



The Port of
LONG BEACH

July 8, 2008

HONORABLE MAYOR AND CITY COUNCIL
City of Long Beach
California

Subject: 2007-2008 HARBOR DEPARTMENT SALARY RESOLUTION

The Board of Harbor Commissioners adopted, at its meeting of February 19, 2008, Resolution No. HD-2407, the 2007-2008 Harbor Department Salary Resolution. This document not only sets forth matters of compensation for Harbor Department positions, but also establishes an organization in accordance with the City Charter. Specifically, this Resolution renames several bureaus and divisions for the Harbor Department's organizational structure and establishes positions to head these organizational units. Additionally, it corrects and in some instances creates new positions, divisions, grade levels, and skill pay provisions and includes items for consistency with the general City Salary Resolution.

These items have been discussed and vetted with the appropriate employee organizations and the Human Resources Department has been advised of the changes. Accordingly, we are submitting the 2007-2008 Harbor Department Salary Resolution to the City Council for action by Resolution.

In the interest of expediency, we have taken the liberty of requesting the City Attorney's Office to prepare an appropriate Resolution of Approval for your consideration and City Council's adoption. We respectfully request that you support and adopt the Resolution of Approval, approving the 2007-2008 Harbor Department Salary Resolution.

Respectfully submitted,

Handwritten signature of Richard D. Steinke.

Richard D. Steinke
Executive Director

Attachments



BOARD OF
HARBOR COMMISSIONERS
Meeting of FEB 19 2008

Action Approved
Resolution No. HD- 2407

Date: February 13, 2008
To: Board of Harbor Commissioners
From: Lisa Marin, Director, Human Resources
Subject: Proposed FY 2007-08 Salary Resolution Amendment

SECTION I: BACKGROUND

Compensation and organizational matters are set by the Board of Harbor Commissioners in the Harbor Department Salary Resolution that is then approved by resolution by the City Council prior to implementation. Last year the department implemented the findings of several major studies that recommended changes in titles as well as the creation of many new classifications and organizational units.

These studies included the Blue Consulting Study, the Maintenance Division Optimization Study and the 2006-2016 Port of Long Beach Strategic Plan. This year, additional studies such as the Informational Management Business Plan and the numerous environmental issues being addressed by the Clean Air Action Plan (CAAP) and the Green Port Policy have generated the need for organizational changes. Most of the recommended changes were proposed and approved as part of the FY.2007-08 Budget. Additionally, as with past practice, some divisions have been created for organizational purposes and will be headed up by managers. Changes to the Department's current salary resolution are summarized below and include renaming bureaus and divisions; the creation of new divisions; creation of the new positions that will head each of these divisions; the creation of new non-management positions and grade levels; and, other position title changes. The Salary Resolution is a complex document that outlines organization units, positions and salary ranges.

SECTION II: ORGANIZATIONAL MATTERS

After spending last year implementing a new organizational structure based upon all of the recent studies in the last two years, there is a need to rename some of the bureaus/divisions, add new divisions with unclassified directors and managers and clean up outdated titles to more accurately reflect current job duties and responsibilities.

The following bureaus and divisions need to be renamed in the "Organizational" section of the Salary Resolution:

A. CURRENT BUREAU NAME
Environmental Management and Planning
Finance and Support Services

NEW BUREAU NAME
Environmental Affairs and Planning
Finance and Administration

B. CURRENT DIVISION NAME
Environmental Services
Human Resources

NEW DIVISION NAME
Environmental Planning
Human Resources & Special Services

*Business Continuity
Personnel and Administrative*

*Safety and Business Continuity
Human Resources and Administrative*
(This is the organizational unit managed
by the Assistant Director of Human
Resources)

The following divisions need to be created in the "Organizational" section of the Salary Resolution:

C. NEW DIVISION NAME

TITLE OF DIVISION HEAD

*Air Quality
Emergency Management*

*Manager of Air Quality Practices
Manager of Emergency Management*

These are new divisions/positions created for organizational purposes and efficiencies; both positions were approved in the FY07/08 Adopted Budget.

Protocol

Assistant Executive Officer to the Board

This is a new division and a re-title of a currently authorized budgeted position to more accurately reflect the work performed. The Protocol Officer position title will be deleted.

Leasing

Assistant Director of Real Estate

This is a new division and position. The added position will be offset by the deletion of the Manager of Leasing Sales position.

Environmental Affairs

Assistant Director of Environmental Planning

Due to expansion of all the Environmental programs, additional staff and leadership will be needed to handle the additional workload under this new division; the new position will be reflected in the FY08/09 Budget.

Fleet Maintenance

Manager of Fleet & Environmental Services

This is a new division/position that was recommended as a result of the Division's updated Optimization Study. This new position will be offset by not filling the Assistant Director vacancy; it will be included in the FY08/09 Budget.

Public Information and Media Relations

*Assistant Director of Communications and
Community Relations*

This is a creation of a new division to reflect the current organization structure.

Strategic Planning and Performance

*Manager of Strategic Planning and
Performance Management*

This is a retitle to more accurately reflect the job being performed. This appointment was previously approved by the Board.

SECTION III: NEW MANAGEMENT CLASSIFICATIONS

In order to provide leadership positions for the new divisions and implement the revised organization, the following new management positions need to be established:

<u>Title</u>	<u>Salary Range</u>
<i>Assistant Director of Environmental Planning</i>	<i>E00</i>
<i>Assistant Executive Officer to the Board</i>	<i>E00</i>
<i>Manager of Air Quality Practices</i>	<i>E00</i>
<i>Manager of Emergency Management</i>	<i>E00</i>
<i>Manager of Fleet and Environmental Services</i>	<i>E00</i>
<i>Manager of Strategic Planning and Performance Management</i>	<i>E00</i>

SECTION IV: NEW NON-MANAGEMENT POSITIONS

In order to provide needed professional services by Harbor staff, the following new non-management positions need to be established:

<u>Title</u>	<u>Range</u>	<u>Salary Range/Monthly</u>
<i>Control Center Operator I</i>	<i>470</i>	<i>\$4118 - \$4234</i>
<i>Control Center Operator II</i>	<i>500</i>	<i>\$3360 - \$4568</i>
<i>Control Center Operator III</i>	<i>530</i>	<i>\$3623 - \$4921</i>
<i>Control Center Operator IV</i>	<i>560</i>	<i>\$4909 - \$5311</i>

The above positions are all Security positions that are necessary to staff the new Joint Command and Control Center. These positions will be responsible for enhanced dispatching, security monitoring, as well as coordination with other City, port and regional and national security agencies.

<i>Program Scheduler</i>	<i>647</i>	<i>\$6172 - 8405</i>
<i>Project Estimator</i>	<i>647</i>	<i>\$6172 - 8405</i>

These two new positions are being added and will replace two budgeted Capital Projects Coordinator positions to facilitate the recruitment for these positions that are currently staffed by contractors.

<i>*Personnel Analyst II</i>	<i>600</i>	<i>\$4321- \$5874</i>
<i>*Personnel Analyst III</i>	<i>630</i>	<i>\$4663- \$6343</i>

Due to additional responsibilities in the Human Resources Division, one of these positions is needed and will be included in the 2008 budget. These positions already exist in the City's Salary Resolution.

SECTION V: NEW GRADE LEVEL AND CLEAN-UP OF EXISTING TITLES

<u>Title</u>	<u>Range</u>	<u>Salary Range/Monthly</u>
<i>Transportation Planner IV</i>	<i>710</i>	<i>\$5805 - \$7779</i>

Establishment of this additional grade level will provide for adequate compensation for the level and complexity of work to be performed and will assist in recruitment efforts. This will create grade IV position at the same level as the existing Port Planner IV position.

*Only one position will be needed; however, the level is as of yet undetermined. This position was not submitted in the memo to the Finance and Support Services committee.

For administrative purposes, the following title changes are recommended to more accurately reflect the responsibilities of each position:

CURRENT TITLE

Assistant Director of Finance
Assistant Director of Port Communications

Director of Environmental Services

Director of Human Resources - Harbor

Manager of Business Continuity

Manager of Leasing Sales

Manager of Sustainability

Revenue Manager

NEW TITLE

Financial Reporting and Controls Officer
Assistant Director of Communications and
Community Relations

Director of Environmental Planning

Director of Human Resources and Special
Services - Harbor

Manager of Safety and Business Continuity

Assistant Director of Real Estate

Manager of Sustainable Practices

Assistant Chief Financial Officer

The above recommended title changes reflect adjustments that have occurred within the Department after the first year of implementation of the major organizational structural changes discussed earlier.

SECTION VI: CRANE OPERATION SKILL PAY

It is recommended that the Harbor Department shall pay \$.56 an hour for each level of certificate that an employee holds, up to a maximum of three (3) certificates per California Code of Regulation (CCR). Additionally, this is consistent of the Water Department's Salary Resolution. The classifications proposed to be eligible for this skill pay would be: Senior Equipment Operator, Equipment Operator, and Harbor Maintenance Mechanic. This language change to skill pay must receive approval from the appropriate union before implementing.

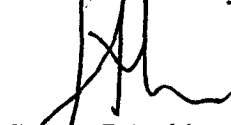
SECTION VII: RECOMMENDATION

This item was approved by the Finance and Support Services Committee on February 11, 2008. Since that time, there has been one minor change that is highlighted on page three. It is recommended that the Board of Harbor Commissioners approve the Harbor Department's Salary Resolution, which will then be submitted to the City Council for approval.



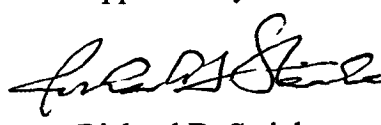
Lisa R. Marin
Director of Human Resources

Recommended by:



Steven B Rubin
Managing Director
Finance and Support Services

Approved by:



Richard D. Steinke
Executive Director

RESOLUTION NO. HD- 2407

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3 A RESOLUTION OF THE BOARD OF HARBOR
4 COMMISSIONERS OF THE CITY OF LONG BEACH
5 CREATING THE DIVISIONS OF THE HARBOR
6 DEPARTMENT; CREATING POSITIONS OF
7 EMPLOYMENT AND FIXING THE NUMBERS THEREOF;
8 ESTABLISHING SCHEDULES OF SALARY RATES AND
9 RANGES AND ASSIGNING THE APPROPRIATE RANGES
10 TO SAID POSITIONS; FIXING AND PRESCRIBING THE
11 COMPENSATION FOR THE OFFICERS AND EMPLOYEES
12 OF THE HARBOR DEPARTMENT SUBJECT TO
13 APPROVAL OF THE CITY COUNCIL OF THE CITY OF
14 LONG BEACH; AMENDING AND RESTATING THE
15 HARBOR DEPARTMENT SALARY RESOLUTION AND
16 REPEALING RESOLUTION NO. HD-2331; PROVIDING
17 THAT THIS RESOLUTION SHALL BECOME OPERATIVE;
18 AND MAKING A DETERMINATION RELATING THERETO
19

20 WHEREAS, Section 1203(q) of the City Charter of the City of Long Beach
21 ("City Charter") provides that all officers and positions of employment in the permanent
22 service of the Harbor Department shall be created and their compensation fixed by
23 resolution of the Board; and

24 WHEREAS, the Board desires to create offices and positions of
25 employment in the Harbor Department, fix the number thereof, establish schedules of
26 salary rates and ranges, and fix and prescribe the compensation of the officers and
27 employees of the Harbor Department and provide for biweekly payment of such
28 compensation for the fiscal year commencing October 1, 2007; and

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

1 WHEREAS, it is the desire of the Board, in the interests of uniformity, that
2 the compensation prescribed herein shall become effective as of the same date that the
3 compensation prescribed by the Board of Water Commissioners and the City Council
4 shall become effective for their employees; and

5 WHEREAS, the Director of Planning and Environmental Affairs has
6 determined that this resolution is not subject to the California Environmental Quality Act.

7 NOW, THEREFORE, the Board of Harbor Commissioners of the City of
8 Long Beach resolves as follows:

9 Section 1. This Resolution shall be known as the "Harbor Department
10 Salary Resolution," and may be cited as such and shall be referred to herein as the
11 Resolution.

12 Sec. 2. There are hereby created and established in the Harbor
13 Department the following bureaus and divisions, each of which shall be respectively
14 under the immediate supervision and control of the indicated head of that bureau or
15 division. Each Managing Director and each division director shall be responsible to the
16 Executive Director for the proper and efficient administration of his or her bureau or
17 division. The Assistant Executive Director (who may also be known as the Deputy
18 Executive Director) may be assigned responsibility for the proper and efficient
19 administration of a bureau as deemed appropriate by the Board.

<u>BUREAU</u>	<u>HEAD OF BUREAU</u>
Engineering	Managing Director
Environmental Affairs & Planning	Managing Director
Finance & Administration	Managing Director
Trade Relations & Port Operations	Managing Director

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<u>DIVISION</u>	<u>HEAD OF DIVISION</u>
Accounting	Manager of Accounting
Air Quality	Manager of Air Quality Practices
Communications & Community Relations	Director of Communications & Community Relations
Contract Administration	Manager of Contract Administration
Emergency Management	Manager of Emergency Management
Engineering Administration	Assistant Managing Director-Engineering
Engineering Construction Management	Director of Construction Management
Engineering Design	Director of Engineering Design
Environmental Affairs	Assistant Director of Environmental Planning
Environmental Planning	Director of Environmental Planning
Facilities Maintenance	Manager of Facilities Maintenance
Finance	Chief Financial Officer
Fleet Maintenance	Manager of Fleet & Environmental Services
Government Affairs	Director of Government Affairs
Homeland Security	Assistant Director of Security for Homeland Security
Human Resources & Administrative Special Projects	Assistant Director of Human Resources
Human Resources & Special Services	Director of Human Resources & Special Services
Information Management	Director of Information Management
Information Management/Project Management	Assistant Director of Information Management

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<u>DIVISION</u>	<u>HEAD OF DIVISION</u>
Infrastructure Maintenance	Manager of Infrastructure Maintenance
Leasing	Assistant Director of Real Estate
Maintenance	Director of Maintenance
Master Planning	Director of Master Planning
Port Projects	Manager of Port Projects
Protocol	Assistant Executive Officer to the Board
Public Information & Media Relations	Assistant Director of Communications & Community Relations
Real Estate	Director of Real Estate
Revenue Management	Assistant Chief Financial Officer
Risk Management	Director of Risk Management
Safety & Business Continuity	Manager of Safety & Business Continuity
Security	Director of Security
Strategic Planning & Performance Management	Manager of Strategic Planning & Performance Management
Sustainability	Manager of Sustainable Practices
Trade Relations	Director of Trade Relations
Transportation Planning	Director of Transportation Planning

Sec. 3.

3.1 Every person who has been or who hereafter may be duly appointed to an office or position of employment in the Harbor Department, and who is qualified to hold and holds such office or position from and after the date or dates the pay rates and compensation prescribed herein shall become effective, or from the date of

1 employment, whichever occurs later, shall receive as full compensation for his or her
2 services, a biweekly salary payable every other Friday, in accordance with the payment
3 procedure heretofore established. That compensation shall be based on one of the pay
4 rates set forth in the applicable Salary Schedule set forth in this Resolution for his or her
5 office or position, together with such additional compensation, if any, as provided herein
6 or by applicable ordinance. The method and manner of determination of the
7 compensation of each officer and employee (collectively referred to as "employee" or
8 "employees") shall be fixed as provided below. Except as otherwise specifically
9 designated, each Pay Rate Range and Step ("pay rate") is intended to be and shall be
10 the basis for determining the biweekly salary.

11 3.2 The biweekly salary of any employee who is originally appointed
12 to any office or position of employment listed in this Resolution shall be at Step I of Salary
13 Schedule I for the Pay Rate Range Number designated for such office or position. In
14 those cases where positions are designated with grade numbers, the biweekly salaries of
15 such employees shall be computed based upon the pay rate designated for the grade
16 thereof. The Board, by minute order, may specifically designate that the pay rate of any
17 employee be fixed at some other pay rate included within the applicable Salary Schedule
18 as set forth in this Resolution without limitation as to grade or numerical designation. The
19 Board shall designate the initial step or salary level of the applicable Salary Schedule of
20 any employee within the Pay Rate Range established in this Resolution for said
21 employee's position.

22 3.3 Except for the employees referred to in Section 3.3.1 and 3.3.2
23 below, after an employee has served an initial six-month period of employment at a
24 position at a pay rate designated as Salary Schedule I, Step 1, as set forth in this
25 Resolution, the salary of such employee (except those employee positions set forth in
26 Section 3.5 below) shall be at the applicable pay rate designated as Salary Schedule I,
27 Step 2; after a second six-month period of employment, the salary of such employee will
28 be at the applicable pay rate designated as Salary Schedule I, Step 3; after a third six-

1 by an existing Memorandum of Understanding with the International Association of
2 Machinists and Aerospace Workers or the Long Beach Association of Engineering
3 Employees, will continue their step advancement in accordance with the step placement
4 in effect on that date, but subject to the performance provisions set forth above.

5 3.4 As to those positions for which there is an "H" pay rate specified
6 in this Resolution, as well as the regular pay rate, the Board shall specify, at the time of
7 making an appointment or at any time thereafter, that the appointee to such position is to
8 be paid at the "H" rate or at a regular pay rate.

9 3.5 Subject to the Board's power to set the pay rate of any employee
10 at the time of making the initial appointment at one of the pay rates established herein, in
11 the event an employee (i) is promoted from one position to another for which a higher pay
12 rate is established; or (ii) is advanced from one grade to another in the same position for
13 which a higher pay rate is established; or (iii) is transferred from one department to
14 another without change of position, the Executive Director shall designate the pay rate of
15 such employee to be at one of the pay rates for such position or grade which will be not
16 less than the pay rate received by such employee immediately prior to such promotion,
17 advancement or transfer. Likewise, in the event an employee is transferred, as
18 prescribed by Civil Service Rules and Regulations for other than disciplinary reasons,
19 from one position to another position for which a lower pay rate is established, the
20 Executive Director shall designate the pay rate of such employee to be at one of the pay
21 rates prescribed for such position to which the employee is transferred.

22 3.6 For the purpose of computing the "period of employment" under
23 the provisions of this Resolution, an employee of the Harbor Department who has been
24 reinstated to his former position pursuant to the provisions of the Civil Service Rules and
25 Regulations shall be considered as having been in the continuous service of the Harbor
26 Department during the period said employee shall have served in the Armed Forces.

27 3.7 Notwithstanding any other provision contained in this Resolution,
28 the level of compensation and any adjustment thereof payable to an officer or employee

1 of the Harbor Department in a position to which he or she has been assigned the
2 Executive Salary Range in this Resolution shall be determined on a merit basis. The
3 initial compensation of said officers or employees shall be fixed by the Board at a level of
4 compensation within the Executive Salary Range designated below. Thereafter, the
5 Executive Director, shall have the authority to increase or decrease the level of
6 compensation of all said officers and employees assigned to the Executive Salary Range
7 except the Executive Director and Executive Secretary to the Board of Harbor
8 Commissioners. The Board, at its sole and exclusive discretion, may change or revoke
9 this delegation of authority at any time. The Board shall have the sole and exclusive
10 authority to designate the compensation of the Executive Director and Executive
11 Secretary to the Board of Harbor Commissioners as merited by performance. Said
12 increases and decreases in compensation shall not exceed a total of twelve percent
13 (12%) for officers and employees assigned to the Executive Salary Range in any fiscal
14 year, unless the Board finds that the percentage limitation is not applicable by reason of a
15 substantial change in the responsibility and authority of said officer or employee.

16 3.8 In addition to any merit increase provided in this Resolution
17 above, each employee assigned to the Executive Salary Range (EOO) shall be eligible to
18 participate and receive Individual Performance Incentive Compensation.

19 3.8.1 The purpose of Individual Performance Incentive
20 Compensation is to compensate management employees for prospective distinguished
21 and outstanding performance and in further anticipation of continued distinguished and
22 outstanding performance in subsequent periods.

23 3.8.2 At or near the commencement of a fiscal year, an
24 eligible employee and the Executive Director or, in the case of the Executive Director, the
25 Executive Director and the President of the Board shall develop and establish a written
26 and approved performance plan for said employee or the Executive Director which sets
27 forth objectives or targeted results for the ensuing fiscal year or remaining portion thereof.
28 The attainment of these targeted results or distinguished performance in a specific

1 project or program shall qualify the employee for Individual Performance Incentive
2 Compensation.

3 3.8.3 Individual Performance Incentive Compensation may be
4 paid to any eligible employee in an amount not to exceed \$3,500 per fiscal year based
5 upon the evaluation of the employee's performance by the Executive Director, or in the
6 case of the Executive Director, the President of the Board, and a determination by the
7 evaluator that the objectives or targeted results of the previously approved performance
8 plan have been attained.

9 3.9 Effective October 1, 1997, and subject to satisfaction of all
10 eligibility requirements and conditions, each officer and employee of the Harbor
11 Department shall be eligible to participate and receive all retirement benefits which have
12 been and hereafter are established by City Council by ordinance or resolution for officers
13 and employees of the City of Long Beach.

14 3.10 The Board may assign an employee of the Harbor Department
15 to perform as the acting Executive Director, Assistant Executive Director, Deputy
16 Executive Director, Managing Director, or division director whenever a vacancy occurs in
17 any such positions or when the Board determines that the incumbent Executive Director,
18 Assistant Executive Director, Deputy Executive Director, Managing Director, or division
19 director is unable to perform the duties of his or her position and such an assignment is
20 necessary for the efficient and effective operation of the Harbor Department. During the
21 time the employee is so assigned and is performing in said acting capacity, the employee
22 shall be entitled to receive the compensation designated by the Board at one of the Pay
23 Rate Ranges set forth in this Resolution for the position to which said employee is
24 assigned.

25 3.11 Subject to and within the limitations of the provisions of the City
26 Charter after the initial appointment by the Board, the Executive Director may at any time
27 find and determine that an employee is entitled to be, and shall be, assigned to either a
28 different pay rate within the Pay Rate Range established for such office or position, or to

1 a different grade where positions are designated with grade numbers, and that an
2 employee shall receive the biweekly salary established therefor. Without limiting the
3 generality of the foregoing, the Board confers and delegates to the Executive Director the
4 authority to temporarily adjust the grade or pay rate of an employee subject to disciplinary
5 action, in lieu of suspension without pay, as may be required for the efficient and
6 economical administration and management of the affairs of the Harbor Department.

7 3.12 With respect to the administration of the provisions of this
8 Resolution, the Board confers and delegates to the Executive Director the authority and
9 duty to do and perform all actions relating to the administration and management of
10 employees of the Harbor Department as may be required for the efficient and economical
11 functioning thereof; provided, however, the powers and duties conferred upon and
12 delegated to the Executive Director shall not include the powers (i) to make initial
13 appointments or initial employment of officers and employees of the Harbor Department;
14 (ii) to fix the duties and initial compensation of such officers and employees; (iii) to assign
15 an employee to perform as acting Executive Director, Assistant Executive Director,
16 Deputy Executive Director, Managing Director, or division director in accordance with the
17 provisions of and under the circumstances described in Section 3.10 above; (iv) to grant
18 a leave of absence without compensation to the Executive Director; (v) to grant executive
19 leave to the Executive Director; (vi) to authorize, as additional compensation, the
20 payment of actual moving expenses incurred by a person in accepting a position with the
21 Harbor Department; or (vii) to exercise such powers as are exclusively reserved to the
22 Board under the provisions of Article XII of the Long Beach City Charter.

23 Sec. 4.

24 4.1 The compensation for all Harbor Department employees shall be
25 as prescribed and expressed herein on a per hour rate basis. The amount of the
26 biweekly installment payable to any full-time employee shall be computed by multiplying
27 the employee's pay rate per hour by the number of hours or fraction of hours for which
28 pay is actually due. The hourly pay shall include any additional applicable.

1 4.2 If any employee is absent for any reason other than one of the
2 permitted absences authorized by City Council Personnel Ordinance, such employee
3 shall not be entitled to receive the full amount of his or her installment of pay for any
4 biweekly pay period during which said absence occurred. The amount of pay said
5 employee shall receive for such pay period shall be computed by multiplying the
6 employee's hourly pay rate by the number of hours or fractions of hours for which pay is
7 actually due.

8 4.3 And if an employee is employed on other than a full-time basis,
9 such employee's compensation shall be computed by multiplying the hourly pay rate
10 established for such employee's position by the number of hours or fraction of hours for
11 which pay is due to said employee.

12 Sec. 5. Except as otherwise provided by the City Charter, every person
13 holding any office or position of employment hereinafter set forth shall perform such
14 duties as are indicated by the title of such office or position and as are usually incident to
15 such office or position, and such other duties as shall be assigned by his or her
16 immediate superior, division director, Managing Director, Deputy Executive Director,
17 Assistant Executive Director, the Executive Director or by the Board.

18 Sec. 6.

19 6.1 The designation of certain positions in the schedule of positions
20 and assigned Pay Rate Range numbers contained in this Resolution, and the designation
21 of grades within a specified position, are made for the purpose of creating such positions
22 according to the degree of responsibility and character of the duties required by such
23 positions solely and only to the end that the Salary Schedules for such positions will
24 reflect the differences in the responsibilities and duties attached to said positions. The
25 characterization of positions by said terms is hereby declared to have no other purpose
26 or effect and shall not in any manner change or alter the classification of employees
27 holding such positions.

28 6.2 The use of occupational code designations, and the use of

1 asterisks to denote unclassified positions are for administrative purposes only. Changes
2 in occupational code designation and in the status of a position may occur and such
3 changes will not require amendment of this Resolution.

4 Sec. 7.

5 7.1 An employee temporarily assigned to perform duties not
6 ordinarily attached to his/her position for the purpose of training and development
7 pursuant to Section 63(3) of the Civil Service Rules and Regulations will be compensated
8 at the salary rate fixed and prescribed by this resolution for the position involving the
9 duties to which temporary assignment has been made and at the step most closely
10 approximating the pay rate of the employee immediately prior to the temporary
11 assignment provided that in no event shall the pay rate for the temporary assignment
12 exceed the employee's pay rate immediately prior to the temporary assignment.

13 7.2 An employee temporarily assigned to perform duties not
14 ordinarily attached to his/her position, for the purpose of rehabilitation or the recovery
15 from a medical condition that has been certified by the City Health Officer, pursuant to
16 Section 63(5) of the Civil Service Rules and Regulations, will be compensated at the
17 salary rate fixed and prescribed by this resolution for the position involving the duties to
18 which temporary assignment has been made and at the step most closely approximating
19 the pay rate of the employee immediately prior to the temporary assignment provided that
20 in no event shall the pay rate for the temporary assignment exceed the employee's pay
21 rate immediately prior to the temporary assignment.

22 7.3 An employee temporarily assigned to perform duties not
23 ordinarily attached to his/her position pursuant to Sections 63(3) or 63(5) of the Civil
24 Service Rules and Regulations, which temporary assignment results in a lower hourly
25 pay rate, may be Y-rated (pay rate frozen) until such time as the top step of the
26 employee's new position is equal to or surpasses the employee's Y-rate.

27 Sec. 8. Officers and employees requiring transportation in connection with
28 the performance of their duties for the Harbor Department, may be assigned a City-

1 owned vehicle by the Executive Director in accordance with criteria established by the
2 Executive Director; or, in the alternative, with the approval of the Executive Director may
3 receive, by way of reimbursement, the cost of transportation incurred in the performance
4 of his or her duties with the Harbor Department. Reimbursement may, at the discretion of
5 the Executive Director, be paid to such officers and employees upon the basis of any one
6 of the following computations:

7 8.1 Actual cost of transportation per month for public transportation;

8 or

9 8.2 For use of a privately-owned vehicle used for official City
10 business:

11 8.2.1 Thirty-eight and one-half cents (\$0.385) per mile for all
12 authorized mileage actually driven by the officer or employee on official City business
13 each month; or

14 8.2.2 A flat monthly allowance of:

15 8.2.2.1 Such sum as may be determined by the
16 Executive Director, but not to exceed Four Hundred Fifty Dollars (\$450.00) per month; or

17 8.2.2.2 One Hundred Twenty-five Dollars (\$125.00)
18 per month plus twelve cents (\$0.12) per mile for all authorized mileage actually driven by
19 the officer or employee on official City business, which allowances are hereby determined
20 to constitute the reimbursement for the expenditures and costs of operating and
21 maintaining such vehicle, including its availability, as required for the performance of
22 such official City duties; provided, however, that in each instance said employee shall
23 procure and maintain in full force and effect, at all times while said privately-owned
24 vehicle is used for official City business, bodily injury and property damage insurance
25 from a company or companies authorized to do business in the State of California, with
26 minimum coverages as prescribed by the Executive Director.

27 Sec. 9.

28 9.1 Employees of the Harbor Department may also receive

1 additional compensation in the form of suitable recognition awards as determined by the
2 Executive Director.

3 9.2 Employees of the Harbor Department may, pursuant to and in
4 accordance with the provisions of this Resolution and regulations issued by the Executive
5 Director, be awarded additional compensation for suggestions made that result in
6 measurable monetary savings to the Harbor Department. Measurable awards shall not
7 exceed 10% of the anticipated first year savings after adoption of the suggestion,
8 provided, however, that the maximum award shall not exceed Five Thousand Dollars
9 (\$5,000.00). The Executive Director may also authorize an award not to exceed Two
10 Hundred Dollars (\$200.00) for adopted suggestions resulting in benefits to the Harbor
11 Department which are not measurable in monetary terms and may authorize the use of
12 promotional awards to encourage participation in the program.

13 9.3 The Executive Director may provide up to two Port
14 familiarization programs each fiscal year for Harbor Department employees and their
15 families.

16 9.4 Employees of the Harbor Department may also receive
17 additional compensation in the form of a suitable safety award as determined by the
18 Executive Director for successful participation in the Harbor Department's safety
19 program.

20 9.5 Permanent full-time or permanent part-time employees who are
21 enrolled in an accredited job and/or career-related college or university study program
22 during off-duty hours are eligible to receive tuition reimbursement in accordance with the
23 schedule promulgated by the Executive Director.

24 9.6 Employees of the Harbor Department who are eligible and
25 volunteer to participate in the Harbor Department's Green Commute Program as defined
26 by Administrative Directive shall be eligible to receive appropriate recognition and
27 rewards as determined by the Executive Director.

28 Sec. 10. The method of computation of the amount of additional

1 compensation to be paid to an employee for overtime worked in accordance with and
2 pursuant to the applicable definitions, conditions and requirements of the City Council
3 Personnel Ordinance and in accordance with and pursuant to the Fair Labor Standards
4 Act (FLSA), except that the additional compensation for overtime exempt from FLSA shall
5 not include uncontrolled standby amounts in the computation.

6 Sec. 11. Subject to the requirements and conditions of the City Council
7 Personnel Ordinance relating to the availability of funds, every officer or employee of the
8 Harbor Department who, upon request of his or her bureau or division head and subject
9 to the approval of the Executive Director shall consent to forego, and shall forego, the
10 taking of any annual vacation or portion thereof, shall be paid, as additional
11 compensation, a sum computed by multiplying the hourly rate of compensation
12 prescribed by this Resolution for the position held by said officer or employee by the
13 number of vacation hours which the employee shall forego. Time worked in lieu of
14 annual vacation or portion thereof shall not be considered as overtime or "extra time
15 worked."

16 Sec. 12.

17 12.1 The City Council Personnel Ordinance permits certain City
18 employees to be absent thirteen working days per year with full pay, to be prorated,
19 biweekly in lieu of absence of the employee on the holidays enumerated in the City
20 Council Personnel Ordinance. Subject to the prior approval of the Executive Director, an
21 employee may accumulate and carry over such properly authorized unused "in lieu of
22 holiday" time off for no longer than the close of the calendar year immediately following
23 the calendar year in which such time off was earned. In the event that such accumulated
24 "in lieu of holiday" time off is not taken as time off by the employee by the end of the
25 calendar year immediately following the calendar year in which it was earned, then such
26 accumulated time off shall be forfeited by the employee and no compensation shall
27 thereafter be paid therefor.

28 12.2 Cash payment for any properly authorized accumulated and/or

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

9 12.3 The payment of such additional compensation to an employee
10 terminating or pending disability retirement shall be subject to all the requirements and
11 conditions relating to the availability of funds to make such payments as provided in the
12 City Council Personnel Ordinance. In the event the application for ordinary or service-
13 connected disability retirement is disapproved, the employee shall not be entitled to any
14 holiday or unused portion thereof, for which a lump sum payment has been received.

15 12.4 Employees who are laid off and eligible for benefits under the
16 Consolidated Omnibus Budget Reconciliation Act (COBRA) shall have the premiums for
17 the benefits they are entitled to under COBRA paid by the City for the first six (6) months
18 after their layoff.

19 Sec. 13. In addition to the compensation set forth in this Resolution, a night
20 shift differential of eighty cents (\$0.80) per hour shall be paid to all permanent full-time
21 employees whose regular schedule requires said employee to work between the hours of
22 6:00 p.m. and 6:00 a.m., provided that:

23 13.1 The employee works one-half or more of his or her regularly
24 scheduled shift between the hours of 6:00 p.m. and 6:00 a.m. Such employee shall be
25 eligible to be paid the additional rate established by this Section for each hour worked
26 during the entire shift; or

27 13.2 The employee works between the hours of 6:00 p.m. and 6:00
28 a.m. as part of a "split-shift." The term "split-shift" is defined as a shift of eight (8) or more

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

4 13.3 Employees who work a twelve-hour shift that begins or ends at
5 midnight, shall be paid a night shift differential for only those hours worked between the
6 hours of 6:00 p.m. and 6:00 a.m.

7 Sec. 14.

8 14.1 Each employee represented by the International Association of
9 Machinists and Aerospace Workers or the Long Beach Association of Engineering
10 Employees who is required to perform the full range of duties in a higher-level
11 classification or grade level position that is vacant, up to and including division manager,
12 shall be paid an additional eighty cents (\$0.80) per hour providing the following conditions
13 are met:

14 14.1.1 The employee who is assigned the higher-level duties
15 of the vacated position must work at least forty (40) consecutive hours once per calendar
16 year in said position in order to qualify for the higher classification pay.

17 14.1.2 The higher-level duties performed must be those of a
18 permanent budgeted position that is vacant, either temporarily because of absence or
19 reassignment of the regular employee or vacant due to resignation, termination or other
20 such action.

21 14.1.3 In no event shall the total compensation paid to the
22 employee for regular salary and higher classification pay exceed the seventh step of the
23 higher classification or grade level.

24 14.1.4 The temporary appointment to the higher classification
25 must be approved by the Executive Director or designee.

26 14.2 The provisions of subsection 14.1 of this Section shall not
27 apply to employees in classifications included in and paralleling the safety series of the
28 Public Employees' Retirement System.

1 Sec. 15. Each employee designated as being represented by the Long
2 Beach City Employees Service Lodge 1930 or the Long Beach Association of
3 Engineering Employees shall be compensated at a rate of ninety-five cents (\$0.95) per
4 hour for each full hour of standby duty as defined in the Memoranda of Understanding
5 between the City and said organizations.

6 Sec. 16. In lieu of coverage under the health insurance program provided
7 by the City for employees holding permanent full-time positions, each employee in a
8 permanent part-time position (as defined in the City Council Personnel Ordinance) shall,
9 for every 174.0 hours worked by such permanent part-time employee, be paid Four
10 Hundred Dollars (\$400.00). No permanent part-time employee shall receive payments
11 made pursuant to this Section in any one fiscal year which amount to more than the total
12 annual contribution made by the City toward health insurance premiums for a permanent
13 full-time employee for that same fiscal year.

14 Sec. 17. Notwithstanding any other provision of this Resolution, the
15 members of the Board and the officers and employees of the Harbor Department shall be
16 allowed, in addition to their salaries as provided, their actual and necessary expenses
17 incurred in the performance by them of the duties of their respective offices and positions;
18 provided, however, and except as otherwise provided in this Resolution, such expenses
19 may be allowed to any such board member or officer or employee only in those cases
20 where the Executive Director has either authorized or ratified the incurring of such
21 expenses.

22 Sec. 18. Any officer or employee of the Harbor Department who is duly
23 summoned to attend any court during the time regularly required for his or her office or
24 employment, for the purpose of jury service, shall be entitled to paid release time up to
25 eighty (80) hours while so actually serving, and provided he or she deposits the fees for
26 service and mileage with the City Treasurer, to his or her regular compensation and to
27 reimbursement for travel expense at the rate actually received during such service.

28 Sec. 19.

1 19.1 Each officer and employee of the Harbor Department shall,
2 during the time they actually hold an office or position of employment with the Harbor
3 Department, be entitled to receive, as additional compensation, such group life insurance
4 benefits as may be provided from time to time in a policy or policies of insurance obtained
5 by the City or by the Board. Proceeds of such a policy or policies shall be payable to a
6 beneficiary named by the person insured or, if none is named, to his or her estate.

7 19.2. On and after December 1, 2004, the City shall pay a maximum
8 amount of Seven Hundred and Ninety Six Dollars per month toward the cost of health,
9 dental, and life insurance benefits for eligible employees represented by the International
10 Association of Machinists and Aerospace Workers, the Long Beach Association of
11 Engineering Employees, the Long Beach Management Association and each eligible
12 employee not represented by and employee organization.

13 Effective December 1, 2005, and every December 1st thereafter,
14 increases in the costs for health, dental, and life insurance plans selected by employees
15 shall be borne by employees in the same manner set forth in the employee's applicable
16 MOU. The City shall pay the difference between the actual cost and the employee
17 contribution as outlined in the applicable MOU. Cost sharing shall also apply to each
18 eligible employee not represented by an employee organization. In the event various
19 cost sharing plans exist, each eligible employee not represented by an employee
20 organization shall cost share in accordance with the directive of his/her appointing
21 authority.

22 19.3 Employees assigned to the Pay Rate Range E00 shall, unless
23 they elect an available alternative, receive as additional compensation, life insurance
24 benefits equal to three times their full annual salary to a maximum of Five Hundred
25 Thousand Dollars (\$500,000.00), long term and short term disability insurance and in-
26 hospital indemnity benefits. Proceeds of any life insurance benefits shall be payable to a
27 beneficiary named by the person insured or, if none is named, to his or her estate.

28 19.4 If an employee represented by the International Association of

1 Machinist or the Long Beach Association of Engineering Employees is killed on the job
2 because of violence in the workplace, the City shall continue to provide health insurance
3 and dental insurance benefits as follows:

- 4 1) For the surviving spouse until his/her remarriage, death, or
5 Medicare eligibility, whatever occurs first;
- 6 2) For the surviving children until their 19th birthday or until age
7 26, if a full-time student in an accredited college or university.

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

9 Sec. 20. Each officer and employee of the Harbor Department during his or
10 her employment shall receive, as additional compensation, such insurance benefits for
11 bodily injury or death incurred by such officers or employees while traveling on official
12 business of the City of Long Beach as may be provided from time to time in a master
13 policy or policies of travel insurance as may be obtained by the City or by the Board
14 pursuant to Section 3121 of the California Government Code. Proceeds of such a policy
15 or policies shall be payable to a beneficiary named by the person insured or, if none is
16 named, to his or her estate.

17 Sec. 21. The Executive Director may authorize one or more employees in
18 the Harbor Department to act as instructors in public or private schools, colleges or
19 universities whenever the subjects of study in such classes are directly related to the type
20 or kind of work performed by such employee under his or her employment with the
21 Harbor Department, and the Executive Director has determined that the conduct of said
22 classes will directly promote or improve the efficiency of the Harbor Department by
23 reason of the attendance at such classes by employees or prospective employees of the
24 Harbor Department. The duties so authorized shall be in addition to duties regularly
25 attached to his or her office or position. Every employee so authorized to instruct such
26 classes during business hours may charge such fee for his or her services as may be
27 prescribed by the Executive Director, and all fees so collected shall be paid into the City
28 Treasury by such employee.

1 Sec. 22. The Executive Director may grant an extended leave of absence,
2 not to exceed one year, for the purpose of health, or study, travel and research, to any
3 employee of the Harbor Department. The application of such extended leave of absence
4 shall state the time desired and shall have the written approval of the applicant's division
5 head or designee. Any leave of absence granted under this Section shall be without
6 compensation during such absence. The position held by the employee to whom the
7 leave of absence is granted shall be filled for the term of the absence in the same
8 manner as vacancies are filled.

9 Sec. 23. The Executive Director may grant a leave of absence without
10 compensation to a person holding an office or position in the Harbor Department, said
11 leave not to exceed thirty (30) days in duration. Only the Board may grant a leave of
12 absence without compensation to the Executive Director.

13 Sec. 24. Officers and employees of the Harbor Department, pursuant to
14 and in accordance with the provisions of this Resolution and the administrative rules,
15 regulations and policies promulgated and issued by the Executive Director, may
16 authorize deductions to be made from their salaries or wages for purposes authorized by
17 the provisions of the California Government Code in Article 6 of Chapter I of Division 4 of
18 Title 1 (commencing at Section 1150, et seq.) and in Articles I, 1.1, 1.5, and 2 of Chapter 2
19 of Part 1 of Division 2 of Title 5 (commencing at Section 53200, et seq.), except that such
20 deductions for payment of dues or other services provided by any employee organization
21 or association shall be only as provided by a legally binding contract between the City
22 and said employee organization or association.

23 Sec. 25. The prior appointments of Harbor Department officers and
24 employees to any of the respective positions of employment set forth in this Resolution
25 who are qualified to hold and who hold such positions at the operative date of this
26 Resolution, are hereby ratified and confirmed.

27 Sec. 26. Pursuant to the provisions of Section 53240 of the California
28 Government Code, an officer or employee may receive the cost of replacing or repairing

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1 property such as eyeglasses, hearing aids, dentures, watches, or articles of clothing
2 necessarily worn or carried by the employee when loss or damage occurs in the line of
3 duty and is not attributable to the employee's negligence. If the items are damaged
4 beyond repair, the replacement cost of such items may be paid. The replacement cost of
5 such items shall be determined as of the time of loss or damage. In the event of such
6 loss or damage, the officer or employee seeking recovery shall file a request for
7 reimbursement in writing with the Executive Director and the request shall be processed
8 in accordance with the applicable provisions of the Municipal Code and administrative
9 directives of the Harbor Department.

10 Sec. 27. Officers and employees of the Harbor Department holding any of
11 the following positions are hereby designated as being eligible to be granted (i) executive
12 leave in accordance with the provisions of the City Council Personnel Ordinance, as
13 amended and (ii) up to an additional eighty (80) hours each calendar year:

- 14 Assistant Chief Financial Officer
- 15 - Assistant Director of Communications & Community Relations
- 16 Assistant Director of Environmental Planning
- 17 Assistant Director of Human Resources - Harbor
- 18 Assistant Director of Information Management
- 19 Assistant Director of Real Estate
- 20 Assistant Director of Security for Homeland Security
- 21 Assistant Executive Director
- 22 Assistant Executive Officer to the Board
- 23 Assistant Managing Director-Engineering
- 24 Chief Financial Officer
- 25 Deputy Executive Director
- 26 Director of Communications and Community Relations
- 27 Director of Construction Management
- 28 Director of Engineering Design

- 1 Director of Environmental Planning
- 2 Director of Government Affairs
- 3 Director of Human Resources & Special Services – Harbor
- 4 Director of Information Management
- 5 Director of Maintenance
- 6 Director of Master Planning
- 7 Director of Program Management
- 8 Director of Real Estate
- 9 Director of Risk Management
- 10 Director of Security
- 11 Director of Trade Relations
- 12 Director of Transportation Planning
- 13 Executive Director
- 14 Executive Secretary to the Board
- 15 Manager of Accounting
- 16 Manager of Air Quality Practices
- 17 Manager of Contract Administration
- 18 Manager of Emergency Management
- 19 Manager of Facilities Maintenance
- 20 Manager of Fleet Environmental Services
- 21 Manager of Infrastructure Maintenance
- 22 Manager of Safety & Business Continuity
- 23 Manager of Strategic Planning & Performance Management
- 24 Manager of Sustainable Practices
- 25 Managing Director
- 26 The granting of executive leave to the Executive Director shall be in the
- 27 sole and exclusive discretion of the President of the Board and the granting of such
- 28 leave to the remainder of such officers and employees shall be at the discretion of the

1 Executive Director.

2 Sec. 28. The Board, in its discretion, may authorize, as additional
 3 compensation, the payment of the actual moving expenses incurred by a person in
 4 accepting a position with the Harbor Department as approved by the Executive Director
 5 when the Board determines that such additional compensation is required as a further
 6 inducement to a prospective officer or employee to accept employment with the Harbor
 7 Department.

8 Sec. 29. Except for the offices and positions created and established by
 9 the City Charter, there are hereby created and established the offices and positions as
 10 set forth and listed in this Resolution and except as otherwise provided in this Resolution,
 11 the compensation for each office and position is hereby fixed and prescribed at one of the
 12 pay rates set forth in the Salary Schedules of this Resolution for the period commencing
 13 October 1, 2006, and continuing until superseded by a subsequent resolution of the
 14 Board which is approved by the City Council. The pay rates are indicated opposite each
 15 listed office and position by a Pay Rate Range number, together with the bargaining unit
 16 designation and such additional compensation, if any, as provided herein or by applicable
 17 ordinance.

18 Sec. 30

19 POSITIONS AND ASSIGNED

20 PAY RATE RANGE NUMBERS

21	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
23	C01AN	Accountant I	490	06
24	T23AN	*Accountant I – NC	M47	06
25	C01BN	Accountant II	540	06
26	C01CN	Accountant III	590	06
27	C02AN	Accounting Clerk I	340	04
28				

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	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
1				
2				
3				
4	C02BN	Accounting Clerk II	370	04
5	C02CN	Accounting Clerk III	400	04
6	C50NN	Accounting Technician	440	04
7	D80AN	Administrative Aide I	430	04
8	D80BN	Administrative Aide II	460	04
9	NA2CN	Administrative Aide III	520	04
10	EA8AN	Administrative Analyst I	570	06
11		*Administrative Analyst – NC	M68	06
12	EA8BN	Administrative Analyst II	600	06
13		*Administrative Analyst – NC	M78	06
14	EA8CN	Administrative Analyst III	630	06
15	T01N1	*Administrative Intern – NC	H28	99
16	T01N2	*Administrative Intern – NC	H30	99
17	T01N3	*Administrative Intern – NC	H32	99
18	T01N4	*Administrative Intern – NC	H34	99
19	T01N5	*Administrative Intern – NC	H36	99
20	T01N6	*Administrative Intern – NC	H38	99
21	T01N7	*Administrative Intern – NC	H39	99
22	T01N8	*Administrative Intern – NC	H40	99
23	T93N1	*Administrative Intern – NC	H41	99
24	E03AN	Asst. Admin. Analyst I	470	06
25	E03BN	Asst. Admin. Analyst II	530	20
26	NB4NN	*Assistant Chief Financial Officer	E00	88
27				
28				

	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
1				
2				
3				
4	N02NN	Assistant Chief Harbor Engineer	764	20
5		*Assistant Director of Communications & Community Relations	E00	88
6		*Assistant Director of Environmental Planning	E00	88
7		*Assistant Director of Human Resources - Harbor	E00	88
8		*Assistant Director of Information Management	E00	88
9		*Assistant Director of Real Estate	E00	88
10		*Assistant Director of Security for Homeland Security	E00	88
11				
12	N09NN	*Assistant Executive Director – Harbor	E00	88
13		*Assistant Executive Officer to the Board	E00	88
14		*Assistant Managing Director for Engineering (Chief Harbor Engineer)	E00	88
15				
16	N67AN	*Assistant Marketing Manager I	470	06
17	N67BN	*Assistant Marketing Manager II	560	06
18	N67CN	*Assistant Marketing Manager III	630	06
19	F50AN	Assistant Planner I	510	06
20	T62AN	*Assistant Planner I – NC	M52	06
21	F50BN	Assistant Planner II	570	06
22	T62BN	*Assistant Planner I – NC	M52	06
23	F50BN	Assistant Planner II	570	06
24	T62BN	*Assistant Planner II – NC	M68	06
25	N03NN	Assistant Terminal Services Manager	580	03
26	NA3NN	*Assistant to Executive Director	E00	88
27				
28	N42NN	*Assistant Traffic Manager	600	06

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	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
1				
2				
3				
4	I09NN	Building Maintenance Engineer	540	02
5	J10NN	Building Services Supervisor	430	01
6	DA8AN	Capital Projects Coordinator I	640	06
7	DA8BN	Capital Projects Coordinator II	660	06
8	DA8CN	Capital Projects Coordinator III	690	06
9	N68AN	Cargo Audit Clerk I	340	04
10	N68BN	Cargo Audit Clerk II	360	04
11	N69CN	Cargo Audit Clerk III	400	04
12	N69DN	Cargo Audit Clerk IV	440	04
13	I11NN	Carpenter	480	02
14	T43NN	*Carpenter – NC	M47	02
15	I12NN	Carpenter Supervisor	510	01
16	K08NN	Chief Construction Inspector	684	20
17		*Chief Financial Officer	E00	88
18	N11NN	Chief Port Security Officer	680	07
19	K09NN	Chief Surveyor	694	20
20	N12NN	*Chief Wharfinger	670	03
21	K11NN	Civil Engineer	644	22
22	T55NN	*Civil Engineer – NC	N94	22
23	K12NN	Civil Engineering Assistant	514	22
24	W84NN	*Civil Engineering Assistant – NC	N57	22
25	K13NN	Civil Engineering Associate	594	22
26	T83NN	*Civil Engineering Associate – NC	N80	22
27				
28				

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	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
1				
2				
3				
4	D87AN	Clerk I	260	04
5	T44AN	*Clerk I – NC	M03	04
6	D87BN	Clerk II	290	04
7	T44BN	*Clerk II – NC	M07	04
8	D87CN	Clerk III	320	04
9	T33CN	*Clerk III – NC	M12	04
10	D74NN	Clerk Supervisor	440	03
11	D04AN	Clerk Typist I	320	04
12	T88AN	*Clerk Typist I – NC	M12	04
13	D04BN	Clerk Typist II	350	04
14	T88BN	*Clerk Typist II – NC	M17	04
15	D04CN	Clerk Typist III	380	04
16	T88CN	*Clerk Typist III – NC	M24	04
17	D04DN	Clerk Typist IV	410	04
18	D04EN	Clerk Typist V	440	04
19	K14AN	Construction Inspector I	534	22
20	W76AN	*Construction Inspector I – NC	N63	22
21	K14BN	Construction Inspector II	574	22
22	W76BN	*Construction Inspector II – NC	N72	22
23		Construction Manager	644	20
24				
25	N15NN	Construction Supervisor	540	01
26	NC2AN	Contract Administrator I	460	04
27	NC2BN	Contract Administrator II	520	04
28				

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1	Occup.	Position	Pay	Bargaining
2	Code		Rate	Unit
3			Range	
4			No.	
4		Control Center Operator I	470	
5		Control Center Operator II	500	
6		Control Center Operator III	530	
7		Control Center Operator IV	560	
8	N16AN	Deputy Chief Harbor Engineer I	724	20
9	N16BN	Deputy Chief Harbor Engineer II	757	20
10		*Deputy Executive Director	E00	88
11	N92NN	*Director of Communications and Community Relations	E00	88
12		*Director of Construction Management	E00	88
13		*Director of Engineering Design	E00	88
14		*Director of Environmental Planning	E00	88
15		*Director of Government Affairs	E00	88
16	NB7NN	*Director of Government Affairs	E00	88
17	N77BN	*Director of Human Resources & Special Services – Harbor	E00	88
18		*Director of Information Management	E00	88
19	NA4NN	*Director of Information Management	E00	88
20	N18NN	*Director of Maintenance	E00	88
21		*Director of Master Planning	E00	88
22		*Director of Program Management	E00	88
23	N61NN	*Director of Real Estate	E00	88
24		*Director of Risk Management	E00	88
25	NA5NN	*Director of Security	E00	88
26	N22NN	*Director of Trade Relations	E00	88
27		*Director of Transportation Planning	E00	88
28				

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1	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
2				
3				
4	K89NN	Electrical Engineer	644	22
5	I14NN	Electrical Supervisor	550	01
6	I15NN	Electrician	500	02
7	T45NN	*Electrician – NC	M52	02
8	K22AN	Engineering Aide I	307	22
9	K22BN	Engineering Aide II	344	22
10	K22CN	Engineering Aide III	419	22
11	T46CN	*Engineering Aide III – NC	N33	22
12	K95AN	Engineering Technician I	464	22
13	W77AN	*Engineering Technician I – NC	N43	22
14	K95BN	Engineering Technician II	504	22
15	W77BN	*Engineering Technician II – NC	N53	22
16	NC3AN	Environmental Remediation Spec. I	644	22
17	NC3BN	Environmental Remediation Spec. II	694	22
18	N24AN	Environmental Specialist I	644	22
19	N24BN	Environmental Specialist II	694	22
20	N25NN	Environmental Specialist Asst.	514	22
21	W80AN	*Environmental Specialist Asst. – NC	N57	22
22	N26NN	Environmental Specialist Assoc.	594	22
23	W81NN	*Environmental Specialist Assoc. – NC	N80	22
24	I06AN	Equipment Mechanic I	480	02
25	T34BN	*Equipment Mechanic I – NC	M46	02
26	I06BN	Equipment Mechanic II	500	02
27				
28				

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	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
1				
2				
3				
4	T34BN	*Equipment Mechanic II – NC	M50	02
5	J18AB	Equipment Operator I	370	02
6	T35AN	*Equipment Operator I – NC	M21	02
7	J18BN	Equipment Operator II	410	02
8	T35BN	*Equipment Operator II – NC	M31	02
9	J18CN	Equipment Operator III	440	02
10	T35CN	*Equipment Operator III – NC	M37	02
11	N88NN	*Executive Director – Harbor	E00	88
12	N39NN	*Executive Secretary – Harbor	E00	88
13	N27NN	*Executive Secretary to the Board	E00	88
14	N71NN	Financial Reporting & Controls Officer	680	05
15	J23AN	Garage Services Attendant I	370	02
16	J23BN	Garage Service Attendant II	390	02
17	J23CN	Garage Service Attendant III	450	02
18	ND3NN	Garage Supervisor – Harbor	550	01
19	J24AN	Gardener I	360	02
20				
21	W84AN	*Gardener I – NC	M20	02
22	J24BN	Gardener II	390	02
23	I23NN	General Maintenance Assistant	410	02
24	W85NN	*General Maintenance Assistant – NC	M31	02
25	EE1AN	Geographic Info Sys Analyst I	527	22
26	EE1BN	Geographic Info Sys Analyst II	564	22
27	EE1CN	Geographic Info Sys Analyst III	597	22
28				

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

	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
1				
2				
3				
4	EF1AN	Geographic Info Sys Tech I	460	04
5	EF1BN	Geographic Info Sys Tech II	500	04
6	N56NN	Graphic Artist	520	04
7	NC0NN	*Graphic Technician	440	04
8	N32AN	Harbor Maintenance Mechanic I	440	02
9	W86AN	*Harbor Maintenance Mechanic I – NC	M37	02
10	N32BN	Harbor Maintenance Mechanic II	470	02
11	W86BN	*Harbor Maintenance Mechanic II – NC	M46	02
12	N76AN	Harbor Maintenance Superintendent I	610	01
13	N76BN	Harbor Maintenance Superintendent II	640	01
14	N33NN	Harbor Maintenance Supervisor	520	01
15	I59NN	Locksmith	480	02
16	T26AN	*Maintenance Aide I – NC	M01	02
17	T26BN	*Maintenance Aide II – NC	M03	02
18	JA3AN	Maintenance Assistant I	290	03
19	T78AN	*Maintenance Assistant I – NC	M07	02
20	JA3BN	Maintenance Assistant II	330	02
21	T78BN	*Maintenance Assistant II – NC	M13	02
22	JA3CN	Maintenance Assistant III	360	02
23	T78CN	*Maintenance Assistant III – NC	M20	02
24				
25		Maintenance Planner I	540	02
26		Maintenance Planner II	580	02
27		*Manager of Accounting	E00	88
28				

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1	Occup.	Position	Pay	Bargaining
2	Code		Rate	Unit
3			Range	
4			No.	
4		*Manager of Air Quality Practices	E00	88
5		*Manager of Contract Administration	E00	88
6		*Manager of Emergency Management	E00	88
7		*Manager of Facilities Maintenance	E00	88
8		*Manager of Fleet & Environmental Services	E00	88
9		*Manager of Infrastructure Maintenance	E00	88
10	N62NN	*Manager of Leasing Sales	E00	88
11	N65NN	Manager of Rail Transportation Systems	724	20
12		*Manager of Safety & Business Continuity	E00	88
13		*Manager of Strategic Planning & Performance	E00	88
14		Management		
15		*Manager of Sustainable Practices	E00	88
16	N80NN	*Managing Director	E00	88
17	NA8NN	Market Planning Assistant	470	06
18	N48NN	*Market Research Economist	660	05
19	N66NN	*Marketing Manager	680	05
20	W87NN	*Mechanic – Harbor – NC	480	02
21	K32NN	Mechanical Engineer	644	22
22	L21AN	Mechanical Supervisor I	530	01
23	L21BN	Mechanical Supervisor II	580	01
24	N41NN	Mechanical Systems Supervisor	530	01
25	J37NN	Motor Sweeper Operator	440	02
26	NB0AN	Office Automation Analyst I	530	06
27	NB0BN	Office Automation Analyst II	560	06
28				

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1	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
2				
3				
4	NB0CN	Office Automation Analyst III	590	06
5	NB0DN	Office Automation Analyst IV	610	06
6	ND4AN	Office Systems Analyst I	650	06
7	ND4BN	Office Systems Analyst II	710	06
8	ND4CN	Office Systems Analyst III	750	06
9	I33AN	Painter I	440	02
10	T47AN	*Painter I – NC	M37	02
11	I33BN	Painter II	460	02
12	I35NN	Painter Supervisor	500	01
13	J42NN	Park Maintenance Supervisor	500	02
14	D65AN	Payroll/Personnel Assistant I	350	04
15	D65BN	Payroll/Personnel Assistant II	380	04
16	D65CN	Payroll/Personnel Assistant III	420	04
17	F53AN	Planner I	510	06
18	F53BN	Planner II	570	06
19	W96BN	*Planner II – NC	M88	06
20	F53CN	Planner III	620	06
21	W97NN	*Planner III – NC	M90	06
22	F53DN	Planner IV	650	06
23	F53EN	Planner V	680	06
24	EA2NN	Planning Aide	440	06
25	T61NN	*Planning Aide – NC	M36	06
26	I38NN	Plumber	500	02
27				
28				

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1	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
2				
3				
4	T39NN	*Plumber – NC	M52	02
5	I39NN	Plumber Supervisor	550	01
6	N94AN	*Port Communications Assistant I	370	04
7	N94BN	*Port Communications Assistant II	400	04
8	N94CN	*Port Communications Assistant III	430	04
9	N64NN	*Port Communications Officer	660	05
10	N93AN	*Port Communications Specialist I	470	06
11	N93BN	*Port Communications Specialist II	530	06
12	N93CN	*Port Communications Specialist III	560	06
13	N93DN	*Port Communications Specialist IV	580	06
14	N93EN	*Port Communications Specialist V	620	06
15	ND1AN	Port Financial Analyst I	640	06
16	ND1BN	Port Financial Analyst II	660	06
17	ND1CN	Port Financial Analyst III	710	06
18				
19	N63AN	*Port Leasing Sales Officer I	470	06
20	N63BN	*Port Leasing Sales Officer II	530	06
21	N63CN	*Port Leasing Sales Officer III	560	06
22	N63DN	*Port Leasing Sales Officer IV	660	06
23	N63EN	*Port Leasing Sales Officer V	690	06
24	N55AN	Port Planner I	620	05
25	N55BN	Port Planner II	650	05
26	N55CN	Port Planner III	680	05
27	N55DN	Port Planner IV	710	05
28				

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1	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
2				
3				
4	N64AN	Port Risk Assistant I	460	04
5	N64BN	Port Risk Assistant II	520	04
6	N81AN	Port Risk Manager I	610	05
7	N81BN	Port Risk Manager II	660	05
8	KO3NN	Principal Construction Inspector	624	20
9		Program Scheduler	647	
10		Project Estimator	647	
11	ND0AN	Records Center Supervisor I	430	03
12	ND0BN	Records Center Supervisor II	480	03
13	N95NN	*Secretary - Harbor	410	04
14	C32NN	Senior Accountant	630	05
15	K52NN	Senior Civil Engineer	694	20
16	NG0NN	Senior Electrical Engineer	694	20
17	K98AN	Senior Engineering Technician I	547	20
18		*Senior Engineering Technician I – NC	547	22
19	K98BN	Senior Engineering Technician II	577	20
20		*Senior Engineering Technician II – NC	577	22
21				
22	J75NN	Senior Equipment Operator	490	01
23	N63NN	Senior Port Leasing Officer	700	05
24	NF0NN	Senior Program Manager	724	20
25	NA9NN	*Senior Secretary – Harbor	440	04
26	K65NN	Senior Structural Engineer	687	22
27	K66NN	Senior Surveyor	627	20
28				

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	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
1				
2				
3				
4	K67NN	Senior Survey Technician	508	22
5	W94NN	*Senior Survey Technician – NC	N55	22
6	K68NN	Senior Traffic Engineer	694	20
7	F33AN	Special Services Officer I	361	08
8	T30AN	*Special Services Officer I – NC	M22	08
9	F33BN	Special Services Officer II	426	08
10	T30BN	*Special Services Officer II – NC	M35	08
11		Special Services Officer III	440	08
12	F33DN	Special Services Officer IV	500	07
13	D37NN	Stock & Receiving Clerk	330	04
14	D38AN	Storekeeper I	380	04
15	D38BN	Storekeeper II	430	04
16	KA1NN	Structural Engineer	647	22
17	K99NN	Structural Engineering Associate	594	22
18	T22N4	*Student Worker – NC	H15	99
19	T22N5	*Student Worker – NC	H17	99
20	T22N6	*Student Worker – NC	H99	99
21				
22	J64NN	Supervising Custodian	370	01
23	C35NN	Supervisor of Stores & Property	490	03
24	K73NN	Surveyor	554	22
25	W95NN	*Surveyor – NC	N67	22
26	K74NN	Survey Technician	467	22
27	W96NN	*Survey Technician – NC	N45	22
28				

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1	Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
2				
3				
4	N43AN	Terminal Services Representative I	440	04
5	N43BN	Terminal Services Representative II	490	04
6	K76NN	Traffic Engineer	644	22
7	K78NN	Traffic Engineering Assistant	514	22
8	W98NN	*Traffic Engineering Assistant – NC	N57	22
9	K79NN	Traffic Engineering Associate	594	22
10		*Traffic Engineering Associate – NC	N80	22
11	N36NN	*Traffic Manager	680	05
12	NC6AN	Transportation Planner I	620	06
13	NC6BN	Transportation Planner II	650	06
14	NC6CN	Transportation Planner III	680	06
15		Transportation Planner IV	710	06
16	J68NN	Utilities Systems Operator	450	02
17	I50NN	Welder	490	02
18		*Unclassified Position		
19				
20				
21				
22				
23	Key to Bargaining Unit Codes			
24	01	Skilled and General Services		Supervisor
25	02	Skilled and General Services		Basic
26	03	Office and Tech Services		Supervisor
27	04	Office and Tech Services		Basic
28	05	Professional		Supervisor

1	06	Professional	Basic
2	07	Protection	Supervisor
3	08	Protection	Basic
4	20	Engineering	Supervisor
5	22	Engineering	Basic
6	88	Management	
7	99	Unrepresented	
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Sec. 31. In addition to the compensation prescribed in this Resolution, if an employee classified in one of the positions set forth below is assigned to perform and does perform the occupational skill described in the column hereof designated "Skill," said employee shall be paid on a per diem or an hourly rate basis, as indicated herein. The amount of additional compensation set forth in the column designated "Additional Compensation" prescribed herein shall be paid to the employee at an hourly rate only if said employee is assigned to regularly perform said occupational skill on a daily basis. If an employee is not regularly assigned to perform said occupational skill on a daily basis, then the additional compensation prescribed herein shall be paid at a per diem rate, and said per diem pay shall be paid only for each work day that said employee actually performs said occupational skill, and such employee is not entitled to receive and shall not be paid per diem skill pay for any day that said employee does not work or is absent from work on a permitted absence. For purposes of this Section, any employee in a non-career position shall receive skill pay in the same manner as prescribed for a comparable employee in the classified career service and need not be specifically designated in the following table(s) unless there is no comparable classified position.

1	Classification	Skill	Additional Compensation
2	Non-Management	For regular and frequent	\$0.70 per hour or \$5.60 per
3	classification in the current	use of certified and/or	diem
4	Salary Resolution	written bilingual skills	
5	represented by the IAM for		
6	all classifications in which		
7	the top step hourly rates are		
8	equal to or less than Salary		
9	Range 560		
10	Non-Management	For regular and frequent	\$0.60 per hour or \$4.80 per
11	classifications represented	use of certified oral and/or	diem
12	by the LB Association of	written bilingual skills	
13	Engineering Employees		
14	with a base hourly rate of		
15	\$21.050 or lower		
16	Civil Engineer Sr. Civil	When possessing a	\$10.00 per diem
17	Engineer	California Structural	
18		Engineer's License and	
19		assigned to perform	
20		Structural Engineering	
21		duties	
22	Classifications in Skilled	Required to work on	\$4.00 per diem
23	and General Services	ladders, mechanical	
24		devices, etc., placing	
25		employee at heights over	
26		40 feet. Excludes Window	
27		Washers and Tree Trimmer	
28	Clerk Typist I, II and III	For regular and frequent	\$0.30 per hour
		use of certified shorthand	
		skills	
	Construction Inspector I;	When fully qualified to	\$0.75 per hour
	Construction Inspector II;	perform deputy inspection	\$1.00 per hour
	Principal Construction	work and while possessing	\$1.25 per hour
	Inspector; Chief	valid deputy inspector cards	\$1.50 per hour
	Construction Inspector	in specified fields of	
		expertise (\$0.75 per hour	
		for one deputy inspector	
		card, \$1.00 per hour for two	
		cards, \$1.25 for three cards,	
		up to a maximum of \$1.50	
		for four cards	
	Construction Inspector II	Performing as Lead	\$8.00 per diem
		Inspector on projects of	
		directing annual contract	
		work	

1	Classification	Skill	Additional Compensation
2	Electrician	When regularly assigned to and performing the duties as Cathodics Crew Leader	\$0.604 per hour
3			
4	Equipment Mechanic I-II	When regularly assigned to the maintenance and repair of Harbor Department Vehicles, and possessing a current ASE Certification as a Master Automotive and/or Master Medium/Heavy Truck Technician	\$1.00 per hour for one certification \$1.25 per hour for two certifications
5			
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9	Garage Service Attendant II	When regularly assigned to Maintenance Planner duties in the Maintenance Division	\$5.364 per hour
10			
11	Garage Supervisor	When regularly assigned to maintenance and repair of Harbor Department Vehicles, and when possessing a current ASE Certification as a Master Automotive and/or Master Medium/Heavy Truck Technician	\$1.25 per hour for two certificates \$1.00 per hour for one certificate
12			
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16			
17	Gardener I & II	When required to possess a Pesticide Applicator license and regularly assigned pesticide applicator duties	\$0.554 per hour or \$4.43 per diem
18			
19	Gardener II & Park Maintenance Supervisor	When required to possess an Agricultural Pest Control Advisor's license and regularly assigned advisor duties	\$0.554 per hour or \$4.43 per diem
20			
21			
22	Gardener II	When regularly assigned Systems Planner Duties in the Maintenance Division	\$9.126 per hour
23			
24	Harbor Maintenance Mechanic II	When regularly assigned Administrative Planner duties in Maintenance Division	\$2.046 per hour
25			
26			
27	Maintenance Assistant I, II, & III	When assigned and performing locksmith duties	\$1.42 per hour
28			

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1	Classification	Skill	Additional Compensation
2	Maintenance Assistant III	When regularly assigned to pesticide applicator duties	\$0.554 per hour or \$4.43 per diem
3	Maintenance Assistant III	When supervising all custodial activities in Port	\$1.50 per hour
4	Maintenance Assistant III	When supervising all custodial activities in Port	\$1.50 per hour
5	Mechanical Supervisor II	When assigned supervision of the Mechanical Section of the Maintenance Division	\$3.357 per hour
6	Painter Supervisor	When assigned supervision of the Carpentry Section in addition to the Paint Shop Section of the Maintenance Division	\$1.157 per hour
7	Painter Supervisor	When assigned supervision of the Carpentry Section in addition to the Paint Shop Section of the Maintenance Division	\$1.157 per hour
8	Painter Supervisor	When assigned supervision of the Carpentry Section in addition to the Paint Shop Section of the Maintenance Division	\$1.157 per hour
9	Painter Supervisor	When assigned supervision of the Carpentry Section in addition to the Paint Shop Section of the Maintenance Division	\$1.157 per hour
10	Senior Equipment Operator	When regularly assigned Administrative Planner duties in Maintenance Division	\$2.759 per hour
11	Senior Equipment Operator	When regularly assigned Administrative Planner duties in Maintenance Division	\$2.759 per hour
12	Senior Equipment Operator, Equipment Operator, I-III, & Harbor Maintenance Mechanic I-II	When possessing certification for crane operation issued by an Accredited Certifying Entity per CCR Title 8 sec 5006.1	\$0.560 per hour/per certificate
13	Senior Equipment Operator, Equipment Operator, I-III, & Harbor Maintenance Mechanic I-II	When possessing certification for crane operation issued by an Accredited Certifying Entity per CCR Title 8 sec 5006.1	\$0.560 per hour/per certificate
14	Senior Equipment Operator, Equipment Operator, I-III, & Harbor Maintenance Mechanic I-II	When possessing certification for crane operation issued by an Accredited Certifying Entity per CCR Title 8 sec 5006.1	\$0.560 per hour/per certificate
15	Special Services Officer III & IV	When certified and regularly assigned Visible Emissions Evaluation duties in the Security Division (\$1.00 for one certification, \$2.00 for two certifications)	\$1.00 per hour \$2.00 per hour
16	Special Services Officer III & IV	When certified and regularly assigned Visible Emissions Evaluation duties in the Security Division (\$1.00 for one certification, \$2.00 for two certifications)	\$1.00 per hour \$2.00 per hour
17	Special Services Officer III & IV	When certified and regularly assigned Visible Emissions Evaluation duties in the Security Division (\$1.00 for one certification, \$2.00 for two certifications)	\$1.00 per hour \$2.00 per hour
18	Special Services Officer III & IV	When certified and regularly assigned Visible Emissions Evaluation duties in the Security Division (\$1.00 for one certification, \$2.00 for two certifications)	\$1.00 per hour \$2.00 per hour
19	Special Services Officer III & IV	When certified and performing Visible Emissions Evaluation duties in the security Division (\$8.00 for one certification \$16.00 for two certifications)	\$8.00 per diem \$16.00 per diem
20	Special Services Officer III & IV	When certified and performing Visible Emissions Evaluation duties in the security Division (\$8.00 for one certification \$16.00 for two certifications)	\$8.00 per diem \$16.00 per diem
21	Special Services Officer III & IV	When certified and performing Visible Emissions Evaluation duties in the security Division (\$8.00 for one certification \$16.00 for two certifications)	\$8.00 per diem \$16.00 per diem
22	Special Services Officer III	When performing as shift supervisor	\$7.20 per diem
23	Special Services Officer III	When performing as shift supervisor	\$7.20 per diem
24	Special Services Officer III	When performing as shift supervisor	\$0.90 per hour
25	Special Services Officer III	When performing as supervisor of traffic officers	\$5.20 per diem
26	Special Services Officer III	When performing as supervisor of traffic officers	\$5.20 per diem
27	Special Services Officer III	When performing as supervisor of traffic officers	\$0.65 per hour
28	Special Services Officer III	When performing as supervisor of traffic officers	\$0.65 per hour

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Classification	Skill	Additional Compensation
Special Services Officer III	When acting as field training officer	\$6.85 per diem
Special Services Officer III	When acting as field training officer	\$0.856 per hour
Special Services Officer IV	When regularly assigned as project manager for technical initiatives associated with homeland security grants	\$3.50 per hour
Special Services Officer I, II, & III	Employees assigned to dispatch or CCTV	\$10.00 per diem
Special Services Officer I, II, III, & IV	Assignment to Harbor Department Security	\$1.50 per hour
Supervisor of Stores & Properties	When directing materials section of Maintenance Division	\$1.00 per hour

Sec. 32.

32.1

SALARY SCHEDULE

EXECUTIVE SALARY RATES:

SALARY RANGE	EQUIVALENT MONTHLY SALARY RATE
EOO	\$2,500 to \$25,000

The rates of compensation of the Executive Salary Range established herein are hereby fixed and prescribed at any level within the limits of the salary rates shown above opposite the Executive Salary Range.

Sec. 33. Except as otherwise expressly provided in this Resolution, the salaries and compensation fixed and prescribed herein for officers and employees of the Harbor Department shall take effect, as provided herein, as of December 15, 2007 provided that the City Council of the City of Long Beach has, by resolution duly adopted by said Council, approved the salaries and compensation fixed and prescribed herein.

Sec. 34. If the City Council, in its resolution approving the compensation

1 fixed herein, or in the City Salary Resolution, approves compensation (including skill pay)
2 for offices or positions listed herein at a compensation or skill pay different than that
3 indicated opposite the positions listed herein or approves classifications for offices or
4 positions not listed herein, then the Board does hereby fix the compensation for said
5 office or position at the compensation (including skill pay) so fixed by the City Council by
6 resolution and the Board does hereby adopt the classification for offices and positions
7 fixed by the City Council by resolution.

8 Sec. 35. Resolution No. HD-2331 of the Board of Harbor Commissioners of
9 the City of Long Beach is hereby repealed; and the repeal of said resolution shall not
10 repeal or in any way abrogate any rights of an officer or employee, such as, but not
11 limited to, accrued time for step increases, overtime, and compensatory time.

12 Sec. 36. The Board of Harbor Commissioners of the City of Long Beach
13 hereby finds and determines that this Harbor Department Salary Resolution will not have
14 a significant adverse effect on the environment, and that this Harbor Department Salary
15 Resolution is not subject to the provisions of the California Environmental Quality Act and
16 that the requirements of the Guidelines are not applicable.

17 Sec. 37. This resolution shall take effect immediately upon its adoption by
18 the Board of Harbor Commissioners, and the Secretary of the Board shall certify to the
19 vote adopting this resolution and shall cause a certified copy of this resolution to be filed
20 forthwith with the City Clerk. The City Clerk shall post the resolution in three conspicuous
21 places in the City of Long Beach.

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I hereby certify that the foregoing resolution was adopted by the Board of Harbor Commissioners of the City of Long Beach at its meeting of February 20, 2008 by the following vote:

Ayes: Commissioners: Sramek, Hankla, Topsy-Elvord, Walter
Cordero
Noes: Commissioners: _____
Absent Commissioners: _____
Not Voting: Commissioners: _____

Doris Topsy-Elvord
Secretary

OFFICE OF THE CITY ATTORNEY
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Long Beach, CA 90802-4664

CMG:rjr 02/12/08 #A08-00542
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OFFICE OF THE CITY ATTORNEY
ROBERT E. SHANNON, City Attorney
333 West Ocean Boulevard, 11th Floor
Long Beach, CA 90802-4664

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE
CITY OF LONG BEACH APPROVING AN AMENDMENT
AND RESTATEMENT OF THE HARBOR DEPARTMENT
SALARY RESOLUTION

WHEREAS, Section 503 of the Charter of the City of Long Beach provides that compensation of the employees of the Harbor Department shall be fixed by the Board of Harbor Commissioners by resolution, subject to the prior approval of the City Council by resolution; and

WHEREAS, the Board has presented to the City Council the Amendment and Restatement of the Harbor Department Salary Resolution for consideration and approval by said Council;

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

Section 1. Pursuant to the provisions of Section 503 of the Charter of the City of Long Beach, the Amended and Restatement of the Harbor Department Salary Resolution, a copy of which is on file with the City Clerk, is hereby approved.

Sec. 2. That the City Clerk is hereby authorized and directed to forward to said Board of Harbor Commissioners, without delay, a certified copy of this resolution.

Sec. 3. This resolution shall take effect immediately upon its adoption by the City Council, and the City Clerk shall certify to the vote adopting this resolution.

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I hereby certify that the foregoing Resolution was adopted by the City Council of the City of Long Beach at its meeting of _____, 2008 by the following vote:

Ayes: Councilmembers: _____

Noes: Councilmembers: _____

Absent Councilmembers: _____

City Clerk

OFFICE OF THE CITY ATTORNEY
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