) Water Treatment          | Certification from the       | \$0.60                         |
| 22 | Operator I, II and III       | SDHS as a Water              | per hour                       |
| 23 |                              | Treatment Operator,          |                                |
| 24 |                              | Grade 4                      |                                |
| 25 | (q) Water Treatment          | Certification from the       | \$0.75                         |
| 26 | Operator IV; Water           | SDHS as a Water              | per hour                       |
| 27 | Treatment Supervisor I       | Treatment Operator,          |                                |
| 28 | and II                       | Grade 5                      |                                |
| 29 | (r) Water Utility Mechanic   | When possessing a Los        | \$0.45                         |
| 30 | I, II, III                   | Angeles County               | per hour                       |
| 31 |                              | Department of Health         |                                |
| 32 |                              | Cross Connection tester      |                                |
| 33 |                              | Certificate                  |                                |
| 34 | (s) Water Utility Mechanic   | When operating sanitary      | \$4.00                         |
| 35 | I, II, III                   | sewer main line closed       | per diem                       |
| 36 |                              | circuit television video     |                                |
| 37 |                              | inspection equipment;        |                                |
| 38 |                              | When supervising             | \$4.00                         |
| 39 |                              | operation of sanitary        | per diem                       |
| 40 |                              | sewer lateral closed circuit |                                |
| 41 |                              | television video inspection  |                                |
| 42 |                              | equipment;                   |                                |
| 43 |                              | When supervising or          | \$4.00                         |

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| 1  | <u>Position</u>              | <u>Skill</u>                | <u>Additional Compensation</u> |
|----|------------------------------|-----------------------------|--------------------------------|
| 2  |                              |                             |                                |
| 3  |                              | training subordinates in    | per diem                       |
| 4  |                              | repair, testing and         |                                |
| 5  |                              | exchange of large water     |                                |
| 6  |                              | meters (minimum three       |                                |
| 7  |                              | inch diameter);             |                                |
| 8  |                              | When singularly assigned    | \$4.00                         |
| 9  |                              | to off hours water/sewer    | per diem                       |
| 10 |                              | emergency first response,   |                                |
| 11 |                              | with authority to shut off  |                                |
| 12 |                              | water service and/or call   |                                |
| 13 |                              | out emergency standby       |                                |
| 14 |                              | personnel;                  |                                |
| 15 |                              | When exercising large       | \$4.00                         |
| 16 |                              | water distribution control  | per diem                       |
| 17 |                              | valves (over 12-inch        |                                |
| 18 |                              | diameter)                   |                                |
| 19 | (t) Water Utility Supervisor | When possessing a           | \$0.60/hr                      |
| 20 | I, II                        | University of Southern      |                                |
| 21 |                              | California Foundation for   |                                |
| 22 |                              | Cross Connection Control    |                                |
| 23 |                              | and Hydraulic Research      |                                |
| 24 |                              | certificate as a Specialist |                                |
| 25 |                              | in Cross Connection         |                                |
| 26 |                              | Control, or equivalent      |                                |
| 27 | (u) Water Utility            | When possessing a Grade     | \$1.45/hr                      |
| 28 | Supervisor I & II; Water     | 2 Department of Health      |                                |
| 29 | Treatment Supervisor I       | Services Distribution       |                                |
| 30 | and II                       | Operator Certificate;       |                                |
| 31 |                              | When possessing a Grade     | \$1.70/hr                      |
| 32 |                              | 3 Department of Health      |                                |
| 33 |                              | Services Distribution       |                                |
| 34 |                              | Operator Certificate;       |                                |
| 35 |                              | When possessing a Grade     | \$1.95/hr                      |
| 36 |                              | 4 Department of Health      |                                |
| 37 |                              | Services Distribution       |                                |
| 38 |                              | Operator Certificate;       |                                |
| 39 |                              | When possessing a Grade     | \$2.20/hr                      |
| 40 |                              | 5 Department of Health      |                                |
| 41 |                              | Services Distribution       |                                |
| 42 |                              | Operator Certificate        |                                |
| 43 | (v) Welder                   | When regularly performing   | \$0.70/hr                      |
| 44 |                              | specialized Water           |                                |
| 45 |                              | Department welding          |                                |
| 46 |                              | requiring a City of Los     |                                |
| 47 |                              | Angeles Certificate and     |                                |
| 48 |                              |                             |                                |

| <u>Position</u>                | <u>Skill</u>   | <u>Additional Compensation</u> |
|--------------------------------|--|--------------------------------|
|                                | Structural Steel License   |                                |
| (w) Water Treatment Operator I | Certification from the SDHS as a Water Treatment Operator, Grade 2 or higher | \$0.35/hr                      |

\* If any Certificate was issued to an employee before January 1, 1990, that employee must obtain re-certification before September 30, 1996 and every five years thereafter (or more frequently if required by the organization issuing the certificate) or shall no longer receive skill pay. If any Certificate was issued to an employee on or after January 1, 1990, that employee must obtain re-certification within five years after the date of issuance of the Certificate (or more frequently required by the organization issuing the Certificate).

Sec. 15. A. The method of computation of the amount of additional compensation to be paid to an employee for overtime worked shall be in accordance with and pursuant to the applicable definitions, conditions, and requirements of the City's Personnel Ordinance and in accordance with and pursuant to the Fair Labor Standards Act ("FLSA"), except that the additional compensation for overtime exempt from FLSA shall not include uncontrolled standby amounts in the computation.

B. Any employee in the classification of Water Utility Mechanic II or III who shall be required to and shall work overtime (as such term is defined in the City Personnel Ordinance) or on a regular day off, or on a legal holiday, for which time such employee would be entitled to but does not receive time off in performing the duties of Water Utility Supervisor I shall be entitled to and shall receive the same compensation as said Water Utility Supervisor I would have received when so working overtime.

Sec. 16. In addition to other compensation described herein, a night shift differential equal in amount to any night shift differential established in the City Salary Resolution shall be paid to any permanent full-time employee in the Long Beach City Employees Service Lodge 1930, District Lodge 947, International Association of Machinists

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1 and Aerospace Workers, AFL-CIO ("CESL") or the Long Beach Association of Engineering  
2 Employees ("Association") whose regular schedule requires the employee to work between  
3 the hours of 6:00 p.m. and 6:00 a.m., provided that (i) the employee works one-half (½) or  
4 more of his/her regularly scheduled shift between the hours of 6:00 p.m. and 6:00 a.m.,  
5 and such employee shall be eligible to be paid the additional rate established by this  
6 Section for each hour worked during the entire shift; or (ii) the employee works between  
7 the hours of 6:00 p.m. and 6:00 a.m. as part of a "split shift". Split shift is defined as a shift  
8 of eight (8) or more non-continuous work hours in a single day, separated by a break of at  
9 least three (3) non-working hours during said shift. Such employee shall be paid the night  
10 shift differential established by this Section only for each hour actually worked between the  
11 hours of 6:00 p.m. and 6:00 a.m.

12           Sec. 17. Each employee represented by the CESL or the Association in a  
13 classification or grade level below the level of division head, who is required for at least  
14 forty consecutive hours (four consecutive work days for those employees regularly  
15 assigned to a work week schedule of ten hours per day, four days per week, hereinafter  
16 referred to as a "4-10" Work Schedule) in a calendar year to perform the duties in a  
17 different classification or grade level with a higher Salary Range than the employee's  
18 current classification or grade level, shall be paid an amount per hour equal to that  
19 established in the City Salary Resolution as additional compensation for each hour that the  
20 employee performs the duties. In no event shall the total compensation paid to the  
21 employee for regular salary and higher classification pay exceed the sixth step of the  
22 higher classification or grade level. The requirement that the employee perform the duties  
23 of such higher classification or grade level for at least forty consecutive hours (four  
24 consecutive work days for those employee assigned to a "4-10" Work Schedule) in order  
25 to qualify for the additional compensation shall be required only once during each calendar  
26 year for each separate higher classification or grade level in which the employee is  
27 required to perform said duties. A permitted absence or an emergency which prevents the  
28 employee from performing such duties shall not be counted as a day of performance of

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1 said duties; however, it shall not be deemed an interruption in the computation of the forty  
2 consecutive work hours (four consecutive work days for those employees assigned to a  
3 "4-10" Work Schedule) qualification period. Each employee who qualifies for the benefits  
4 provided by this Section shall apply for said benefits within thirty (30) calendar days after  
5 the date that the employee meets the criteria set forth herein.

6           Sec. 18. Employees requiring transportation in connection with the  
7 performance of their duties for the Water Department may be assigned a vehicle owned  
8 by the Water Department or an employee may receive, by way of reimbursement, the cost  
9 of transportation incurred in the performance of his/her duties. Reimbursement, at the  
10 discretion of the General Manager, may be paid to such employees on the basis of any of  
11 the following computations:

12           (a) Actual cost of transportation per month for public transportation; or  
13           (b) For use of a privately-owned vehicle used for Water Department  
14 business:

15                       (i) Effective on and after October 1, 2002, \$0.345 per  
16 mile for all authorized mileage actually driven by the employee  
17 on Water Department business each month and \$0.365 per  
18 mile effective October 1, 2003; or

19                       (ii) A flat monthly allowance in such sum as may be  
20 determined by the General Manager, not to exceed the sum  
21 established in the City Salary Resolution. Said monthly  
22 allowance is hereby determined to constitute reimbursement  
23 for the expenditures and costs of operating and maintaining  
24 such vehicle, including its availability, as required for the  
25 performance of Water Department business; or

26                       (iii) A flat rate per month plus an allowance per mile for  
27 all authorized mileage actually driven by the employee on  
28 Water Department business, which flat rate and "per mile"

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1 allowance shall be equal to those established in the City Salary  
2 Resolution.

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

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

18 Sec. 20. Pursuant to this Resolution, the Administrative Regulations or the  
19 City's Financial Policies and Procedures issued by the City Manager, employees may be  
20 awarded additional compensation for suggestions made that result in measurable  
21 monetary savings to the Water Department. Such awards shall not exceed ten percent  
22 (10%) of the anticipated first year savings after adoption of the suggestion provided,  
23 however, that the maximum award shall not exceed \$5,000.00.

24 Sec. 21. Notwithstanding any other provision of this Resolution, the General  
25 Manager may, within his sole discretion, provide as part of an employee's annual  
26 compensation additional compensation for relocation and moving expenses actually and  
27 necessarily incurred to accept a position with the Water Department if the General  
28 Manager determines that such additional compensation is required as a necessary

1 inducement for the acceptance of employment with the Water Department. Said additional  
2 compensation must be provided within three years after the employee's appointment date.

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

17           Sec. 23. A. Each employee that qualifies under subsection "B" below shall  
18 be compensated at the rate established in the City Salary Resolution for each full hour of  
19 standby duty as defined in the Memorandum of Understanding between the City of Long  
20 Beach and the CESL or the Association.

21           B. Employees who are released from active duty but who are required by the  
22 Water Department to leave notice where they can be reached and be available to return  
23 to active duty when required by the Water Department shall be said to be on standby duty.  
24 Standby duty shall, whenever possible, be assigned to employees on a voluntary basis.  
25 When voluntary assumption of standby duty by employees is insufficient to meet the needs  
26 of the Water Department, then such duty will be assigned upon a rotational basis whenever  
27 possible within affected work units. Standby duty requires that employees so assigned  
28 shall respond within thirty minutes to the Water Department, be reached by telephone or



1 other communicating devices, and refrain from activities which might impair their ability to  
2 perform assigned duties. Employees not obliged to remain on standby duty have no  
3 obligation to meet these requirements. Employees accepting standby duty who are not  
4 able to meet the above criteria due to distance must make prior arrangements with the  
5 General Manager or his designee before accepting the standby duty.

6           Sec. 24. The compensation prescribed herein shall remain in effect until  
7 superseded by the City Council to reflect adjustments in compensation in applicable  
8 memoranda of understanding and as otherwise prescribed by the City Council for  
9 employees not covered by memoranda of understanding, or until this Resolution is  
10 amended or rescinded.

11           Sec. 25. A. Employees who are eligible and volunteer to participate in the  
12 City's Trip Reduction Incentive Program as prescribed by the City's Trip Reduction Plan  
13 and current Participation Guidelines, and who also participate at least twelve days per  
14 month in the Trip Reduction Incentive Program shall also be eligible for monthly awards  
15 drawings.

16           B. Employees who are eligible and who commute to work by any means  
17 other than a motorized vehicle (e.g. bicycle, walk, jog) and who also participate at least  
18 eight (8) days per month shall also be eligible for quarterly awards drawings.

19           Sec. 26. In addition to other compensation described herein, there shall be  
20 presented to each employee upon completion of ten years' service, fifteen years' service,  
21 twenty years' service, twenty-five years' service, thirty years' service, thirty-five years'  
22 service, forty years' service, and upon retirement a suitable service award. The Board shall  
23 also sponsor an annual luncheon honoring those employees who have completed twenty  
24 years' service and who have received state, national and other awards.

25           Sec. 27. Employees may also receive additional compensation in the form  
26 of a safety award, including a safety breakfast, lunch and dinner, as determined by the  
27 General Manager, for successful participation in the Water Department's safety program.

28           Sec. 28. Employees working in areas where hazards that may cause foot

1 injuries exist shall wear safety footwear approved by the Water Department that meets or  
2 exceeds the American National Standard for Safety - Toe Footwear, Class 75, ANSI A41.1-  
3 1967.

4 The Water Department shall reimburse eligible employees, as specified in  
5 Section III.11 of the Long Beach Water Department Procedural Manual, who provide  
6 receipts or other documentation as determined by the General Manager for the cost of the  
7 following:

- 8 a. Initial purchase of safety footwear;
- 9 b. Resole or repair for safety footwear based on an assessment of "fair wear  
10 and tear" by the Supervisor and Division Manager; or
- 11 c. Additional safety footwear purchased, when warranted, based on an  
12 assessment of "fair wear and tear" by the Supervisor and Division Manager.

13 Sec. 29. The Board may sponsor an annual Board/Staff Dinner for selected  
14 employees to review achievements of the previous year and capital projects planned for  
15 the next five years.

16 Sec. 30. The Board may sponsor other benefits, luncheons, dinners, and the  
17 like for special awards, strategic planning sessions, outstanding achievements,  
18 Metropolitan Water District of Southern California directors and managers, water and  
19 sewer related professional organizations, and the like.

20 Sec. 31. This Resolution shall be known as the "Water Department Salary  
21 Resolution" and may be so cited and referred to as such.

22 Sec. 32. All other resolutions and orders pertaining to the matters set forth  
23 herein are hereby rescinded.

24 Sec. 33. If the City Council, in its resolution approving the compensation  
25 fixed herein, or in the City Salary Resolution, approves compensation (including skill pay)  
26 for offices or positions listed herein at a compensation or skill pay different than that  
27 indicated opposite the positions listed herein or approves classifications for offices or  
28 positions not listed herein, then the Board does hereby fix the compensation for said office

