



# Long Beach Water Department

The Standard in Water Conservation &  
Environmental Stewardship

# C-6

KEVIN L. WATTIER, GENERAL MANAGER

## Board of Water Commissioners

Harry M. Saltzgaver, President  
Frank Martinez, Vice-President  
Paul C. Blanco, Secretary  
Suzanne Dallman, Ph.D., Member  
John D. S. Allen, Member

December 17, 2013

HONORABLE MAYOR AND CITY COUNCIL  
City of Long Beach  
California

## RECOMMENDATION

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

## DISCUSSION

On November 7, 2013, the Board of Water Commissioners approved Resolution No. WD-1315 fixing compensation for Water Department employees. This amendment incorporates changes in terms and conditions included in existing MOU agreements that have already been approved by the City Council. Attachment A summarizes the proposed changes to the Salary Resolution.

HONORABLE MAYOR AND CITY COUNCIL

December 17, 2013

Page 2

We respectfully request that you approve the attached Resolution approving the Water Department's Resolution No. WD-1315, as adopted.

**SUGGESTED ACTION:**

Adopt recommendation.

Sincerely,



Harry M. Saltzgaver, President  
Board of Water Commissioners

**Attachments:**

Attachment A

Water Department Salary Resolution No. WD-1315

City of Long Beach Resolution Adopting Water Department Salary Resolution

Water Department Salary Resolution  
Matrix of Changes  
WD-1315

Attachment A

Action	Purpose	Location
<b>Position and Compensation</b>		
Amended language in Section 1 to add in "additional compensation" statement when referring to both LBWD and City Salary Resolutions.	Provides a greater distinction when referring to compensation directly tied to a position (i.e. Salary Range) and compensation that is tied to skill pays or other pays listed in the Resolution.	Page 1
Added Electrical Supervisor to the listing of positions.	Anticipation of using this title in FY 13.	Page 4
Added Maintenance Assistant III - NC to the listing of non-career positions.	Corrects an administrative oversight by adding titles that are used by LBWD.	Page 10
Added the word "herein" when referring to pay rates.	Provides additional clarification to the section.	Page 10
Removed the word "originally" when referring to an appointment by the General Manager.	Removes confusion as to a new hire to the City / LBWD as opposed to new to the position.	Page 10
Removed the stipulation of placing employees at Step 1 and removed additional language that requires a 6-month hold on moving to the next step. Added language that refers to the City's step placement policy.	Removes language that does not conform to past practice or the City's step placement policy.	Page 11
Replaced the wording "management employees" with the phrase, "employees with the Salary Range Number EOO".	Provides consistency with the rest of the section and eliminate any confusion as to the legal definition of a manager.	Page 13
Added language to require the necessary certification to be eligible for Acting Water Utility Supervisor compensation.	Ensures that employees acting in such a capacity have the same level of certification as a Water Utility Supervisor.	Page 24
Changed the calculation for compensating an Acting Water Utility Supervisor to base as opposed to adjusted.	Corrects the wording in this section to now mirror current and past practice.	Page 24
Included new sections linking the Salary Resolution with our current Meal, Education and Certification Reimbursement Policies in the Department.	Ensures that there is a legal mechanism in place through the Resolution that authorizes payment to employees for those stated reimbursement programs.	Page 29-30
<b>Organizational Structure</b>		
Added Director of Operations to positions the General Manager may appoint	Updates the salary resolution to mirror the current organizational structure.	Page 16
Changed references of Deputy General Manager-Operations and Deputy General Manager-Business with Director of Operations and Assistant General Manager respectively.	Updates this section to mirror the current organizational structure.	Page 16-18
<b>Skill Pay Compensation</b>		
Changed Gardener II skill pay for planner duties to per diem instead of per hour.	Corrects an administrative oversight in which the skill pay is incorrectly listed.	Page 19
Included a skill pay for members of the Emergency Response Team (ERT)	Allows LBWD to compensate employees for participation in the ERT based on LBWD policy and procedures.	Page 20
Removed old language referring to re-certification and added in new language defining currency of certification along with implications of allowing certification to lapse.	Removes antiquated language and better defines the expectation of employees in keeping their certification current.	Page 23-24

1 RESOLUTION NO. WD-1315

2  
3 A RESOLUTION AMENDING RESOLUTION NO.  
4 WD-1289, CREATING OFFICES AND POSITIONS IN THE  
5 PERMANENT SERVICE OF THE LONG BEACH WATER  
6 DEPARTMENT, FIXING THE AMOUNT OF  
7 COMPENSATION FOR SUCH OFFICES AND POSITIONS,  
8 AND RESCINDING ALL OTHER RESOLUTIONS OR  
9 ORDERS RELATING THERETO

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

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

18 Section 1. The Board hereby creates and establishes the offices and  
19 positions of employment at the compensation set forth at the Salary Range designated  
20 and any additional compensation listed herein therefore notwithstanding those positions  
21 of employment at the compensation set forth therein and any additional compensation  
22 listed in Salary Resolution of the City of Long Beach ("City Salary Resolution") with the  
23 purpose of amending this Resolution immediately thereafter to include the new  
24 position(s) of employment and subsequent compensation. Pay rates for all offices and  
25 positions shall take effect on and after the date and time set in the City Salary Resolution  
26 unless otherwise duly noted within or superseded by the applicable association MOU  
27 provisions with City Council approval.

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OFFICE OF THE CITY ATTORNEY  
CHARLES PARKIN, City Attorney  
333 West Ocean Boulevard, 11th Floor  
Long Beach, CA 90802-4664

1	TITLE	SALARY RANGE NUMBER
2		
3	Accountant I	490
4	Accountant II	540
5	Accountant III	590
6	Accounting Clerk I	340
7	Accounting Clerk II	370
8	Accounting Clerk III	400
9	Accounting Officer	EOO
10	Accounting Technician	440
11	Administrative Aide I	430
12	Administrative Aide II	460
13	Administrative Aide III	520
14	Administrative Analyst I	570
15	Administrative Analyst II	600
16	Administrative Analyst III	630
17	Administrative Officer - Water	EOO
18	Assistant General Manager	EOO
19	Assistant to the General Manager	EOO
20	Automatic Sprinkler Control Technician	440
21	Business Systems Specialist I	530
22	Business Systems Specialist II	570
23	Business Systems Specialist III	610
24	Business Systems Specialist IV	650
25	Business Systems Specialist V	690
26	Business Systems Specialist VI	730
27	Business Systems Specialist VII	770
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1	TITLE	SALARY RANGE NUMBER
2		
3	Civil Engineer	644
4	Civil Engineering Assistant	514
5	Civil Engineering Associate	594
6	Clerk Typist I	320
7	Clerk Typist II	350
8	Clerk Typist III	380
9	Clerk Typist IV	410
10	Clerk Typist V	440
11	Communication Specialist I	520
12	Communication Specialist II	560
13	Communication Specialist III	600
14	Communication Specialist IV	650
15	Communication Specialist V	690
16	Communication Specialist VI	730
17	Communication Specialist VII	770
18	Construction Inspector I	534
19	Construction Inspector II	574
20	Contract Administrator I	460
21	Contract Administrator II	520
22	Customer Service Representative I	330
23	Customer Service Representative II	360
24	Customer Service Representative III	400
25	Deputy General Manager–Business	EOO
26	Deputy General Manager–Operations	EOO
27	Director of Engineering	EOO
28		

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1	TITLE	SALARY RANGE NUMBER
2		
3	Director of Finance	EOO
4	Director of Government & Public Affairs	EOO
5	Director of Operations	EOO
6	Director of Planning and Water Conservation	EOO
7	Director of Water Resources	EOO
8	Division Engineer	EOO
9	Electrical Supervisor	550
10	Electrician	500
11	Electronic Communication Technician I	520
12	Electronic Communication Technician II	540
13	Electronic Communication Technician III	580
14	Engineering Technician I	464
15	Engineering Technician II	504
16	Equipment Mechanic I	480
17	Equipment Mechanic II	500
18	Equipment Operator I	370
19	Equipment Operator II	410
20	Equipment Operator III	440
21	Garage Service Attendant I	370
22	Garage Service Attendant II	390
23	Garage Service Attendant III	450
24	Garage Supervisor I	550
25	Garage Supervisor II	620
26	Gardener I	360
27	Gardener II	390
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	TITLE	SALARY RANGE NUMBER
1		
2		
3	General Manager - Water	EOO
4	Geographic Information Systems Analyst I	527
5	Geographic Information Systems Analyst II	564
6	Geographic Information Systems Analyst III	597
7	Geographic Information Systems Technician I	460
8	Geographic Information Systems Technician II	500
9	Laboratory Analyst I	490
10	Laboratory Analyst II	530
11	Laboratory Analyst III	590
12	Laboratory Analyst IV	TBD
13	Laboratory Assistant I	360
14	Laboratory Assistant II	380
15	Laboratory Assistant III	420
16	Machinist	490
17	Maintenance Assistant I	290
18	Maintenance Assistant II	330
19	Maintenance Assistant III	360
20	Management Information Systems Officer	EOO
21	Manager, Business Development	EOO
22	Manager, Administration	EOO
23	Manager, Engineering	EOO
24	Manager, Finance	EOO
25	Manager, Government & Public Affairs	EOO
26	Manager, Planning	EOO
27	Manager, Security & Emergency Preparedness	EOO
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TITLE	SALARY RANGE NUMBER
Manager, Water Quality & Process	EOO
Manager, Water Resources	EOO
Network Administrator	EOO
Office Administrator	520
Projects Coordinator	570
Painter I	440
Painter II	460
Painter Supervisor	500
Park Maintenance Supervisor	500
Payroll/Personnel Assistant I	350
Payroll/Personnel Assistant II	380
Payroll/Personnel Assistant III	420
Plumber	500
Power Equipment Repair Mechanic I	430
Power Equipment Repair Mechanic II	460
Power Equipment Repair Mechanic III	500
Principal Construction Inspector	624
Procurement & Warehouse Officer	EOO
Research Assistant – Water	BOO
Safety Specialist I	530
Safety Specialist II	590
Secretary	410
Secretary to the Board - Water	EOO
Secretary to the General Manager	EOO
Senior Accountant	630

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1	TITLE	SALARY RANGE NUMBER
2		
3	Senior Civil Engineer	694
4	Senior Engineering Technician I	547
5	Senior Equipment Operator	510
6	Senior Program Manager - Water	724
7	Senior Secretary	440
8	Sewer Operations Superintendent	E00
9	Special Projects Officer	E00
10	Stock and Receiving Clerk	330
11	Storekeeper I	380
12	Storekeeper II	430
13	Supervisor – Stores & Property	490
14	Supervisor – Facilities Maintenance	620
15	Support Services Superintendent	E00
16	Telemetry Instrument Technician I	490
17	Telemetry Instrument Technician II	550
18	Telemetry Systems Superintendent	E00
19	Water Communications Center Supervisor	580
20	Water Communications Dispatcher I	460
21	Water Communications Dispatcher II	490
22	Water Communications Center Supervisor	580
23	Water Conservation Specialist	660
24	Water Laboratory Manager	E00
25	Water Operations Superintendent	E00
26	Water Process Manager	E00
27	Water Quality Organic Chemist	680
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1	TITLE	SALARY RANGE NUMBER
2		
3	Water Support Services Supervisor	590
4	Water Treatment Operator I	450
5	Water Treatment Operator II	540
6	Water Treatment Operator III	590
7	Water Treatment Operator IV	630
8	Water Treatment Superintendent	EOO
9	Water Treatment Supervisor I	660
10	Water Treatment Supervisor II	700
11	Water Utility Mechanic I	410
12	Water Utility Mechanic II	430
13	Water Utility Mechanic III	491
14	Water Utility Supervisor I	580
15	Water Utility Supervisor II	620
16	Welder	490

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18 Further, in accordance with Section 3(6) of the Civil Service Rules, the

19 Board hereby creates and establishes the non-career (NC) positions of employment

20 listed below at the compensation of each non-career position at the pay rates set forth in

21 the Salary Schedules and identified by a Salary Range Number.

22

23	TITLE	SALARY RANGE NUMBER
24	N/C Accountant I	M47
25	N/C Accountant II	M62
26	N/C Accounting Clerk I	M15
27	N/C Accounting Clerk II	M21
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1	TITLE	SALARY RANGE NUMBER
2	N/C Accounting Clerk III	M28
3	N/C Administrative Intern	H28 – H45
4	N/C Carpenter	M47
5	N/C Civil Engineer	N94
6	N/C Clerk/Typist I	M12
7	N/C Clerk/Typist II	M17
8	N/C Clerk/Typist III	M24
9	N/C Customer Service Representative I	M13
10	N/C Customer Service Representative II	M20
11	N/C Electrician	M52
12	N/C Engineering Aide I	N09
13	N/C Engineering Aide II	N16
14	N/C Engineering Aide III	N33
15	N/C Engineering Technician I	N43
16	N/C Equipment Mechanic I	M46
17	N/C Equipment Mechanic II	M50
18	N/C Equipment Operator I	M21
19	N/C Equipment Operator II	M31
20	N/C Equipment Operator III	M37
21	N/C Garage Service Attendant I	M21
22	N/C Gardener I	M20
23	N/C Laboratory Analyst I	490
24	N/C Laboratory Analyst II	530
25	N/C Laboratory Analyst III	590
26	N/C Laboratory Assistant	M20
27	N/C Maintenance Assistant I	M07
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TITLE	SALARY RANGE NUMBER
N/C Maintenance Assistant II	M13
N/C Maintenance Assistance III	M30
N/C Painter I	M37
N/C Plumber	M52
N/C Student Worker	H15, H17, H99
N/C Water Utility Mechanic I	M28
N/C Water Utility Worker	M28

Section 2. Every person who has been or who hereafter may be duly appointed to an office or position of employment indicated herein ("employee") and who is qualified to hold and does hold such office or position from and after the date or dates that the compensation prescribed herein shall become effective or from the date of employment, whichever occurs later, shall receive as full compensation for his/her services a biweekly salary based on one of the pay rates herein, in each Salary Schedule ("Salary Schedule") established in the City Salary Resolution in effect or as amended for his/her office or position, together with such additional compensation, if any, as provided herein, by the City Salary Resolution, or by the City Personnel Ordinance. The method and manner of determination of the pay rate for each office or position of employment shall be fixed as stated in this Resolution, which may also include, by reference, part of the City Salary Resolution and City Personnel Ordinance.

Section 3. The biweekly salary of any employee of the Water Department who is appointed to any office or position of employment created and established in this Resolution shall be at a Pay Rate Step of the Salary Range Number for such office or position in accordance with the City's step placement policy or as determined by the General Manager of the Water Department ("General Manager"). In those cases where offices or positions are designated by grade numbers, the biweekly

1 salaries of such employees shall be computed based on one of the pay rates designated  
2 for the grade thereof. The General Manager may designate the initial Pay Rate Step or  
3 increment of any employee within the Salary Range for the employee's office or position.  
4 However, the Board may, by resolution, specifically designate that the pay rate of any  
5 employee is fixed at some other pay rate included within the Salary Schedule without  
6 limitation as to grade or numerical designation.

7 Section 4. After the initial Pay Rate Step, an employee's pay rate  
8 progression in the office or position shall be adjusted according to procedures  
9 established in the City's step placement policy.

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

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

1 having been in the continuous service of the Water Department during the period said  
2 employee shall have served in the Armed Forces.

3 Section 7. A. The provisions of this Resolution relating to assignment of  
4 employees to Pay Rate Steps and to pay step advancement shall not apply to employees  
5 in offices or positions which have been assigned to Salary Range Number EOO or BOO.  
6 The level of compensation of employees in such offices or positions shall be determined  
7 on a merit basis, and said employees shall be initially placed by the General Manager at  
8 a level of compensation within Salary Range Number EOO or BOO which has been  
9 designated by this Resolution for said employee's office or position. After the employee  
10 has been initially placed at a level of compensation within the Salary Range Number  
11 EOO or BOO, the General Manager shall have the sole and exclusive discretion to  
12 increase or decrease the employee's level of compensation within Salary Range Number  
13 EOO or BOO for the employee's office or position which the General Manager shall  
14 determine to be the proper level of compensation as merited by the performance and  
15 demonstrated ability of said employee through an evaluation process provided, however,  
16 that the total of all percentage increases or decreases in compensation for any such  
17 employee shall not exceed seven percent (7%) during any fiscal year. Evaluation shall  
18 be no more than once in any six-month period.

19 B. In addition to and apart from any merit increase provided in subsection  
20 "A" above, each employee assigned to the Salary Range Number EOO shall be eligible  
21 to participate in and receive Individual Performance Incentive Compensation, the purpose  
22 of which is to compensate management employees for distinguished and outstanding  
23 performance for the periods for which Individual Performance Incentive Compensation is  
24 paid and in further anticipation of continued distinguished and outstanding performance in  
25 subsequent periods.

26 At or near the commencement of the applicable fiscal year, an eligible  
27 employee and the General Manager shall develop and establish a written and approved  
28 performance plan for the employee which sets forth objectives or targeted results for the

1 ensuing fiscal year or remaining portion thereof. Outstanding performance in the  
2 attainment of these objectives or distinguished performance in a specific project or  
3 program shall qualify the employee for Individual Performance Incentive Compensation.  
4 Such incentive compensation may be paid to any eligible employee in an amount not to  
5 exceed \$3,500.00 per fiscal year based upon the evaluation and determination by the  
6 General Manager of the employee's performance under the previously approved  
7 performance plan.

8 C. Employees with the Salary Range Number EOO are eligible to be  
9 granted executive leave by the General Manager, in accordance with and pursuant to the  
10 provisions of Section 4.10 of the City Personnel Ordinance. In addition to the five days  
11 granted to eligible employees in Section 4.10 of the City Personnel Ordinance, the  
12 General Manager may grant up to five additional days of executive leave per calendar  
13 year for employees with the Salary Range Number EOO.

14 Section 8. A. All salaries and wages in this Resolution shall be  
15 computed and payable in biweekly installments, and such installments shall be paid  
16 every other Friday in accordance with and in continuation of the schedule of biweekly pay  
17 periods and payday established and commenced by the City Council of the City of Long  
18 Beach ("City Council").

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

24 C. When an employee is absent for any reason other than one of the  
25 permitted absences authorized by Section 1.06 of the City Personnel Ordinance, the  
26 employee is not entitled to receive the full amount of his/her installment of pay for the  
27 biweekly pay period during which said absence occurred. The amount of pay that the  
28 employee shall receive for such pay period shall be computed by multiplying the



1 employee's applicable hourly pay rate by the number of hours or fraction of hours for  
2 which pay is actually due.

3           Section 9. Every employee of the Water Department shall perform such  
4 duties as are indicated by the title of his/her office or position and as are usually incident  
5 to such office or position and those that are assigned by his/her immediate supervisor,  
6 and such duties shall be performed in aid of the proper and efficient administration of the  
7 Water Department.

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

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

25           B. An employee temporarily assigned to perform duties not ordinarily  
26 attached to his/her position for the purpose of rehabilitation or recovery from a medical  
27 condition that has been certified by the City Health Officer, pursuant to Section 63(5) of  
28 the Civil Service Rules, shall be compensated at the pay rate fixed by the City Salary

1 Resolution and the Salary Schedule for the position involving the duties to which  
2 temporary assignment has been made and at the step most closely approximating the  
3 pay rate of the employee immediately prior to the temporary assignment provided that in  
4 no event shall the pay rate for the temporary assignment exceed the employee's pay rate  
5 immediately prior to the temporary assignment.

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

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

14 Section 12. A. In addition to the number of offices and positions created  
15 herein in the various offices, departments, bureaus, and divisions of the Water  
16 Department, there are hereby created and established an additional number of each of  
17 said offices and positions equal to the number herein specifically created, and the Salary  
18 Range Numbers and Salary Schedules for such additional positions shall be the same as  
19 the Salary Range Numbers and Salary Schedules for the positions of the same title which  
20 are created and established herein.

21 B. There are hereby created and established in the Water Department the  
22 following six (6) bureaus which shall be responsible to the General Manager: (I)  
23 Business, (II) Operations, (III) Engineering, (IV) Water Resources, (V) Conservation and  
24 Planning, and (VI) Government and Public Affairs. Each of the bureaus shall be  
25 respectively under the immediate supervision and control of the head of that bureau. In  
26 addition, the General Manager may appoint positions including but not limited to  
27 Assistant General Manager, Assistant to the General Manager; Deputy General  
28 Manager-Operations, Deputy General Manager-Business; Director of Operations; and

1 Special Projects Officer and may appoint the following positions under each bureau:

2 (i) Business: Director of Finance; Administrative Officer; Management  
3 Information Systems Officer; (ii) Operations: Water Laboratory Manager; Manager,  
4 Security and Emergency Preparedness; Procurement and Warehouse Officer; Sewer  
5 Operations Superintendent; Support Services Superintendent; Telemetry Systems  
6 Superintendent; Water Operations Superintendent; Water Treatment Superintendent;  
7 Water Process Manager; (iii) Engineering: Director of Engineering and Division Engineer;  
8 (iv) Water Resources: Director of Water Resources; (v) Conservation and Planning:  
9 Director of Planning and Water Conservation; and (vi) Government and Public Affairs:  
10 Director of Government and Public Affairs.

11 Section 13. In accordance with City Charter Section 1403(3), the Board's  
12 plan of succession is modified whereby the Assistant General Manager shall perform the  
13 duties of the General Manager in the temporary absence of the General Manager, and  
14 the Director of Operations will perform the duties of the General Manager in the  
15 temporary absence of both the Assistant General Manager and the General Manager,  
16 and whereby the Board will appoint a Manager as Acting General Manager in the  
17 temporary absence of the General Manager, the Assistant General Manager and the  
18 Director of Operations. In the case of such absence and during the time that the  
19 employee is performing the duties of General Manager, the employee shall not be  
20 entitled to receive the compensation of the General Manager.

21 However, if there is a permanent vacancy in the position of Assistant  
22 General Manager, Director of Operations, bureau head, or division head due to any  
23 reason such as retirement, resignation, or termination, then the General Manager may  
24 assign an employee to perform as Acting Assistant General Manager,  
25 Acting Director of Operations, acting bureau head, or acting division head. During the  
26 time that the employee has been so assigned by the General Manager, then the  
27 employee shall be entitled to receive the compensation established in this Resolution or  
28 in the City Salary Resolution for the office or position to which that employee is assigned.

1 If there is a permanent vacancy in the position of General Manager, then the Board may  
2 assign an employee to perform as Acting General Manager and that employee shall be  
3 entitled to receive the compensation established in this Resolution for the position of  
4 General Manager.

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

21 The following skills, as determined by the General Manager or Assistant  
22 General Manager shall be effective on the date on which this Resolution is approved by  
23 the City Council, unless otherwise duly noted within this Resolution or superseded by  
24 MOU provisions:

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Position	Skill	Additional Compensation
(b) Clerk Typist I, II, III, and IV	For regular and frequent use of certified shorthand skills	\$0.30/hr
(c) Construction Inspector I and II; Principal Construction Inspector; Customer Service Representative I, II and III; Water Communications Center Supervisor; Water Communications Dispatcher I and II	When possessing a Grade II Department of Public Health Distribution Operator Certificate	\$0.20/hr
	When possessing a Grade III Department of Public Health Distribution Operator Certificate;	\$0.35/hr
	When possessing a Grade IV Department of Public Health Distribution Operator Certificate;	\$0.45/hr
	When possessing a Grade V Department of Public Health Distribution Operator Certificate;	\$0.60/hr
(d) Engineering Technician I and II	When performing plan check duties at the Development Services Counter;	\$6.40 per diem
(e) Equipment Mechanic I, Equipment Mechanic II; Fleet Services Supervisor; Garage Supervisor I and II	When maintenance responsibilities simultaneously include automobiles, medium/heavy trucks and construction equipment, and possessing a National Institute for Automotive Service Excellence/American College Testing (ASE) Automobile Technician Certificate of Completion with one series certif.;	\$0.20/hr
	with three series certif.;	\$0.35/hr
	with six series certif.;	\$0.45/hr
	Master Automobile	\$0.20/hr

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	Technician certification and/or Medium/Heavy Truck Technician with one series certification;	
	with two engine series certifications;	\$0.35/hr
	with two additional certifications;	\$0.45/hr
	and/or Light Vehicle Compressed Natural Gas Technician with one series certification	\$ 0.20/hr
	Any ASE Master Certification	\$1.00/hr
(f) Equipment Mechanic I and II	When regularly assigned and/or performing maintenance repair of power chain saws, blowers, lawn mowers, edgers, generators, and similar equipment within the Water Department	\$0.70/hr
(g) Garage Service Attendant II	When driving a vehicle requiring a Class A license	\$8.00 per diem
(h) Gardener I and II; Maintenance Assistant II; Equipment Operator; Park Crew Supervisor; and Park Maintenance Supervisor	When required to possess a Pesticide Applicator's license and regularly assigned pesticide applicator duties	\$0.544 per hour or \$4.43 per diem
(i) Gardener II	When regularly assigned Planner duties in Maintenance Division	\$4.579 per diem
(j) Machinist	When regularly assigned and performing specialized Water Department Machine Shop Operations	\$0.523 per hour

1	(k) Non-management classifications, in accordance with the MOU's for the CESL and the Association, assigned to a position that has been determined to benefit from bilingual ability, and to have frequent or significant interactions with the public for the majority of the employee's regular, daily course of duty	For use of certified oral and/or written bilingual skills	\$0.70 per hour or \$5.60 per diem
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8	(l) Non-management classifications	When assigned to the LBWD Emergency Response Team (ERT) upon meeting and maintaining the Membership Requirements stated in the Long Beach Water Department Policy VI.2 – Section B	\$0.50 per hour or \$4.00 per diem
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13	(l) Plumber	When regularly assigned and performing duties as irrigation systems plumbing specialist	\$0.647 per hour
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16	(m) Senior Equipment Operator; Water Utility Supervisor I and II; and Water Utility Mechanic I, II and III; Water Treatment Operator I, II, III, and IV; Construction Inspector I, II; Principal Construction Inspector; Customer Service Representative I, II and III; and Water Treatment Supervisor I and II	When possessing a Grade I California Water Environment Association Collection System Maintenance ("CWEACSM") Certificate;	\$0.20/hr
17		When possessing a Grade II CWEACSM Certificate;	\$0.35/hr
18		When possessing a Grade III CWEACSM Certificate;	\$0.45/hr
19		When possessing a Grade IV CWEACSM Certificate	\$0.60/hr
20	(n) Senior Equipment Operator; Water Utility Mechanic I and II; Water Treatment Operator I	When possessing a Grade II Department of Public Health Distribution Operator Certificate;	\$2.00/hr
21		When possessing a Grade III Department of Public Health Distribution Operator	\$2.25/hr
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1		Certificate;	
2		When possessing a Grade	\$2.50/hr
3		IV Department of Public	
4		Health Distribution Operator	
5		Certificate;	
6		When possessing a Grade	\$2.75/hr
7		V Department of Public	
8		Health Distribution Operator	
9		Certificate	
10	(o) Water Utility Supervisor	When possessing a Grade I	\$0.20
11	I, II; Water Utility Mechanic	Department of Public Health	per hour
12	I, II, III; Senior Equipment	Water Treatment Certificate	
13	Operator; Electrician;	When possessing a Grade	\$0.35
14	Laboratory Analyst I, II and	II Department of Public	per hour
15	III; Laboratory Assistant I, II	Health Water Treatment	
16	and III	Certificate	
17	(p) Water Treatment	When possessing a Grade	\$0.45
18	Operator I & II	III Department of Public	per hour
19		Health Water Treatment	
20		Certificate	
21	(q) Water Treatment	When possessing a Grade	\$0.60
22	Operator I, II and III	IV Department of Public	per hour
23		Health Water Treatment	
24		Certificate	
25	(r) Water Treatment	When possessing a Grade	\$0.75
26	Operator IV; Water	V Department of Public	per hour
27	Treatment Supervisor I and	Health Water Treatment	
28	II	Certificate	
	(s) Water Utility Mechanic I,	When possessing a Los	\$0.45
	II, III	Angeles County Department	per hour
		of Health Cross Connection	
		tester Certificate	
	(t) Water Utility Mechanic I,	When operating sanitary	\$4.00
	II, III	sewer main line closed	per diem
		circuit television video	
		inspection equipment;	
		When supervising operation	\$4.00
		of sanitary sewer lateral	per diem
		closed circuit television	
		video inspection equipment;	
		When supervising or	\$4.00
		training subordinates in	per diem



1		repair, testing and exchange of large water meters (minimum three inch diameter);	
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4		When singularly assigned to off hours water/sewer emergency first response, with authority to shut off water service and/or call out emergency standby personnel;	\$4.00 per diem
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8		When exercising large water distribution control valves (over 12-inch diameter)	\$4.00 per diem
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11	(u) Water Utility Supervisor I, II	When possessing a University of Southern California Foundation for Cross Connection Control and Hydraulic Research certificate as a Specialist in Cross Connection Control, or equivalent	\$0.60/hr
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16	(v) , Water Treatment Operator II, III, and IV;	When possessing a Grade III Department of Public Health Distribution Operator Certificate;	\$0.25/hr
17	Water Treatment Supervisor I and II		
18		When possessing a Grade IV Department of Public Health Distribution Operator Certificate;	\$0.50/hr
19			
20		When possessing a Grade V Department of Public Health Distribution Operator Certificate	\$0.75/hr
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24	(w) Welder	When regularly performing specialized Water Department welding requiring a City of Los Angeles Certificate and Structural Steel License	\$0.70/hr
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27	(x) Water Treatment Operator I	When possessing a Grade II Department of Public Health Water Treatment	\$0.35/hr
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	Certificate	
(y) Non-management classifications in the current Salary Resolution assigned to and certified in crane operation	For crane operation	\$0.56/hr per certificate
(z) Water Utility Supervisor I, II	When possessing a Grade III Department of Public Health Distribution Operator Certificate;  When possessing a Grade IV Department of Public Health Distribution Operator Certificate;  When possessing a Grade V Department of Public Health Distribution Operator Certificate;	\$0.25/hr  \$0.50/hr  \$0.75/hr
(aa) Water Utility Mechanic III	When possessing a Grade III Department of Public Health Distribution Operator Certificate;  When possessing a Grade IV Department of Public Health Distribution Operator Certificate;  When possession a Grade V Department of Public Health Distribution Operator Certificate	\$0.25/hr  \$0.50/hr  \$0.75/hr

\* Employees receiving a skill pay as a result of holding a certification beyond the requirements of the position must ensure currency of that certification. Lapse in possessing such certification while receiving skill pay compensation may result in refunding the City and potential disciplinary action.

Section 15. A. The method of computation of the amount of additional compensation to be paid to an employee for overtime worked shall be in accordance with and pursuant to the applicable definitions, conditions, and requirements of the City's Personnel Ordinance and in accordance with and pursuant to the Fair Labor Standards

1 Act ("FLSA"), except that the additional compensation for overtime exempt from FLSA  
2 shall not include uncontrolled standby amounts in the computation.

3 B. Any employee in the classification of Water Utility Mechanic II or III who  
4 possesses the necessary certifications and shall be required to and shall work overtime  
5 (as such term is defined in the City Personnel Ordinance) or on a regular day off, or on a  
6 legal holiday, for which time such employee would be entitled to but does not receive  
7 time off in performing the duties of Water Utility Supervisor I shall be entitled to and shall  
8 receive the same compensation as said Water Utility Supervisor I would have received  
9 when so working overtime. The method of computation of the amount of additional  
10 compensation to be paid to an employee shall be the difference between a Water Utility  
11 Supervisor I at step 7 and that of said employee at his or her base rate multiplied by the  
12 overtime hours worked.

13 Section 16. In addition to other compensation described herein, a night  
14 shift differential equal in amount to any night shift differential established in the City  
15 Salary Resolution shall be paid to any permanent full-time employee in the Long Beach  
16 City Employees Service Lodge 1930, District Lodge 947, International Association of  
17 Machinists and Aerospace Workers, AFL-CIO ("CESL") or the Long Beach Association of  
18 Engineering Employees ("Association") whose regular schedule requires the employee to  
19 work between the hours of 6:00 p.m. and 6:00 a.m., provided that (i) the employee works  
20 one-half (½) or more of his/her regularly scheduled shift between the hours of 6:00 p.m.  
21 and 6:00 a.m., and such employee shall be eligible to be paid the additional rate  
22 established by this Section for each hour worked during the entire shift; or (ii) the  
23 employee works between the hours of 6:00 p.m. and 6:00 a.m. as part of a "split shift".  
24 Split shift is defined as a shift of eight (8) or more non-continuous work hours in a single  
25 day, separated by a break of at least three (3) non-working hours during said shift. Such  
26 employee shall be paid the night shift differential established by this Section only for each  
27 hour actually worked between the hours of 6:00 p.m. and 6:00 a.m.

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

17           Section 18. Employees requiring transportation in connection with the  
18 performance of their duties for the Water Department may be assigned a vehicle owned  
19 by the Water Department or an employee may receive, by way of reimbursement, the  
20 cost of transportation incurred in the performance of his/her duties. Reimbursement, at  
21 the discretion of the General Manager, may be paid to such employees on the basis of  
22 any of the following computations:

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

26                   (i) Any Water Department permanent full-time employee represented by the  
27 CESL or the Association whose official duties require intermittent or routine transportation  
28 and is not authorized use of a Water Department vehicle, will be authorized to use his or

1 her personal vehicle for the performance of official duties and shall be reimbursed by the  
2 Water Department at the rate established in the City Salary Resolution.

3 (ii) Any Water Department permanent full-time employee represented by  
4 the CESL or the Association who drives 300 or more miles in any calendar month in the  
5 performance of his or her duties shall be reimbursed at the rate established in the City  
6 Salary Resolution plus an additional \$0.10 per mile. If an employee's annual monthly  
7 mileage average in a calendar year is equal to or over 300 miles per month,  
8 reimbursement of the additional \$0.10 per mile shall be paid at the end of the calendar  
9 year for those months that were paid at the lower rate. Employees will not receive  
10 additional compensation for those miles already paid at the higher rate.

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

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

24 Section 20. Pursuant to this Resolution, the Administrative Regulations or  
25 the City's Financial Policies and Procedures issued by the City Manager, the General  
26 Manager may, within his sole discretion, award employees additional compensation for  
27 suggestions made that result in measurable monetary savings to the Water Department.  
28 Such awards shall not exceed ten percent (10%) of the anticipated first year savings after

1 adoption of the suggestion provided, however, that the maximum award shall not exceed  
2 \$5,000.00.

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

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

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

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

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

20 Section 25. A. At the discretion of the General Manager, employees who  
21 are eligible and volunteer to participate in the City's Trip Reduction Incentive Program as  
22 prescribed by the City's Trip Reduction Plan and current Participation Guidelines, and  
23 who also participate at least twelve days per month in the Trip Reduction Incentive  
24 Program shall also be eligible for monthly awards drawings.

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

28 Section 26. In addition to other compensation described herein, there

1 shall be presented to each employee upon completion of ten years' service, fifteen years'  
2 service, twenty years' service, twenty-five years' service, thirty years' service, thirty-five  
3 years' service, forty years' service, and upon retirement a suitable service award. The  
4 Board shall also sponsor an annual luncheon honoring those employees who have  
5 completed twenty years' service and who have received state, national and other awards.

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

10 Section 28. Employees who are authorized and work unscheduled hours  
11 as a result of call back or extended shift assignment and subsequently were unable to  
12 make meal preparations, may be eligible for reimbursement for the cost of their meals at  
13 a level prescribed by Section I.12 of the Long Beach Water Department Procedural  
14 Manual. All conditions must be met by employees as stated in the above referenced  
15 policy prior to receipt of reimbursement.

16 Section 29. To encourage employees to increase professional  
17 competence and to keep abreast of technological changes, the Water Department will  
18 reimburse a portion of the costs that an employee incurs when pursuing a job-related, off-  
19 duty education or career development program that is of mutual benefit to the Water

20 Department and the employee pursuant to Section II.16 of the Long Beach  
21 Water Department Procedural Manual.

22 Section 30. Employees seeking to obtain or renew professional and  
23 technical licenses and certificates in accordance with Section IV.10 of the Long Beach  
24 Water Department Procedural Manual may be eligible for reimbursement for the accrued  
25 costs in obtaining said documents.

26 Section 31. Employees working in areas where hazards that may cause  
27 foot injuries exist shall wear safety footwear approved by the Water Department that  
28



1 meets or exceeds the American National Standard for Safety - Toe Footwear, Class 75,  
2 ANSI A41.1-1967.

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

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

12           Section 32. The Board may sponsor an annual Board/Staff Dinner for  
13 selected employees to review achievements of the previous year and capital projects  
14 planned for the next five years.

15           Section 33. The Board may sponsor other benefits, luncheons, dinners,  
16 and the like for special awards, strategic planning sessions, outstanding achievements,  
17 Metropolitan Water District of Southern California directors and managers, water and  
18 sewer related professional organizations, and the like.

19           Section 34. This Resolution shall be known as the "Water Department  
20 Salary Resolution" and may be so cited and referred to as such.

21           Section 35. All other resolutions and orders pertaining to the matters set  
22 forth herein are hereby rescinded.

23           Section 36. If the City Council, in its resolution approving the  
24 compensation fixed herein, or in the City Salary Resolution, approves compensation  
25 (including skill pay) for offices or positions listed herein at a compensation or skill pay  
26 different than that indicated opposite the positions listed herein or approves  
27 classifications for offices or positions not listed herein or approves compensation arising  
28 from various Memoranda of Understanding with the City's bargaining units, then the

OFFICE OF THE CITY ATTORNEY  
CHARLES PARKIN, City Attorney  
333 West Ocean Boulevard, 11th Floor  
Long Beach, CA 90802-4664

1 Board does hereby fix the compensation for said office or position at the compensation  
2 (including skill pay) so fixed by the City Council by resolution and the Board does hereby  
3 adopt the classification for offices and positions fixed by the City Council by resolution.

4 Section 37. The Secretary of the Board of Water Commissioners shall  
5 certify to the passage of this Resolution, and it shall be deemed operative on the date on  
6 which this Resolution is approved by the City Council, unless otherwise duly noted within  
7 this Resolution or superseded by MOU provisions:

8 I hereby certify that the foregoing Resolution was adopted by the Board of  
9 Water Commissioners of the City of Long Beach at its meeting held on November 7,  
10 2013, by the following vote:

11	Ayes:	Commissioners:	<u>MARTINEZ; DALLMAN; ALLEN;</u>
12			<u>SALTZGAVER</u>
13			<u></u>
14	Noes:	Commissioners:	<u>NONE</u>
15	Absent:	Commissioners:	<u>BLANCO</u>
16			<u></u>

17 Suzanne Dallman  
18 Secretary  
19 BOARD OF WATER COMMISSIONERS

20 CERTIFIED AS A TRUE AND CORRECT COPY  
21 .....  
22 SECRETARY TO THE BOARD OF WATER COMMISSIONERS  
23 CITY OF LONG BEACH, CALIFORNIA

24 BY: Charles L. Parkin  
25 .....  
26 DATE: 11/7/2013  
27 .....  
28

1 RESOLUTION NO.

2  
3 A RESOLUTION OF THE CITY COUNCIL OF THE  
4 CITY OF LONG BEACH APPROVING THE  
5 COMPENSATION FIXED BY THE BOARD OF WATER  
6 COMMISSIONERS OF THE CITY FOR OFFICERS AND  
7 EMPLOYEES IN THE WATER DEPARTMENT  
8

9 WHEREAS, the Board of Water Commissioners of the City of Long Beach  
10 adopted Resolution No. WD-1315 on November 7, 2013, and has presented to the City  
11 Council for its consideration and approval the compensation fixed in that Resolution by  
12 the Board for officers and employees in the Long Beach Water Department;

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

15 Section 1. That pursuant to the provisions of Subsection (3) of Section  
16 1403 of the City Charter, the compensation fixed by the Board of Water Commissioners  
17 of the City of Long Beach for officers and employees of the Long Beach Water  
18 Department as contained in Resolution WD-1315 is hereby approved.

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

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

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I hereby certify that the foregoing Resolution was adopted by the City Council of the City of Long Beach at its meeting on December 17, 2013, by the following vote:

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

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

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

\_\_\_\_\_

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

\_\_\_\_\_

\_\_\_\_\_  
City Clerk

OFFICE OF THE CITY ATTORNEY  
CHARLES PARKIN, City Attorney  
333 West Ocean Boulevard, 11th Floor  
Long Beach, CA 90802-4664