



KEVIN L. WATTIER, GENERAL MANAGER

Board of Water Commissioners  
FRANK CLARKE, President  
WILLIAM B. TOWNSEND, Vice President  
STEPHEN T. CONLEY, Secretary  
HELEN Z. HANSEN, Member

May 15, 2007

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 April 19, 2007, the Board of Water Commissioners approved Resolution No. WD-1227 fixing compensation of Water Department employees. The salary resolution will implement additional compensation related to occupational skills.

We respectfully request that you approve the attached Resolution approving the Water Department's Resolution No. WD-1227, as adopted.

**SUGGESTED ACTION:**

Adopt recommendation.

Sincerely,

Frank Clarke, President  
Board of Water Commissioners

**Attachments**

Water Department Salary Resolution No. WD-1227  
City of Long Beach Resolution Adopting Water Department Salary Resolution

1 RESOLUTION NO. WD-1227

2  
3 A RESOLUTION AMENDING RESOLUTION NO. WD-1221,  
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 rescind all other resolutions or orders relating thereto;

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

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

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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
28		

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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
28		

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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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	TITLE	SALARY RANGE NUMBER
1		
2		
3	Manager, Government & Public Affairs	E00
4	Manager, Planning	E00
5	Manager, Security & Emergency Preparedness	E00
6	Manager, Water Quality & Process	E00
7	Manager, Water Resources	E00
8	Network Administrator	E00
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	E00
21	Secretary	410
22	Secretary to the Board	E00
23	Secretary to the General Manager	E00
24	Senior Accountant	630
25	Senior Civil Engineer	694
26	Senior Engineering Technician I	547
27	Senior Equipment Operator	490
28		

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1	TITLE	SALARY RANGE NUMBER
2		
3	Senior Program Manager - Water	724
4	Senior Secretary	440
5	Senior Survey Technician (T)	508
6	Senior Surveyor (T)	627
7	Sewer Operations Superintendent	EOO
8	Special Projects Officer	EOO
9	Stock and Receiving Clerk	330
10	Storekeeper I	380
11	Storekeeper II	430
12	Support Services Superintendent	EOO
13	Telemetering Instrument Technician I	490
14	Telemetering Instrument Technician II	550
15	Telemetry Systems Superintendent	EOO
16	Water Communications Center Supervisor	580
17	Water Communications Dispatcher I	460 -
18	Water Communications Dispatcher II.	490
19	Water Conservation Specialist	TBD
20	Water Operations Superintendent	EOO
21	Water Quality Organic Chemist	680
22	Water Support Services Supervisor	590
23	Water Treatment Operator I	450
24	Water Treatment Operator II	500
25	Water Treatment Operator III	550
26	Water Treatment Operator IV	600
27	Water Treatment Superintendent	EOO
28		

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1	TITLE	SALARY RANGE NUMBER
2		
3	Water Treatment Supervisor I	640
4	Water Treatment Supervisor II	680
5	Water Utility Mechanic I	410
6	Water Utility Mechanic II	430
7	Water Utility Mechanic III	491
8	Water Utility Supervisor I	580
9	Water Utility Supervisor II	620
10	Welder	490

11

12 T= Terminal Position

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

17

18	TITLE	SALARY RANGE NUMBER
19	N/C Accountant I	M47
20	N/C Accountant II	M62
21	N/C Accounting Clerk I	M15
22	N/C Accounting Clerk II	M21
23	N/C Accounting Clerk III	M28
24	N/C Administrative Intern	H28
25	N/C Carpenter	M47
26	N/C Civil Engineer	N94
27	N/C Clerk/Typist I	M12

28



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1	TITLE	SALARY RANGE NUMBER
2	N/C Clerk/Typist II	M17
3	N/C Clerk/Typist III	M24
4	N/C Customer Service Representative I	M13
5	N/C Customer Service Representative II	M20
6	N/C Electrician	M52
7	N/C Engineering Aide I	N09
8	N/C Engineering Aide II	N16
9	N/C Engineering Aide III	N33
10	N/C Engineering Technician I	N43
11	N/C Equipment Mechanic I	M46
12	N/C Equipment Mechanic II	M50
13	N/C Equipment Operator I	M21
14	N/C Equipment Operator II	M31
15	N/C Equipment Operator III	M37
16	N/C Garage Service Attendant I	M21
17	N/C Gardener I	M20
18	N/C Laboratory Analyst I	490
19	N/C Laboratory Analyst II	530
20	N/C Laboratory Analyst III	590
21	N/C Maintenance Assistant I	M07
22	N/C Maintenance Assistant II	M13
23	N/C Painter I	M37
24	N/C Plumber	M52
25	N/C Student Worker	H15, H17, H99
26	N/C Water Utility Mechanic I	M28
27	///	
28		

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 automatic pay step advancement shall not apply to  
25 employees in offices or positions which have been assigned to Salary Range Number  
26 EOO or BOO. The level of compensation of employees in such offices or positions shall  
27 be determined on a merit basis, and said employees shall be initially placed by the  
28 General Manager at a level of compensation within Salary Range Number EOO or BOO

1 which has been designated by this Resolution for said employee's office or position.  
2 After the employee has been initially placed at a level of compensation within the Salary  
3 Range Number EOO or BOO, the General Manager shall have the sole and exclusive  
4 discretion to increase or decrease the employee's level of compensation within Salary  
5 Range Number EOO or BOO for the employee's office or position which the General  
6 Manager shall determine to be the proper level of compensation as merited by the  
7 performance and demonstrated ability of said employee through an evaluation process  
8 provided, however, that the total of all percentage increases or decreases in  
9 compensation for any such employee shall not exceed twelve percent (12%) during any  
10 fiscal year. Evaluation shall be no more than once in any six-month period.

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

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

28           C. Employees with the Salary Range Number EOO are eligible to be

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

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

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

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

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

28           Sec. 10. The designation of certain positions in the schedule of positions

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

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

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

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

1 to or surpasses the employee's Y-rate.

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

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

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

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

27 Sec. 13. In accordance with City Charter Section 1403(3), the Board's plan  
28 of succession is modified whereby the Deputy General Manager - Operations shall

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

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

21           Sec. 14. When an employee classified in one of the following positions is  
22 assigned to perform and does perform the occupational skill described in the column  
23 hereof designated "Skill", said employee shall be paid on a per diem, hourly rate or one-  
24 time payment (bonus) basis, as indicated herein, the amount of additional compensation  
25 set forth in the column designated "Additional Compensation" opposite the described  
26 skill. The additional compensation shall be paid to the employee at an hourly rate only if  
27 said employee is assigned to regularly perform said occupational skill on a daily basis. If  
28 an employee is not regularly assigned to perform said occupational skill on a daily basis,



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

9 The following skills, as determined by the General Manager or Deputy  
 10 General Manager shall be effective on and after May 1, 2007, or on and after the  
 11 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 I and II	When possessing a Grade 2 Department of Health Services Distribution Operator Certificate  When possessing a Grade 3 Department of Health Services Distribution	\$0.20/hr  \$0.35/hr

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

1		Compressed Natural Gas Technician with one series certification	
2			
3	(f) Equipment Mechanic I and II	When regularly assigned and/or performing maintenance repair of power chain saws, blowers, lawn mowers, edgers, generators, and similar equipment within the Water Department	\$0.70/hr
4			
5			
6			
7	(g) Garage Service Attendant II	When driving a vehicle requiring a Class A license	\$8.00 per diem
8			
9	(h) Gardener I and II; Maintenance Assistant II; Equipment Operator; and Park Crew Supervisor	When required to possess a Pesticide Applicator's license and regularly assigned pesticide applicator duties	\$0.544 per hour or \$4.43 per diem
10			
11			
12	(i) Gardener II	When regularly assigned Planner duties in Maintenance Division	\$4.579 per hour
13			
14	(j) Machinist	When regularly assigned and performing specialized Water Department Machine Shop Operations	\$0.523 per hour
15			
16	(k) Non-management classifications in the current Salary Resolution with a base hourly rate equal to or less than the top step of Salary Range 560	For regular and frequent use of certified oral and/or written bilingual skills	\$0.70 per hour
17			
18			
19			
20	(l) Plumber	When regularly assigned and performing duties as irrigation systems plumbing specialist	\$0.647 per hour
21			
22	(m) Senior Equipment Operator; Water Utility Supervisor I and II; and Water Utility Mechanic I, II and III; Water Treatment Operator I, II, III, and IV; Construction Inspector I, II; Customer Service Representative I, II and III; and Water Treatment Supervisor I and II	When possessing a Grade I California Water Environment Association Collection System Maintenance ("CWEACSM") Certificate;	\$0.20/hr
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26		When possessing a Grade II CWEACSM Certificate;	\$0.35/hr
27		When possessing a Grade III CWEACSM Certificate;	\$0.45/hr
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	When possessing a Grade IV CWEACSM Certificate	\$0.60/hr
(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
	When possessing a Grade 3 Department of Health Services Distribution Operator Certificate;	\$2.25/hr
	When possessing a Grade 4 Department of Health Services Distribution Operator Certificate;	\$2.50/hr
	When possessing a Grade 5 Department of Health Services Distribution Operator Certificate;	\$2.75/hr
(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
	When possessing a Grade II Department of Health Services Water Treatment Certificate;	\$0.35 per hour
(p) Water Treatment Operator I & II	Certification from the SDHS as a Water Treatment Operator, Grade 3 or higher	\$0.45 per hour
(q) Water Treatment Operator I, II and III	Certification from the SDHS as a Water Treatment Operator, Grade 4	\$0.60 per hour
(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
(s) Water Utility Mechanic I, II, III	When possessing a Los Angeles County Department of Health Cross Connection tester Certificate	\$0.45 per hour
(t) Water Utility Mechanic I, II, III	When operating sanitary sewer main line closed circuit television video inspection equipment;	\$4.00 per diem

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	When supervising operation of sanitary sewer lateral closed circuit television video inspection equipment;	\$4.00 per diem
	When supervising or training subordinates in repair, testing and exchange of large water meters (minimum three inch diameter);	\$4.00 per diem
	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;	\$4.00 per diem
	When exercising large water distribution control valves (over 12-inch diameter);	\$4.00 per diem
(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	When possessing a Grade 2 Department of Health Services Distribution Operator Certificate;	\$1.45/hr
	When possessing a Grade 3 Department of Health Services Distribution Operator Certificate;	\$1.70/hr
	When possessing a Grade 4 Department of Health Services Distribution Operator Certificate;	\$1.95/hr

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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	When possessing a Grade 5 Department of Health Services Distribution Operator Certificate	\$2.20/hr
(w) Welder	When regularly performing specialized Water Department welding requiring a City of Los Angeles Certificate and Structural Steel License	\$0.70/hr
(x) Water Treatment Operator I	Certification from the SDHS as a Water Treatment Operator, Grade 2 or higher	\$0.35/hr
(y) Senior Equipment Operator, Water Treatment Operator I, II, III and IV, Water Treatment Supervisor I and Water Utility Supervisor I	When possessing certification for crane operation issued by an Accredited Certifying Entity per CCR Title 8 sec 5006.1	\$0.56/hr per certificate
(z) Water Utility Supervisor I, II	When possessing a Grade 3 Department of Health Services Distribution Operator Certificate;	\$0.25/hr
	When possessing a Grade 4 Department of Health Services Distribution Operator Certificate;	\$0.50/hr
	When possessing a Grade 5 Department of Health Services Distribution Operator Certificate;	\$0.75/hr
(aa) Water Utility Mechanic III	When possessing a Grade 3 Department of Health Services Distribution Operator Certificate;	\$0.25/hr
	When possessing a Grade 4 Department of Health Services Distribution Operator Certificate;	\$0.50/hr
	When possession a Grade 5 Department of Health Services Distribution Operator Certificate	\$0.75/hr

\* If any Certificate was issued to an employee before January 1, 1990, that

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

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

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

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

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

6           Sec. 17. Each employee represented by the CESL or the Association in a  
7 classification or grade level below the level of division head, who is required for at least  
8 forty consecutive hours (four consecutive work days for those employees regularly  
9 assigned to a work week schedule of ten hours per day, four days per week, hereinafter  
10 referred to as a "4-10" Work Schedule) in a calendar year to perform the duties in a  
11 different classification or grade level with a higher Salary Range than the employee's  
12 current classification or grade level, shall be paid an amount per hour equal to that  
13 established in the City Salary Resolution as additional compensation for each hour that  
14 the employee performs the duties. In no event shall the total compensation paid to the  
15 employee for regular salary and higher classification pay exceed the sixth step of the  
16 higher classification or grade level. The requirement that the employee perform the  
17 duties of such higher classification or grade level for at least forty consecutive hours (four  
18 consecutive work days for those employee assigned to a "4-10" Work Schedule) in order  
19 to qualify for the additional compensation shall be required only once during each  
20 calendar year for each separate higher classification or grade level in which the  
21 employee is required to perform said duties. A permitted absence or an emergency  
22 which prevents the employee from performing such duties shall not be counted as a day  
23 of performance of said duties; however, it shall not be deemed an interruption in the  
24 computation of the forty consecutive work hours (four consecutive work days for those  
25 employees assigned to a "4-10" Work Schedule) qualification period. Each employee  
26 who qualifies for the benefits provided by this Section shall apply for said benefits within  
27 thirty (30) calendar days after the date that the employee meets the criteria set forth  
28 herein.



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

7           (a) Actual cost of transportation per month for public transportation; or

8           (b) For use of a privately-owned vehicle used for Water Department  
9 business:

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

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

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

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

26           Sec. 19. Pursuant to this Resolution and the rules, regulations and policies  
27 promulgated by the Board, employees may authorize deductions to be made from their  
28 salaries or wages for purposes authorized by the provisions of Article 6 of Chapter 1 of

1 Division 4 of Title 1, and Articles 1, 1.5 and 2 of Chapter 2 of Part 1 of Division 2 of Title 5  
2 of the California Government Code, except that such deductions for payment of dues or  
3 other services provided by an employee organization or association shall be only as  
4 provided by a valid existing contract between the City and said employee organization or  
5 association.

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

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

20           Sec. 22. Except as otherwise provided in this Resolution and any other  
21 applicable federal or State laws, rules and regulations, it is the intent of the Board, by the  
22 adoption of this Resolution, to prescribe the compensation of employees of the Water  
23 Department, including the implementation of such adjustments in compensation for the  
24 employees in each office or position of employment with the Water Department as  
25 provided in any applicable Memorandum of Understanding which has heretofore been  
26 approved and adopted by the City Council, and in the event of any inconsistency or  
27 conflict between the provisions of this Resolution and the applicable Memorandum of  
28 Understanding regarding such adjustments in compensation due to any inadvertence,

1 oversight, or clerical error, it is intended that the provisions in such Memorandum of  
2 Understanding shall control and shall supersede the provisions of this Resolution, and  
3 such adjustments to the compensation shall be deemed to have been correctly included  
4 herein, effective as of the applicable effective date, and such matters shall be  
5 subsequently corrected by appropriate action.

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

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

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

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

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

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

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

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

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

- 26           a. Initial purchase of safety footwear;
- 27           b. Resole or repair for safety footwear based on an assessment of "fair  
28 wear and tear" by the Supervisor and Division Manager; or

1 c. Additional safety footwear purchased, when warranted, based on an  
2 assessment of "fair wear and tear" by the Supervisor and Division Manager.

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

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

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

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

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

23 Sec. 34. The Secretary of the Board of Water Commissioners shall certify  
24 to the passage of this Resolution, and it shall be deemed operative on May 8, 2007 or on  
25 the date on which this Resolution is approved by the City Council, whichever occurs later.

26 I hereby certify that the foregoing Resolution was adopted by the Board of  
27 Water Commissioners of the City of Long Beach at its meeting held on April 19, 2007, by  
28

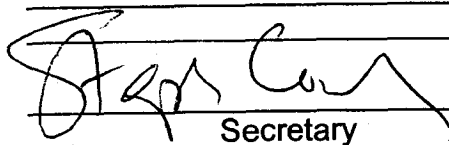
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the following vote:

Ayes: Commissioners: TOWNSEND; CONLEY; HANSEN

Noes: Commissioners: NONE

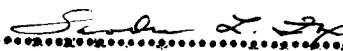
Absent: Commissioners: CLARKE

  
Secretary

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

CERTIFIED AS A TRUE AND CORRECT COPY

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

BY 

DATE 4/19/2007

JCP:abc  
07-01718 - 2007 Salary Reso Water Dept. (4/11/07)  
00102631.DOC

SECRETARIAT OF THE WATER COMMISSION  
STATE OF CALIFORNIA

.....

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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RESOLUTION NO.

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

WHEREAS, the Board of Water Commissioners of the City of Long Beach  
adopted Resolution No. WD-1227 on \_\_\_\_\_, 2007, and has presented  
to the City Council for its consideration and approval the compensation fixed in that  
Resolution by the Board for officers and employees in the Long Beach Water  
Department;

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

Section 1. That pursuant to the provisions of Subsection (3) of Section  
1403 of the City Charter, the compensation fixed by the Board of Water Commissioners  
of the City of Long Beach for officers and employees of the Long Beach Water  
Department as contained in Resolution WD-1227 is hereby approved.

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

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

I hereby certify that the foregoing Resolution was adopted by the City

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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

1 Council of the City of Long Beach at its meeting on \_\_\_\_\_, 2007, by the  
2 following vote:

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

4 \_\_\_\_\_

5 \_\_\_\_\_

6 \_\_\_\_\_

7 \_\_\_\_\_

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

9 \_\_\_\_\_

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

11 \_\_\_\_\_

12 \_\_\_\_\_

City Clerk

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JCP:abc  
07-01718 - Reso Approving 2007 Salary Reso  
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