



KEVIN L. WATTIER, GENERAL MANAGER

Board of Water Commissioners

William B. Townsend, President
John D.S. Allen, Vice-President
Paul C. Blanco, Secretary
Stephen T. Conley, Member
Frank Clarke, Member

July 8, 2008

HONORABLE MAYOR AND CITY COUNCIL
City of Long Beach
California

RECOMMENDATION

Adopt the Resolution which amends the Resolution approving the compensation fixed by the Board of Water Commissioners of the City for Officers and Employees in the Water Department.

DISCUSSION

On June 26, 2008, the Board of Water Commissioners approved Resolution No. WD-1244 fixing compensation of Water Department employees. The City of Long Beach (City) recently executed a new Memorandum of Understanding (MOU) with the International Association of Machinists Union (IAM) which was adopted by the City Council on May 6, 2008. As a result of changes made in the MOU, Water Department staff has reconciled the Water Department Salary Resolution to include these changes.

The Water Department also modified the section in the Water Department Salary Resolution that addresses compensation for Water Department management employees. The increase or decrease in compensation for Water Department management employees in a fiscal year has been revised from 12 percent to seven percent. This change now reflects the language adopted by the City Council in the City's Salary Resolution.

HONORABLE MAYOR AND CITY COUNCIL

July 8, 2008

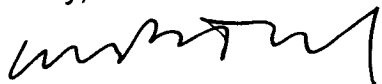
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We respectfully request that you approve the attached Resolution approving the Water Department's Resolution No. WD-1244, as adopted.

SUGGESTED ACTION:

Adopt recommendation.

Sincerely,



William B. Townsend, President
Board of Water Commissioners

Attachments

Water Department Salary Resolution No. WD-1244

City of Long Beach Resolution Adopting Water Department Salary Resolution

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333 West Ocean Boulevard, 11th Floor
Long Beach, CA 90802-4664

1 RESOLUTION NO. WD-1244

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3 A RESOLUTION AMENDING RESOLUTION NO. WD-1237,
4 CREATING OFFICES AND POSITIONS IN THE PERMANENT
5 SERVICE OF THE LONG BEACH WATER DEPARTMENT,
6 FIXING THE AMOUNT OF COMPENSATION FOR SUCH
7 OFFICES AND POSITIONS, AND RESCINDING ALL OTHER
8 RESOLUTIONS OR ORDERS RELATING THERETO

9
10 WHEREAS, the Board of Water Commissioners of the City of Long Beach
11 ("Board"), pursuant to Subsection (3) of Section 1403 of the Charter of the City of Long
12 Beach, desires to create certain offices and positions in the permanent service of the
13 Long Beach Water Department ("Water Department"), fix the amount of compensation
14 therefore, and on the effective date of this resolution rescind all other resolutions or
15 orders relating thereto;

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

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

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OFFICE OF THE CITY ATTORNEY
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1	TITLE	SALARY RANGE NUMBER
2		
3	Accountant I	490
4	Accountant II	540
5	Accountant III	590
6	Accounting Clerk I	340
7	Accounting Clerk II	370
8	Accounting Clerk III	400
9	Accounting Officer	EOO
10	Accounting Technician	440
11	Administrative Aide I	430
12	Administrative Aide II	460
13	Administrative Aide III	520
14	Administrative Analyst I	570
15	Administrative Analyst II	600
16	Administrative Analyst III	630
17	Administrative Officer	EOO
18	Administrative Projects Coordinator (T)	570
19	Assistant General Manager	EOO
20	Assistant to the General Manager	EOO
21	Body and Fender Mechanic - Painter I	480
22	Body and Fender Mechanic - Painter II	500
23	Civil Engineer	644
24	Civil Engineering Assistant	514
25	Civil Engineering Associate	594
26	Clerk Typist I	320
27	Clerk Typist II	350
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1	TITLE	SALARY RANGE NUMBER
2		
3	Clerk Typist III	380
4	Construction Inspector I	534
5	Construction Inspector II	574
6	Contract Administrator I	460
7	Contract Administrator II	520
8	Customer Service Representative I	330
9	Customer Service Representative II	360
10	Customer Service Representative III	400
11	Deputy General Manager	EOO
12	Director of Engineering	EOO
13	Director of Governmental & Public Affairs	EOO
14	Director of Operations	EOO
15	Director of Planning and Water Conservation	EOO
16	Director of Water Resources	EOO
17	Division Engineer	EOO
18	Electrician	500
19	Engineering Technician I	464
20	Engineering Technician II	504
21	Equipment Mechanic I	480
22	Equipment Mechanic II	500
23	Equipment Operator I	370
24	Equipment Operator II	410
25	Equipment Operator III	440
26	Garage Service Attendant I	370
27	Garage Service Attendant II	390
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1	TITLE	SALARY RANGE NUMBER
2		
3	Garage Service Attendant III	450
4	Garage Supervisor	550
5	Gardener I	360
6	Gardener II	390
7	General Manager	EOO
8	Geographic Information Systems Analyst I	527
9	Geographic Information Systems Analyst II	564
10	Geographic Information Systems Analyst III	597
11	Geographic Information Systems Technician I	460
12	Geographic Information Systems Technician II	500
13	Laboratory Analyst I	490
14	Laboratory Analyst II	530
15	Laboratory Analyst III	590
16	Laboratory Analyst IV	TBD
17	Laboratory Assistant I	360
18	Laboratory Services Supervisor	EOO
19	Machinist	490
20	Maintenance Assistant I	290
21	Maintenance Assistant II	330
22	Maintenance Assistant III	360
23	Information Technology Officer	EOO
24	Manager, Administration	EOO
25	Manager, Business Development	EOO
26	Manager, Engineering	EOO
27	Manager, Finance	EOO
28		

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1	TITLE	SALARY RANGE NUMBER
2		
3	Manager, Government & Public Affairs	EOO
4	Manager, Planning	EOO
5	Manager, Security & Emergency Preparedness	EOO
6	Manager, Water Quality & Process	EOO
7	Manager, Water Resources	EOO
8	Network Administrator	EOO
9	Office Administrator	520
10	Painter I	440
11	Painter II	460
12	Painter Supervisor	500
13	Payroll/Personnel Assistant I	350
14	Payroll/Personnel Assistant II	380
15	Payroll/Personnel Assistant III	420
16	Plumber	500
17	Power Equipment Repair Mechanic I	430
18	Power Equipment Repair Mechanic II	460
19	Power Equipment Repair Mechanic III	500
20	Procurement & Warehouse Supervisor	EOO
21	Research Assistant – Water	BOO
22	Secretary	410
23	Secretary to the Board	EOO
24	Secretary to the General Manager	EOO
25	Senior Accountant	630
26	Senior Civil Engineer	694
27	Senior Engineering Technician I	547
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1	TITLE	SALARY RANGE NUMBER
2		
3	Senior Equipment Operator	510
4	Senior Program Manager - Water	724
5	Senior Secretary	440
6	Senior Survey Technician (T)	508
7	Senior Surveyor (T)	627
8	Sewer Operations Superintendent	EOO
9	Special Projects Officer	EOO
10	Stock and Receiving Clerk	330
11	Storekeeper I	380
12	Storekeeper II	430
13	Support Services Superintendent	EOO
14	Telemetry Instrument Technician I	490
15	Telemetry Instrument Technician II	550
16	Telemetry Systems Superintendent	EOO
17	Water Communications Center Supervisor	580
18	Water Communications Dispatcher I	460
19	Water Communications Dispatcher II.	490
20	Water Conservation Specialist	660
21	Water Operations Superintendent	EOO
22	Water Quality Organic Chemist	680
23	Water Support Services Supervisor	590
24	Water Treatment Operator I	450
25	Water Treatment Operator II	500
26	Water Treatment Operator III	550
27	Water Treatment Operator IV	600
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TITLE	SALARY RANGE NUMBER
Water Treatment Superintendent	EOO
Water Treatment Supervisor I	640
Water Treatment Supervisor II	680
Water Utility Mechanic I	410
Water Utility Mechanic II	430
Water Utility Mechanic III	491
Water Utility Supervisor I	580
Water Utility Supervisor II	620
Welder	490

T= Terminal Position

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

TITLE	SALARY RANGE NUMBER
N/C Accountant I	M47
N/C Accountant II	M62
N/C Accounting Clerk I	M15
N/C Accounting Clerk II	M21
N/C Accounting Clerk III	M28
N/C Administrative Intern	H28
N/C Carpenter	M47
N/C Civil Engineer	N94

1	TITLE	SALARY RANGE NUMBER
2	N/C Clerk/Typist I	M12
3	N/C Clerk/Typist II	M17
4	N/C Clerk/Typist III	M24
5	N/C Customer Service Representative I	M13
6	N/C Customer Service Representative II	M20
7	N/C Electrician	M52
8	N/C Engineering Aide I	N09
9	N/C Engineering Aide II	N16
10	N/C Engineering Aide III	N33
11	N/C Engineering Technician I	N43
12	N/C Equipment Mechanic I	M46
13	N/C Equipment Mechanic II	M50
14	N/C Equipment Operator I	M21
15	N/C Equipment Operator II	M31
16	N/C Equipment Operator III	M37
17	N/C Garage Service Attendant I	M21
18	N/C Gardener I	M20
19	N/C Laboratory Analyst I	490
20	N/C Laboratory Analyst II	530
21	N/C Laboratory Analyst III	590
22	N/C Maintenance Assistant I	M07
23	N/C Maintenance Assistant II	M13
24	N/C Painter I	M37
25	N/C Plumber	M52
26	N/C Student Worker	H15, H17, H99
27	N/C Water Utility Mechanic I	M28
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1 Sec. 2. Every person who has been or who hereafter may be duly
2 appointed to an office or position of employment indicated herein ("employee") and who
3 is qualified to hold and does hold such office or position from and after the date or dates
4 that the compensation prescribed herein shall become effective or from the date of
5 employment, whichever occurs later, shall receive as full compensation for his/her
6 services a biweekly salary based on one of the pay rates in each Salary Schedule
7 ("Salary Schedule") established in the City Salary Resolution in effect or as amended for
8 his/her office or position, together with such additional compensation, if any, as provided
9 herein, by the City Salary Resolution, or by the City Personnel Ordinance. The method
10 and manner of determination of the pay rate for each office or position of employment
11 shall be fixed as stated in this Resolution, which may also include, by reference, part of
12 the City Salary Resolution and City Personnel Ordinance.

13 Sec. 3. The biweekly salary of any employee of the Water Department who
14 is originally appointed to any office or position of employment created and established in
15 this Resolution shall be at a Pay Rate Step of the Salary Range Number for such office or
16 position in accordance with the City's step placement policy or as determined by the
17 General Manager of the Water Department ("General Manager"). In those cases where
18 offices or positions are designated by grade numbers, the biweekly salaries of such
19 employees shall be computed based on one of the pay rates designated for the grade
20 thereof. The General Manager may designate the initial Pay Rate Step or increment of
21 any employee within the Salary Range for the employee's office or position. However,
22 the Board may, by resolution, specifically designate that the pay rate of any employee is
23 fixed at some other pay rate included within the Salary Schedule without limitation as to
24 grade or numerical designation.

25 Sec. 4. After an employee has served an initial six-month period of
26 employment in an office or position at a pay rate designated as Pay Rate Step 1 in the
27 Salary Schedule, the salary of such employee shall thereafter be adjusted according to
28 procedures established in the City Salary Resolution pertaining to pay rate step

1 adjustments.

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

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

23 Sec. 7. A. The provisions of this Resolution relating to assignment of
24 employees to Pay Rate Steps and to pay step advancement shall not apply to employees
25 in offices or positions which have been assigned to Salary Range Number EOO or BOO.
26 The level of compensation of employees in such offices or positions shall be determined
27 on a merit basis, and said employees shall be initially placed by the General Manager at
28 a level of compensation within Salary Range Number EOO or BOO which has been

1 designated by this Resolution for said employee's office or position. After the employee
2 has been initially placed at a level of compensation within the Salary Range Number
3 EOO or BOO, the General Manager shall have the sole and exclusive discretion to
4 increase or decrease the employee's level of compensation within Salary Range Number
5 EOO or BOO for the employee's office or position which the General Manager shall
6 determine to be the proper level of compensation as merited by the performance and
7 demonstrated ability of said employee through an evaluation process provided, however,
8 that the sum total of all said percentage increases or decreases in compensation for any
9 such employee shall not exceed seven percent during any fiscal year without approval of
10 the Board of Water Commissioners. Evaluation shall be no more than once in any six-
11 month period."

12 B. In addition to and apart from any merit increase provided in subsection
13 "A" above, each employee assigned to the Salary Range Number EOO shall be eligible
14 to participate in and receive Individual Performance Incentive Compensation, the purpose
15 of which is to compensate management employees for distinguished and outstanding
16 performance for the periods for which Individual Performance Incentive Compensation is
17 paid and in further anticipation of continued distinguished and outstanding performance in
18 subsequent periods.

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

1 C. Employees with the Salary Range Number EOO are eligible to be
2 granted executive leave by the General Manager, in accordance with and pursuant to the
3 provisions of Section 4.10 of the City Personnel Ordinance. In addition to the five days
4 granted to eligible employees in Section 4.10 of the City Personnel Ordinance, the
5 General Manager may grant up to five additional days of executive leave per calendar
6 year for management employees.

7 Sec. 8. A. All salaries and wages in this Resolution shall be computed and
8 payable in biweekly installments, and such installments shall be paid every other Friday
9 in accordance with and in continuation of the schedule of biweekly pay periods and
10 paydays established and commenced by the City Council of the City of Long Beach ("City
11 Council").

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

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

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

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

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

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

26 C. An employee temporarily assigned to perform duties not ordinarily
27 attached to his/her position pursuant to Sections 63 (3) or 63 (5) of the Civil Service
28 Rules, which temporary assignment results in a lower hourly pay rate, may be Y-rated

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1 (pay rate frozen) until such time as the top step of the employee's new position is equal
2 to or surpasses the employee's Y-rate.

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

6 Sec. 12. A. In addition to the number of offices and positions created
7 herein in the various offices, departments, bureaus, and divisions of the Water
8 Department, there are hereby created and established an additional number of each of
9 said offices and positions equal to the number herein specifically created, and the Salary
10 Range Numbers and Salary Schedules for such additional positions shall be the same as
11 the Salary Range Numbers and Salary Schedules for the positions of the same title which
12 are created and established herein.

13 B. There are hereby created and established in the Water Department the
14 following three (3) bureaus which shall be responsible to the General Manager, Assistant
15 General Manager and Deputy General Managers: (I) Business, (ii) Operations, and (iii)
16 Engineering. Each of the bureaus shall be respectively under the immediate supervision
17 and control of the head of that bureau. In addition, the General Manager may appoint
18 positions including but not limited to Assistant to the General Manager; Special Projects
19 Officer; Director of Government & Public Affairs; Director of Planning and Water
20 Conservation; Director of Water Resources and may appoint the following positions
21 under each bureau:

22 (i) Business: Manager, Finance; Manager, Administration; Information
23 Technology Officer; (ii) Operations: Laboratory Services Supervisor; Manager, Security
24 and Emergency Preparedness; Procurement and Warehouse Supervisor; Sewer
25 Operations Superintendent; Support Services Superintendent; Telemetry Systems
26 Superintendent; Water Operations Superintendent; Water Treatment Superintendent; and
27 (iii) Engineering: Division Engineer.

28 Sec. 13. In accordance with City Charter Section 1403(3), the Board's plan

1 of succession is modified whereby the Deputy General Manager - Operations shall
2 perform the duties of the General Manager in the temporary absence of the General
3 Manager, and the Deputy General Manager - Business will perform the duties of the
4 General Manager in the temporary absence of both the Deputy General Manager -
5 Operations and the General Manager, and whereby the Board will appoint a Manager as
6 Acting General Manager in the temporary absence of the General Manager, the Deputy
7 General Manager - Operations and the Deputy General Manager - Business. In the case
8 of such absence and during the time that the employee is performing the duties of
9 General Manager, the employee shall not be entitled to receive the compensation of the
10 General Manager.

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

22 Sec. 14. When an employee classified in one of the following positions is
23 assigned to perform and does perform the occupational skill described in the column
24 hereof designated "Skill", said employee shall be paid on a per diem, hourly rate or one-
25 time payment (bonus) basis, as indicated herein, the amount of additional compensation
26 set forth in the column designated "Additional Compensation" opposite the described
27 skill. The additional compensation shall be paid to the employee at an hourly rate only if
28 said employee is assigned to regularly perform said occupational skill on a daily basis. If

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

10 The following skills, as determined by the General Manager or Deputy
 11 General Manager shall be effective on and after June 26, 2008 or on and after the
 12 operative date in the City Salary Resolution, whichever is later.

Position	Skill	Additional Compensation
(a) Body and Fender Mechanic-Painter I or II	When possessing a National Institute for Automotive Excellence/American College Testing (ASE) Collision Repair and Refinish Technician Certificate of Completion with one series certif.; with two series certif.; with three series certif.; Master Collision Repair and Refinish Technician certification	\$0.20/hr \$0.35/hr \$0.45/hr \$0.60/hr
(b) Clerk Typist I, II and III	For regular and frequent use of certified shorthand skills	\$0.30/hr
(c) Construction Inspector I and II; Customer Service Representative I, II and III; Water Communications Center Supervisor; Water Communications Dispatcher	When possessing a Grade 2 Department of Health Services Distribution Operator Certificate When possessing a Grade	\$0.20/hr

1	I and II	3 Department of Health Services Distribution Operator Certificate;	\$0.35/hr	
2				
3				
4		When possessing a Grade 4 Department of Health Services Distribution Operator Certificate;	\$0.45/hr	
5				
6		When possessing a Grade 5 Department of Health Services Distribution Operator Certificate;	\$0.60/hr	
7				
8	(d) Engineering Technician I and II	When performing plan check duties at the Development Services Counter;	\$6.40 per diem	
9				
10	(e) Equipment Mechanic I, Equipment Mechanic II; Fleet Services Supervisor; Garage Supervisor	When maintenance responsibilities simultaneously include automobiles, medium/heavy trucks and construction equipment, and possessing a National Institute for Automotive Service Excellence/American College Testing (ASE) Automobile Technician Certificate of Completion with one series certif.;	\$0.20/hr	
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18			with three series certif.;	\$0.35/hr
19			with six series certif.;	\$0.45/hr
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21		Master Automobile Technician certification and/or Medium/Heavy Truck Technician with one series certification;	\$0.20/hr	
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24		with two engine series certifications;	\$0.35/hr	
25				
26		with two additional certifications;	\$0.45/hr	
27				
28		With Master Medium/Heavy Truck Technician certif.;	\$0.60/hr	

1	Supervisor I and II	When possessing a Grade III CWEACSM Certificate;	\$0.45/hr
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3		When possessing a Grade IV CWEACSM Certificate	\$0.60/hr
4	(n) Senior Equipment Operator; Water Utility Mechanic I and II; Water Treatment Operator I, II, III and IV	When possessing a Grade 2 Department of Health Services Distribution Operator Certificate;	\$2.00/hr
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6		When possessing a Grade 3 Department of Health Services Distribution Operator Certificate;	\$2.25/hr
7			
8		When possessing a Grade 4 Department of Health Services Distribution Operator Certificate;	\$2.50/hr
9			
10		When possessing a Grade 5 Department of Health Services Distribution Operator Certificate;	\$2.75/hr
11			
12	(o) Water Utility Supervisor I, II; Water Utility Mechanic I, II, III; Senior Equipment Operator; Electrician; Laboratory Analyst I, II and III; Laboratory Assistant I, II and III	When possessing a Grade I Department of Health Services Water Treatment Certificate;	\$0.20 per hour
13			
14		When possessing a Grade II Department of Health Services Water Treatment Certificate;	\$0.35 per hour
15			
16	(p) Water Treatment Operator I & II	Certification from the SDHS as a Water Treatment Operator, Grade 3 or higher	\$0.45 per hour
17			
18	(q) Water Treatment Operator I, II and III	Certification from the SDHS as a Water Treatment Operator, Grade 4	\$0.60 per hour
19			
20	(r) Water Treatment Operator IV; Water Treatment Supervisor I and II	Certification from the SDHS as a Water Treatment Operator, Grade 5	\$0.75 per hour
21			
22	(s) Water Utility Mechanic I, II, III	When possessing a Los Angeles County Department of Health Cross Connection tester Certificate	\$0.45 per hour
23			
24	(t) Water Utility Mechanic I, II, III	When operating sanitary sewer main line closed	\$4.00 per diem
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	<p>circuit television video inspection equipment;</p> <p>When supervising operation of sanitary sewer lateral closed circuit television video inspection equipment;</p> <p>When supervising or training subordinates in repair, testing and exchange of large water meters (minimum three inch diameter);</p> <p>When singularly assigned to off hours water/sewer emergency first response, with authority to shut off water service and/or call out emergency standby personnel;</p> <p>When exercising large water distribution control valves (over 12-inch diameter);</p>	<p>\$4.00 per diem</p> <p>\$4.00 per diem</p> <p>\$4.00 per diem</p> <p>\$4.00 per diem</p>
(u) Water Utility Supervisor I, II	When possessing a University of Southern California Foundation for Cross Connection Control and Hydraulic Research certificate as a Specialist in Cross Connection Control, or equivalent	\$0.60/hr
(v) Water Treatment Supervisor I and II	<p>When possessing a Grade 2 Department of Health Services Distribution Operator Certificate;</p> <p>When possessing a Grade 3 Department of Health Services Distribution Operator Certificate;</p> <p>When possessing a Grade 4 Department of Health Services Distribution</p>	<p>\$1.45/hr</p> <p>\$1.70/hr</p> <p>\$1.95/hr</p>

1		Operator Certificate;	
2		When possessing a Grade	\$2.20/hr
3		5 Department of Health	
4		Services Distribution	
5	(w) Welder	Operator Certificate	
6		When regularly performing	\$0.70/hr
7		specialized Water	
8		Department welding	
9		requiring a City of Los	
10	(x) Water Treatment	Angeles Certificate and	
11	Operator I	Structural Steel License	
12		Certification from the SDHS	\$0.35/hr
13		as a Water Treatment	
14		Operator, Grade 2 or higher	
15	(y) Senior Equipment	When possessing	\$0.56/hr
16	Operator, Water Treatment	certification for crane	per certificate
17	Operator I, II, III and IV,	operation issued by an	
18	Water Treatment Supervisor	Accredited Certifying Entity	
19	I and Water Utility	per CCR Title 8 sec 5006.1	
20	Supervisor I		
21	(z) Water Utility Supervisor	When possessing a Grade	\$0.25/hr
22	I, II	3 Department of Health	
23		Services Distribution	
24		Operator Certificate;	
25		When possessing a Grade	\$0.50/hr
26		4 Department of Health	
27		Services Distribution	
28		Operator Certificate;	
		When possessing a Grade	\$0.75/hr
		5 Department of Health	
		Services Distribution	
		Operator Certificate;	
	(aa) Water Utility Mechanic	When possessing a Grade	\$0.25/hr
	III	3 Department of Health	
		Services Distribution	
		Operator Certificate;	
		When possessing a Grade	\$0.50/hr
		4 Department of Health	
		Services Distribution	
		Operator Certificate;	
		When possession a Grade	\$0.75/hr
		5 Department of Health	
		Services Distribution	
		Operator Certificate	

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

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

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

20 Sec. 16. In addition to other compensation described herein, a night shift
21 differential equal in amount to any night shift differential established in the City Salary
22 Resolution shall be paid to any permanent full-time employee in the Long Beach City
23 Employees Service Lodge 1930, District Lodge 947, International Association of
24 Machinists and Aerospace Workers, AFL-CIO ("CESL") or the Long Beach Association of
25 Engineering Employees ("Association") whose regular schedule requires the employee to
26 work between the hours of 6:00 p.m. and 6:00 a.m., provided that (I) the employee works
27 one-half (½) or more of his/her regularly scheduled shift between the hours of 6:00 p.m.
28 and 6:00 a.m., and such employee shall be eligible to be paid the additional rate

1 established by this Section for each hour worked during the entire shift; or (ii) the
2 employee works between the hours of 6:00 p.m. and 6:00 a.m. as part of a "split shift".
3 Split shift is defined as a shift of eight (8) or more non-continuous work hours in a single
4 day, separated by a break of at least three (3) non-working hours during said shift. Such
5 employee shall be paid the night shift differential established by this Section only for each
6 hour actually worked between the hours of 6:00 p.m. and 6:00 a.m.

7 Sec. 17. Each employee represented by the CESL or the Association in a
8 classification or grade level below the level of division head, who is required in a calendar
9 year to perform the duties in a different classification or grade level with a higher Salary
10 Range than the employee's current classification or grade level, shall be paid an amount
11 per hour equal to that established in the City Salary Resolution as additional
12 compensation for each hour that the employee performs the duties. In no event shall the
13 total compensation paid to the employee for regular salary and higher classification pay
14 exceed the sixth step of the higher classification or grade level. Each employee who
15 qualifies for the benefits provided by this Section shall apply for said benefits within thirty
16 (30) calendar days after the date that the employee meets the criteria set forth herein.
17 The employee receiving higher classification pay will be required to record the title of the
18 vacant higher classification or grade, and in the case of a temporary vacancy, the name
19 of the employee who holds the higher classification position, and the reason for the
20 temporary higher classification assignment. This documentation of the higher
21 classification assignment information on the employee's time card is required for auditing
22 purposes.

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

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

4 (i) Effective March 4, 2006, \$0.385 per mile for all authorized mileage
5 actually driven by the employee on Water Department business each month; or

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

11 (iii) A flat rate per month plus an allowance per mile for all authorized
12 mileage actually driven by the employee on Water Department business, which flat rate
13 and "per mile" allowance shall be equal to those established in the City Salary
14 Resolution.

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

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

28 Sec. 20. Pursuant to this Resolution, the Administrative Regulations or the

1 City's Financial Policies and Procedures issued by the City Manager, employees may be
2 awarded additional compensation for suggestions made that result in measurable
3 monetary savings to the Water Department. Such awards shall not exceed ten percent
4 (10%) of the anticipated first year savings after adoption of the suggestion provided,
5 however, that the maximum award shall not exceed \$5,000.00.

6 Sec. 21. Notwithstanding any other provision of this Resolution, the
7 General Manager may, within his sole discretion, provide as part of an employee's annual
8 compensation additional compensation for relocation and moving expenses actually and
9 necessarily incurred to accept a position with the Water Department if the General
10 Manager determines that such additional compensation is required as a necessary
11 inducement for the acceptance of employment with the Water Department. Said
12 additional compensation must be provided within three years after the employee's
13 appointment date.

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

28 Sec. 23. A. Each employee that qualifies under subsection "B" below shall

1 be compensated at the rate established in the City Salary Resolution for each full hour of
2 standby duty as defined in the Memorandum of Understanding between the City of Long
3 Beach and the CESL or the Association.

4 B. Employees who are released from active duty but who are required by
5 the Water Department to leave notice where they can be reached and be available to
6 return to active duty when required by the Water Department shall be said to be on
7 standby duty. Standby duty shall, whenever possible, be assigned to employees on a
8 voluntary basis. When voluntary assumption of standby duty by employees is insufficient
9 to meet the needs of the Water Department, then such duty will be assigned upon a
10 rotational basis whenever possible within affected work units. Standby duty requires that
11 employees so assigned shall respond within thirty minutes to the Water Department, be
12 reached by telephone or other communicating devices, and refrain from activities which
13 might impair their ability to perform assigned duties. Employees not obliged to remain on
14 standby duty have no obligation to meet these requirements. Employees accepting
15 standby duty who are not able to meet the above criteria due to distance must make prior
16 arrangements with the General Manager or his designee before accepting the standby
17 duty.

18 Sec. 24. The compensation prescribed herein shall remain in effect until
19 superseded by the City Council to reflect adjustments in compensation in applicable
20 memoranda of understanding and as otherwise prescribed by the City Council for
21 employees not covered by memoranda of understanding, or until this Resolution is
22 amended or rescinded.

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

28 B. Employees who are eligible and who commute to work by any means

1 other than a motorized vehicle (e.g. bicycle, walk, jog) and who also participate at least
2 eight (8) days per month shall also be eligible for quarterly awards drawings.

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

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

12 Sec. 28. Employees working in areas where hazards that may cause foot
13 injuries exist shall wear safety footwear approved by the Water Department that meets or
14 exceeds the American National Standard for Safety - Toe Footwear, Class 75, ANSI
15 A41.1-1967.

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

- 20 a. Initial purchase of safety footwear;
- 21 b. Resole or repair for safety footwear based on an assessment of "fair
22 wear and tear" by the Supervisor and Division Manager; or
- 23 c. Additional safety footwear purchased, when warranted, based on an
24 assessment of "fair wear and tear" by the Supervisor and Division Manager.

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

28 Sec. 30. The Board may sponsor other benefits, luncheons, dinners, and

1 the like for special awards, strategic planning sessions, outstanding achievements,
2 Metropolitan Water District of Southern California directors and managers, water and
3 sewer related professional organizations, and the like.

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

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

8 Sec. 33. If the City Council, in its resolution approving the compensation
9 fixed herein, or in the City Salary Resolution, approves compensation (including skill pay)
10 for offices or positions listed herein at a compensation or skill pay different than that
11 indicated opposite the positions listed herein or approves classifications for offices or
12 positions not listed herein or approves compensation arising from various Memoranda of
13 Understanding with the City's bargaining units, then the Board does hereby fix the
14 compensation for said office or position at the compensation (including skill pay) so fixed
15 by the City Council by resolution and the Board does hereby adopt the classification for
16 offices and positions fixed by the City Council by resolution.

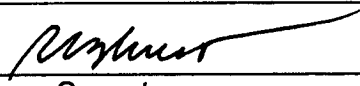
17 Sec. 34. The Secretary of the Board of Water Commissioners shall certify
18 to the passage of this Resolution, and it shall be deemed operative on July 8, 2008 or on
19 the date on which this Resolution is approved by the City Council, whichever occurs later.

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1 I hereby certify that the foregoing Resolution was adopted by the Board of
2 Water Commissioners of the City of Long Beach at its meeting held on June 26, 2008, by
3 the following vote:

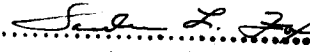
4 Ayes: Commissioners: ALLEN; BLANCO; CLARKE;
TOWNSEND

5
6 Noes: Commissioners: NONE
Absent: Commissioners: CONLEY

7
8 
9 Secretary

10 CERTIFIED AS A TRUE AND CORRECT COPY

11 SECRETARY TO THE BOARD OF WATER COMMISSIONERS
CITY OF LONG BEACH, CALIFORNIA

12 BY: 
DATE: 6/26/2008

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

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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 on _____, 2008, by the following vote:

Ayes: Councilmembers: _____

Noes: Councilmembers: _____

Absent: Councilmembers: _____

City Clerk

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