

1 RESOLUTION NO. RES-05-0121

2  
3 A RESOLUTION OF THE CITY COUNCIL OF THE  
4 CITY OF LONG BEACH CONFIRMING, READOPTING AND  
5 AMENDING PREVIOUSLY ADOPTED PROVISIONS,  
6 CREATING AND ESTABLISHING POSITIONS OF  
7 EMPLOYMENT, AND FIXING AND PRESCRIBING THE  
8 COMPENSATION FOR THE OFFICERS AND EMPLOYEES OF  
9 THE CITY OF LONG BEACH; AND RESCINDING  
10 RESOLUTION NO. C-28309 OF THE CITY COUNCIL  
11 RELATING THERETO

12  
13 WHEREAS, in accordance with the provisions of the City  
14 Charter, the City Council, in Resolution No. C-28309, has created  
15 and established positions of employment and fixed and prescribed  
16 the salaries and compensation of the officers and employees of the  
17 City, commencing October 1, 2003; and

18 WHEREAS, it is now the desire of the City Council to  
19 confirm, readopt and amend the provisions of Resolution No.  
20 C-28309, as amended, and to incorporate the confirmed, readopted  
21 and amended provisions into this resolution;

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

24 Section 1. Every person who has been or who hereafter  
25 may be duly appointed to an office or position of employment  
26 indicated herein, and who is qualified to hold and does hold such  
27 office or position from and after the date or dates that the pay  
28 rates and compensation prescribed herein shall become effective as

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1 hereinafter provided, or from the date of employment, whichever  
2 occurs later, shall receive as full compensation for his/her  
3 services, a biweekly salary based on one of the pay rates set  
4 forth in the Salary Schedules specified herein for his/her office  
5 or position, together with such additional compensation, if any,  
6 as provided herein or by applicable ordinance. The method and  
7 manner of determination of the pay rate at which the compensation  
8 of each officer or employee (hereinafter collectively referred to  
9 as "employee" or "employees") shall be fixed as hereinafter  
10 provided. Except as otherwise specifically designated, the  
11 applicable pay rate indicated in the Salary Schedule in Section 2  
12 hereof is intended to be and shall be the basis for determining  
13 each employee's biweekly salary.

14           Sec. 2. Pay rates for all offices and positions  
15 hereinafter referred to in Section 15 are set forth in Salary  
16 Schedules I and IA as set forth in this Section. The pay rates  
17 set forth in Salary Schedules I shall be operative on and after  
18 12:01 a.m. of October 1, 2005. The pay rate set forth in Salary  
19 Schedule IA shall be operative on and after 12:01 a.m. of  
20 October 1, 2005.

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SALARY SCHEDULE 1 - EFFECTIVE OCTOBER 1, 2005  
 HOURLY / BIWEEKLY  
 EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
M01	8.791 703.28 1,529.00	9.231 738.48 1,606.00	9.769 781.52 1,699.00	10.263 821.04 1,785.00	10.744 859.52 1,869.00	11.294 903.52 1,964.00	11.864 949.12 2,063.00
M03	9.461 756.88 1,646.00	9.934 794.72 1,728.00	10.511 840.88 1,828.00	11.019 881.52 1,917.00	11.561 924.88 2,011.00	12.121 969.68 2,108.00	12.750 1,020.00 2,218.00
M07	10.164 813.12 1,768.00	10.673 853.84 1,856.00	11.294 903.52 1,964.00	11.864 949.12 2,063.00	12.431 994.48 2,162.00	13.057 1,044.56 2,271.00	13.725 1,098.00 2,387.00
M08	10.403 832.24 1,809.00	10.923 873.84 1,900.00	11.561 924.88 2,011.00	12.121 969.68 2,108.00	12.750 1,020.00 2,218.00	13.388 1,071.04 2,329.00	14.063 1,125.04 2,446.00
M10	10.677 854.16 1,857.00	11.211 896.88 1,950.00	11.864 949.12 2,063.00	12.431 994.48 2,162.00	13.057 1,044.56 2,271.00	13.725 1,098.00 2,387.00	14.410 1,152.80 2,506.00
M12	10.908 872.64 1,897.00	11.454 916.32 1,992.00	12.121 969.68 2,108.00	12.750 1,020.00 2,218.00	13.388 1,071.04 2,329.00	14.063 1,125.04 2,446.00	14.774 1,181.92 2,570.00
M13	11.187 894.96 1,946.00	11.746 939.68 2,043.00	12.431 994.48 2,162.00	13.057 1,044.56 2,271.00	13.725 1,098.00 2,387.00	14.410 1,152.80 2,506.00	15.135 1,210.80 2,632.00
M15	11.475 918.00 1,996.00	12.048 963.84 2,095.00	12.750 1,020.00 2,218.00	13.388 1,071.04 2,329.00	14.063 1,125.04 2,446.00	14.774 1,181.92 2,570.00	15.517 1,241.36 2,699.00
M17	11.750 940.00 2,044.00	12.337 986.96 2,146.00	13.057 1,044.56 2,271.00	13.725 1,098.00 2,387.00	14.410 1,152.80 2,506.00	15.135 1,210.80 2,632.00	15.939 1,275.12 2,772.00
M18	11.982 958.56 2,084.00	12.581 1,006.48 2,188.00	13.312 1,064.96 2,315.00	13.989 1,119.12 2,433.00	14.702 1,176.16 2,557.00	15.438 1,235.04 2,685.00	16.249 1,299.92 2,826.00
M19	12.231 978.48 2,127.00	12.843 1,027.44 2,234.00	13.593 1,087.44 2,364.00	14.260 1,140.80 2,480.00	15.003 1,200.24 2,609.00	15.757 1,260.56 2,741.00	16.560 1,324.80 2,880.00
M20	12.049 963.92 2,096.00	12.651 1,012.08 2,200.00	13.388 1,071.04 2,329.00	14.063 1,125.04 2,446.00	14.774 1,181.92 2,570.00	15.517 1,241.36 2,699.00	16.444 1,315.52 2,860.00
M21	12.353 988.24 2,149.00	12.970 1,037.60 2,256.00	13.725 1,098.00 2,387.00	14.410 1,152.80 2,506.00	15.135 1,210.80 2,632.00	15.939 1,275.12 2,772.00	16.882 1,350.56 2,936.00

SALARY SCHEDULE 1 - EFFECTIVE OCTOBER 1, 2005  
 HOURLY / BIWEEKLY  
 EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
M24	12.655 1,012.40 2,201.00	13.288 1,063.04 2,311.00	14.063 1,125.04 2,446.00	14.774 1,181.92 2,570.00	15.517 1,241.36 2,699.00	16.444 1,315.52 2,860.00	17.305 1,384.40 3,010.00
M26	12.967 1,037.36 2,255.00	13.616 1,089.28 2,368.00	14.410 1,152.80 2,506.00	15.135 1,210.80 2,632.00	15.939 1,275.12 2,772.00	16.882 1,350.56 2,936.00	17.696 1,415.68 3,078.00
M27	13.063 1,045.04 2,272.00	13.717 1,097.36 2,386.00	14.517 1,161.36 2,525.00	15.244 1,219.52 2,651.00	16.041 1,283.28 2,790.00	16.996 1,359.68 2,956.00	17.828 1,426.24 3,101.00
M28	13.295 1,063.60 2,312.00	13.960 1,116.80 2,428.00	14.774 1,181.92 2,570.00	15.517 1,241.36 2,699.00	16.444 1,315.52 2,860.00	17.305 1,384.40 3,010.00	18.161 1,452.88 3,159.00
M30	13.832 1,106.56 2,406.00	14.524 1,161.92 2,526.00	15.369 1,229.52 2,673.00	16.150 1,292.00 2,809.00	16.965 1,357.20 2,951.00	17.987 1,438.96 3,128.00	18.913 1,513.04 3,290.00
M31	13.620 1,089.60 2,369.00	14.300 1,144.00 2,487.00	15.135 1,210.80 2,632.00	15.939 1,275.12 2,772.00	16.882 1,350.56 2,936.00	17.696 1,415.68 3,078.00	18.612 1,488.96 3,237.00
M34	13.967 1,117.36 2,429.00	14.666 1,173.28 2,551.00	15.517 1,241.36 2,699.00	16.444 1,315.52 2,860.00	17.305 1,384.40 3,010.00	18.161 1,452.88 3,159.00	19.066 1,525.28 3,316.00
M36	14.345 1,147.60 2,495.00	15.062 1,204.96 2,620.00	15.939 1,275.12 2,772.00	16.882 1,350.56 2,936.00	17.696 1,415.68 3,078.00	18.612 1,488.96 3,237.00	19.562 1,564.96 3,402.00
M37	14.800 1,184.00 2,574.00	15.540 1,243.20 2,703.00	16.444 1,315.52 2,860.00	17.305 1,384.40 3,010.00	18.161 1,452.88 3,159.00	19.066 1,525.28 3,316.00	20.038 1,603.04 3,485.00
M42	15.574 1,245.92 2,709.00	16.353 1,308.24 2,844.00	17.305 1,384.40 3,010.00	18.161 1,452.88 3,159.00	19.066 1,525.28 3,316.00	20.038 1,603.04 3,485.00	21.093 1,687.44 3,669.00
M46	15.925 1,274.00 2,770.00	16.721 1,337.68 2,908.00	17.696 1,415.68 3,078.00	18.612 1,488.96 3,237.00	19.562 1,564.96 3,402.00	20.561 1,644.88 3,576.00	21.624 1,729.92 3,761.00
M47	16.346 1,307.68 2,843.00	17.163 1,373.04 2,985.00	18.161 1,452.88 3,159.00	19.066 1,525.28 3,316.00	20.038 1,603.04 3,485.00	21.093 1,687.44 3,669.00	22.179 1,774.32 3,858.00
M50	16.748 1,339.84 2,913.00	17.586 1,406.88 3,059.00	18.612 1,488.96 3,237.00	19.562 1,564.96 3,402.00	20.561 1,644.88 3,576.00	21.624 1,729.92 3,761.00	22.732 1,818.56 3,954.00

SALARY SCHEDULE 1 - EFFECTIVE OCTOBER 1, 2005  
 HOURLY / BIWEEKLY  
 EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
M52	17.159 1,372.72 2,984.00	18.018 1,441.44 3,134.00	19.066 1,525.28 3,316.00	20.038 1,603.04 3,485.00	21.093 1,687.44 3,669.00	22.179 1,774.32 3,858.00	23.331 1,866.48 4,058.00
M62	18.505 1,480.40 3,219.00	19.431 1,554.48 3,380.00	20.561 1,644.88 3,576.00	21.624 1,729.92 3,761.00	22.732 1,818.56 3,954.00	23.926 1,914.08 4,161.00	25.135 2,010.80 4,372.00
M66	19.462 1,556.96 3,385.00	20.435 1,634.80 3,554.00	21.624 1,729.92 3,761.00	22.732 1,818.56 3,954.00	23.926 1,914.08 4,161.00	25.135 2,010.80 4,372.00	26.457 2,116.56 4,602.00
M68	19.961 1,596.88 3,472.00	20.960 1,676.80 3,646.00	22.179 1,774.32 3,858.00	23.331 1,866.48 4,058.00	24.523 1,961.84 4,265.00	25.777 2,062.16 4,483.00	27.128 2,170.24 4,718.00
M78	21.963 1,757.04 3,820.00	23.061 1,844.88 4,011.00	24.405 1,952.40 4,245.00	25.637 2,050.96 4,459.00	26.987 2,158.96 4,694.00	28.364 2,269.12 4,933.00	29.821 2,385.68 5,187.00
M88	23.197 1,855.76 4,035.00	24.358 1,948.64 4,237.00	25.777 2,062.16 4,483.00	27.128 2,170.24 4,718.00	28.513 2,281.04 4,959.00	29.999 2,399.92 5,218.00	31.571 2,525.68 5,491.00
M90	23.813 1,905.04 4,142.00	25.003 2,000.24 4,349.00	26.457 2,116.56 4,602.00	27.808 2,224.64 4,837.00	29.235 2,338.80 5,085.00	30.780 2,462.40 5,354.00	32.397 2,591.76 5,635.00
N09	10.400 832.00 1,809.00	10.920 873.60 1,899.00	11.556 924.48 2,010.00	12.117 969.36 2,107.00	12.746 1,019.68 2,217.00	13.382 1,070.56 2,328.00	14.058 1,124.64 2,445.00
N16	11.492 919.36 1,999.00	12.068 965.44 2,099.00	12.771 1,021.68 2,221.00	13.419 1,073.52 2,334.00	14.080 1,126.40 2,449.00	14.805 1,184.40 2,575.00	15.553 1,244.24 2,705.00
N23	12.234 978.72 2,128.00	12.846 1,027.68 2,234.00	13.594 1,087.52 2,364.00	14.267 1,141.36 2,481.00	14.982 1,198.56 2,606.00	15.778 1,262.24 2,744.00	16.715 1,337.20 2,907.00
N29	13.345 1,067.60 2,321.00	14.012 1,120.96 2,437.00	14.826 1,186.08 2,579.00	15.570 1,245.60 2,708.00	16.496 1,319.68 2,869.00	17.355 1,388.40 3,019.00	18.211 1,456.88 3,167.00
N33	13.164 1,053.12 2,290.00	13.823 1,105.84 2,404.00	14.626 1,170.08 2,544.00	15.420 1,233.60 2,682.00	16.272 1,301.76 2,830.00	17.121 1,369.68 2,978.00	18.039 1,443.12 3,137.00
N41	15.212 1,216.96 2,646.00	15.973 1,277.84 2,778.00	16.903 1,352.24 2,940.00	17.743 1,419.44 3,086.00	18.650 1,492.00 3,244.00	19.672 1,573.76 3,422.00	20.613 1,649.04 3,585.00

SALARY SCHEDULE 1 - EFFECTIVE OCTOBER 1, 2005  
 HOURLY / BIWEEKLY  
 EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
N43	15.604 1,248.32 2,714.00	16.384 1,310.72 2,850.00	17.337 1,386.96 3,015.00	18.184 1,454.72 3,163.00	19.110 1,528.80 3,324.00	20.086 1,606.88 3,494.00	21.125 1,690.00 3,674.00
N45	17.531 1,402.48 3,049.00	18.407 1,472.56 3,202.00	19.476 1,558.08 3,387.00	20.432 1,634.56 3,554.00	21.470 1,717.60 3,734.00	22.574 1,805.92 3,926.00	23.738 1,899.04 4,129.00
N51	16.783 1,342.64 2,919.00	17.623 1,409.84 3,065.00	18.650 1,492.00 3,244.00	19.600 1,568.00 3,409.00	20.613 1,649.04 3,585.00	21.672 1,733.76 3,769.00	22.764 1,821.12 3,959.00
N53	17.198 1,375.84 2,991.00	18.059 1,444.72 3,141.00	19.110 1,528.80 3,324.00	20.086 1,606.88 3,494.00	21.125 1,690.00 3,674.00	22.221 1,777.68 3,865.00	23.371 1,869.68 4,065.00
N54	18.405 1,472.40 3,201.00	19.325 1,546.00 3,361.00	20.449 1,635.92 3,557.00	21.495 1,719.60 3,739.00	22.604 1,808.32 3,931.00	23.779 1,902.32 4,136.00	25.009 2,000.72 4,350.00
N55	19.323 1,545.84 3,361.00	20.289 1,623.12 3,529.00	21.470 1,717.60 3,734.00	22.574 1,805.92 3,926.00	23.738 1,899.04 4,129.00	24.971 1,997.68 4,343.00	26.263 2,101.04 4,568.00
N57	18.517 1,481.36 3,221.00	19.442 1,555.36 3,382.00	20.572 1,645.76 3,578.00	21.636 1,730.88 3,763.00	22.747 1,819.76 3,956.00	23.895 1,911.60 4,156.00	25.155 2,012.40 4,375.00
N60	18.077 1,446.16 3,144.00	18.981 1,518.48 3,301.00	20.086 1,606.88 3,494.00	21.125 1,690.00 3,674.00	22.221 1,777.68 3,865.00	23.371 1,869.68 4,065.00	24.585 1,966.80 4,276.00
N61	18.498 1,479.84 3,217.00	19.423 1,553.84 3,378.00	20.553 1,644.24 3,575.00	21.615 1,729.20 3,759.00	22.724 1,817.92 3,952.00	23.917 1,913.36 4,160.00	25.125 2,010.00 4,370.00
N63	18.552 1,484.16 3,227.00	19.479 1,558.32 3,388.00	20.613 1,649.04 3,585.00	21.672 1,733.76 3,769.00	22.764 1,821.12 3,959.00	23.966 1,917.28 4,168.00	25.189 2,015.12 4,381.00
N65	20.344 1,627.52 3,538.00	21.361 1,708.88 3,715.00	22.604 1,808.32 3,931.00	23.779 1,902.32 4,136.00	25.009 2,000.72 4,350.00	26.306 2,104.48 4,575.00	27.629 2,210.32 4,805.00
N67	21.918 1,753.44 3,812.00	23.013 1,841.04 4,003.00	24.353 1,948.24 4,236.00	25.580 2,046.40 4,449.00	26.931 2,154.48 4,684.00	28.297 2,263.76 4,922.00	29.787 2,382.96 5,181.00
N69	19.953 1,596.24 3,470.00	20.951 1,676.08 3,644.00	22.171 1,773.68 3,856.00	23.323 1,865.84 4,057.00	24.513 1,961.04 4,264.00	25.767 2,061.36 4,482.00	27.118 2,169.44 4,717.00

SALARY SCHEDULE 1 - EFFECTIVE OCTOBER 1, 2005  
 HOURLY / BIWEEKLY  
 EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
N70	21.188 1,695.04 3,685.00	22.247 1,779.76 3,869.00	23.544 1,883.52 4,095.00	24.750 1,980.00 4,305.00	26.026 2,082.08 4,527.00	27.377 2,190.16 4,762.00	28.798 2,303.84 5,009.00
N72	20.489 1,639.12 3,564.00	21.513 1,721.04 3,742.00	22.764 1,821.12 3,959.00	23.966 1,917.28 4,168.00	25.189 2,015.12 4,381.00	26.513 2,121.04 4,611.00	27.855 2,228.40 4,845.00
N73	21.403 1,712.24 3,723.00	22.474 1,797.92 3,909.00	23.779 1,902.32 4,136.00	25.009 2,000.72 4,350.00	26.306 2,104.48 4,575.00	27.629 2,210.32 4,805.00	29.076 2,326.08 5,057.00
N77	21.034 1,682.72 3,658.00	22.086 1,766.88 3,841.00	23.371 1,869.68 4,065.00	24.585 1,966.80 4,276.00	25.823 2,065.84 4,491.00	27.180 2,174.40 4,727.00	28.564 2,285.12 4,968.00
N80	22.641 1,811.28 3,938.00	23.773 1,901.84 4,135.00	25.155 2,012.40 4,375.00	26.440 2,115.20 4,599.00	27.829 2,226.32 4,840.00	29.238 2,339.04 5,085.00	30.750 2,460.00 5,348.00
N81	22.063 1,765.04 3,837.00	23.166 1,853.28 4,029.00	24.513 1,961.04 4,264.00	25.767 2,061.36 4,482.00	27.118 2,169.44 4,717.00	28.502 2,280.16 4,957.00	29.987 2,398.96 5,216.00
N83	22.109 1,768.72 3,845.00	23.214 1,857.12 4,038.00	24.568 1,965.44 4,273.00	25.820 2,065.60 4,491.00	27.177 2,174.16 4,727.00	28.551 2,284.08 4,966.00	30.027 2,402.16 5,223.00
N84	22.146 1,771.68 3,852.00	23.254 1,860.32 4,045.00	24.609 1,968.72 4,280.00	25.867 2,069.36 4,499.00	27.213 2,177.04 4,733.00	28.581 2,286.48 4,971.00	30.091 2,407.28 5,234.00
N87	22.672 1,813.76 3,943.00	23.806 1,904.48 4,141.00	25.189 2,015.12 4,381.00	26.513 2,121.04 4,611.00	27.855 2,228.40 4,845.00	29.297 2,343.76 5,096.00	30.838 2,467.04 5,364.00
N89	23.261 1,860.88 4,046.00	24.424 1,953.92 4,248.00	25.845 2,067.60 4,495.00	27.194 2,175.52 4,730.00	28.576 2,286.08 4,970.00	30.061 2,404.88 5,228.00	31.633 2,530.64 5,502.00
N92	23.863 1,909.04 4,150.00	25.057 2,004.56 4,358.00	26.513 2,121.04 4,611.00	27.855 2,228.40 4,845.00	29.297 2,343.76 5,096.00	30.838 2,467.04 5,364.00	32.449 2,595.92 5,644.00
N94	25.675 2,054.00 4,466.00	26.960 2,156.80 4,689.00	28.529 2,282.32 4,962.00	29.982 2,398.56 5,215.00	31.554 2,524.32 5,488.00	33.204 2,656.32 5,775.00	34.943 2,795.44 6,078.00
N96	26.285 2,102.80 4,572.00	27.599 2,207.92 4,800.00	29.206 2,336.48 5,080.00	30.703 2,456.24 5,340.00	32.328 2,586.24 5,623.00	34.024 2,721.92 5,918.00	35.794 2,863.52 6,226.00

SALARY SCHEDULE 1 - EFFECTIVE OCTOBER 1, 2005  
 HOURLY / BIWEEKLY  
 EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
S01	12.959 1,036.72 2,254.00	14.399 1,151.92 2,504.00	15.115 1,209.20 2,629.00	16.026 1,282.08 2,787.00	16.821 1,345.68 2,926.00	17.669 1,413.52 3,073.00	
S02	20.877 1,670.16 3,631.00	21.958 1,756.64 3,819.00	23.093 1,847.44 4,017.00	24.283 1,942.64 4,224.00	25.583 2,046.64 4,450.00		
S03	19.870 1,589.60 3,456.00						
S04	21.890 1,751.20 3,807.00						
S05	24.323 1,945.84 4,230.00	25.678 2,054.24 4,466.00	27.067 2,165.36 4,708.00	28.553 2,284.24 4,966.00	30.118 2,409.44 5,238.00		
S06	22.075 1,766.00 3,839.00	23.307 1,864.56 4,054.00	24.571 1,965.68 4,274.00	25.915 2,073.20 4,507.00	27.337 2,186.96 4,755.00		
S07	25.228 2,018.24 4,388.00	26.556 2,124.48 4,619.00	27.890 2,231.20 4,851.00	29.325 2,346.00 5,100.00	30.842 2,467.36 5,364.00		
S08	27.267 2,181.36 4,743.00	28.759 2,300.72 5,002.00	30.321 2,425.68 5,274.00	31.919 2,553.52 5,552.00	33.628 2,690.24 5,849.00		
S09	29.067 2,325.36 5,056.00	30.504 2,440.32 5,306.00	32.039 2,563.12 5,572.00	33.620 2,689.60 5,847.00	35.316 2,825.28 6,142.00		
S10	33.876 2,710.08 5,892.00						
S11	26.784 2,142.72 4,659.00	28.270 2,261.60 4,917.00	29.884 2,390.72 5,198.00	31.533 2,522.64 5,484.00	33.315 2,665.20 5,794.00		
S12	30.915 2,473.20 5,377.00	32.540 2,603.20 5,660.00	34.318 2,745.44 5,969.00	36.157 2,892.56 6,289.00	39.340 3,147.20 6,842.00		
S13	32.233 2,578.64 5,606.00	33.882 2,710.56 5,893.00	35.650 2,852.00 6,201.00	37.466 2,997.28 6,516.00	39.416 3,153.28 6,856.00		



SALARY SCHEDULE 1 - EFFECTIVE OCTOBER 1, 2005  
 HOURLY / BIWEEKLY  
 EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
S14	32.608 2,608.64 5,671.00	34.474 2,757.92 5,996.00	36.366 2,909.28 6,325.00	38.398 3,071.84 6,679.00	40.531 3,242.48 7,049.00		
S15	36.663 2,933.04 6,377.00	38.682 3,094.56 6,728.00	40.744 3,259.52 7,087.00	42.933 3,434.64 7,467.00	45.249 3,619.92 7,870.00		
S16	38.114 3,049.12 6,629.00	40.212 3,216.96 6,994.00	42.355 3,388.40 7,367.00	44.675 3,574.00 7,770.00	47.055 3,764.40 8,184.00		
010	12.959 1,036.72 2,254.00	14.399 1,151.92 2,504.00	15.115 1,209.20 2,629.00	16.026 1,282.08 2,787.00	16.821 1,345.68 2,926.00	17.669 1,413.52 3,073.00	
030	20.877 1,670.16 3,631.00	21.958 1,756.64 3,819.00	23.093 1,847.44 4,017.00	24.283 1,942.64 4,224.00	25.583 2,046.64 4,450.00		
045	19.870 1,589.60 3,456.00						
046	21.890 1,751.20 3,807.00						
050	24.323 1,945.84 4,230.00	25.678 2,054.24 4,466.00	27.067 2,165.36 4,708.00	28.553 2,284.24 4,966.00	30.118 2,409.44 5,238.00		
055	22.075 1,766.00 3,839.00	23.307 1,864.56 4,054.00	24.571 1,965.68 4,274.00	25.915 2,073.20 4,507.00	27.337 2,186.96 4,755.00		
060	25.228 2,018.24 4,388.00	26.556 2,124.48 4,619.00	27.890 2,231.20 4,851.00	29.325 2,346.00 5,100.00	30.842 2,467.36 5,364.00		
070	27.267 2,181.36 4,743.00	28.759 2,300.72 5,002.00	30.321 2,425.68 5,274.00	31.919 2,553.52 5,552.00	33.628 2,690.24 5,849.00		
080	29.067 2,325.36 5,056.00	30.504 2,440.32 5,306.00	32.039 2,563.12 5,572.00	33.620 2,689.60 5,847.00	35.316 2,825.28 6,142.00		
100	33.876 2,710.08 5,892.00						

SALARY SCHEDULE 1 - EFFECTIVE OCTOBER 1, 2005  
 HOURLY / BIWEEKLY  
 EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
105	26.784 2,142.72 4,659.00	28.270 2,261.60 4,917.00	29.884 2,390.72 5,198.00	31.533 2,522.64 5,484.00	33.315 2,665.20 5,794.00		
110	30.915 2,473.20 5,377.00	32.540 2,603.20 5,660.00	34.318 2,745.44 5,969.00	36.157 2,892.56 6,289.00	39.340 3,147.20 6,842.00		
120	32.233 2,578.64 5,606.00	33.882 2,710.56 5,893.00	35.650 2,852.00 6,201.00	37.466 2,997.28 6,516.00	39.416 3,153.28 6,856.00		
155	32.608 2,608.64 5,671.00	34.474 2,757.92 5,996.00	36.366 2,909.28 6,325.00	38.398 3,071.84 6,679.00	40.531 3,242.48 7,049.00		
170	36.663 2,933.04 6,377.00	38.682 3,094.56 6,728.00	40.744 3,259.52 7,087.00	42.933 3,434.64 7,467.00	45.249 3,619.92 7,870.00		
180	41.249 3,299.92 7,174.00	43.525 3,482.00 7,570.00	45.837 3,666.96 7,972.00	48.348 3,867.84 8,409.00	50.920 4,073.60 8,856.00		
185	38.114 3,049.12 6,629.00	40.212 3,216.96 6,994.00	42.355 3,388.40 7,367.00	44.675 3,574.00 7,770.00	47.055 3,764.40 8,184.00		
230	9.145 731.60 1,591.00	9.604 768.32 1,670.00	10.162 812.96 1,767.00	10.677 854.16 1,857.00	11.177 894.16 1,944.00	11.749 939.92 2,043.00	12.341 987.28 2,146.00
250	9.608 768.64 1,671.00	10.087 806.96 1,754.00	10.677 854.16 1,857.00	11.177 894.16 1,944.00	11.749 939.92 2,043.00	12.341 987.28 2,146.00	12.933 1,034.64 2,249.00
260	9.842 787.36 1,712.00	10.333 826.64 1,797.00	10.934 874.72 1,902.00	11.463 917.04 1,994.00	12.026 962.08 2,092.00	12.610 1,008.80 2,193.00	13.264 1,061.12 2,307.00
270	10.057 804.56 1,749.00	10.561 844.88 1,837.00	11.177 894.16 1,944.00	11.749 939.92 2,043.00	12.341 987.28 2,146.00	12.933 1,034.64 2,249.00	13.584 1,086.72 2,363.00
272	10.078 806.24 1,753.00	10.581 846.48 1,840.00	11.198 895.84 1,948.00	11.779 942.32 2,049.00	12.373 989.84 2,152.00	12.959 1,036.72 2,254.00	13.609 1,088.72 2,367.00
280	10.318 825.44 1,795.00	10.833 866.64 1,884.00	11.464 917.12 1,994.00	12.047 963.76 2,095.00	12.636 1,010.88 2,198.00	13.258 1,060.64 2,306.00	13.930 1,114.40 2,423.00

SALARY SCHEDULE 1 - EFFECTIVE OCTOBER 1, 2005  
 HOURLY / BIWEEKLY  
 EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
290	10.575 846.00 1,839.00	11.103 888.24 1,931.00	11.749 939.92 2,043.00	12.341 987.28 2,146.00	12.933 1,034.64 2,249.00	13.584 1,086.72 2,363.00	14.278 1,142.24 2,483.00
307	11.142 891.36 1,938.00	11.699 935.92 2,035.00	12.380 990.40 2,153.00	12.980 1,038.40 2,258.00	13.655 1,092.40 2,375.00	14.337 1,146.96 2,494.00	15.060 1,204.80 2,619.00
310	11.108 888.64 1,932.00	11.663 933.04 2,029.00	12.341 987.28 2,146.00	12.933 1,034.64 2,249.00	13.584 1,086.72 2,363.00	14.278 1,142.24 2,483.00	14.991 1,199.28 2,607.00
316	11.538 923.04 2,007.00	12.115 969.20 2,107.00	12.817 1,025.36 2,229.00	13.436 1,074.88 2,337.00	14.104 1,128.32 2,453.00	14.831 1,186.48 2,580.00	15.584 1,246.72 2,711.00
320	11.349 907.92 1,974.00	11.916 953.28 2,073.00	12.610 1,008.80 2,193.00	13.264 1,061.12 2,307.00	13.928 1,114.24 2,422.00	14.630 1,170.40 2,545.00	15.369 1,229.52 2,673.00
330	11.639 931.12 2,024.00	12.221 977.68 2,126.00	12.933 1,034.64 2,249.00	13.584 1,086.72 2,363.00	14.278 1,142.24 2,483.00	14.991 1,199.28 2,607.00	15.745 1,259.60 2,739.00
336	12.095 967.60 2,104.00	12.700 1,016.00 2,209.00	13.436 1,074.88 2,337.00	14.104 1,128.32 2,453.00	14.831 1,186.48 2,580.00	15.584 1,246.72 2,711.00	16.374 1,309.92 2,848.00
340	11.937 954.96 2,076.00	12.533 1,002.64 2,180.00	13.264 1,061.12 2,307.00	13.928 1,114.24 2,422.00	14.630 1,170.40 2,545.00	15.369 1,229.52 2,673.00	16.142 1,291.36 2,808.00
344	12.312 984.96 2,141.00	12.928 1,034.24 2,249.00	13.683 1,094.64 2,380.00	14.377 1,150.16 2,501.00	15.084 1,206.72 2,624.00	15.861 1,268.88 2,759.00	16.661 1,332.88 2,898.00
350	12.224 977.92 2,126.00	12.835 1,026.80 2,232.00	13.584 1,086.72 2,363.00	14.278 1,142.24 2,483.00	14.991 1,199.28 2,607.00	15.745 1,259.60 2,739.00	16.581 1,326.48 2,884.00
352	12.464 997.12 2,168.00	13.088 1,047.04 2,276.00	13.848 1,107.84 2,409.00	14.554 1,164.32 2,531.00	15.296 1,223.68 2,660.00	16.060 1,284.80 2,793.00	16.903 1,352.24 2,940.00
356	12.725 1,018.00 2,213.00	13.361 1,068.88 2,324.00	14.141 1,131.28 2,460.00	14.833 1,186.64 2,580.00	15.609 1,248.72 2,715.00	16.392 1,311.36 2,851.00	17.227 1,378.16 2,996.00
360	12.534 1,002.72 2,180.00	13.161 1,052.88 2,289.00	13.928 1,114.24 2,422.00	14.630 1,170.40 2,545.00	15.369 1,229.52 2,673.00	16.142 1,291.36 2,808.00	17.107 1,368.56 2,975.00

SALARY SCHEDULE 1 - EFFECTIVE OCTOBER 1, 2005  
 HOURLY / BIWEEKLY  
 EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
370	12.850 1,028.00 2,235.00	13.494 1,079.52 2,347.00	14.278 1,142.24 2,483.00	14.991 1,199.28 2,607.00	15.745 1,259.60 2,739.00	16.581 1,326.48 2,884.00	17.563 1,405.04 3,055.00
374	13.109 1,048.72 2,280.00	13.764 1,101.12 2,394.00	14.565 1,165.20 2,533.00	15.287 1,222.96 2,659.00	16.053 1,284.24 2,792.00	16.906 1,352.48 2,940.00	17.910 1,432.80 3,115.00
380	13.165 1,053.20 2,290.00	13.824 1,105.92 2,404.00	14.630 1,170.40 2,545.00	15.369 1,229.52 2,673.00	16.142 1,291.36 2,808.00	17.107 1,368.56 2,975.00	18.002 1,440.16 3,131.00
386	13.674 1,093.92 2,378.00	14.357 1,148.56 2,497.00	15.195 1,215.60 2,643.00	15.968 1,277.44 2,777.00	16.775 1,342.00 2,918.00	17.788 1,423.04 3,094.00	18.706 1,496.48 3,254.00
390	13.490 1,079.20 2,346.00	14.166 1,133.28 2,464.00	14.991 1,199.28 2,607.00	15.745 1,259.60 2,739.00	16.581 1,326.48 2,884.00	17.563 1,405.04 3,055.00	18.410 1,472.80 3,202.00
391	13.590 1,087.20 2,364.00	14.270 1,141.60 2,482.00	15.101 1,208.08 2,626.00	15.858 1,268.64 2,758.00	16.687 1,334.96 2,902.00	17.682 1,414.56 3,075.00	18.545 1,483.60 3,226.00
400	13.830 1,106.40 2,405.00	14.522 1,161.76 2,526.00	15.369 1,229.52 2,673.00	16.142 1,291.36 2,808.00	17.107 1,368.56 2,975.00	18.002 1,440.16 3,131.00	18.892 1,511.36 3,286.00
404	14.298 1,143.84 2,487.00	15.013 1,201.04 2,611.00	15.887 1,270.96 2,763.00	16.683 1,334.64 2,902.00	17.676 1,414.08 3,074.00	18.597 1,487.76 3,235.00	19.513 1,561.04 3,394.00
406	14.389 1,151.12 2,503.00	15.108 1,208.64 2,628.00	15.989 1,279.12 2,781.00	16.800 1,344.00 2,922.00	17.649 1,411.92 3,070.00	18.711 1,496.88 3,254.00	19.675 1,574.00 3,422.00
410	14.169 1,133.52 2,464.00	14.877 1,190.16 2,588.00	15.745 1,259.60 2,739.00	16.581 1,326.48 2,884.00	17.563 1,405.04 3,055.00	18.410 1,472.80 3,202.00	19.363 1,549.04 3,368.00
419	14.103 1,128.24 2,453.00	14.808 1,184.64 2,576.00	15.668 1,253.44 2,725.00	16.520 1,321.60 2,873.00	17.433 1,394.64 3,032.00	18.342 1,467.36 3,190.00	19.325 1,546.00 3,361.00
420	14.530 1,162.40 2,527.00	15.255 1,220.40 2,653.00	16.142 1,291.36 2,808.00	17.107 1,368.56 2,975.00	18.002 1,440.16 3,131.00	18.892 1,511.36 3,286.00	19.835 1,586.80 3,450.00
422	14.635 1,170.80 2,545.00	15.367 1,229.36 2,673.00	16.260 1,300.80 2,828.00	17.240 1,379.20 2,999.00	18.135 1,450.80 3,154.00	19.032 1,522.56 3,310.00	19.988 1,599.04 3,476.00

SALARY SCHEDULE 1 - EFFECTIVE OCTOBER 1, 2005  
 HOURLY / BIWEEKLY  
 EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
430	14.923 1,193.84 2,596.00	15.668 1,253.44 2,725.00	16.581 1,326.48 2,884.00	17.563 1,405.04 3,055.00	18.410 1,472.80 3,202.00	19.363 1,549.04 3,368.00	20.349 1,627.92 3,539.00
440	15.396 1,231.68 2,678.00	16.166 1,293.28 2,812.00	17.107 1,368.56 2,975.00	18.002 1,440.16 3,131.00	18.892 1,511.36 3,286.00	19.835 1,586.80 3,450.00	20.845 1,667.60 3,626.00
442	15.506 1,240.48 2,697.00	16.281 1,302.48 2,832.00	17.227 1,378.16 2,996.00	18.120 1,449.60 3,152.00	19.013 1,521.04 3,307.00	19.949 1,595.92 3,470.00	20.963 1,677.04 3,646.00
443	15.791 1,263.28 2,747.00	16.581 1,326.48 2,884.00	17.545 1,403.60 3,052.00	18.596 1,487.68 3,234.00	19.561 1,564.88 3,402.00	20.581 1,646.48 3,580.00	21.565 1,725.20 3,751.00
450	15.807 1,264.56 2,749.00	16.597 1,327.76 2,887.00	17.563 1,405.04 3,055.00	18.410 1,472.80 3,202.00	19.363 1,549.04 3,368.00	20.349 1,627.92 3,539.00	21.390 1,711.20 3,720.00
454	16.297 1,303.76 2,835.00	17.112 1,368.96 2,976.00	18.108 1,448.64 3,149.00	19.009 1,520.72 3,306.00	19.980 1,598.40 3,475.00	21.075 1,686.00 3,666.00	22.082 1,766.56 3,841.00
460	16.201 1,296.08 2,818.00	17.011 1,360.88 2,959.00	18.002 1,440.16 3,131.00	18.892 1,511.36 3,286.00	19.835 1,586.80 3,450.00	20.845 1,667.60 3,626.00	21.944 1,755.52 3,817.00
464	16.717 1,337.36 2,908.00	17.552 1,404.16 3,053.00	18.573 1,485.84 3,230.00	19.480 1,558.40 3,388.00	20.472 1,637.76 3,561.00	21.518 1,721.44 3,743.00	22.631 1,810.48 3,936.00
466	16.740 1,339.20 2,912.00	17.577 1,406.16 3,057.00	18.602 1,488.16 3,235.00	19.524 1,561.92 3,396.00	20.505 1,640.40 3,566.00	21.547 1,723.76 3,748.00	22.669 1,813.52 3,943.00
467	18.781 1,502.48 3,267.00	19.719 1,577.52 3,430.00	20.865 1,669.20 3,629.00	21.889 1,751.12 3,807.00	23.000 1,840.00 4,000.00	24.183 1,934.64 4,206.00	25.431 2,034.48 4,423.00
470	16.567 1,325.36 2,881.00	17.395 1,391.60 3,025.00	18.410 1,472.80 3,202.00	19.363 1,549.04 3,368.00	20.349 1,627.92 3,539.00	21.390 1,711.20 3,720.00	22.496 1,799.68 3,913.00
480	17.004 1,360.32 2,957.00	17.854 1,428.32 3,105.00	18.892 1,511.36 3,286.00	19.835 1,586.80 3,450.00	20.845 1,667.60 3,626.00	21.944 1,755.52 3,817.00	23.072 1,845.76 4,013.00
482	17.573 1,405.84 3,056.00	18.451 1,476.08 3,209.00	19.524 1,561.92 3,396.00	20.505 1,640.40 3,566.00	21.547 1,723.76 3,748.00	22.669 1,813.52 3,943.00	23.842 1,907.36 4,147.00

SALARY SCHEDULE 1 - EFFECTIVE OCTOBER 1, 2005  
 HOURLY / BIWEEKLY  
 EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
486	17.708 1,416.64 3,080.00	18.594 1,487.52 3,234.00	19.675 1,574.00 3,422.00	20.657 1,652.56 3,593.00	21.683 1,734.64 3,771.00	22.798 1,823.84 3,965.00	23.974 1,917.92 4,170.00
490	17.425 1,394.00 3,031.00	18.295 1,463.60 3,182.00	19.363 1,549.04 3,368.00	20.349 1,627.92 3,539.00	21.390 1,711.20 3,720.00	22.496 1,799.68 3,913.00	23.649 1,891.92 4,113.00
494	17.980 1,438.40 3,127.00	18.879 1,510.32 3,284.00	19.980 1,598.40 3,475.00	20.998 1,679.84 3,652.00	22.082 1,766.56 3,841.00	23.217 1,857.36 4,038.00	24.388 1,951.04 4,242.00
500	17.852 1,428.16 3,105.00	18.744 1,499.52 3,260.00	19.835 1,586.80 3,450.00	20.845 1,667.60 3,626.00	21.944 1,755.52 3,817.00	23.072 1,845.76 4,013.00	24.272 1,941.76 4,222.00
504	18.425 1,474.00 3,205.00	19.345 1,547.60 3,365.00	20.472 1,637.76 3,561.00	21.518 1,721.44 3,743.00	22.631 1,810.48 3,936.00	23.805 1,904.40 4,140.00	25.037 2,002.96 4,355.00
507	19.717 1,577.36 3,429.00	20.702 1,656.16 3,601.00	21.906 1,752.48 3,810.00	23.028 1,842.24 4,005.00	24.216 1,937.28 4,212.00	25.474 2,037.92 4,431.00	26.793 2,143.44 4,660.00
508	20.700 1,656.00 3,600.00	21.736 1,738.88 3,781.00	23.000 1,840.00 4,000.00	24.183 1,934.64 4,206.00	25.431 2,034.48 4,423.00	26.750 2,140.00 4,653.00	28.135 2,250.80 4,893.00
510	18.314 1,465.12 3,185.00	19.230 1,538.40 3,345.00	20.349 1,627.92 3,539.00	21.390 1,711.20 3,720.00	22.496 1,799.68 3,913.00	23.649 1,891.92 4,113.00	24.890 1,991.20 4,329.00
514	19.838 1,587.04 3,450.00	20.830 1,666.40 3,623.00	22.039 1,763.12 3,833.00	23.178 1,854.24 4,031.00	24.369 1,949.52 4,238.00	25.599 2,047.92 4,452.00	26.949 2,155.92 4,687.00
520	18.762 1,500.96 3,263.00	19.701 1,576.08 3,427.00	20.845 1,667.60 3,626.00	21.944 1,755.52 3,817.00	23.072 1,845.76 4,013.00	24.272 1,941.76 4,222.00	25.511 2,040.88 4,437.00
523	22.696 1,815.68 3,947.00	23.891 1,911.28 4,155.00	25.121 2,009.68 4,369.00	26.428 2,114.24 4,597.00	27.776 2,222.08 4,831.00		
524	19.367 1,549.36 3,368.00	20.334 1,626.72 3,537.00	21.518 1,721.44 3,743.00	22.631 1,810.48 3,936.00	23.805 1,904.40 4,140.00	25.037 2,002.96 4,355.00	26.338 2,107.04 4,581.00
527	19.816 1,585.28 3,447.00	20.807 1,664.56 3,619.00	22.019 1,761.52 3,830.00	23.156 1,852.48 4,027.00	24.343 1,947.44 4,234.00	25.622 2,049.76 4,456.00	26.916 2,153.28 4,681.00

SALARY SCHEDULE 1 - EFFECTIVE OCTOBER 1, 2005  
 HOURLY / BIWEEKLY  
 EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
530	19.251 1,540.08 3,348.00	20.214 1,617.12 3,516.00	21.390 1,711.20 3,720.00	22.496 1,799.68 3,913.00	23.649 1,891.92 4,113.00	24.890 1,991.20 4,329.00	26.147 2,091.76 4,548.00
534	19.879 1,590.32 3,458.00	20.873 1,669.84 3,630.00	22.086 1,766.88 3,841.00	23.221 1,857.68 4,039.00	24.391 1,951.28 4,242.00	25.680 2,054.40 4,466.00	26.990 2,159.20 4,694.00
540	19.746 1,579.68 3,434.00	20.734 1,658.72 3,606.00	21.944 1,755.52 3,817.00	23.072 1,845.76 4,013.00	24.272 1,941.76 4,222.00	25.511 2,040.88 4,437.00	26.816 2,145.28 4,664.00
547	21.794 1,743.52 3,791.00	22.884 1,830.72 3,980.00	24.216 1,937.28 4,212.00	25.474 2,037.92 4,431.00	26.793 2,143.44 4,660.00	28.182 2,254.56 4,902.00	29.599 2,367.92 5,148.00
550	20.245 1,619.60 3,521.00	21.257 1,700.56 3,697.00	22.496 1,799.68 3,913.00	23.649 1,891.92 4,113.00	24.890 1,991.20 4,329.00	26.147 2,091.76 4,548.00	27.524 2,201.92 4,787.00
554	23.481 1,878.48 4,084.00	24.654 1,972.32 4,288.00	26.089 2,087.12 4,538.00	27.403 2,192.24 4,766.00	28.851 2,308.08 5,018.00	30.314 2,425.12 5,272.00	31.910 2,552.80 5,550.00
560	20.766 1,661.28 3,612.00	21.804 1,744.32 3,792.00	23.072 1,845.76 4,013.00	24.272 1,941.76 4,222.00	25.511 2,040.88 4,437.00	26.816 2,145.28 4,664.00	28.220 2,257.60 4,908.00
564	21.376 1,710.08 3,718.00	22.445 1,795.60 3,904.00	23.752 1,900.16 4,131.00	24.987 1,998.96 4,346.00	26.261 2,100.88 4,568.00	27.605 2,208.40 4,801.00	29.052 2,324.16 5,053.00
567	22.038 1,763.04 3,833.00	23.140 1,851.20 4,025.00	24.487 1,958.96 4,259.00	25.743 2,059.44 4,477.00	27.069 2,165.52 4,708.00	28.474 2,277.92 4,952.00	29.952 2,396.16 5,210.00
570	21.283 1,702.64 3,702.00	22.347 1,787.76 3,887.00	23.649 1,891.92 4,113.00	24.890 1,991.20 4,329.00	26.147 2,091.76 4,548.00	27.524 2,201.92 4,787.00	28.929 2,314.32 5,032.00
574	21.954 1,756.32 3,818.00	23.051 1,844.08 4,009.00	24.391 1,951.28 4,242.00	25.680 2,054.40 4,466.00	26.990 2,159.20 4,694.00	28.408 2,272.64 4,941.00	29.847 2,387.76 5,191.00
577	22.928 1,834.24 3,988.00	24.075 1,926.00 4,187.00	25.474 2,037.92 4,431.00	26.793 2,143.44 4,660.00	28.182 2,254.56 4,902.00	29.599 2,367.92 5,148.00	31.149 2,491.92 5,418.00
580	21.845 1,747.60 3,799.00	22.937 1,834.96 3,989.00	24.272 1,941.76 4,222.00	25.511 2,040.88 4,437.00	26.816 2,145.28 4,664.00	28.220 2,257.60 4,908.00	29.663 2,373.04 5,159.00

SALARY SCHEDULE 1 - EFFECTIVE OCTOBER 1, 2005  
 HOURLY / BIWEEKLY  
 EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
582	25.542 2,043.36 4,442.00	26.850 2,148.00 4,670.00	28.220 2,257.60 4,908.00	29.701 2,376.08 5,166.00	31.215 2,497.20 5,429.00		
583	24.680 1,974.40 4,293.00	25.940 2,075.20 4,512.00	27.264 2,181.12 4,742.00	28.698 2,295.84 4,991.00	30.158 2,412.64 5,245.00		
584	22.534 1,802.72 3,919.00	23.661 1,892.88 4,115.00	25.037 2,002.96 4,355.00	26.338 2,107.04 4,581.00	27.665 2,213.20 4,812.00	29.117 2,329.36 5,064.00	30.600 2,448.00 5,322.00
590	22.399 1,791.92 3,896.00	23.520 1,881.60 4,091.00	24.890 1,991.20 4,329.00	26.147 2,091.76 4,548.00	27.524 2,201.92 4,787.00	28.929 2,314.32 5,032.00	30.414 2,433.12 5,290.00
593	27.792 2,223.36 4,834.00	29.183 2,334.64 5,076.00	30.641 2,451.28 5,329.00	32.174 2,573.92 5,596.00	33.781 2,702.48 5,875.00		
594	24.255 1,940.40 4,219.00	25.468 2,037.44 4,430.00	26.949 2,155.92 4,687.00	28.326 2,266.08 4,927.00	29.812 2,384.96 5,185.00	31.323 2,505.84 5,448.00	32.942 2,635.36 5,730.00
597	23.635 1,890.80 4,111.00	24.818 1,985.44 4,317.00	26.261 2,100.88 4,568.00	27.605 2,208.40 4,801.00	29.052 2,324.16 5,053.00	30.533 2,442.64 5,311.00	32.125 2,570.00 5,587.00
600	22.960 1,836.80 3,993.00	24.108 1,928.64 4,193.00	25.511 2,040.88 4,437.00	26.816 2,145.28 4,664.00	28.220 2,257.60 4,908.00	29.663 2,373.04 5,159.00	31.207 2,496.56 5,428.00
604	24.869 1,989.52 4,325.00	26.320 2,105.60 4,578.00	27.661 2,212.88 4,811.00	29.114 2,329.12 5,064.00	30.587 2,446.96 5,320.00	32.168 2,573.44 5,595.00	33.776 2,702.08 5,875.00
607	24.912 1,992.96 4,333.00	26.364 2,109.12 4,585.00	27.712 2,216.96 4,820.00	29.152 2,332.16 5,070.00	30.620 2,449.60 5,326.00	32.237 2,578.96 5,607.00	33.848 2,707.84 5,887.00
610	23.533 1,882.64 4,093.00	24.711 1,976.88 4,298.00	26.147 2,091.76 4,548.00	27.524 2,201.92 4,787.00	28.929 2,314.32 5,032.00	30.414 2,433.12 5,290.00	32.020 2,561.60 5,569.00
613	29.183 2,334.64 5,076.00	30.641 2,451.28 5,329.00	32.174 2,573.92 5,596.00	33.781 2,702.48 5,875.00	35.472 2,837.76 6,170.00		
614	25.503 2,040.24 4,436.00	26.985 2,158.80 4,693.00	28.403 2,272.24 4,940.00	29.841 2,387.28 5,190.00	31.387 2,510.96 5,459.00	33.036 2,642.88 5,746.00	34.688 2,775.04 6,033.00



SALARY SCHEDULE 1 - EFFECTIVE OCTOBER 1, 2005  
 HOURLY / BIWEEKLY  
 EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
620	24.132 1,930.56 4,197.00	25.339 2,027.12 4,407.00	26.816 2,145.28 4,664.00	28.220 2,257.60 4,908.00	29.663 2,373.04 5,159.00	31.207 2,496.56 5,428.00	32.844 2,627.52 5,713.00
623	27.264 2,181.12 4,742.00	28.698 2,295.84 4,991.00	30.158 2,412.64 5,245.00	31.730 2,538.40 5,519.00	33.392 2,671.36 5,808.00		
624	24.925 1,994.00 4,335.00	26.171 2,093.68 4,552.00	27.693 2,215.44 4,817.00	29.139 2,331.12 5,068.00	30.619 2,449.52 5,326.00	32.211 2,576.88 5,602.00	33.895 2,711.60 5,895.00
627	25.565 2,045.20 4,446.00	26.843 2,147.44 4,669.00	28.403 2,272.24 4,940.00	29.841 2,387.28 5,190.00	31.386 2,510.88 5,459.00	33.035 2,642.80 5,746.00	34.761 2,780.88 6,046.00
630	24.773 1,981.84 4,309.00	26.012 2,080.96 4,524.00	27.524 2,201.92 4,787.00	28.929 2,314.32 5,032.00	30.414 2,433.12 5,290.00	32.020 2,561.60 5,569.00	33.704 2,696.32 5,862.00
633	30.584 2,446.72 5,319.00	32.114 2,569.12 5,586.00	33.720 2,697.60 5,865.00	35.403 2,832.24 6,158.00	37.180 2,974.40 6,467.00		
634	25.570 2,045.60 4,447.00	26.848 2,147.84 4,670.00	28.408 2,272.64 4,941.00	29.847 2,387.76 5,191.00	31.392 2,511.36 5,460.00	33.043 2,643.44 5,747.00	34.769 2,781.52 6,047.00
640	25.400 2,032.00 4,418.00	26.670 2,133.60 4,639.00	28.220 2,257.60 4,908.00	29.663 2,373.04 5,159.00	31.207 2,496.56 5,428.00	32.844 2,627.52 5,713.00	34.566 2,765.28 6,012.00
644	28.882 2,310.56 5,023.00	30.563 2,445.04 5,316.00	32.120 2,569.60 5,587.00	33.804 2,704.32 5,879.00	35.572 2,845.76 6,187.00	37.435 2,994.80 6,511.00	39.307 3,144.56 6,837.00
645	29.928 2,394.24 5,205.00	31.456 2,516.48 5,471.00	33.097 2,647.76 5,757.00	34.829 2,786.32 6,058.00	36.658 2,932.64 6,376.00		
647	30.307 2,424.56 5,271.00	32.070 2,565.60 5,578.00	33.714 2,697.12 5,864.00	35.499 2,839.92 6,174.00	37.362 2,988.96 6,498.00	39.304 3,144.32 6,836.00	41.269 3,301.52 7,178.00
650	26.035 2,082.80 4,528.00	27.337 2,186.96 4,755.00	28.929 2,314.32 5,032.00	30.414 2,433.12 5,290.00	32.020 2,561.60 5,569.00	33.704 2,696.32 5,862.00	35.457 2,836.56 6,167.00
660	26.697 2,135.76 4,643.00	28.032 2,242.56 4,876.00	29.663 2,373.04 5,159.00	31.207 2,496.56 5,428.00	32.844 2,627.52 5,713.00	34.566 2,765.28 6,012.00	36.362 2,908.96 6,324.00

SALARY SCHEDULE 1 - EFFECTIVE OCTOBER 1, 2005  
 HOURLY / BIWEEKLY  
 EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
670	27.371 2,189.68 4,761.00	28.740 2,299.20 4,999.00	30.414 2,433.12 5,290.00	32.020 2,561.60 5,569.00	33.704 2,696.32 5,862.00	35.457 2,836.56 6,167.00	37.291 2,983.28 6,486.00
674	28.984 2,318.72 5,041.00	30.433 2,434.64 5,293.00	32.208 2,576.64 5,602.00	33.888 2,711.04 5,894.00	35.662 2,852.96 6,203.00	37.530 3,002.40 6,528.00	39.478 3,158.24 6,866.00
680	28.088 2,247.04 4,885.00	29.493 2,359.44 5,130.00	31.207 2,496.56 5,428.00	32.844 2,627.52 5,713.00	34.566 2,765.28 6,012.00	36.362 2,908.96 6,324.00	38.263 3,061.04 6,655.00
684	28.990 2,319.20 5,042.00	30.440 2,435.20 5,294.00	32.211 2,576.88 5,602.00	33.895 2,711.60 5,895.00	35.671 2,853.68 6,204.00	37.538 3,003.04 6,529.00	39.486 3,158.88 6,868.00
687	33.498 2,679.84 5,826.00	35.444 2,835.52 6,165.00	37.299 2,983.92 6,487.00	39.249 3,139.92 6,827.00	41.306 3,304.48 7,184.00	43.452 3,476.16 7,558.00	45.624 3,649.92 7,935.00
690	28.791 2,303.28 5,008.00	30.231 2,418.48 5,258.00	31.988 2,559.04 5,564.00	33.665 2,693.20 5,855.00	35.431 2,834.48 6,162.00	37.272 2,981.76 6,483.00	39.220 3,137.60 6,821.00
694	31.944 2,555.52 5,556.00	33.804 2,704.32 5,879.00	35.572 2,845.76 6,187.00	37.435 2,994.80 6,511.00	39.393 3,151.44 6,852.00	41.440 3,315.20 7,208.00	43.511 3,480.88 7,568.00
697	29.012 2,320.96 5,046.00	30.462 2,436.96 5,298.00	32.237 2,578.96 5,607.00	33.875 2,710.00 5,892.00	35.663 2,853.04 6,203.00	37.468 2,997.44 6,517.00	39.396 3,151.68 6,852.00
700	30.045 2,403.60 5,226.00	31.547 2,523.76 5,487.00	33.125 2,650.00 5,761.00	34.781 2,782.48 6,049.00	36.520 2,921.60 6,352.00	38.346 3,067.68 6,669.00	40.263 3,221.04 7,003.00
710	30.844 2,467.52 5,365.00	32.386 2,590.88 5,633.00	34.006 2,720.48 5,915.00	35.706 2,856.48 6,210.00	37.491 2,999.28 6,521.00	39.366 3,149.28 6,847.00	41.334 3,306.72 7,189.00
720	31.109 2,488.72 5,411.00	32.665 2,613.20 5,681.00	34.566 2,765.28 6,012.00	36.362 2,908.96 6,324.00	38.263 3,061.04 6,655.00	40.274 3,221.92 7,005.00	42.366 3,389.28 7,369.00
724	35.374 2,829.92 6,153.00	37.435 2,994.80 6,511.00	39.393 3,151.44 6,852.00	41.440 3,315.20 7,208.00	43.605 3,488.40 7,584.00	45.874 3,669.92 7,979.00	48.168 3,853.44 8,378.00
730	31.887 2,550.96 5,546.00	33.482 2,678.56 5,823.00	35.431 2,834.48 6,162.00	37.272 2,981.76 6,483.00	39.218 3,137.44 6,821.00	41.280 3,302.40 7,180.00	43.425 3,474.00 7,553.00

SALARY SCHEDULE 1 - EFFECTIVE OCTOBER 1, 2005  
 HOURLY / BIWEEKLY  
 EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
740	32.844 2,627.52 5,713.00	34.485 2,758.80 5,998.00	36.494 2,919.52 6,347.00	38.371 3,069.68 6,674.00	40.368 3,229.44 7,021.00	42.493 3,399.44 7,391.00	44.699 3,575.92 7,774.00
747	33.808 2,704.64 5,880.00	35.499 2,839.92 6,174.00	37.565 3,005.20 6,534.00	39.499 3,159.92 6,870.00	41.554 3,324.32 7,227.00	43.742 3,499.36 7,608.00	46.012 3,680.96 8,003.00
750	33.665 2,693.20 5,855.00	35.349 2,827.92 6,148.00	37.407 2,992.56 6,506.00	39.330 3,146.40 6,841.00	41.376 3,310.08 7,196.00	43.555 3,484.40 7,575.00	45.816 3,665.28 7,969.00
757	36.387 2,910.96 6,329.00	38.504 3,080.32 6,697.00	40.487 3,238.96 7,042.00	42.593 3,407.44 7,408.00	44.836 3,586.88 7,798.00	47.165 3,773.20 8,203.00	49.522 3,961.76 8,613.00
760	34.706 2,776.48 6,036.00	36.442 2,915.36 6,338.00	38.263 3,061.04 6,655.00	40.274 3,221.92 7,005.00	42.366 3,389.28 7,369.00	44.485 3,558.80 7,737.00	46.709 3,736.72 8,124.00
764	40.325 3,226.00 7,014.00	42.672 3,413.76 7,422.00	44.805 3,584.40 7,793.00	47.044 3,763.52 8,182.00	49.398 3,951.84 8,592.00	51.867 4,149.36 9,021.00	54.459 4,356.72 9,472.00
770	36.640 2,931.20 6,373.00	38.474 3,077.92 6,692.00	40.397 3,231.76 7,026.00	42.518 3,401.44 7,395.00	44.728 3,578.24 7,779.00	46.965 3,757.20 8,169.00	49.313 3,945.04 8,577.00
777	35.303 2,824.24 6,140.00	37.069 2,965.52 6,447.00	39.229 3,138.32 6,823.00	41.250 3,300.00 7,175.00	43.394 3,471.52 7,547.00	45.677 3,654.16 7,945.00	48.048 3,843.84 8,357.00
787	37.399 2,991.92 6,505.00	39.268 3,141.44 6,830.00	41.554 3,324.32 7,227.00	43.742 3,499.36 7,608.00	46.012 3,680.96 8,003.00	48.414 3,873.12 8,421.00	50.937 4,074.96 8,859.00
940	53.339 4,267.12 9,277.00						
950	53.861 4,308.88 9,368.00						
960	77.379 6,190.32 13,458.00						
970	81.346 6,507.68 14,148.00						

SALARY SCHEDULE 1 - EFFECTIVE OCTOBER 1, 2005  
HOURLY / BIWEEKLY  
EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
980	100.075 8,006.00 17,406.00						
990	100.994 8,079.52 17,566.00						

SALARY SCHEDULE IA - EFFECTIVE OCTOBER 1, 2005  
HOURLY PAY RATES

RANGE	RATE
H09	5.689
H11	6.567
H12	6.567
H13	6.413
H15	6.791
H16	6.907
H17	7.092
H18	7.168
H19	7.284
H20	7.405
H22	7.663
H24	8.020
H25	8.276
H26	8.997
H27	9.008
H28	9.268
H29	9.639
H30	10.000
H31	10.374
H32	10.756
H33	11.244
H34	11.741
H35	12.353
H36	12.966
H37	13.698
H38	14.451
H39	15.065
H40	15.687
H41	17.305
H42	18.161
H43	19.066
H44	20.038
H45	21.093
H60	35.227
H61	42.274
H62	49.317
P16	7.186
P24	8.276
P25	8.689
P26	8.997
P27	9.123
P28	9.641
P32	11.189
P34	12.214
P36	13.489
P39	15.672

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1 SALARY SCHEDULE

2  
3 II. PROFESSIONAL SALARY RATES: (Effective April 1, 2000)

4 <u>SALARY</u>	EQUIVALENT MONTHLY
5 <u>RANGE</u>	<u>SALARY RATE</u>
6 AOO	\$1,500 to \$ 4,500
7 BOO	1,500 to 10,000
COO	2,500 to 12,000
DOO	5,500 to 14,000

8 The rates of compensation of the Professional Salary  
9 Ranges established herein are hereby fixed and prescribed at any  
10 level within the limits of the salary rates shown above opposite  
each respective professional Salary Range.

11 III. EXECUTIVE SALARY RATES: (Effective October 1, 2005)

12 <u>SALARY</u>	EQUIVALENT MONTHLY
13 <u>RANGE</u>	<u>SALARY RATE</u>
14 EOO	\$2,500 to \$20,000

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

17 IV. MEMBERS OF BOARDS AND COMMISSIONS - COMPENSATION RATE:

18 The rates of compensation for members of Board and  
19 Commissions and for City representatives to specified bodies are  
20 fixed and prescribed by this Subsection V for Salary Ranges as  
follows:

21 SALARY  
RANGE

22 D-11 \$50.00 per each member for each meeting of the  
23 Board of Examiners, Appeals, and Condemnation,  
the Disabled Access Appeals Board, and the  
24 Housing Authority Board; not to exceed \$250.00  
per month. Absence in fact from a meeting of  
25 a Board or Commission, when duly authorized for  
the purpose of attending a professional  
26 conference, meeting, or other official City  
business, shall not be deemed to be an absence  
27 from such Board or Commission meeting for the  
purpose of this Salary Resolution.

1 D-12 Pursuant to Section 2.21.050 of the Long  
2 Beach Municipal Code, compensation for the  
3 City's representative to the Board of  
4 Directors of the Metropolitan Water  
5 District of Southern California shall be  
6 at the rate of \$100.00 per day for any  
7 day that the representative/director  
8 attends a meeting of the MWD Board, a  
9 committee of the MWD Board or both, not  
10 to exceed \$500.00 per calendar month.

11 D-14 \$100 per each member for each meeting  
12 attended of the Board of Harbor Commissioners;  
13 Board of Water Commissioners; Civil Service  
14 Commission; the City Planning Commission, and  
15 the Redevelopment Agency Board, not to exceed  
16 \$500.00 per calendar month. Absence in fact  
17 from a meeting of a Board or Commission when  
18 duly authorized for the purpose of attending  
19 a professional conference, meeting, or other  
20 official City business, shall not be deemed  
21 to be an absence from such Board or Commission  
22 meeting for the purpose of this Salary  
23 Resolution.

24 V. ELECTED OFFICIALS:

25 The City Auditor, City Prosecutor and City Attorney  
26 shall, upon retirement, be credited with an amount equal to fifty  
27 (50) hours of cumulative sick leave for each year of their elected  
28 service, for utilization in accordance with the provisions of  
Sections 2.10, 2.11 and 2.14 of the City's Personnel Ordinance.

Sec. 3. The biweekly salary of any employee of the City  
who is originally appointed to any office or position listed in or  
created and established in this resolution shall be at Pay Rate  
Step 1 of the Salary Range Number of the Salary Schedule  
designated herein for such office or position. In those cases  
where positions are designated by grade numbers, the biweekly  
salaries of such employees shall be computed based upon one of the  
pay rates designated for the grade thereof as shall be determined  
from time to time by the appropriate appointing authority. The  
City Council may, however, by resolution, specifically designate

1 that the pay rate of any employee is fixed at some other pay rate  
2 included within said Salary Schedule, without limitation as to  
3 grade or numerical designation. The appropriate appointing  
4 authority may designate the initial Pay Rate Step or increment of  
5 any employee under his/her jurisdiction within the Salary Range  
6 established herein for said employee's position.

7 Sec. 4.

8 A. Except for the employees referenced in subsection  
9 4.B and 4.C below, after an employee has served an initial six-  
10 month period of employment in a position at a pay rate designated  
11 as Pay Rate Step 1 in the Salary Schedule established by Section 2  
12 of this resolution, the salary of such employee shall be at the  
13 applicable pay rate designated as Pay Rate Step 2; after a second  
14 six-month period of employment, the salary of such employee shall  
15 be at the applicable pay rate designated as Pay Rate Step 3.  
16 Thereafter, the pay rate of such employee shall successively be at  
17 the applicable pay rate respectively designated as Pay Rate Step  
18 4, 5 or 6, upon his/her successive completion of a one-year period  
19 of employment at the preceding pay rate. If the initial salary of  
20 any employee has been specifically designated at a pay rate other  
21 than Pay Rate Step 1 or Step 2, his/her pay rate thereafter,  
22 shall, upon his/her successful completion of a one-year period of  
23 employment at that pay rate, be at the next successively higher  
24 applicable Pay Rate Step.

25 B. Employees covered by an existing Memorandum of  
26 Understanding with the Long Beach Police Officers Association,  
27 Long Beach Firefighters Association, the City Attorneys  
28 Association or the City Prosecutors Association, who have served



1 an initial six-month period of employment in a position at a pay  
2 rate designated as Pay Rate Step 1 in the Salary Schedule  
3 established by Section 2 of this resolution, the salary of such  
4 employee shall be at the applicable pay rate designated as Pay  
5 Rate Step 2. Thereafter, the pay rate of such employee shall  
6 successively be at the applicable pay rate respectively designated  
7 as Pay Rate Step 3, 4 or 5, upon his/her successive completion of  
8 a one-year period of employment at the preceding pay rate. If the  
9 initial salary of any employee has been specifically designated at  
10 a pay rate other than Pay Rate Step 1 his/her pay rate thereafter,  
11 shall, upon his/her successful completion of a one-year period of  
12 employment at the preceding pay rate, be at the next successively  
13 higher applicable Pay Rate Step.

14 C. Employees hired on or after April 1, 2001, who are  
15 covered by an existing Memorandum of Understanding with the  
16 International Association of Machinists and Aerospace Workers, the  
17 Long Beach Association of Confidential Employees, and the Long  
18 Beach Association of Engineering Employees, who, receive a Meets  
19 Job Requirements rating on the majority of the rating factors on  
20 the most recently completed Employee Performance Appraisal form,  
21 and who have served an initial six-month period of employment in a  
22 position at a pay rate designated as Pay Rate Step 1 in the Salary  
23 Schedule established by Section 2 of this resolution, the salary  
24 of such employee shall be at the applicable pay rate designated as  
25 Pay Rate Step 2; after a second six-month period of satisfactory  
26 performance of employment, the salary of such employee shall be at  
27 the applicable pay rate designated as Pay Rate Step 3; and after  
28 another six-month period of satisfactory performance Pay Rate

1 Step 4. Thereafter, the pay rate of such employee shall  
2 successively be at the applicable pay rate respectively designated  
3 as Pay Rate 5, 6, or 7 upon his/her successive completion of a  
4 one-year period of employment at the preceding pay rate. If the  
5 initial salary of any employee has been specifically designated at  
6 a pay rate other than Pay Rate Step 1, 2, or 3, his or her pay  
7 rate thereafter, shall, upon his or her successful completion of a  
8 one-year period of employment at that pay rate, be at the next  
9 successively higher applicable Pay Rate Step.

10 Employees hired prior to April 1, 2001, who are covered  
11 by an existing Memorandum of Understanding with the International  
12 Association of Machinists and Aerospace Workers, the Long Beach  
13 Association of Confidential Employees, and the Long Beach  
14 Association of Engineering Employees, will continue their step  
15 advancement in accordance with the step placement in effect on  
16 that date, but subject to the performance provisions set forth  
17 above.

18 Sec. 5. As to those positions for which there is an "H"  
19 pay rate specified as well as the regular pay rate, the appointing  
20 authority may specify, at the time of making an appointment or at  
21 any time thereafter, that the appointee to such position is to be  
22 paid at the "H" rate or at a regular pay rate.

23 Sec. 6.

24 A. Commencing on October 1, 2001, all employees in the  
25 positions of Lifeguard-Seasonal and Lifeguard-Hourly shall, be  
26 eligible for advancement to the next successively higher Pay Rate  
27 Step, as follows: For the purpose of computing eligibility for  
28 advancement from Pay Rate Step 1 to Pay Rate Step 2, an employee

1 in the position of Lifeguard - Seasonal, or Lifeguard - Hourly,  
2 must successfully complete the Lifeguard Recruit Academy  
3 (approximately 80 hours). For the purpose of computing  
4 eligibility for advancement from Pay Rate Step 2 to Pay Rate Step  
5 3, the amount of six hundred hours actually paid to such an  
6 employee in the position of Lifeguard-Seasonal or Lifeguard-Hourly  
7 shall be considered as the equivalent of a six-month period of  
8 employment, and the amount of eight hundred hours actually paid to  
9 such an employee shall be considered for the purposes of computing  
10 eligibility for advancement from Pay Rate Steps 3, 4 and 5 to the  
11 next successively higher Pay Rate Step.

12 An employee in the position of Lifeguard-Seasonal or  
13 Lifeguard-Hourly who has attained certification as an Emergency  
14 Medical Technician (EMT) shall be advanced to the next  
15 successively higher Pay Rate Step with no loss of hours previously  
16 earned toward a step increase. Any Lifeguard-Seasonal or  
17 Lifeguard-Hourly employee who fails to recertify shall be reduced  
18 to the next successively lower Pay Rate Step with no loss of hours  
19 previously earned toward a step increase.

20 B. Any Ambulance Operator that has successfully served  
21 1,044 Scheduled Work Hours at Salary Range P-24 shall be placed at  
22 Salary Range P-25. Any Ambulance Operator that has successfully  
23 served 2,088 Scheduled Work Hours at Salary Range P-25 shall be  
24 placed at Salary Range P-27. Overtime is excluded from the  
25 Scheduled Work Hour calculation.

26 Sec. 7. Subject to the City Council's power by resolu-  
27 tion to set the pay rates of any employee at one of the pay rates  
28 established by resolution, in the event an employee is promoted

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1 from one position to another for which a higher pay rate is  
2 established by resolution, or is advanced from one grade to  
3 another in the same position for which a higher pay rate is  
4 established, or is transferred from one department to another  
5 without change of position or grade, the appropriate appointing  
6 authority shall designate the pay rate of such employee to be at  
7 one of the pay rates for such position or grade which will be not  
8 less than the pay rate received by such employee immediately prior  
9 to such promotion, advancement, transfer, or Salary Schedule  
10 change. Likewise, subject to such power of the City Council, in  
11 the event an employee is transferred, as prescribed by Civil  
12 Service Rules and Regulations for other than disciplinary reasons  
13 from one position to another position for which a lower pay rate  
14 is established, the appropriate appointing authority shall  
15 designate the pay rate of such employee to be at one of the pay  
16 rates prescribed for such position to which the employee is  
17 transferred. For the purpose of computing the "period of  
18 employment" under the provisions of this section, an employee of  
19 the City who has been reinstated to his/her former position  
20 pursuant to the provisions of Section 52 of the Civil Service  
21 Rules and Regulations shall be considered as having been in the  
22 continuous service of the City during the period said employee  
23 shall have served in the Armed Forces.

24 Sec. 8.

25 A. The provisions of this resolution relating to  
26 assignment of employees to Pay Rate Steps and to automatic pay  
27 step advancement shall not apply to employees in positions which  
28 have been assigned to an Executive or Professional Salary Range in

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1 Section 15 of this resolution. The level of compensation of  
2 employees in such positions shall be determined on a merit basis,  
3 and said employees shall be initially placed by the appropriate  
4 appointing authority at a level of compensation within the  
5 applicable Executive or Professional Salary Range which has been  
6 designated by this resolution for said employee's position. After  
7 such an employee has been initially placed at a level of  
8 compensation within the applicable Executive or Professional  
9 Salary Range, the appropriate appointing authority shall have the  
10 sole and exclusive discretion to increase or decrease said  
11 employee's level of compensation within the applicable Executive  
12 or Professional Salary Range assigned by this resolution for said  
13 employee's level of compensation within the applicable Executive  
14 or Professional Salary Range assigned by this resolution for said  
15 employee's position which the appointing authority shall determine  
16 to be the proper level of compensation as merited by the  
17 performance and demonstrated ability of said employee through an  
18 evaluation process; provided, however, that the sum total of all  
19 said percentage increases or decreases in compensation for any  
20 such employee shall not exceed twelve percent during any fiscal  
21 year without approval of the City Council. Evaluation shall be no  
22 more than once in any six-month period.

23 B. In addition to and apart from any merit increase  
24 provided in Paragraph A., and except as provided for in Subsection  
25 8.C., each officer or employee assigned to the Executive Salary  
26 Range (EOO) shall be eligible to participate in and receive  
27 Individual Performance Incentive Compensation, the purpose of  
28 which is to compensate management employees for distinguished and

1 outstanding performance for the periods for which said Performance  
2 Incentive Compensation is paid and in further anticipation of  
3 continued distinguished and outstanding performance in subsequent  
4 periods.

5           At or near the commencement of the applicable fiscal  
6 year, an eligible employee and the City Manager or his designee  
7 shall develop and establish a written and approved performance  
8 plan for said employee which sets forth objectives or targeted  
9 results for the ensuing fiscal year or remaining portion thereof.  
10 Outstanding performance in the attainment of these objectives or  
11 targeted results, or distinguished performance in a specific  
12 project or program shall qualify the employee for Individual  
13 Performance Incentive Compensation. Such incentive compensation  
14 may be paid to any eligible officer or employee in an amount not  
15 to exceed three thousand five hundred dollars per fiscal year  
16 based upon the evaluation and determination by the City Manager of  
17 the employee's performance under the previously approved  
18 performance plan.

19           C. For the City Attorney's Office, the City Auditor's  
20 Office and the City Prosecutor's Office only, each employee  
21 assigned to the Executive Salary Range (EOO) or to the  
22 Professional Salary Range (A00 through D00) shall be eligible to  
23 participate and receive Individual Performance Incentive  
24 Compensation. It shall be in the exclusive discretion of the  
25 elected appointing authority to determine which among their  
26 eligible employees will participate in Individual Performance  
27 Incentive Compensation.

28

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1                   At or near the commencement of the applicable  
2 fiscal year, the elected appointing authority or a designee shall  
3 establish a written performance plan for each employee selected to  
4 participate. The performance plan shall establish performance  
5 objectives or targeted results for the ensuing fiscal year or  
6 remaining portion thereof. Outstanding achievement in attaining  
7 the established objectives or targeted results, or distinguished  
8 performance in a specific project or program shall qualify the  
9 employee for Individual Performance Incentive Compensation. That  
10 amount of such compensation paid to any single employee shall not  
11 exceed Three Thousand Five Hundred Dollars per fiscal year. The  
12 actual amount to be paid an eligible employee shall be determined  
13 by the elected appointing authority and will be based on the  
14 employee's performance under the previously approved employee  
15 performance plan.

16                   Sec. 9.

17                   A. Effective on July 1, 1990, the City shall continue  
18 to pay to the Public Employees' Retirement System, on behalf of  
19 each employee represented by the IAM, the Long Beach Association  
20 of Confidential Employees, Long Beach Association of Engineering  
21 Employees, the City Attorneys Association, the City Prosecutors  
22 Association, management and unrepresented employees an amount  
23 equal to 7/7ths of each such individual employee's normal  
24 retirement contributions.

25                   B. In 1989-90, the City, after meeting and conferring  
26 with its employees, entered into a so-called two-tiered contract  
27 with the Public Employees' Retirement System. Under that  
28 contract:

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1           1. All eligible employees in positions represented by  
2 the Long Beach Lifeguard Association and the Long Beach  
3 Firefighters Association employed on or prior to October 7, 1989,  
4 and employees in positions represented by the Long Beach Police  
5 Officers Association employed on or prior to April 21, 1990, shall  
6 be provided the opportunity for the following PERS benefits:

- 7           a. 3% at 50 retirement formula;
- 8           b. 5% cost of living provision;
- 9           c. Final compensation based on the average monthly pay  
10           rate for the highest period of twelve consecutive  
11           months; and
- 12           d. Post-retirement Survivor Allowance.

13           2. All eligible new employees in positions represented  
14 by the Long Beach Lifeguard Association and the Long Beach  
15 Firefighters Association employed after October 7, 1989, and all  
16 eligible new employees in positions represented by the Long Beach  
17 Police Officers Association employed after April 21, 1990, shall  
18 be provided the opportunity for the following PERS retirement  
19 benefits:

- 20           a. 3% at 50 retirement formula;
- 21           b. 2% cost of living provision;
- 22           c. Final compensation based upon the average monthly  
23           pay rate for the highest period of twelve  
24           consecutive months; and
- 25           d. Post-retirement Survivor Allowance.

26           3. All eligible employees in positions represented by  
27 the IAM, the Long Beach Association of Confidential Employees,  
28 Long Beach Association of Engineering Employees, the City



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1 Attorneys Association, and the City Prosecutors Association, and  
2 all other eligible City employees employed on or prior to October  
3 21, 1989, shall be provided the opportunity for the following PERS  
4 retirement benefits:

- 5 a. 2.7% at 55 retirement formula;
- 6 b. 5% cost of living provision;
- 7 c. Final compensation based upon the average monthly  
8 pay rate for the highest period of twelve  
9 consecutive months;
- 10 d. Post-retirement Survivor Allowance; and

11 Should an employee hired under this new program  
12 terminate prior to retirement and elect to receive his/her  
13 retirement contribution from PERS, it is intended that the City  
14 shall pay to the employee two percent (2%) of the employee's  
15 regular compensation, plus applicable interest earned by the City.  
16 Regular compensation does not include overtime, employer  
17 contributions to deferred compensation, or other forms of  
18 compensation not subject to PERS.

19 For members of Long Beach Police Officers Association,  
20 the above shall apply for new employees hired under the PERS  
21 retirement guidelines which became effective April 21, 1990.

22 4. All eligible employees in positions represented by  
23 the IAM, the Long Beach Association of Confidential Employees,  
24 Long Beach Association of Engineering Employees, the City  
25 Attorneys Association, and the City Prosecutors Association, and  
26 all other eligible City employees employed after October 21, 1989,  
27 shall be provided the opportunity for the following PERS  
28 retirement benefits:

- 1 a. 2.7% at 55 retirement formula;
- 2 b. 2.0% cost of living provision;
- 3 c. Final compensation based upon the average monthly
- 4 pay rate for the highest period of thirty-six
- 5 consecutive months; and
- 6 d. Post-retirement Survivor Allowance.

7 Sec. 10. All salaries and wages provided in this  
8 resolution shall be computed and payable in biweekly installments,  
9 and such installments shall be paid every other Friday in  
10 accordance with and in continuation of the schedule of biweekly  
11 pay periods and paydays established and commenced by the  
12 provisions of Section 4 of Resolution No. C-22338.

13 Sec. 11.

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

21 B. The "56-hour equivalent" pay rate per hour for Fire  
22 Department safety personnel, Marine Safety Sergeants, and Marine  
23 Safety Officers assigned to platoon duty shall be determined by  
24 dividing the biweekly pay rate established for each position  
25 including skill and incentive pay rates, if applicable, by one  
26 hundred and twelve.

27 C. When an employee is absent for any reason other than  
28 one of the permitted absences authorized by Section 1.06 of the

1 Personnel Ordinance, said employee is not entitled to receive the  
2 full amount of his or her installment of pay for the biweekly pay  
3 period during which said absence occurred. The amount of pay that  
4 said employee shall receive for such pay period, except for Fire  
5 Department safety personnel, Marine Safety Sergeants, and Marine  
6 Safety Officers assigned to platoon duty subject to the provisions  
7 of Subsection D below, shall be computed by multiplying the  
8 employee's applicable hourly pay rate by the number of hours or  
9 fraction of hours for which pay is actually due.

10 D. When any Fire Department safety employee, Marine  
11 Safety Sergeants, and Marine Safety Officers assigned to platoon  
12 duty, who, for any reason other than those reasons indicated in  
13 the last sentence of this Subsection, is not entitled to receive  
14 the full amount of his/her biweekly installment of salary for any  
15 pay period, the number of hours or fraction of hours for which pay  
16 is not due shall be multiplied by  $\frac{2}{3}$  and the product shall be  
17 multiplied by the employee's applicable pay rate per hour  
18 including skill and incentive pay rates, if applicable, and this  
19 amount shall be subtracted from the employee's regular biweekly  
20 installment. Whenever a Fire Department safety employee, Marine  
21 Safety Sergeant, or Marine Safety Officer who is assigned to  
22 platoon duty is hired, terminated, on departmental leave, or on  
23 leave approved by the appointing authority during any part of a  
24 pay period so that said employee is not on active duty with the  
25 City for part of the fourteen day pay period, then  $\frac{1}{14}$ th of the  
26 amount of the employee's biweekly installment shall be subtracted  
27 for each such day of inactive service.

28

1 E. For purposes of determining the cash compensation to  
2 be paid for overtime (as defined in the Personnel Ordinance)  
3 worked by Fire Department safety personnel, Marine Safety  
4 Sergeant, and Marine Safety Officer assigned to platoon duty, the  
5 "56-hour equivalent" pay rate per hour shall apply.

6 Sec. 12. Every person holding any office or position of  
7 employment with said City shall perform such duties as are  
8 indicated by the title of such office or position and as are  
9 usually incident to such office or position and those that are  
10 assigned by his/her immediate superior; and all such duties are to  
11 be performed in aid of the proper and efficient administration of  
12 local government.

13 Sec. 13. The designation of certain positions in the  
14 schedule of positions contained herein and the designation of  
15 grades within a specified classification are made for the purpose  
16 of classifying such positions according to the degree of  
17 responsibility and character of the duties required by such  
18 positions solely and only to the end that salary schedules for  
19 such positions will reflect the differences in the  
20 responsibilities and duties attached to positions of the same  
21 classification. The characterization of positions by said terms  
22 is hereby declared to have no other purpose or effect and shall  
23 not in any manner change or alter the classification of employees  
24 holding such positions.

25 Sec. 14.

26 A. An employee temporarily assigned to perform duties  
27 not ordinarily attached to his/her position for the purpose of  
28 training and development pursuant to Section 63(3) of the Civil

1 Service Rules and Regulations will be compensated at the salary  
2 rate fixed and prescribed by this resolution for the position  
3 involving the duties to which temporary assignment has been made  
4 and at the step most closely approximating the pay rate of the  
5 employee immediately prior to the temporary assignment provided  
6 that in no event shall the pay rate for the temporary assignment  
7 exceed the employee's pay rate immediately prior to the temporary  
8 assignment.

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

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

28

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1 D. The Y-rate shall apply to employees in the positions  
2 of Refuse Operator I, II and III who participate in the Refuse  
3 Career Development Program and are transferred for training  
4 purposes pursuant to Section 63(3). Upon completion of training  
5 and when permanently transferred to the position in which training  
6 was completed, the hourly pay rate of Refuse Operator I, II and  
7 III will continue to be Y-rated until such time as the top step of  
8 the employee's new position is equal to or surpasses the  
9 employee's Y-rate.

10 Sec. 15. There are hereby created and established the  
11 offices and positions set forth and listed hereinafter and, except  
12 as otherwise provided in this resolution, the compensation for  
13 each office and position is hereby fixed and prescribed at one of  
14 the pay rates within the Salary Ranges set forth in the Salary  
15 Schedules in Section 2, which pay rates are indicated opposite  
16 each listed office and position by a Salary Range Number, together  
17 with such additional compensation, if any, as provided herein or  
18 by applicable ordinance.

19 POSITION TITLES AND

20 ASSIGNED SALARY RANGE NUMBERS

21		
22	<u>Position Title</u>	<u>Salary Range No.</u>
23	Accountant I	490
24	Accountant II	540
25	Accountant III	590
26	Accounting Clerk I	340
27	Accounting Clerk II	370
28	Accounting Clerk III	400

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1	Accounting Operations Officer	EOO
2	Accounting Technician	440
3	Administrative Aide I	430
4	Administrative Aide II	460
5	Administrative Analyst I	570
6	Administrative Analyst II	600
7	Administrative Analyst III	630
8	Administrative Assistant - City Manager	EOO
9	Administrative Officer	EOO
10	Administrative Officer - Airport	EOO
11	Administrative Officer - Civil Service	EOO
12	Administrative Officer - Commercial Services	EOO
13	Administrative Officer - Community Development	EOO
14	Administrative Officer - Engineering	EOO
15	Administrative Officer - Fleet	EOO
16	Administrative Officer - Gas (T)	EOO
17	Administrative Officer - General Services	EOO
18	Administrative Officer - Library Services	EOO
19	Administrative Officer - Oil Properties	EOO
20	Administrative Officer - Planning and Building	EOO
21	Administrative Officer - Police	EOO
22	Administrative Officer - Public Health (T)	EOO
23	Administrative Officer - Public Works	EOO
24	Administrative Officer - Towing (T)	EOO
25	Administrative Services Officer	EOO
26	Airport Operations Assistant I	360
27	Airport Operations Assistant II	410
28	Airport Operations Specialist I	510

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1	Airport Operations Specialist II	540
2	Airport Public Affairs Officer	E00
3	Alternative Fuels Coordinator	570
4	Ambulance Operator	P-24, P-25 P-27
5		
6	Animal Control Officer I	410
7	Animal Control Officer II	430
8	Animal Control Officer III	490
9	Animal Control Services Officer	E00
10	Animal Health Technician	420
11	Aquatics Supervisor I	460
12	Aquatics Supervisor II	500
13	Aquatics Supervisor III	510
14	Aquatics Supervisor IV	540
15	Assistant Administrative Analyst I	470
16	Assistant Administrative Analyst II	530
17	Assistant Buyer I	420
18	Assistant Buyer II	460
19	Assistant Chief of Police	E00
20	Assistant City Attorney	E00
21	Assistant City Auditor	E00
22	Assistant City Clerk	E00
23	Assistant City Manager	E00
24	Assistant City Prosecutor	E00
25	Assistant Community Development Analyst I	470
26	Assistant Community Development Analyst II	530
27	Assistant Fire Chief	E00
28	Assistant General Manager/Chief Gas Engineer	E00



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1	Assistant Planner I	510
2	Assistant Planner II	570
3	Assistant to the City Manager	E00
4	Assistant Traffic Signal Technician I	390
5	Assistant Traffic Signal Technician II	430
6	Audit Analyst	B00
7	Audit Manager	C00
8	Auto Firefighter (R)	055
9	Automated Systems Officer	E00
10	Automatic Sprinkler Control Technician	440
11	Battalion Chief	185
12	Body and Fender Mechanic - Painter I	480
13	Body and Fender Mechanic - Painter II	500
14	Budget Management Officer	E00
15	Building Inspection Officer	E00
16	Building Maintenance Engineer	540
17	Building Services Supervisor	430
18	Business Assistance Officer	E00
19	Business Development Officer	E00
20	Business Information Technology Officer	E00
21	Business Information Systems Officer	E00
22	Business Services Officer	E00
23	Business Systems Specialist I	530
24	Business Systems Specialist II	570
25	Business Systems Specialist III	610
26	Business Systems Specialist IV	650
27	Business Systems Specialist V	690
28	Business Systems Specialist VI	730

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1	Business Systems Specialist VII	770
2	Buyer I	540
3	Buyer II	610
4	Capital Project Coordinator (T)	640
5	Capital Project Coordinator I	640
6	Capital Project Coordinator II	660
7	Capital Project Coordinator III	690
8	Carpenter	480
9	Carpenter Supervisor	510
10	Case Manager I	250
11	Case Manager II	340
12	Case Manager III	380
13	Cement Finisher I	430
14	Cement Finisher II	450
15	Chief Building Inspector	684
16	Chief Clerk of Records (R)	090
17	Chief Construction Inspector	684
18	Chief Investigator	EOO
19	Chief of Police	EOO
20	Chief Surveyor	674
21	City Attorney	980
22	City Auditor	960
23	City Clerk	950
24	City Clerk Analyst	630
25	City Clerk Assistant	390
26	City Clerk Bureau Manager	EOO
27	City Clerk Specialist	560
28	City Controller	EOO

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1	City Engineer	EOO
2	City Health Officer	EOO
3	City Manager	990
4	City Prosecutor	970
5	City Safety Officer	EOO
6	City Treasurer/Revenue Officer	EOO
7	Civil Engineer	644
8	Civil Engineering Assistant	514
9	Civil Engineering Associate	594
10	Claims Investigator/Representative I (T)	593
11	Clerk I	260
12	Clerk II	290
13	Clerk III	320
14	Clerk Supervisor	440
15	Clerk Typist I	320
16	Clerk Typist II	350
17	Clerk Typist III	380
18	Clerk Typist IV	410
19	Clerk Typist V (T)	440
20	Code Enforcement Officer	EOO
21	Combination Building Inspector	534
22	Combination Building Inspector Aide I	374
23	Combination Building Inspector Aide II	404
24	Commercial and Retail Development Officer	EOO
25	Communication Specialist I	520
26	Communication Specialist II	560
27	Communication Specialist III	600
28	Communication Specialist IV	650

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1	Communication Specialist V	690
2	Communication Specialist VI	730
3	Communication Specialist VII	770
4	Communications Center Coordinator	650
5	Communications Center Supervisor	580
6	Communications Dispatcher I	460
7	Communications Dispatcher II	490
8	Communications Dispatcher III	520
9	Communications Dispatcher IV	550
10	Communications Officer (T)	EOO
11	Community Development Analyst I	570
12	Community Development Analyst II	600
13	Community Development Analyst III	630
14	Community Development Clerical Assistant I	320
15	Community Development Clerical Assistant II	350
16	Community Development Clerical Assistant III	380
17	Community Development Technician I	370
18	Community Development Technician II	400
19	Community Development Technician III	430
20	Community Development Technician IV	460
21	Community Development Specialist I	470
22	Community Development Specialist II	530
23	Community Development Specialist III	570
24	Community Development Specialist IV	600
25	Community Development Specialist V	630
26	Community Information Specialist I	350
27	Community Information Specialist II	390
28	Community Relations Assistant I (T)	370

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1	Community Relations Assistant II (T)	460
2	Community Services Officer	EOO
3	Community Services Supervisor	540
4	Community Services Supervisor II (T)	540
5	Community Worker	320
6	Construction Inspector I	534
7	Construction Inspector II	574
8	Construction Services Officer	EOO
9	Contracts Officer (T)	EOO
10	Contracts Officer - Fleet	EOO
11	Corrosion Control Supervisor	584
12	Councilmanic Secretary	470
13	Counselor I	250
14	Counselor II	450
15	Criminalist I	570
16	Criminalist II	640
17	Criminalist III	680
18	Cultural Program Supervisor	510
19	Curator	520
20	Customer Relations Officer	EOO
21	Customer Service Representative I	330
22	Customer Service Representative II	360
23	Customer Service Representative III	400
24	Customer Services Officer	EOO
25	Customer Services Supervisor I	480
26	Customer Services Supervisor II (T)	510
27	Customer Support Officer	EOO
28	Data Administrative Officer	EOO

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1	Data Center Officer	EOO
2	Data Processing Assistant	410
3	Data Security Administrator	EOO
4	Department Librarian I	580
5	Department Librarian II	610
6	Department Safety Officer	EOO
7	Deputy Chief of Police	EOO
8	Deputy City Attorney	COO
9	Deputy City Auditor	EOO
10	Deputy City Clerk I	530
11	Deputy City Clerk II	550
12	Deputy City Manager	EOO
13	Deputy City Prosecutor	COO
14	Deputy Director - Civil Service	EOO
15	Deputy Fire Chief	EOO
16	Desktop Computing Officer	EOO
17	Detention Officer I	430
18	Detention Officer II	490
19	Development Project Manager I	630
20	Development Project Manager II	660
21	Development Project Manager III	680
22	Director of Community Development	EOO
23	Director of Financial Management	EOO
24	Director of Long Beach Gas & Oil	EOO
25	Director of Technology Services	EOO
26	Director of Health and Human Services	EOO
27	Director of Human Resources	EOO
28	Director of Library Services	EOO

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1	Director of Parks, Recreation, and Marine	EOO
2	Director of Planning and Building	EOO
3	Director of Public Works	EOO
4	Director of Special Events	EOO
5	Disaster Management Officer	EOO
6	Diversity & Economic Opportunity Officer	EOO
7	Division Engineer - Oil Properties	EOO
8	Division Engineer - Public Works	EOO
9	Election Employee	P-28, P-32, P-34, P-36
10		
11	Election Supervisor	410
12	Electrical Engineer	644
13	Electrical Engineering Associate	594
14	Electrical Inspector	534
15	Electrical Supervisor	550
16	Electrician	500
17	Electronic Communications Technician I	520
18	Electronic Communications Technician II	540
19	Electronic Communications Technician III	580
20	Emergency Medical Educator	BOO
21	Emergency Medical Education Coordinator	BOO
22	Emergency Medical Services Officer	EOO
23	Employee Assistance Officer - Police	EOO
24	Employee Services Assistant	600
25	Employee Benefits and Services Officer	EOO
26	Employment Services Officer - Civil Service	EOO
27	Energy Conservation Officer	EOO
28	Engineering Aide I	307

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1	Engineering Aide II	344
2	Engineering Aide III	419
3	Engineering Plan Check Officer	EOO
4	Engineering Technician I	464
5	Engineering Technician II	504
6	Environmental Health Specialist I	480
7	Environmental Health Specialist II	540
8	Environmental Health Specialist III	560
9	Environmental Health Specialist IV	590
10	Environmental Planning Officer (T)	EOO
11	Environmental Service Supervisor I	440
12	Environmental Service Supervisor II	500
13	Environmental Service Supervisor III	550
14	Epidemiologist	520
15	Epidemiologist - Supervisor	590
16	Equal Employment/ADA Officer	EOO
17	Equipment Mechanic I	480
18	Equipment Mechanic II	500
19	Equipment Operator I	370
20	Equipment Operator II	410
21	Equipment Operator III	440
22	Events Coordinator I	470
23	Events Coordinator II	530
24	Executive Assistant	EOO
25	Executive Assistant/Mayor and Council	EOO
26	Executive Director - Civil Service	EOO
27	Executive Secretary - Confidential	BOO
28	Executive Secretary to Assistant City Manager	EOO



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1	Executive Secretary to City Manager	E00
2	Facilities Management Officer	E00
3	Financial Services Officer	E00
4	Financial Services Officer - Community Development	E00
5	Financial Systems Officer	E00
6	Fingerprint Classifier	430
7	Fire Boat Operator	105
8	Fire Captain	155
9	Fire Chief	E00
10	Fire Engineer	105
11	Firefighter	055
12	Firefighter Trainee	B00
13	Fire Recruit	045
14	Fleet Finance Officer (T)	E00
15	Fleet Services Supervisor	530
16	Garage Service Attendant I	370
17	Garage Service Attendant II	390
18	Garage Service Attendant III	450
19	Gardener I	360
20	Gardener II	390
21	Gas Crew Utility Assistant I	400
22	Gas Crew Utility Assistant II	420
23	Gas Crew Utility Assistant III	450
24	Gas Distribution Supervisor I	540
25	Gas Distribution Supervisor II	590
26	Gas Field Service Representative I	380
27	Gas Field Service Representative II	420
28	Gas Field Service Representative III	450

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1	Gas Instrument Technician	490
2	Gas Maintenance Supervisor I	540
3	Gas Maintenance Supervisor II	590
4	Gas Marketing Engineer	E00
5	Gas Measurement Assistant	470
6	Gas Orifice Meter Technician I (T)	440
7	Gas Orifice Meter Technician II (T)	460
8	Gas Supply & Business Officer	E00
9	General Librarian I	500
10	General Librarian II	550
11	General Maintenance Assistant	410
12	General Maintenance Supervisor I	470
13	General Maintenance Supervisor II	510
14	General Superintendent - Fleet Services	E00
15	General Superintendent - Park/Marine Maintenance	E00
16	General Superintendent - Recreation	E00
17	General Superintendent of Operations	E00
18	Geographic Information Systems Analyst I	527
19	Geographic Information Systems Analyst II	564
20	Geographic Information Systems Analyst III	597
21	Geographic Information Systems Technician I	460
22	Geographic Information Systems Technician II	500
23	Geologist (T)	747
24	Geologist I	747
25	Geologist II	787
26	Grants Accounting Officer	E00
27	Handwriting Examiner - Miscellaneous	640
28	Handwriting Examiner - Safety	070

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1	Hazardous Materials Specialist I	560
2	Hazardous Materials Specialist II	590
3	Hazardous Waste Coordinator	590
4	Hazardous Waste Operations Officer	E00
5	Health Educator I	310
6	Health Educator II	450
7	Helicopter Mechanic	530
8	Historic Sites Officer	E00
9	Homeless Services Officer	E00
10	Housing Assistance Coordinator	550
11	Housing Assistance Officer	E00
12	Housing Development Officer	E00
13	Housing Operations Officer	E00
14	Housing Rehabilitation Counselor	550
15	Housing Rehabilitation Officer (T)	E00
16	Housing Rehabilitation Supervisor I	580
17	Housing Rehabilitation Supervisor II	610
18	Housing Specialist I	400
19	Housing Specialist II	430
20	Housing Specialist III	460
21	Human Dignity Officer	E00
22	Human Resources Officer	E00
23	Identification Technician I	510
24	Identification Technician II	560
25	Institutional Cook	390
26	Intelligence Analyst	610
27	Investigator I	593
28	Investigator - City Prosecutor	B00

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1	Investigator II	613
2	Investigator III	633
3	Investment Officer (T)	E00
4	Jail Administrator	E00
5	Lab Assistant I	360
6	Lab Assistant II	380
7	Lab Assistant III	420
8	Laboratory Assistant	360
9	Laboratory Services Officer	E00
10	Landscape Architect	604
11	Law Clerk	B00
12	Law Clerk - City Attorney	B00
13	Law Clerk - City Prosecutor	B00
14	Leasing Officer (T)	E00
15	Legal Administrator - Attorney	E00
16	Legal Assistant (T)	B00
17	Legal Assistant I	460
18	Legal Assistant II	480
19	Legal Assistant III	530
20	Legal Assistant IV	550
21	Legal Assistant - City Prosecutor	B00
22	Legal Assistant - Subrogation	B00
23	Legal Office Assistant	386
24	Legal Records Assistant	356
25	Legal Office Specialist	406
26	Legal Records Supervisor	443
27	Legal Records Specialist	386
28	Legal Records Management Coordinator	583

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1	Legal Secretary I	386
2	Legal Secretary II	406
3	Legal Stenographer I	316
4	Legal Stenographer II	336
5	Legal Stenographer III	356
6	Legislative Assistant	510
7	Liability Claims Assistant I	410
8	Liability Claims Assistant II	460
9	Library Aide	270
10	Library Circulation Supervisor	460
11	Library Clerk I	330
12	Library Clerk II	370
13	Library Clerk III	400
14	Library Clerk IV	430
15	Library Youth Services Officer	E00
16	License Inspector I	450
17	License Inspector II	470
18	Licensed Vocational Nurse	440
19	Lifeguard - Seasonal (T)	010
20	Locksmith	480
21	Machinist	490
22	Maintenance Aide I	230
23	Maintenance Aide II	260
24	Maintenance Assistant I	290
25	Maintenance Assistant II	330
26	Maintenance Assistant III	360
27	Maintenance Supervisor	500
28	Maintenance Supervisor I	470

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1	Maintenance Supervisor II	510
2	Management Assistant	470
3	Manager - Accounting	EOO
4	Manager - Administration	EOO
5	Manager - Administration, Planning & Facilities	EOO
6	Manager - Administrative and Financial Services	EOO
7	Manager - Airport	EOO
8	Manager - Animal Control (T)	EOO
9	Manager - Automated Services	EOO
10	Manager - Budget Management	EOO
11	Manager - Business Information Services	EOO
12	Manager - Business Operations	EOO
13	Manager - Business Operations & Gas Supply (T)	EOO
14	Manager - Business Relations	EOO
15	Manager - Commercial Services	EOO
16	Manager - Community Enrichment	EOO
17	Manager - Community Recreation	EOO
18	Manager - Economic Development	EOO
19	Manager - Electric Generation	EOO
20	Manager - Energy Recovery	EOO
21	Manager - Engineering Services (T)	EOO
22	Manager - Engineering & Construction	EOO
23	Manager - Environmental Health	EOO
24	Manager - Environmental Services	EOO
25	Manager - Fleet Services	EOO
26	Manager - Gas Services	EOO
27	Manager - Housing Authority	EOO
28	Manager - Housing Services	EOO

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1	Manager - Human/Social Services	EOO
2	Manager - Information Services	EOO
3	Manager - Integrated Resources (T)	EOO
4	Manager - Library Support Services	EOO
5	Manager - Long Beach Unit	EOO
6	Manager - Main Library Services	EOO
7	Manager - Maintenance Operations	EOO
8	Manager - Marine Operations	EOO
9	Manager - Neighborhood Services	EOO
10	Manager - Neighborhood Library Systems	EOO
11	Manager - Oil Operations	EOO
12	Manager - Oil Production/Subsidence	EOO
13	Manager - Operations and Administration	EOO
14	Manager - Operations Support	EOO
15	Manager - Personnel Operations	EOO
16	Manager - Pipeline Construction (T)	EOO
17	Manager - Planning Bureau	EOO
18	Manager - Planning & Development	EOO
19	Manager - Preventive Health	EOO
20	Manager - Project Development	EOO
21	Manager - Property Services	EOO
22	Manager - Public Health	EOO
23	Manager - Public Service	EOO
24	Manager - Public Works Operations	EOO
25	Manager - Recreation Services	EOO
26	Manager - Redevelopment	EOO
27	Manager - Risk Management (T)	EOO
28	Manager - Special Events & Filming	EOO

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1	Manager - Support Services	EOO
2	Manager - Technology Infrastructure Services	EOO
3	Manager - Telecommunications (T)	EOO
4	Manager - Towing (T)	EOO
5	Manager - Traffic and Transportation	EOO
6	Manager - Workers' Compensation	EOO
7	Manager - Workforce Development	EOO
8	Marina Agent I	320
9	Marina Agent II	360
10	Marina Agent III	410
11	Marine Safety Captain	120
12	Marine Safety Chief	EOO
13	Marine Safety Lieutenant	080
14	Marine Safety Officer	030
15	Marine Safety Sergeant	060
16	Marine Safety Sergeant - Boat Operator	060
17	Marina Supervisor	480
18	Marine Supervisor (T)	480
19	Marketing Officer	EOO
20	Master Mechanic (R)	185
21	Materials Inspector	514
22	Materials Testing Chemist	524
23	Mechanical Engineer	644
24	Mechanical Engineering Associate	594
25	Mechanical Equipment Stock Clerk I	380
26	Mechanical Equipment Stock Clerk II	430
27	Mechanical Equipment Stock Clerk III	490
28	Mechanical Supervisor I	530



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1	Mechanical Supervisor II	560
2	Medical Assistant I	250
3	Medical Assistant II	370
4	Medical Social Worker I	490
5	Medical Social Worker II	530
6	Members of Boards and Commissions	D-11
7	Messenger/Mail Clerk I (T)	300
8	Messenger/Mail Clerk II (T)	370
9	Microbiologist I	540
10	Microbiologist II	570
11	Microbiologist III	610
12	Microbiologist Supervisor	580
13	Microfilm Technician	420
14	Minute Clerk	410
15	Motor Sweeper Operator	440
16	Neighborhood and Historic Preservation Officer	EOO
17	Neighborhood Improvement Officer	EOO
18	Neighborhood Resource Officer	EOO
19	Neighborhood Services Specialist I	400
20	Neighborhood Services Specialist II	430
21	Neighborhood Services Specialist III	460
22	Noise Abatement Specialist I	500
23	Noise Abatement Specialist II	530
24	Nurse I	550
25	Nurse II	570
26	Nurse Practitioner	650
27	Nursing Services Officer	EOO
28	Nutrition Aide (T)	300

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1	Nutrition Aide I	310
2	Nutrition Aide II	360
3	Nutrition Services Officer	E00
4	Occupancy Specialist I	390
5	Occupancy Specialist II	420
6	Occupancy Specialist III	450
7	Occupational Health Services Officer	E00
8	Office Manager - Prosecutor	B00
9	Office Services Assistant I	310
10	Office Services Assistant II	340
11	Office Services Assistant III	370
12	Office Services Officer	E00
13	Office Services Supervisor	500
14	Office Specialist - Prosecutor	B00
15	Office Systems Officer	E00
16	Offset Press Operator I	390
17	Offset Press Operator II	420
18	Oil Field Gauger I	504
19	Oil Field Gauger II	507
20	Oil Properties Accounting Officer	E00
21	Operations Officer - Airport	E00
22	Operations Officer - Building and Safety	E00
23	Outreach Worker I	260
24	Outreach Worker II	380
25	Page (T)	H-16
26	Painter I	440
27	Painter II	460
28	Painter Supervisor	500

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1	Paralegal	BOO
2	Park Development Officer	EOO
3	Park Maintenance Supervisor	500
4	Park Naturalist	470
5	Park Ranger I	430
6	Park Ranger II	490
7	Parking Control Checker I	360
8	Parking Control Checker II	390
9	Parking Control Supervisor	490
10	Parking Meter Technician I	420
11	Parking Meter Technician II	470
12	Parking Operations Officer	EOO
13	Payroll/Personnel Assistant I	350
14	Payroll/Personnel Assistant II	380
15	Payroll/Personnel Assistant III	420
16	Payroll Specialist I	460
17	Payroll Specialist II	500
18	Personnel Analyst I	570
19	Personnel Analyst II	600
20	Personnel Analyst III	630
21	Personnel Analyst I - Civil Service	570
22	Personnel Analyst II - Civil Service	600
23	Personnel Analyst III - Civil Service	630
24	Personnel Analyst I - Human Resources	570
25	Personnel Analyst II - Human Resources	600
26	Personnel Analyst III - Human Resources	630
27	Personnel Assistant (Conf.) I	430
28	Personnel Assistant (Conf.) II	460

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1	Personnel Assistant (Conf.) III	500
2	Petroleum Engineer (T)	747
3	Petroleum Engineer I	747
4	Petroleum Engineer II	787
5	Petroleum Engineering Assistant	607
6	Petroleum Engineering Associate	697
7	Petroleum Engineering Associate I	607
8	Petroleum Engineering Associate II	697
9	Petroleum Engineering Technician	504
10	Petroleum Operations Coordinator I	750
11	Petroleum Operations Coordinator II	777
12	Photographer	470
13	Physicians Assistant	BOO
14	Pipeline Welder	510
15	Plan Checker - Electrical	634
16	Plan Checker - Fire Prevention	634
17	Plan Checker - Mechanical	634
18	Plan Checker - Plumbing	634
19	Planner I	510
20	Planner II	570
21	Planner III	620
22	Planner IV	650
23	Planner V	680
24	Planning Aide	440
25	Planning Officer	E00
26	Plasterer	480
27	Plumber	500
28	Plumber Supervisor	550

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1	Plumbing Inspector	534
2	Police Administration Bureau Chief	EOO
3	Police Captain (R)	180
4	Police Commander	EOO
5	Police Community Relations Officer	EOO
6	Police Corporal	100
7	Police Information & Technology Officer	EOO
8	Police Inspector (R)	110
9	Police Lieutenant	170
10	Police Officer	050
11	Police Planning and Research Officer	EOO
12	Police Property and Supply Clerk	430
13	Police Property and Supply Clerk I	430
14	Police Property and Supply Clerk II	500
15	Police Records Administrator	EOO
16	Police Recruit	046
17	Police Sergeant	110
18	Police Services Assistant I	380
19	Police Services Assistant II	430
20	Police Services Assistant III	470
21	Police Systems Supervisor	440
22	Police Woman (R)	050
23	Polygraph Examiner - Miscellaneous	640
24	Polygraph Examiner - Safety	070
25	Power Equipment Repair Mechanic I	430
26	Power Equipment Repair Mechanic II	460
27	Power Equipment Repair Mechanic III	500
28	Prevention Services Officer	EOO

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1	Principal Building Inspector	624
2	Principal Construction Inspector	624
3	Principal Deputy City Attorney	E00
4	Principal Geological Drafting Technician	624
5	Programmer	480
6	Programmer - Analyst I	520
7	Programmer - Analyst II	570
8	Programmer - Analyst III	610
9	Programmer - Analyst IV	650
10	Programmer - Analyst V	690
11	Programmer - Analyst VI	730
12	Program Specialist - City Manager	B00
13	Project Management Officer	E00
14	Property Management Specialist I	460
15	Property Management Specialist II	520
16	Protection Aide	272
17	Public/Government Affairs Manager	E00
18	Public Health Associate I	250
19	Public Health Associate II	380
20	Public Health Associate III	540
21	Public Health Nurse	570
22	Public Health Nurse Supervisor	610
23	Public Health Nutritionist I	500
24	Public Health Nutritionist II	550
25	Public Health Nutritionist III	600
26	Public Health Physician	B00
27	Public Health Professional I	550
28	Public Health Professional II	590

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1	Public Health Professional III	620
2	Public Health Registrar	380
3	Public Information Officer	E00
4	Public Works Supervisor	500
5	Purchasing Agent	E00
6	Real Estate Officer	E00
7	Real Estate Technician I	430
8	Real Estate Technician II	460
9	Records Manager - City Clerk	580
10	Recreation Assistant	390
11	Recreation Leader/Specialist IX (T)	H-39
12	Recreation Leader/Specialist X (T)	H-40
13	Recreation Superintendent	E00
14	Recruitment Officer - Civil Service	E00
15	Recycling Specialist I	470
16	Recycling Specialist II	530
17	Recycling & Sustainability Officer	E00
18	Redevelopment Administrator	E00
19	Redevelopment Finance Officer (T)	E00
20	Redevelopment Project Officer	E00
21	Refuse Field Investigator	440
22	Refuse Operator I	370
23	Refuse Operator II	400
24	Refuse Operator III	430
25	Refuse Supervisor	500
26	Rehabilitation Services Officer	E00
27	Reprographics Assistant (T)	350
28	Risk Manager	E00

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1	Safety Specialist I	530
2	Safety Specialist I - Conf	530
3	Safety Specialist II	590
4	Safety Specialist II - Conf	590
5	School Guard	H-26, H-28
6	Secretary	410
7	Secretary to the City Auditor	486
8	Secretary to the City Attorney	520
9	Secretary to the Executive Director - Civil Service	450
10	Secretary to the Mayor	590
11	Security Officer I	352
12	Security Officer II	382
13	Security Officer III	430
14	Security Officer IV	490
15	Security Officer V (T)	550
16	Senior Accountant	630
17	Senior Animal Control Officer	490
18	Senior Architectural Engineer	694
19	Senior Auditor	BOO
20	Senior Civil Engineer	694
21	Senior Combination Building Inspector	574
22	Senior Deputy City Attorney	DOO
23	Senior Electrical Inspector	574
24	Senior Engineering Technician I	547
25	Senior Engineering Technician II	577
26	Senior Equipment Operator	490
27	Senior Geological Drafting Technician	567
28	Senior Geologist	787



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1	Senior Legal Secretary I	443
2	Senior Legal Secretary II	466
3	Senior Mechanical Engineer	694
4	Senior Mechanical Inspector	574
5	Senior Minute Clerk	450
6	Senior Payroll/Personnel Assistant (T)	460
7	Senior Petroleum Engineer (T)	787
8	Senior Petroleum Engineering Associate (T)	747
9	Senior Plumbing Inspector	574
10	Senior Records Clerk	570
11	Senior Structural Engineer	687
12	Senior Survey Technician	508
13	Senior Surveyor	627
14	Senior Traffic Engineer	694
15	Senior Workers' Compensation Claims Examiner	645
16	SERRF Operations Officer	EOO
17	Special Investigator - City Manager	BOO
18	Special Projects Officer	EOO
19	Special Projects Officer - Community Development	EOO
20	Special Projects Officer - Engineering	EOO
21	Special Projects Officer - Financial Management (T)	EOO
22	Special Projects Officer - Housing	EOO
23	Special Projects Officer - Public Service	EOO
24	Special Projects Officer - Public Works	EOO
25	Staff Auditor	BOO
26	Stock and Receiving Clerk	330
27	Storekeeper I	380
28	Storekeeper II	430

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1	Storm Drain Maintenance Crew Leader	440
2	Storm Drain Maintenance Crew Member I	380
3	Storm Drain Maintenance Crew Member II	400
4	Storm Drain Plant Mechanic	440
5	Storm Water Program Officer	E00
6	Street Landscaping Supervisor I	500
7	Street Landscaping Supervisor II	530
8	Street Maintenance Supervisor	500
9	Street Maintenance Supervisor I	500
10	Street Maintenance Supervisor II	540
11	Structural Engineer	647
12	Structural Engineer Associate	594
13	Student Worker	H-15, H-17, H-99
14		
15	Superintendent - Administrative Services (T)	E00
16	Superintendent - Airport Operations	E00
17	Superintendent - Airport Security	E00
18	Superintendent - Building and Safety	E00
19	Superintendent - Community Information	E00
20	Superintendent - Contract Management and Revenue Development	E00
21		
22	Superintendent - Electronics/Traffic Signals	E00
23	Superintendent - Engineering	E00
24	Superintendent - Engineering and Gas Systems Control	E00
25	Superintendent - Environmental Programs	E00
26	Superintendent - Facility Management	E00
27	Superintendent - Finance and Controls	E00
28	Superintendent - Fleet Acquisition	E00

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1	Superintendent - Fleet Maintenance	EOO
2	Superintendent - Fleet Operations	EOO
3	Superintendent - Fleet Services (T)	EOO
4	Superintendent - Gang Intervention	EOO
5	Superintendent - Gas Distribution/Customer Service (T)	EOO
6	Superintendent - Gas Distribution/Systems Maintenance (T)	EOO
7		
8	Superintendent - Golf Operations	EOO
9	Superintendent - Marina Operations	EOO
10	Superintendent - Meters & Regulators	EOO
11	Superintendent - Park Maintenance	EOO
12	Superintendent - Personnel and Training	EOO
13	Superintendent - Pipeline Construction & Maintenance	EOO
14	Superintendent - Planning & Development	EOO
15	Superintendent - Operations (T)	EOO
16	Superintendent - Refuse	EOO
17	Superintendent - Street Landscaping (T)	EOO
18	Superintendent - Street Maintenance	EOO
19	Superintendent - Street Sweeping	EOO
20	Superintendent - Structural Services	EOO
21	Superintendent - Towing & Lien Sales	EOO
22	Superintendent - Warehouse/Inventory Operations	EOO
23	Supervising Custodian (T)	370
24	Supervising Park Ranger	540
25	Supervising Senior Legal Secretary	482
26	Supervising Workers' Compensation Secretary	470
27	Supervisor - Facilities Maintenance	580
28	Supervisor - Stores and Property	490

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1	Supervisor - Waste Operations	550
2	Support Projects Officer	E00
3	Survey Technician	467
4	Surveyor	554
5	Systems Analyst I	500
6	Systems Analyst II	560
7	Systems Support Specialist I	530
8	Systems Support Specialist II	570
9	Systems Support Specialist III	610
10	Systems Support Specialist IV	650
11	Systems Support Specialist V	690
12	Systems Support Specialist VI	730
13	Systems Support Specialist VII	770
14	Systems Technician I	440
15	Systems Technician II	480
16	Systems Technician III	520
17	Systems Technician IV	570
18	Technical Aide	280
19	Technical Assistant	400
20	Technical Services Officer - Library Services (T)	E00
21	Technical Services Administrator	E00
22	Technical Support Officer	E00
23	Telecommunications Officer	E00
24	Traffic Engineer	644
25	Traffic Engineering Aide I	454
26	Traffic Engineering Aide II	494
27	Traffic Engineering Associate I	514
28	Traffic Engineering Associate II	594

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1	Traffic Painter I	400
2	Traffic Painter II	420
3	Traffic Signal Coordinator	600
4	Traffic Signal Technician I	530
5	Traffic Signal Technician II	570
6	Transportation Planning Officer	E00
7	Transportation Programming Officer	E00
8	Transportation Programs Planner	620
9	Treasury Operations Officer	E00
10	Tree Trimmer I	400
11	Tree Trimmer II	430
12	Urban Design Officer	E00
13	Utilities Systems Operator	450
14	Utility Services Officer	E00
15	Vector Control Specialist I	420
16	Vector Control Specialist II	460
17	Video Communications Officer	E00
18	Victim's Advocate - City Prosecutor	B00
19	Visual Arts Specialist I	430
20	Visual Arts Specialist II	470
21	Voice and Data Communications Officer	E00
22	Waste Management Officer (T)	E00
23	Welder	490
24	Wireless Communications Officer	E00
25	Workers' Compensation Administrative Assistant	B00
26	Workers' Compensation Claims Assistant	523
27	Workers' Compensation Claims Examiner	582
28	Workers' Compensation Office Assistant I	350

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1	Workers' Compensation Office Assistant II	410
2	Workforce Development Officer	E00
3	Workforce Development Supervisor I	670
4	Workforce Development Supervisor II (T)	690
5	X-ray Technician	450
6	Youth Services Coordinator	E00
7	Zoning Officer	E00

8           In accordance with Section 3(8) of the Civil Service  
9 Rules and Regulations of the City of Long Beach, adopted in  
10 conformity with Section 1102(a)(8) of the Charter of the City of  
11 Long Beach, there are hereby created and established the non-  
12 career (NC) positions set forth and listed hereinafter and the  
13 compensation of each non-career position is hereby fixed and  
14 prescribed at one of the pay rates set forth in the Salary  
15 Schedules in Section 2 hereof, which pay rates are indicated  
16 opposite each listed non-career position by a Salary Range Number,  
17 together with such additional compensation, if any, as provided  
18 herein or by applicable ordinance.

19                           NON-CAREER (NC) POSITION TITLES

20                           AND ASSIGNED SALARY RANGE NUMBERS

21		
22	<u>Position Title</u>	<u>Salary Range No.</u>
23	Accountant I - NC	M47
24	Accountant II - NC	M62
25	Accounting Clerk I - NC	M15
26	Accounting Clerk II - NC	M21
27	Accounting Clerk III - NC	M28
28	Administrative Analyst I - NC	M68

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1	Administrative Analyst II - NC	M78
2	Administrative Intern - NC	H-25, H-28, H-30, H-32, 3 H-33, H-34, 4 H-36, H-38, 5 H-39, H-40, 6 H-41, H-42, 7 H-43, H-44, 8 H-45
9	Admissions Attendant I - NC (T)	H-11, H-13, H-15, H-18
10	Admissions Attendant II - NC (T)	H-24, H-27, H-37
11	Admissions Attendant III - NC (T)	H-31, H-33, H-34, H-35, 12 H-36, M15
13	Airport Operations Assistant I - NC	M17
14	Ambulance Operator - NC	H-25
15	Animal Control Officer I - NC	M27
16	Animal License Inspector NC	H-29, H-31
17	Assistant Band Conductor - NC	H-61
18	Band Conductor - NC	H-62
19	Carpenter - NC	M47
20	Civil Engineer - NC	N94
21	Civil Engineering Assistant - NC	N57
22	Civil Engineering Associate - NC	N80
23	Clerical Aide I - NC	H-28, H-30, H-32
24		
25	Clerical Aide II - NC	H-32, H-34, H-36
26		
27	Clerk I - NC	M03
28	Clerk II - NC	M07

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1	Clerk III - NC	M12
2	Clerk Typist I - NC	M12
3	Clerk Typist II - NC	M17
4	Clerk Typist III - NC	M24
5	Combination Building Inspector - NC	N63
6	Combination Building Inspector Aide I - NC	N23
7	Combination Building Inspector Aide II - NC	N29
8	Communications Dispatcher I - NC	M42
9	Communications Dispatcher II - NC	M47
10	Community Worker - NC	M12
11	Computer Operator I - NC	M37
12	Customer Service Representative I - NC	M13
13	Customer Service Representative II - NC	M20
14	Data Entry Operator I - NC	M13
15	Data Entry Operator II - NC	M17
16	Electrician - NC	M52
17	Engineering Aide I - NC	N09
18	Engineering Aide II - NC	N16
19	Engineering Aide III - NC	N33
20	Engineering Technician I - NC	464
21	Engineering Technician II - NC	504
22	Equipment Mechanic I - NC	M46
23	Equipment Mechanic II - NC	M50
24	Equipment Operator I - NC	M21
25	Equipment Operator II - NC	M31
26	Equipment Operator III - NC	M37
27	Fire Safety Specialist - NC (non-safety)	055
28	Garage Service Attendant I - NC	M21



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1	Gardener I - NC	M20
2	Gas Field Service Representative I - NC	M24
3	General Librarian I - NC	M50
4	Groundskeeper I - NC	M07
5	Groundskeeper II - NC	M13
6	Identification Officer - NC	050
7	Identification Technician II - NC	M66
8	Institutional Cook - NC	M26
9	Laboratory Assistant - NC	M20
10	Library Aide - NC	H-18, H-20, H-22, H-24
11		
12	Library Clerk I - NC	M13
13	Library Clerk II - NC	M21
14	Library Clerk III - NC	M28
15	Library Clerk IV - NC	M36
16	Licensed Vocational Nurse - NC	M36
17	Lifeguard - Hourly - NC	010, H-99
18	Maintenance Aide I - NC	M01
19	Maintenance Aide II - NC	M03
20	Maintenance Assistant I - NC	M07
21	Maintenance Assistant II - NC	M13
22	Maintenance Assistant III - NC	M20
23	Marine Aide - NC	M12
24	Medical Social Worker - NC	M47
25	Messenger/Mail Clerk I - NC	M08
26	Microbiologist - NC	M62
27	Microbiologist Trainee - NC	H-42
28	Motor Sweeper Operator - NC	M37

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1	Musician - NC	H-60
2	Nurse I - NC	M62
3	Nurse II - NC	M66
4	Nurse Practitioner - NC	M88
5	Nutrition Aide - NC	M10
6	Page - NC	H-16, H-18, H-20, H-22, H-24
7		
8	Painter I - NC	M37
9	Park Ranger I - NC	M36
10	Parking Control Checker I - NC	M18
11	Parking Meter Technician I - NC	M31
12	Parking Operations Attendant I - NC	M07
13	Parking Operations Attendant II - NC	M12
14	Personnel Analyst I - NC	M68
15	Personnel Analyst II - NC	M78
16	Personnel Assistant I - NC	M42
17	Personnel Assistant II - NC	M52
18	Planner I - NC	M52
19	Planner II - NC	M68
20	Planning Aide - NC	M36
21	Plumber - NC	M52
22	Police Cadet - NC	H-36
23	Police Investigator - NC	050
24	Police Officer - NC	050
25	Police Services Assistant I - NC	M24
26	Pool Lifeguard I - NC	H-32
27	Pool Lifeguard II - NC	H-34
28	Principal Building Inspector - NC	N87

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1	Public Health Nurse - NC	M66
2	Public Health Physician - NC	BOO
3	Public Health Professional - NC	BOO
4	Recreation Leader/Specialist I - NC	H-12, 260
5	Recreation Leader/Specialist II - NC	H-19, 300
6	Recreation Leader/Specialist III - NC	H-25, 330
7	Recreation Leader/Specialist IV - NC	H-28, 360
8	Recreation Leader/Specialist V - NC	H-32
9	Recreation Leader/Specialist VI - NC	H-34
10	Recreation Leader/Specialist VII - NC	H-36
11	Recreation Leader/Specialist VIII - NC	H-38
12	Recreation Leader/Specialist IX - NC	H-39
13	Recreation Leader/Specialist X - NC	H-40
14	Refuse Operator I - NC	370
15	Refuse Operator II - NC	400
16	Security Officer I - NC	M18
17	Security Officer II - NC	M30
18	Senior Civil Engineer - NC	N94
19	Senior Combination Building Inspector - NC	N72
20	Senior Engineering Technician I - NC	547
21	Senior Engineering Technician II - NC	577
22	Structural Engineering Associate - NC	N80
23	Student Worker - NC	H-15, H-17, H-99
24		
25	Traffic Engineering Aide I - NC	N41
26	X-ray Technician I - NC	M37
27	Youth Trainee I - NC	H-99
28	//	

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- 1 Youth Trainee II - NC H-17
- 2 Youth Trainee III - NC H-24
- 3 Youth Trainee IV - NC H-27

4           Sec. 16. The City Manager may assign an employee of  
5 the City to perform as the acting department head, assistant  
6 department head, bureau head or division head of any department  
7 under the City Manager's supervision and control, whenever a  
8 vacancy occurs in any of such positions or when the City Manager  
9 determines that the incumbent department head, assistant  
10 department head, bureau head or division head is unable to  
11 perform the duties of his/her position, and such an assignment is  
12 necessary for the efficient and effective operation of the  
13 department, bureau or division. The appropriate appointing  
14 authority of any department not under the jurisdiction of the  
15 City Manager may assign an employee of that department to perform  
16 as the acting department head, assistant department head, bureau  
17 head or division head whenever a vacancy occurs in any of such  
18 positions or when said appointing authority determines that the  
19 incumbent department head, assistant department head, bureau head  
20 or division head is unable to perform the duties of his/her  
21 position and such an assignment is necessary for the efficient  
22 and effective operation of the department, bureau or division.  
23 During the time the employee is so assigned and is performing in  
24 said acting capacity, the employee shall be entitled to receive  
25 the compensation designated by the City Manager or the  
26 appropriate appointing authority at one of the salary rates fixed  
27 and prescribed by this resolution for the position to which said  
28 employee is assigned.

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

24 //  
25 //  
26 //  
27 //  
28 //

1                   The following skill notes shall be effective on and  
 2 after April 1, 2000:

	<u>Position Title</u>	<u>Skill</u>	<u>Additional Compensation</u>
5 6 7 8 9 10 11	1. Non-management classifications in the current Salary Resolution represented by the IAM for all classifications in which the top step hourly rates are equal to or less than Salary Range 560	For regular and frequent use of certified oral and/or written bilingual skills	\$ 0.70 per hour or \$ 5.60 per diem
12 13 14 15 16 17 18 19 20 21	2. Non-management classifications represented by the Long Beach Association of Engineering Employees with a base hourly rate of \$21.050 or lower and Long Beach Association of Confidential Employees for all classifications in which the top step hourly rates are equal to or less than Salary Range 560	For regular and frequent use of certified oral and/or written bilingual skills	\$ 0.60 per hour or \$ 4.80 per diem
22 23 24 25 26 27	3. Police Officer, Police Corporal, Police Sergeant, Firefighter, Fire Captain, Fire Engineer, Marine Safety Sergeant, Marine Safety Sergeant-Boat Operator and Marine Safety Officer	For regular and frequent use of certified oral and/or written bilingual skills	\$ 0.80 per hour or \$ 6.40 per diem

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- 1 4. Classifications in Skilled and General Services Bargaining Units
- 2
- 3
- 4 When required to work on ladders, mechanical devices, etc., placing employee at heights over 40 feet (excludes Window Washers and Tree Trimmers) \$ 4.00 per diem
- 5 5. Animal Control Officer II
- 6
- 7 When regularly assigned and performing the duties of a Senior Animal Control Officer or an Animal Control Officer III during the Senior Animal Control Officer's or an Animal Control Officer III's regularly scheduled days off. This skill pay may not be combined with Higher Class Pay \$ 6.00 per diem
- 8
- 9
- 10
- 11
- 12 6. Automatic Sprinkler Control Technician
- 13
- 14 When regularly assigned and performing telemetry duties to monitor, adjust, and troubleshoot irrigation systems \$12.00 per diem
- 15 7. Clerk Supervisor, Clerk Typist I, II, III and V
- 16
- 17 When regularly assigned to and performing duties in the day shift of the Police Department Records Division \$ 0.30 per hour
- 18
- 19 When regularly assigned to and performing duties in the swing shift of the Police Department Records Division \$ 0.60 per hour
- 20
- 21
- 22
- 23 When regularly assigned to and performing duties in the night shift of the Police Department Records Division \$ 0.90 per hour
- 24
- 25
- 26
- 27
- 28

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1	8.	Clerk Typist I, II and III	For regular and frequent use of certified short-hand skills	\$ 0.30 per hour
2				
3				
4			When regularly assigned to the Police	\$ 0.70 per hour
5			Department Personnel Division. This Skill Pay may not be used in conjunction with Skill Pay #563.	
6				
7				
8	9.	Carpenter Supervisor; Painter Supervisor; General Maintenance Supervisor II	When regularly assigned and performing as general supervisor of the Carpentry-Field, Carpentry-Shop, Paint and Welding sections	\$ 2.00 per hour
9				
10				
11	10.	Carpenter Supervisor, Painter Supervisor, General Maintenance Supervisor II, Mechanical Supervisor, Electrical Supervisor, Plumber Supervisor	When regularly assigned and performing as supervisor of three or more sections in the Structural Division of the Public Service Bureau	\$10.00 per diem
12				
13				
14				
15				
16				
17	11.	Combination Building Inspector; Electrical Inspector; Plumbing Inspector; Combination Building Inspector Aide I and II; Senior Combination Building Inspector; Sr. Electrical Inspector; Sr. Plumbing Inspector; Sr. Mechanical Inspector; Principal Building Inspector; Chief Building Inspector	When registered by the International Conference of Building Officials and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.50 per hour for one specialty certification, \$0.75 for two, \$1.00 for three, up to a maximum of \$1.25 per hour for four special certifications)	\$ 0.50 per hour  \$ 0.75 per hour  \$ 1.00 per hour  \$ 1.25 per hour
18				
19				
20				
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22				
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27				
28				



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1	12.	Combination Building Inspector Aide I and II; Combination Building Inspector; Senior Combination Building Inspector; Principal Building Inspector; Senior Electrical Inspector; Senior Plumbing Inspector; Senior Mechanical Inspector	Counter plan checking	\$ 5.60 per diem
2				
3				
4				
5				
6				
7				
8	13.	Communications Dispatcher IV	When regularly assigned to and performing the duties of a Communications Center Supervisor during the Communications Center Supervisor's regularly scheduled days off. This skill pay may not be combined with Higher Class Pay	\$ 7.50 per diem
9				
10				
11				
12				
13				
14	14.	Construction Inspector I; Construction Inspector II; Principal Construction Inspector; Chief Construction Inspector	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.50 per hour for one deputy inspector card, \$0.75 per hour for two cards, \$1.00 per hour for three cards, up to a maximum of \$1.25 per hour for four cards)	\$ 0.50 per hour  \$ 0.75 per hour  \$ 1.00 per hour  \$ 1.25 per hour
15				
16				
17				
18				
19				
20				
21				
22	15.	Construction Inspector II	When performing field district supervisory duties	\$ 3.97 per diem
23				
24	16.	Construction Inspector II	When regularly assigned and performing as supervisor over all Gas Construction Inspection activities	\$ 1.418 per hour or \$11.344 per diem
25				
26				
27	17.	Customer Service Representative II	When performing meter rereads	\$ 0.472 per hour
28				

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1	18. Customer Service Representative III	When regularly assigned and performing duties as a section lead person	\$ 1.00 per hour
2			
3			
4		When working "Hotline Desk"	\$0.586 per hour
5	19. Customer Service Supervisor	When regularly assigned and performing as supervisor for License Inspectors	\$ 1.63 per hour
6			
7	20. Electrician	When regularly assigned and performing duties as a lead Electrician in the Traffic Signal Section	\$ 0.50 per hour or \$ 4.00 per diem
8			
9			
10			
11	21. Equipment Mechanic I and II	When regularly assigned to the maintenance and repair of City vehicles, and when possessing a current ASE certification as a Master Automotive and/or Master Medium/Heavy Truck Technician	\$ 1.00 per hour for one certificate or \$ 1.25 per hour for two certificates
12			
13			
14			
15			
16			
17	22. Equipment Operator III	When regularly assigned and performing dredge lever operator duties	\$ 0.882 per hour or \$ 7.056 per diem
18			
19			
20	23. Garage Service Attendant I and II	When driving a vehicle requiring a Class A license	\$ 8.00 per diem
21			
22	24. Gardener I and II	When required to possess a Pesticide Applicator's license and regularly assigned Pesticide Applicator duties	\$ 0.554 per hour or \$ 4.43 per diem
23			
24			
25	25. Gardener II; Park Crew Supervisor; Street Landscaping Supervisor I and II; Equipment Operator II	When required to possess an Agricultural Pest Control Advisor's license and regularly assigned advisor duties	\$ 0.554 per hour or \$ 4.43 per diem
26			
27			
28			

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1	26. Gas Crew Utility	When regularly	\$ 4.728
2	Assistant I	performing on backhoes,	per diem
3		skiploaders with over	
4		one cubic yard bucket	
5		capacity, or trenching	
6		machines	
7		When performing the	\$ 4.728
8		duties of repairing and	per diem
9		calibrating instruments	
10		used in the detection	
11		of gas leaks	
12	27. Gas Crew Utility	When performing heat	\$ 4.00
13	Assistant I, II and	fusion connections on	per diem
14	III	underground plastic gas	
15		pipelines and certified	
16		in heat fusion by the	
17		Long Beach Energy	
18		Department. This per	
19		diem shall be limited	
20		to no more than eight	
21		(8) crewmembers at any	
22		one time. Assignment	
23		of this per diem shall	
24		be at the discretion of	
25		the Manager of Pipeline	
26		Construction.	
27	28. Gas Field Service	Meter proving	\$ 0.265
28	Representative II		per hour
		When regularly assigned	\$ 0.265
		and performing field	per hour
		meter setting and	or
		installation of large	\$ 2.12
		commercial and	per diem
		industrial meters	
		When regularly assigned	\$ 0.265
		and performing field	per hour
		meter setting and	or
		installation of	\$ 2.12
		residential meters (T)	per diem
		When regularly assigned	
		to installing meters of	
		300 or more cubic feet	
		per hour capacity at ½	
		inch water column	\$ 3.00
		pressure drop or when	per diem
		installing district	
		regulator stations	

1	29. Gas Maintenance Supervisor I	When certified and performing duties as a pipeline welder on an as-needed basis	\$ 4.00 per diem
2			
3			
4	30. Gas Measurement Assistant	When assigned to a rotating shift that includes day, swing and graveyard shifts in a 35-day period	\$ 4.00 per diem
5			
6			
7		When regularly assigned and performing lead duties	\$6.00 per diem
8			
9	31. Gas Orifice Meter Technician I and II (T)	When performing complex repairs of telemetering devices	\$ 7.50 per diem
10			
11	32. General Maintenance Assistant (T)	When regularly performing specialized marina maintenance work	\$ 0.635 per hour
12			
13	33. General Maintenance Supervisor II	When regularly assigned and performing as supervisor over skilled crafts	\$ 1.00 per hour or \$ 8.00 per diem
14			
15			
16		When regularly assigned and performing as general supervisor over Marine and Facility Maintenance	\$ 2.00 per hour or \$16.00 per diem
17			
18			
19	34. Housing Specialist II	When regularly assigned as floater/trainer. Skill pay expires on September 30, 2003.	\$ 0.50 per hour
20			
21	35. Housing Specialist III	When regularly assigned to and performing the duties of trainer or portability specialist	\$ 0.50 per hour
22			
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1	36. Lifeguard-Hourly NC;	When certified as an	\$ 0.668
2	Lifeguard-	Emergency Medical	per hour
3	Seasonal (T)	Technician (EMT) and	
4		re-certified as	
5		required by law, and	
6		having completed 1200	
7		or more hours at Salary	
8		Range 010, Step 6	
9		When regularly assigned	\$ 0.432
10		and/or performing the	per hour
11		duties of a deck hand	or
12			\$ 3.46
13			per diem
14	37. Maintenance	When performing as a	\$ 1.18
15	Assistant II and III	refuse packer truck	per hour
16		operator for the Public	or
17		Works and Parks and	\$ 9.44
18		Recreation Departments	per diem
19	38. Maintenance	When supervising crews	\$ 0.500
20	Assistant III	or contractors	per hour
21		performing custodial	or
22		and/or maintenance	\$ 4.00
23		duties	per diem
24		When regularly assigned	\$ 0.44
25		and/or performing lot	per hour
26		cleaning crew leader	or
27		duties	\$ 3.52
28			per diem
		When regularly assigned	\$ 0.554
		and/or performing	per hour
		pesticide applicator	or
		duties	\$ 4.43
			per diem
		When performing fiber-	\$ 4.43
		glassing duties for	per diem
		Marine Bureau	

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1	39. Marine Safety	When certified and	\$ 0.863
2	Sergeant - Boat	possessing a Coast	per hour
3	Operator; Marine	Guard Operator's	
4	Safety Sergeant;	license and towing	
5	Marine Safety	certificate	
6	Officer		
7		When regularly assigned	\$ 0.719
8		and performing as a	per hour
9		member of the dive team	
10		unless serving as Dive	
11		Master or SWRC	
12		When regularly assigned	\$ 1.007
13		and performing as the	per hour
14		dive master	
15		When regularly assigned	\$ 1.007
16		and performing as the	per hour
17		Swift Water Rescue	
18		Coordinator	
19	40. Materials Inspector	When full qualified and	\$ 2.80
20		assigned to perform	per diem
21		deputy inspection work	
22		and while possessing a	
23		valid deputy inspector	
24		card	
25	41. Marine Safety	When performing the	\$ 4.50
26	Officer; Lifeguard-	duties of a Junior	per diem
27	Hourly-NC;	Lifeguard Instructor	
28	Lifeguard-Seasonal		
29	(T)		
30	42. Mechanical	When regularly assigned	\$ 1.00
31	Supervisor II;	and performing as	per hour
32	Electrical	general supervisor of	
33	Supervisor; Plumber	the HVAC, Electrical,	
34	Supervisor	Street Lighting and	
35		Plumbing sections	
36	43. Motor Sweeper	When regularly assigned	\$ 0.25
37	Operator (T)	and operating a three-	per hour
38		wheeled motor sweeper	
39	44. Payroll/Personnel	When regularly assigned	\$ 0.70
40	Assistant I, II, and	to the Police	per hour
41	III	Department Personnel	
42		Division. This Skill	
43		Pay may not be used in	
44		conjunction with Skill	
45		Pay #563	

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1	45. Payroll/Personnel Assistant III	When supervising payroll and personnel functions at Police Department	\$ 1.157 per hour or \$ 9.256 per diem
2			
3			
4	46. Personnel Analyst I-II	When assigned to and performing table customization, configuration and maintenance in the HRMS System	\$12.00 per diem
5			
6			
7	47. Personnel Assistant II	When regularly assigned and performing duties as a section lead person	\$ 1.00 per hour
8			
9			
10	48. Pipeline Welder	When regularly assigned and performing duties as a pipeline welding shop leadperson	\$ 0.70 per hour
11			
12	49. Plan Checker	When appropriately certified in the discipline of plumbing, mechanical or electrical inspection and assigned to perform as a Plan Checker in more than one specialty area	\$ 3.00 per diem
13			
14			
15			
16			
17	50. Planner II, III (consolidated IV, V)	When regularly assigned and performing special project duties related to the development of sustainability policy, the creation of a Sustainable Development Board, and the provision of technical assistance related to environmental policy	\$ 0.70 per hour
18			
19			
20			
21			
22			
23		When regularly assigned and performing help desk duties	\$ 0.70 per hour
24			
25	51. Planning Aide, Assistant Planner I and II and Planner I, II and III	When assigned to work the Development Service Counter and performing over-the-counter plan checking	\$ 5.60 per diem
26			
27			
28			

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1	52. Plumber	When regularly assigned and performing duties as irrigation systems plumbing specialist	\$ 0.647 per hour or \$5.176 per diem
2			
3			
4	53. Police Property & Supply Clerk I	When regularly assigned and performing lead duties	\$1.50 per hour
5			
6	54. Public Health Nurse; Nurse I and II; Medical Social Worker II; Nutrition Aide; Public Health Nutritionist I; Community Worker	When regularly assigned and performing as a team leader of a rehabilitation team or specialized clinic or STD clinic in the Health Department	\$ 0.633 per hour
7			
8			
9			
10	55. Public Health Professional III	When regularly assigned and performing the full duties as Director of the Employee Assistance Program	\$ 3.00 per hour
11			
12			
13	56. Refuse Operator II and III	When performing as a District Trainer	\$ 4.00 per diem
14	57. School Guard	When assigned as School Guard Trainer	\$ 3.10 per diem
15			
16	58. Security Officer I	When regularly assigned and performing in the Police Department's Traffic Division	\$ 2.085 per hour
17			
18	59. Security Officer II	When regularly assigned the responsibility of patrolling Marina slips and basins between the hours of 8:00 p.m. and 4:00 a.m.	\$ 0.433 per hour
19			
20			
21		When assigned to and performing as School Guard Supervisor	\$ 4.00 per diem
22			
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1	60. Security Officer III	When regularly assigned to the Police Department Marine Patrol and performing the duties of a Security Officer IV during the Security Officer IV's regularly scheduled days off. This skill pay may not be combined with Higher Class Pay	\$ 4.54 per diem
2			
3			
4			
5			
6			
7			
8	61. Security Officer III-IV (T), Detention Officer I-II	When assigned to and performing "jailer" duties	\$ 1.50 per hour
9			
10	62. Senior Civil Engineer	When possessing a California Structural Engineers License and assigned to perform structural engineering plan checking	\$ 5.00 per diem
11			
12			
13	63. Senior Combination Building Inspector; Senior Electrical Inspector; Senior Plumbing Inspector; Senior Mechanical Inspector	When registered by the International Conference of Building Officials and re-certified on an annual basis in accordance with Planning and Building Department regulations (\$0.15 per hour for each ICBO specialty certification up to a maximum of \$0.60 per hour)	\$ 0.15 per hour  \$ 0.30 per hour  \$ 0.45 per hour  \$ 0.60 per hour
14			
15			
16			
17			
18			
19			
20	64. Senior Engineering Technician I	When regularly assigned and performing architectural design	\$ 9.70 per diem
21			
22	65. Senior Equipment Operator	When regularly assigned and operating the cutter head and suction boom on a dredge boat	\$ 0.437 per hour
23			
24			
25	66. Senior Gas Field Service Representative (T)	When supervising meter setting operations in the field	\$ 0.288 per hour
26			
27			
28			

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1	67. Street Maintenance Supervisor (T); Painter Supervisor	When regularly assigned and performing as general supervisor of the Traffic Painting/Marking and Security sections	\$ 0.50 per hour
2			
3			
4			
5	68. Supervising Custodian	When supervising contractors performing custodial and/or maintenance duties in the Library Services Department	\$ 0.50 per hour
6			
7			
8	69. Tree Trimmer I and II (T)	When regularly performing tree trimming duties from aerial bucket	\$ 0.35 per hour
9			
10			
11		When possessing a current International Society of Arboriculture certification as a Certified Arborist	\$ 0.50 per hour
12			
13			
14		When possessing a Pesticide Applicator license and regularly assigned pesticide applicator duties	\$ 4.43 per diem
15			
16			
17	70. Welder	When regularly assigned and performing duties as a lead welder	\$ 4.50 per diem
18			
19	71. Window Washer I and II (T)	When performing window washing duties from swinging or electric scaffolds or bosun chairs	\$ 3.60 per diem
20			
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1	72. Police Officer	Helicopter pilot	\$ 3.305 per hour
2			
3		Helicopter observer	\$ 1.580 per hour
4			
5		When performing on a two-wheeled motorcycle	\$ 2.012 per hour
6			
7		When regularly assigned to a one-officer unit in Patrol between the hours of 1630 and 0730 an amount equal to 10% of their current top step of rank for each hour worked in a one- Officer unit.	
8			
9			
10			
11		When assigned by the Chief of Police to be Field Training Officer an amount equal to 10% of the current top step of Police Officer for each hour worked in that assignment. Field Training Officers will be assigned to train Police Officers during the 12 month probation period. However, for lateral transfers, said assignment period shall be determined by the Chief of Police.	
12			
13			
14			
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19			
20	73. Police Officer; Police Sergeant; Police Corporal; Police Lieutenant	When regularly assigned to and performing administrative and/or investigative duties in the Police Department as determined by the Chief of Police	\$ 1.725 per hour
21			
22			
23			
24	74. Police Sergeant	Helicopter pilot	\$ 3.305 per hour
25			
26		When performing on a two-wheeled motorcycle	\$ 2.012 per hour
27			
28			

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75. Police Corporal

When assigned to a one-officer unit in Patrol between the hours of 1630 and 0730 an amount equal to 10% of their current top step of rank for each hour worked in a one-Officer unit.

When assigned by the Chief of Police to be Field Training Officer an amount equal to 10% of the current top step of Police Corporal for each hour worked in that assignment. Field Training Officers will be assigned to train Police Officers during the 12 month probation period. However, for lateral transfers, said assignment period shall be determined by the Chief of Police.

76. Fire Boat Operator

When in possession of a valid 100-ton license and regularly assigned to operating an 88-foot fire boat \$ 1.438 per hour

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1	77. Firefighter	When regularly assigned	\$ 1.150
2		and performing Fire	per hour
3		Prevention inspection	(0-2 yrs)
4		duties in the Fire	
5		Prevention Office	\$ 2.300
6			per hour
7			(2+ yrs)
8		When certified &	\$ 1.150
9		licensed, fully trained	per hour
10		and assigned to	
11		paramedic duty	
12		When regularly assigned	\$ 1.150
13		and performing the full	per hour
14		duties of arson	(0-2 yrs)
15		investigation	
16		An hourly rate when	(2+ years)
17		added to the hourly	
18		rate for the top step	
19		of Firefighter with the	
20		hourly rate for top	
21		Incentive Pay with EMT-	
22		1/D pay will equal top	
23		step Fire Engineer with	
24		Incentive Pay. In no	
25		event will the regular	
26		salary for an Arson	
27		Investigator exceed the	
28		regular salary of a	
		Fire Engineer with	
		Incentive Pay	

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1	78. Fire Captain	When serving as the	\$ 1.150
2		Dispatch Supervisor	per hour
3			(0-2 yrs)
4			\$ 2.300
5			per hour
6			(2+ yrs)
7		When serving as the	\$ 1.294
8		Paramedic and Emergency	per hour
9		Medical Coordinator	(0-2 yrs)
10			\$ 2.300
11			per hour
12			(2+ yrs)
13	79. Fire Engineer	When regularly assigned	\$ 1.150
14		to Fire Prevention	per hour
15		duties or when serving	(0-2 yrs)
16		as the Training Officer	\$ 2.300
17		in the Training	per hour
18		Division	(2+ yrs)
19			\$ 0.575
20		When regularly assigned	per hour
21		to an 88-foot fire boat	
22		as Fire Engineer	
23			\$ 0.173
24		When regularly assigned	per hour
25		to apparatus other than	
26		a fire boat and in	
27		possession of the	
28		required California	
		State Emergency	
		Apparatus Operator's	
		License	
1	80. Battalion Chief	When serving as the	\$ 1.696
2		Battalion Chief in	per hour
3		charge of the Training	
4		Division, Support	
5		Services or Fire	
6		Inspection	

23                   Sec. 18. A Firefighter-Paramedic Step 5 with a minimum  
 24 of one or two years of service as Firefighter-Paramedic with Long  
 25 Beach Fire Department and who completes the Los Angeles County  
 26 recertification exam while serving as a Paramedic in the Long  
 27 Beach Fire Department shall be compensated at an hourly rate of  
 28 \$4.140 if any one of the following criteria is met:

1           A. Eligible for and receiving Top Incentive Pay under  
2 Incentive Pay Programs I or II in the current MOU between the  
3 City and the Long Beach Firefighters Association, or

4           B. Completed a minimum of five years' service as a  
5 Long Beach Firefighter-Paramedic and has a minimum of ten years'  
6 experience as a paid full-time Firefighter or Paramedic with the  
7 Long Beach and/or other professional paid Fire Department, or

8           C. Meets the requirements for education under  
9 Incentive Pay Program II (d), (1), (2) with the required number  
10 of paid full-time years of service with Long Beach and/or other  
11 professional paid public safety agency as a paid full-time Public  
12 Safety Officer as defined by the Public Employees Retirement  
13 System.

14           Sec. 19. The method of computation of the amount of  
15 additional compensation to be paid to an employee for overtime  
16 worked shall be in accordance with and pursuant to the applicable  
17 definitions, conditions, and requirements of the Personnel  
18 Ordinance and in accordance with and pursuant to the Fair Labor  
19 Standards Act (FLSA), except that the additional compensation for  
20 overtime exempt from FLSA shall not include uncontrolled standby  
21 amounts in the computation.

22           Sec. 20. Subject to the requirements and conditions of  
23 Section 4.06 of the Personnel Ordinance relating to the  
24 availability of funds, every employee who shall consent to forego  
25 and shall forego the taking of any annual vacation or portion  
26 thereof at the request of his/her department head and also of the  
27 City Manager or other appropriate appointing authority as  
28 provided in the Personnel Ordinance shall be paid as additional

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1 compensation a sum computed by multiplying the hourly rate of  
2 compensation prescribed by this resolution for the position held  
3 by said employee by the number of vacation hours which the  
4 employee shall forego. For members of the Fire Department on  
5 platoon duty, compensation is computed by multiplying the number  
6 of vacation hours by two-thirds of the hourly rate. Work  
7 performed by the employee during said vacation period shall not  
8 be considered as overtime or "extra time worked" as provided in  
9 the Personnel Ordinance.

10           Sec. 21. Section 4.01(e) and (f) of the Personnel  
11 Ordinance permit certain City employees to be absent thirteen  
12 working days yearly with full pay, to be prorated monthly, in  
13 lieu of absence of the employee on the holidays enumerated in  
14 Section 1.05 of the Personnel Ordinance. Subject to the prior  
15 approval of the appropriate appointing authority, an employee may  
16 accumulate and carry over such properly authorized unused "in  
17 lieu of holiday" time off for no longer than the close of the  
18 second calendar year immediately following the calendar year in  
19 which such time off was earned. In the event that such  
20 accumulated "in lieu of holiday" time off is not taken as time  
21 off by the employee by the end of the second calendar year  
22 immediately following the calendar year in which it was earned,  
23 then such accumulated time off shall be forfeited by the employee  
24 and no compensation shall thereafter be paid therefor.

25           Cash payment for any properly authorized, accumulated  
26 and/or carried over unused "in lieu of holiday" time off shall be  
27 made only upon an employee's termination of employment with the  
28 City or when an employee is on a leave of absence pending the



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1 approval of an application for ordinary or service-connected  
2 disability retirement which has been filed by the employee or by  
3 the City on behalf of the employee. The amount of such  
4 additional compensation to be paid shall be computed by  
5 multiplying the employee's hourly rate of compensation prescribed  
6 by this resolution for the position held by said employee by the  
7 number of unused "in lieu of holiday hours" to which the employee  
8 is entitled.

9           The payment of such additional compensation to an  
10 employee terminating or pending disability retirement for unused  
11 "in lieu of holiday" time off shall be subject to all the  
12 requirements and conditions relating to availability of funds to  
13 make such payment as provided in Section 4.06 of the Personnel  
14 Ordinance. In the event the application for ordinary or service-  
15 connected disability retirement is disapproved, the employee  
16 shall not be entitled to any holiday or unused portion thereof,  
17 for which a lump sum payment has been received.

18           In addition to the absent time provided in Subsection  
19 (e) of Section 4.01 of the Personnel Ordinance all unrepresented  
20 employees who receive a jury summons will be provided paid  
21 release time up to eighty (80) hours per calendar year when  
22 required to serve jury duty. Employees must inform their  
23 supervisor immediately to accommodate work schedule changes.  
24 Employees who are on jury service will have their work schedule  
25 changed to the day shift for each day they are on jury service  
26 and are scheduled to work. Employees dismissed from jury service  
27 in time to arrive at work at least 2 hours prior to the  
28 completion of the shift must report back to work.

1           Additionally, all unrepresented employees shall be entitled  
2 to the same domestic partner provisions for sick leave and  
3 bereavement leave as is contained in the Memorandum of  
4 Understanding with the International Association of Machinists.

5           In addition to the absent time provided in Subsection (e) of  
6 Section 4.01 of the Personnel Ordinance, Police Sergeants  
7 assigned to Arrest Review and Communications Center and Police  
8 Officers, Police Corporals and Police Sergeants assigned to  
9 Business Desk on October 1, 1997, will have the option of  
10 receiving:

11                   A. One extra holiday per month, or

12                   B. One thousand dollars annually, to be prorated  
13 monthly and paid on the first pay period ending after December 1  
14 of each year. The option may be selected once per year. The  
15 benefit will be prorated for persons entering or leaving the  
16 assignment. (For purposes of proration, if at least fifty  
17 percent of the month is served in the assignment, the full month  
18 shall be counted. If less than fifty percent is served, the month  
19 shall not be counted.)

20                   C. Eligibility for the above-mentioned benefits shall  
21 terminate at the time the employee leaves the position. Any  
22 employee newly assigned to any of the above-referenced positions  
23 on or after October 1, 1997, shall not be eligible to receive  
24 either the holiday or cash payment benefits.

25           Sec. 22. Employees of the City of Long Beach with the  
26 position title of City Manager, City Clerk, Office Manager - City  
27 Prosecutor, and Management Assistant, and positions with the  
28 designated salary ranges of COO, DOO, and EOO, are hereby

1 designated as being eligible to be granted executive leave by the  
2 appropriate appointing authority or department head, in  
3 accordance with and pursuant to the provisions of Section 4.10 of  
4 the City Personnel Ordinance. In addition to the five days  
5 granted to eligible employees in Section 4.10 of the Personnel  
6 Ordinance, the appointing authority may grant up to eighty  
7 additional hours executive leave per calendar year for management  
8 employees.

9           Sec. 23. In addition to the compensation provided by  
10 Section 15 hereof, a night shift differential of eighty cents  
11 (\$0.80) per hour shall be paid to any permanent full-time  
12 employee in the IAM bargaining units whose regular schedule  
13 requires said employee to work between the hours of 6:00 p.m. and  
14 6:00 a.m., provided that:

15           A. The employee works one-half or more of his/her  
16 regularly scheduled shift between the hours of 6:00 p.m. and 6:00  
17 a.m. Such employee shall be eligible to be paid the additional  
18 rate established by this Section for each hour worked during the  
19 entire shift; or

20           B. The employee works between the hours of 6:00 p.m.  
21 and 6:00 a.m. as part of a "split shift." Split shift is defined  
22 as: a shift of eight or more non-continuous work hours in a  
23 single day, separated by a break of at least three non-working  
24 hours during said shift. Such employee shall be paid the night  
25 shift differential established by this Section only for each hour  
26 actually worked between the hours of 6:00 p.m. and 6:00 a.m.

27           Sec. 24. Sworn personnel of the Police Department who  
28 may be called upon to use firearms in the performance of their

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1 duties and who on a qualifying schedule prescribed by the Chief  
2 of Police attain a required degree of proficiency in marksmanship  
3 shall receive additional compensation as herein provided.

4	Marksman	\$ 4.00 per month
5	Sharpshooter	8.00 per month
6	Expert	16.00 per month
7	Master	32.00 per month

8 An employee shall receive the additional compensation only for  
9 the six-month period immediately following the prescribed  
10 qualification period in which said employee has demonstrated  
11 his/her proficiency as herein provided to the satisfaction of the  
12 Chief of Police. Such compensation may be paid in an aggregate  
13 lump sum for the qualifying period. The determination of the  
14 Chief of Police on all scoring is final and conclusive. The City  
15 shall not be entitled to a refund in the event employment is  
16 terminated by death or otherwise during the period for which a  
17 lump sum payment has been made. The weapon used to qualify shall  
18 be an approved handgun as authorized by the Police Department.

19 Sec. 25. All Firefighters, Auto Firefighters<sup>®</sup>), Fire  
20 Boat Operators, Fire Engineers, Police Officers and  
21 Identification Officers (T) employed by the City shall be  
22 entitled to receive, in addition to the compensation set forth in  
23 this solution for such positions, an incentive payment under  
24 either one of the two Incentive Pay Programs hereinafter provided  
25 for the Fire Department and the Police Department.

26 A. Police Department Incentive Pay Program I

27 1. The amount of \$0.604 per hour shall be paid as  
28 additional compensation to each Police Officer and Identification

1 Officer (T) who has completed five years of service as a Police  
2 Officer or Identification Officer (T) in the Police Department,  
3 and who has in addition successfully passed a departmental  
4 examination and has a satisfactory employment record as  
5 determined by a Police Department Examining Board; or

6           2. The amount of \$1.495 per hour shall be paid as  
7 additional compensation to each Police Officer and Identification  
8 Officer (T) who has the same qualifications as set forth in 1  
9 above and has completed ten years of service as a Police Officer  
10 or Identification Officer (T) in the Police Department.

11           B. Police Department Incentive Pay Program II

12           1. The amount of \$0.604 per hour shall be paid as  
13 additional compensation to each Police Officer who has obtained a  
14 Peace Officer Standards and Training (P.O.S.T.) Intermediate  
15 Certificate and has completed four years of service as a Police  
16 Officer in the Police Department; or the amount of \$1.495 shall  
17 be paid as additional compensation to each Police Officer who has  
18 obtained a P.O.S.T. Intermediate Certificate and has completed  
19 five years of service as a Police Officer in the Police  
20 Department; or

21           2. The amount of \$1.495 per hour shall be paid as  
22 additional compensation to each Police Officer who has obtained a  
23 P.O.S.T. Advanced Certificate and has completed four years of  
24 service as a Police Officer in the Police Department.

25           C. Police Department - Education Pay

26           1. Effective October 1, 1999, all POA-represented  
27 employees are eligible to receive the following equivalent  
28 monthly rate for the indicated degrees from a fully accredited

1 college or university:

2 AA Degree \$175 per month

3 BA/BS Degree \$350 per month

4 MA Degree \$450 per month

5 Officers eligible for education pay are not eligible to  
6 receive incentive pay.

7 D. Fire Department Incentive Pay Program I

8 1. The amount of \$0.604 per hour shall be paid as  
9 additional compensation to each Firefighter and Auto Firefighter  
10 (R) who has completed five years of service as a Firefighter in  
11 the Fire Department, and who has in addition successfully passed  
12 a departmental examination and has a satisfactory employment  
13 record as determined by a Fire Department Examining Board; or

14 2. The amount of \$1.495 per hour shall be paid as  
15 additional compensation to each Firefighter and Auto Firefighter  
16 (R) who has the same qualifications as set forth in 1 above and  
17 has completed ten years of service as a Firefighter or Auto  
18 Firefighter(R) in the Fire Department.

19 E. Fire Department Incentive Pay Program II

20 1. The amount of \$0.604 per hour shall be paid as  
21 additional compensation to each Firefighter and Auto Firefighter  
22 (R) who has obtained an Associate of Arts Degree (sixty or more  
23 semester units) in courses in fire science, administration or  
24 similar approved fields from an accredited institution, and has  
25 completed four years of service as a Firefighter in the First  
26 Department; or the amount of \$1.495 per hour shall be paid as  
27 additional compensation to each Firefighter and Auto Firefighter  
28 (R) who has obtained the required Associate of Arts Degree

1 described above and has completed five years of service as a  
2 Firefighter in the Fire Department; or

3           2. The amount of \$1.495 per hour shall be paid as  
4 additional compensation to each Firefighter and Auto Firefighter  
5 (R) who has obtained a Bachelor of Arts or Bachelor of Science  
6 Degree (120 or more semester units) in the fields and at the  
7 institutions described in 1 above and has completed four years of  
8 service as a Firefighter in the Fire Department; or

9           3. The amount of \$0.701 per hour shall be paid as  
10 additional compensation to each Fire Boat Operator and Fire  
11 Engineer who has obtained an Associate of Arts Degree (sixty or  
12 more semester units) in fire science, administration or similar  
13 approved fields from an accredited institution or who has  
14 obtained a Bachelor of Arts or Bachelor of Science Degree (one  
15 hundred and twenty or more semester units) in the fields and at  
16 the institutions described in 1 above; or

17           4. The amount of \$0.701 per hour shall be paid as  
18 additional compensation to each Fire Engineer and Fire Boat  
19 Operator who is certified in diesel driving and has completed  
20 five years of service as a Fire Engineer or Fire Boat Operator  
21 and who has not less than fifteen semester units in the fields  
22 and at the institutions described in 1 above and who does not  
23 otherwise qualify for incentive pay.

24           5. The amount of \$0.748 per hour shall be paid as  
25 additional compensation to each Firefighter and Marine Safety  
26 Officer having compensation under C.2 and D.2 when certified  
27 through the State of California as an Emergency Medical  
28 Technician I (EMT-1).

1                   Sec. 26.

2                   A. Each employee represented by the International  
3 Association of Machinists and Aerospace Workers, the Long Beach  
4 Association of Confidential Employees, and the Long Beach  
5 Association of Engineering Employees, who is required to perform  
6 the full range of duties in a higher-level classification or  
7 grade level position that is vacant, up to and including division  
8 manager, shall be paid an additional seventy-five cents (\$0.75)  
9 per hour providing the following conditions are met:

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

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

19                   3. In no event shall the total compensation paid  
20 to the employee for regular salary and higher classification pay  
21 exceed the sixth step of the higher classification or grade  
22 level.

23                   4. The temporary appointment to the higher  
24 classification must be approved by both the Department Head or  
25 designee and the Director of Human Resources.

26                   B. Each employee in the classification of  
27 Communication Dispatcher II shall receive \$1.86 per hour for each  
28 hour assigned to and performing training duties.



1           Sec. 27. In lieu of coverage under the health  
2 insurance program provided by the City for employees holding  
3 permanent full-time positions, each employee in a permanent part-  
4 time position (as defined in the Personnel Ordinance), shall, for  
5 every one hundred and seventy-four hours worked by such permanent  
6 part-time employee be paid four hundred dollars effective October  
7 1, 2003.

8           No permanent part-time employee shall receive in any  
9 one fiscal year payments which are made pursuant to this Section  
10 that amount to more than the total annual contribution made by  
11 the City toward health insurance premiums for a permanent full-  
12 time employee for that same fiscal year.

13           Sec. 28.

14           A. Employees of the City, including employees of the  
15 Harbor Department and Water Department, shall, during the time  
16 that they actually hold an office or position of employment with  
17 the City, be entitled to receive as additional compensation such  
18 group life insurance benefits as may be provided from time to  
19 time in a policy or policies of insurance obtained by the City.

20           B. Employees assigned to Salary Range E00, the City  
21 Manager, the City Attorney, Senior Deputy City Attorney, the City  
22 Prosecutor, the City Auditor, Deputy City Auditor, the Mayor, and  
23 the City Clerk shall receive, unless they elect an available  
24 alternative, as additional compensation life insurance benefits  
25 equal to three times their full annual salary to a maximum of  
26 three hundred thousand dollars, long- and short-term disability  
27 insurance, and in-hospital indemnity benefits. Proceeds of any  
28 life insurance benefits shall be payable to a beneficiary named

1 by the person insured or, if none is named, to his/her estate.

2 C. Employees in the classification of Deputy City  
3 Attorney shall receive as additional compensation a One Hundred  
4 Fifty Thousand Dollar life insurance policy and long-term and  
5 short-term disability insurance currently provided to management  
6 employees in the City. Employees represented by the City  
7 Attorneys Association, except as noted above, shall receive as  
8 additional compensation a Fifty Thousand Dollar Life Insurance  
9 Policy and shall be entitled, at their discretion, to participate  
10 in the program for long-term and short-term disability insurance  
11 currently provided to the Deputy City Attorneys. Employees who  
12 elect to participate shall pay the full cost of premiums.

13 Employees in the classification of Audit Manager shall receive as  
14 additional compensation a One Hundred Thousand Dollar life  
15 insurance policy, long-term and short-term disability insurance,  
16 and in-hospital indemnity benefits. Employees in the  
17 classification of Senior Auditor, Staff Auditor, and Audit  
18 Analyst shall receive long-term and short-term disability  
19 insurance. Employees in the classification of Deputy City  
20 Prosecutor shall receive as additional compensation a One Hundred  
21 Fifty Thousand Dollar life insurance policy and long-term and  
22 short-term disability insurance. Employees represented by the  
23 City Prosecutors Association, except as noted above, shall  
24 receive as additional compensation a Fifty Thousand Dollar life  
25 insurance policy.

26 D. Employees represented by the Association of  
27 Confidential Employees shall receive as additional compensation a  
28 Seventy Five Thousand Dollar life insurance policy and long-term

1 and short-term disability insurance.

2 E. Members of the City Council shall receive a life  
3 insurance benefit of fifty-five thousand dollars. Effective  
4 December 1, 1996, the life insurance benefit is sixty-five  
5 thousand dollars.

6 F. If an employee represented by the IAM is killed on  
7 the job because of violence in the workplace, the City shall  
8 continue to provide health insurance and dental insurance  
9 benefits as follows:

10 1. For the surviving spouse until his/her remarriage,  
11 death, or Medicare eligibility, whatever occurs first;

12 2. For the surviving children until their 19<sup>th</sup>  
13 birthday or until age 26, if a full-time student in an accredited  
14 college or university.

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

17 Sec. 29. Employees of the City, including employees of  
18 the Harbor Department and Water Department, shall receive as  
19 additional compensation such insurance benefits for bodily injury  
20 or death incurred by such employees while traveling on the  
21 official business of the City of Long Beach or its boards,  
22 commissions or committees as may be provided from time to time in  
23 a master policy or policies of travel insurance as may be  
24 obtained by the City pursuant to Section 3121 of the California  
25 Government Code.

26 Sec. 30. Pursuant to the provisions of Section 53240  
27 of the California Government Code, an employee may receive the  
28 cost of replacing or repairing property such as eyeglasses,

1 hearing aids, dentures, watches, or articles of clothing when  
2 loss or damage occurs in the line of duty and is not attributable  
3 to the employee's negligence. If the items are damaged beyond  
4 repair, the actual value of such items may be paid. The value of  
5 such items shall be determined as of the time of loss or damage.  
6 In the event of such loss or damage, the employee seeking  
7 recovery shall file a request for reimbursement in writing with  
8 his/her department head and the request shall be processed in  
9 accordance with the applicable administrative regulations of the  
10 City.

11           Sec. 31. Employees requiring transportation in  
12 connection with the performance of their duties for the City, may  
13 be assigned a City-owned vehicle by the City manager or  
14 appropriate appointing authority; or, in the alternative, with  
15 the approval of the City Manager or appropriate appointing  
16 authority, an employee may receive, by way of reimbursement, the  
17 cost of transportation incurred in the performance of his/her  
18 duties. On and after October 1, 1999, reimbursement, at the  
19 discretion of the City Manager or appropriate appointing  
20 authority, may be paid to such employees upon the basis of any of  
21 the following computations:

22           A. Actual cost of transportation per month for public  
23 transportation; or

24           B. For use of a privately-owned vehicle used for  
25 official City business;

26           1. Effective October 1, 2003, \$0.365 cents per mile  
27 for authorized mileage actually driven by an employee on official  
28 City business;

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1           2. A flat monthly allowance in such sum as may be  
2 determined by the City Manager or appropriate appointing  
3 authority, but not to exceed Four Hundred and fifty dollars per  
4 month. Said monthly allowance is hereby determined to constitute  
5 reimbursement for the expenditures and costs of operating and  
6 maintaining such vehicle, including its availability, as required  
7 for the performance of such official City business; or

8           3. A flat rate of One Hundred and twenty-five dollars  
9 per month plus ten cents per mile for all authorized mileage  
10 actually driven by the employee on official City business;  
11 provided, that in each instance, said employee procures and  
12 maintains in full force and effect, bodily injury and property  
13 damage insurance from a company or companies authorized to do  
14 business in the State of California, with minimum coverages as  
15 prescribed by the City Manager or the appropriate appointing  
16 authority at all times while said privately-owned vehicle is used  
17 for official City business.

18           4. A flat monthly allowance of four hundred and fifty  
19 dollars per month for elected officials of the City. Said  
20 monthly allowance shall constitute reimbursement for the  
21 expenditures and costs of operating and maintaining such vehicle,  
22 including its availability, as required for the performance of  
23 such official duties.

24           Sec. 32. An employee of the Long Beach Police  
25 Department who, with the authorization and at the request of the  
26 City Manager or the Chief of Police, furnishes a privately owned  
27 police service dog and uses said dog in connection with the  
28 performance of his/her patrol and law enforcement duties with the

1 Police Department, may be paid in the amount and in the manner  
2 set forth herein as reimbursement of costs and expenses incurred  
3 by said employee in connection with furnishing said dog for use  
4 in the performance of his/her official duties with the City.  
5 Reimbursement may, at the discretion and with the approval of the  
6 City Manager or the Chief of Police, be paid to such employee as  
7 specified herein, provided that during the period for which  
8 reimbursement is paid hereunder:

9           A. Said employee keeps, maintains and furnishes a  
10 fully trained and duly certified police service dog for use in  
11 connection with the performance of his/her patrol and law  
12 enforcement duties with the Police Department; and said police  
13 service dog is actually used by the employee in the performance  
14 of his/her official duties with the Long Beach Police Department.

15           B. Effective October 1, 2003, the biweekly cost and  
16 expense reimbursement will be one hundred seventy-two dollars and  
17 fifth cents. An employee will be paid the reimbursement for any  
18 biweekly pay period during which the employee furnishes and uses  
19 the dog for City services, including vacation and holidays. If  
20 the employee does not use the dog for a majority of a period, the  
21 reimbursement will not be paid.

22           In addition to the biweekly reimbursement provided in  
23 the preceding paragraph, the City will reimburse an employee for  
24 veterinarian costs for on-the-job injury to police dogs. The  
25 City will continue to provide liability insurance for on-  
26 duty/off-duty purposes at current levels.

27           C. The amount received by K-9 Officers for  
28 reimbursement for expenses of furnishing a police service dog

1 will be deemed to be sufficient to cover all expenses of  
2 providing and servicing the police dog. In addition, for  
3 purposes of complying with the Fair Labor Standards Act, to  
4 accommodate employees for the handling of police dogs off duty,  
5 the parties have agreed to the following terms and conditions:

6           Of the biweekly payment, the handler will be deemed to  
7 have spent six hours off duty every fourteen calendar days at six  
8 dollars and seventy-five cents per hour to feed, exercise, clean  
9 and maintain the police dog. At the overtime rate of time and  
10 one-half, this equates to sixty dollars and seventy-five cents  
11 biweekly. The remainder of the biweekly payment will be  
12 considered as sufficient reimbursement for any handling expenses.

13           Sec. 33. Employees of the City may, pursuant to and in  
14 accordance with the provisions of this resolution and the  
15 administrative rules, regulations and policies promulgated and  
16 issued by the City Manager, authorize deductions to be made from  
17 their salaries or wages for purposes authorized by the provisions  
18 of Article 6 of Chapter 1 of Division 4 of Title 1, and Articles  
19 1, 1.5 and 2 of Chapter 2 of Part 1 of Division 2 of Title 5 of  
20 the California Government Code, except that such deductions for  
21 payment of dues or other services provided by any employee  
22 organization or association shall be only as provided by a valid  
23 existing contract between the City and said employee organization  
24 or association.

25           Sec. 34. Employees of the City may, pursuant to and in  
26 accordance with the provisions of this resolution and the  
27 Administrative Regulations issued by the City Manager, be awarded  
28 with additional compensation for suggestions made that result in

1 measurable monetary savings to the City. Such awards shall not  
2 exceed ten percent of the anticipated first year savings after  
3 adoption of the suggestion; provided, however, that the maximum  
4 award shall not exceed five thousand dollars.

5           Sec. 35. Notwithstanding any other provision of this  
6 Salary Resolution, each appointing authority may, within his or  
7 her sole discretion, provide as a part of an employee's annual  
8 compensation, additional compensation to the employee for  
9 relocation and moving expenses actually and necessarily incurred  
10 to accept a position with the City of Long Beach, if the  
11 appointing authority determines that such additional compensation  
12 is required as a necessary inducement for the acceptance of  
13 employment with the City. Said additional compensation must be  
14 provided within three years from the employee's appointment date.

15           Sec. 36. Except as otherwise provided in this  
16 resolution and any other applicable Federal or State laws, rules  
17 and regulations, it is the intent of the City Council, by the  
18 adoption of this Salary Resolution, to prescribe the salaries and  
19 compensation of the employees of the City of Long Beach,  
20 including the implementation of such adjustments in salaries and  
21 compensation for the employees in each office or position of  
22 employment with the City as provided in any applicable Memorandum  
23 of Understanding which has heretofore been approved and adopted  
24 by the City Council, and in the event of any inconsistency or  
25 conflict between the provisions of this resolution and the  
26 applicable Memorandum of Understanding regarding such adjustments  
27 in compensation due to any inadvertence, oversight, or clerical  
28 error, it is intended that the provisions in such Memorandum of



1 Understanding shall control and shall supersede the provisions of  
2 this resolution, and such adjustments to the salaries and  
3 compensation shall be deemed to have been correctly included  
4 herein, effective as of the applicable effective date, and such  
5 matters shall be subsequently corrected by appropriate action.

6           Sec. 37. Effective July 1, 1995, and every July 1  
7 thereafter, the annual salary ranges of all elected officials  
8 will be adjusted in accordance with the provisions of Section 203  
9 of the City Charter.

10           Sec. 38. On and after December 1, 2003, the City shall  
11 pay a maximum amount of six hundred dollars per month toward the  
12 cost of health, dental, and life insurance benefits for each  
13 eligible employee represented by the IAM, the Long Beach  
14 Association of Confidential Employees, the Long Beach Association  
15 of Engineering Employees, the City Attorneys Association, the  
16 City Prosecutors Association, the Long Beach Firefighters  
17 Association, the Long Beach Police Officers Association, the Long  
18 Beach Lifeguard Association, and each eligible employee not  
19 represented by an employee organization.

20           Sec. 39. Effective on October 1, 1997, each employee  
21 designated as being represented by the IAM, the Long Beach  
22 Association of Confidential Employees, and the Long Beach  
23 Association of Engineering Employees, shall be compensated at a  
24 rate of seventy-five cents per hour for each full hour of standby  
25 duty as defined in the Memoranda of Understanding between the  
26 City and the aforementioned employee organizations.

27           Sec. 40. Permanent full-time or permanent part-time  
28 employees who are enrolled in an accredited job and/or career-

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1 related college or university study program during off-duty hours  
2 are eligible to receive tuition reimbursement in accordance with  
3 the following schedule:

4 Effective October 1, 1999:

5 Semester/Quarter Payment Schedule

6 1.0 through 5.9 semester units	\$ 375.00
7 1.0 through 7.9 quarter units	\$ 375.00
8 6.0 or more semester units	\$ 400.00
9 8.0 or more quarter units	\$ 400.00
10 Community College	\$ 120.00
11 Total maximum per fiscal year	\$ 800.00

12 Requests for Education Assistance will be considered in  
13 order of the date received and reimbursement will be made until  
14 the funds budgeted for Education Assistance are no longer  
15 available.

16 Sec. 41. Effective January 1, 1998, the City shall  
17 contribute a six hundred dollar payment for mandatory enrollment  
18 in deferred compensation for every employee in a position  
19 represented by the City Attorneys Association, the City  
20 Prosecutors Association and the Long Beach Association of  
21 Confidential Employees. The amount of deferred compensation  
22 shall not be considered compensation for purposes of overtime,  
23 vacation, sick leave and other similar calculations. The City  
24 does not warrant, guarantee, or represent in any way that said  
25 contributions are not subject to State or Federal taxes in whole  
26 or in part.

27 Sec. 42. Management employees in the position of  
28 Superintendent - Marine Safety shall be eligible to participate

1 in the same deferred compensation matching program as afforded to  
2 employees in professional classifications of the Long Beach  
3 Lifeguard Association.

4           Sec. 43. The compensation prescribed herein shall  
5 remain in effect until superseded by the City Council, to reflect  
6 adjustments in compensation provided for in applicable memoranda  
7 of understanding and as otherwise prescribed by the City Council  
8 for employees not covered by memoranda of understanding.

9           Sec. 44. Effective July 1, 1992, employees of the  
10 City, including employees of the Water Department, who are  
11 eligible and volunteer to participate in the City's Trip  
12 Reduction Incentive Program as prescribed by the City's Trip  
13 Reduction Plan and current Participation Guidelines are eligible  
14 for monthly award drawings if they participate at least twelve  
15 days per month.

16           Participants with at least eight days per month  
17 commuting by means other than a motorized vehicle shall also be  
18 eligible for a monthly award drawing.

19           Sec. 45. Employees who are laid off and eligible for  
20 benefits under the Consolidated Omnibus Budget Reconciliation Act  
21 (COBRA) shall have the premiums for the benefits they are  
22 entitled to under COBRA paid by the City for the first six months  
23 after their layoff.

24           Sec. 46. Effective as of July 1, 1996, the governing  
25 body of the City of Long Beach shall implement Government Code  
26 Section 20636(c)(4) pursuant to Section 20691 by paying and  
27 reporting the value of Employer Paid Member Contributions (EPMC)  
28 for all unrepresented management and executive secretarial

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1 employees paid pursuant to Executive Salary Rates (EOO) of the  
2 City's Salary Schedule and the City Attorney, City Auditor, City  
3 Prosecutor, City Manager and City Clerk. For such employees, the  
4 City elects to pay seven percent (7%) or nine percent (9%) of  
5 employees' compensation, depending on whether said employees are  
6 classified as safety or miscellaneous, earnable as Employer Paid  
7 Member Contributions (EPMC) and report the same percent of  
8 compensation earnable, excluding special compensation pursuant to  
9 Government Code Section 20636(c)(4) as additional compensation.

10           Sec. 47. Effective as of September 26, 1998, the  
11 governing body of the City of Long Beach shall implement  
12 Government Code Section 20636(c)(4) pursuant to Section 20691 by  
13 paying and reporting the value of Employer Paid Member  
14 Contributions (EPMC) for employees represented by the Long Beach  
15 Firefighters Association, Local 372, International Association of  
16 Fire Fighters, AFL-CIO, and the Long Beach Lifeguard Association.  
17 For such employees, the City elects to pay nine percent (9%) of  
18 employees' compensation, earnable as Employer Paid Member  
19 Contributions (EPMC) and report the same percent of compensation  
20 earnable, excluding special compensation pursuant to Government  
21 Code Section 20636(c)(4) as additional compensation.

22           Sec. 48. Effective June 30, 2001, the governing body  
23 of the City of Long Beach shall implement Government Code Section  
24 20636(c)(4) pursuant to Section 20691 by paying and reporting the  
25 value of Employer Paid Member Contribution (EPMC) for all  
26 employees represented by the Long Beach Police Officer  
27 Association. For such employees, the City elects to pay nine  
28 percent (9%) of employees' compensation, earnable as EPMC and

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1 report at the same percent of compensation earnable, excluding  
2 special compensation pursuant to Government Code Section  
3 20636(c)(4) as additional compensation.

4           Effective January 1, 1999, the governing body of the  
5 City of Long Beach shall implement Government Code Section  
6 20636(c)(4) pursuant to Section 20691 by paying and reporting the  
7 value of EPMC for all employees represented by the International  
8 Association of Machinists, the Long Beach Association of  
9 Confidential Employees, the Long Beach City Attorney's  
10 Association, the Long Beach City Prosecutor's Association, and  
11 the unrepresented, non-management employees. For such employees,  
12 the City elects to pay seven percent (7%) or nine percent (9%) of  
13 employees' compensation, depending upon whether said employees  
14 are safety or miscellaneous, earnable as EPMC and report the same  
15 percent of compensation earnable, excluding special compensation  
16 pursuant to Government Code Section 20636(c)(4) as additional  
17 compensation.

18           Effective September 8, 2001, the governing body of the  
19 City of Long Beach shall implement Government Code Section  
20 20636(c)(4) pursuant to Section 20691 by paying and reporting the  
21 value of Employer Paid Member Contributions (EPMC) for employees  
22 represented by the Long Beach Association of Engineering  
23 Employees. For such employees, the City elects to pay seven (7%)  
24 percent or nine (9%) percent of employees' compensation,  
25 depending on whether said employees are classified as safety or  
26 miscellaneous, earnable as EPMC and report the same percent of  
27 compensation earnable, excluding special compensation pursuant to  
28 Government Code Section 20636(c)(4) as additional compensation.

1           Sec. 49. Employees in the Classification of Refuse  
2 Operator are eligible to participate in the Refuse Incentive  
3 Program. Employees may earn five dollars per hour (paid on a  
4 daily basis) for each additional load collected over and beyond  
5 the baseline load during the employees' regularly scheduled  
6 workday. Employees must meet the qualifying criteria, baseline  
7 loads, and exclusions defined under the Refuse Incentive Program.

8           Sec. 50. Employees in the Professional unit  
9 represented by the International Association of Machinists and  
10 Aerospace Workers, pursuant to and in accordance with this  
11 resolution and policies and procedures issued by the Director of  
12 Human Resources, shall be eligible for additional compensation of  
13 \$200 per month when he/she attains a professional certification  
14 or license which: has been issued by a state or national  
15 recognized professional organization; is appropriate to the  
16 employees classification; exceeds the requirements for the  
17 position; is subject to periodic renewal through recertification,  
18 testing and continuing education; and has been authorized by the  
19 Director of Human Resources.

20           Sec. 51. This resolution shall be known as the "Salary  
21 Resolution" and may be so cited and referred to as such.

22           Sec. 52. Resolution Number C-28309 is hereby rescinded  
23 and superseded by this resolution.

24           Sec. 53. This resolution shall take effect immediately  
25 upon its adoption by the City Council, and the City Clerk shall  
26 certify the vote adopting this resolution. It shall thereupon be  
27 deemed operative as of 12:01 a.m. on October 1, 2005, except as  
28

