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RESOLUTION NO. RES-12-0086

A RESOLUTION OF THE CITY COUNCIL OF THE  
CITY OF LONG BEACH CONFIRMING, READOPTING  
AND AMENDING PREVIOUSLY ADOPTED PROVISIONS,  
CREATING AND ESTABLISHING POSITIONS OF  
EMPLOYMENT, AND FIXING AND PRESCRIBING THE  
COMPENSATION FOR THE OFFICERS AND EMPLOYEES  
OF THE CITY OF LONG BEACH

WHEREAS, in accordance with the provisions of the City Charter, the City Council, in Resolution No. RES-11-0105 adopted on September 6, 2011, amended, created and established positions of employment and fixed and prescribed the salaries and compensation of the officers and employees of the City, commencing on September 6, 2011; and

WHEREAS, it is now the desire of the City Council to confirm, readopt, amend and restate the provisions of Resolution No. RES-11-0105, as amended, and to incorporate the confirmed, readopted and amended provisions into this resolution;

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

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1                   **Section 1. TITLE**

2 This resolution shall be known as the "Salary Resolution" and may be so cited and  
3 referred to as such.

4                   **Section 2. ESTABLISHMENT OF OFFICES, POSITIONS AND**  
5 **COMPENSATION**

6 There are hereby created and established the offices and positions set forth and listed in  
7 Attachment A, except as otherwise provided in this resolution, the compensation for each  
8 office and position is hereby fixed and prescribed at one of the pay rates within the Salary  
9 Ranges set forth in the Salary Schedules in Attachment B, which pay rates are indicated  
10 opposite each listed office and position by a Salary Range Number, together with such  
11 additional compensation, if any, as provided herein or by applicable ordinance.

12                   **Section 3. POSITION COMPENSATION DESIGNATION**

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

21                   **Section 4. POSITION DUTIES**

22 Every person holding any office or position of employment with said City shall perform  
23 such duties as are indicated by the title of such office or position and as are usually  
24 incident to such office or position and those that are assigned by his/her immediate  
25 superior; and all such duties are to be performed in aid of the proper and efficient  
26 administration of local government.

27                   **Section 5. ESTABLISHMENT OF PAY PERIODS AND PAY DAYS**

28 All salaries and wages provided in this resolution shall be computed and payable in

1 biweekly installments, and such installments shall be paid every other Friday in  
2 accordance with and in continuation of the schedule of biweekly pay periods and paydays  
3 established and commenced by the provisions of Section 4 of Resolution No. C-22338.

4 **Section 6. EMPLOYMENT COMPENSATION**

5 Every person who has been or who hereafter may be duly appointed to an office or  
6 position of employment indicated herein, and who is qualified to hold and does hold such  
7 office or position from and after the date or dates that the pay rates and compensation  
8 prescribed herein shall become effective as hereinafter provided, or from the date of  
9 employment, whichever occurs later, shall receive as full compensation for his/her  
10 services, a biweekly salary based on one of the pay rates set forth in the Salary  
11 Schedules specified herein for his/her office or position, together with such additional  
12 compensation, if any, as provided herein or by applicable ordinance. The method and  
13 manner of determination of the pay rate at which the compensation of each officer or  
14 employee (hereinafter collectively referred to as "employee" or "employees") shall be  
15 fixed as hereinafter provided. Except as otherwise specifically designated, the applicable  
16 pay rate indicated in the Salary Schedule in Attachment B hereof is intended to be and  
17 shall be the basis for determining each employee's biweekly salary.

18 **Section 7. EFFECTIVE TERM OF COMPENSATION**

19 The compensation prescribed herein shall remain in effect until superseded by the City  
20 Council, to reflect adjustments in compensation provided for in applicable memoranda of  
21 understanding and as otherwise prescribed by the City Council for employees not  
22 covered by memoranda of understanding.

23 **Section 8. COMPENSATION COMPUTATION**

24 A. Hourly

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

1 pay rate shall include any additional compensation applicable.

2 B. 56-Hour Equivalent

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

7 C. Un-permitted Absences

8 When an employee is absent for any reason other than one of the permitted  
9 absences authorized by Section 1.06 of the Personnel Ordinance, said employee is not  
10 entitled to receive the full amount of his or her installment of pay for the biweekly pay  
11 period during which said absence occurred. The amount of pay that said employee shall  
12 receive for such pay period, except for Fire Department safety personnel, Marine Safety  
13 Sergeants, and Marine Safety Officers assigned to platoon duty subject to the provisions  
14 of Subsection D below, shall be computed by multiplying the employee's applicable  
15 hourly pay rate by the number of hours or fraction of hours for which pay is actually due.

16 D. Platoon Pay Reduction

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



1 employee's biweekly installment shall be subtracted for each such day of inactive service.

2 E. Platoon Overtime

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

7 **Section 9. PAY DEDUCTION AUTHORIZATION**

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

16 **Section 10. SALARY SCHEDULES**

17 Pay rates for all offices and positions hereinafter referred to in Attachment A are set forth  
18 in Salary Schedules I and IA as set forth in Attachment B. The pay rates set forth in  
19 Salary Schedules I and IA shall be operative on and after 12:01 a.m. of October 1, 2010.

20 **Section 11. PAY RATES**

21 The biweekly salary of any employee of the City who is originally appointed to any office  
22 or position listed in or created and established in this resolution shall be at Pay Rate Step  
23 1 of the Salary Range Number of the Salary Schedule designated herein for such office  
24 or position. In those cases where positions are designated by grade numbers, the  
25 biweekly salaries of such employees shall be computed based upon one of the pay rates  
26 designated for the grade thereof as shall be determined from time to time by the  
27 appropriate appointing authority. The City Council may, however, by resolution,  
28 specifically designate that the pay rate of any employee is fixed at some other pay rate

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

5 **Section 12. "H" RATES**

6 As to those positions for which there is an "H" pay rate specified as well as the regular  
7 pay rate, the appointing authority may specify, at the time of making an appointment or at  
8 any time thereafter, that the appointee to such position is to be paid at the "H" rate or at a  
9 regular pay rate.

10 **Section 13. PAY RATE PROGRESSION**

11 A. Seven-Step Pay Rate Progression

12 Except for the employees referenced in subsection B, C and D below, after  
13 an employee has served an initial six-month period of employment in a position at a pay  
14 rate designated as Pay Rate Step 1 in the Salary Schedule established by Section 11 of  
15 this resolution, the salary of such employee shall be at the applicable pay rate designated  
16 as Pay Rate Step 2; after a second six-month period of employment, the salary of such  
17 employee shall be at the applicable pay rate designated as Pay Rate Step 3. Thereafter,  
18 the pay rate of such employee shall successively be at the applicable pay rate  
19 respectively designated as Pay Rate Step 4, 5, 6 or 7, upon his/her successive  
20 completion of a one-year period of employment at the preceding pay rate. If the initial  
21 salary of any employee has been specifically designated at a pay rate other than Pay  
22 Rate Step 1 or Step 2, his/her pay rate thereafter, shall, upon his/her successful  
23 completion of a one-year period of employment at that pay rate, be at the next  
24 successively higher applicable Pay Rate Step.

25 B. Five-Step Pay Rate Progression

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

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

11 C. Lifeguards-Seasonal and Lifeguards-Hrly

12 Commencing on October 1, 2001, all employees in the positions of  
13 Lifeguard-Seasonal and Lifeguard-Hourly shall, be eligible for advancement to the next  
14 successively higher Pay Rate Step, as follows: For the purpose of computing eligibility  
15 for advancement from Pay Rate Step 1 to Pay Rate Step 2, an employee in the position  
16 of Lifeguard-Seasonal or Lifeguard-Hourly, must successfully complete the Lifeguard  
17 Recruit Academy (approximately 80 hours). For the purpose of computing eligibility for  
18 advancement from Pay Rate Step 2 to Pay Rate Step 3, the amount of six hundred hours  
19 actually paid to such an employee in the position of Lifeguard-Seasonal or Lifeguard-  
20 Hourly shall be considered as the equivalent of a six-month period of employment, and  
21 the amount of eight hundred hours actually paid to such an employee shall be considered  
22 for the purposes of computing eligibility for advancement from Pay Rate Steps 3, 4 and 5  
23 to the next successively higher Pay Rate Step.

24 An employee in the position of Lifeguard-Seasonal or Lifeguard-Hourly who  
25 has attained certification as an Emergency Medical Technician (EMT) shall be advanced  
26 to the next successively higher Pay Rate Step with no loss of hours previously earned  
27 toward a step increase. Any Lifeguard-Seasonal or Lifeguard-Hourly employee who fails  
28 to recertify shall be reduced to the next successively lower Pay Rate Step with no loss of

1 hours previously earned toward a step increase.

2 D. Ambulance Operator

3 Any Ambulance Operator that has successfully served 1,044 Scheduled  
4 Work Hours at Salary Range P-24 shall be placed at Salary Range P-25. Any  
5 Ambulance Operator that has successfully served 2,088 Scheduled Work Hours at Salary  
6 Range P-25 shall be placed at Salary Range P-27. Overtime is excluded from the  
7 Scheduled Work Hour calculation.

8 **Section 14. PAY FOR PERFORMANCE**

9 Employees who are covered by an existing Memorandum of Understanding with the  
10 International Association of Machinists and Aerospace Workers, the Long Beach  
11 Association of Confidential Employees, and the Long Beach Association of Engineering  
12 Employees, who, receive an overall Meets Job Requirements rating on the majority of the  
13 rating factors on the most recently completed Employee Performance Appraisal form,  
14 and who have served an initial six-month period of employment in a position at a pay rate  
15 designated as Pay Rate Step 1 in the Salary Schedule established by Section 11 of this  
16 resolution, the salary of such employee shall be at the applicable pay rate designated as  
17 Pay Rate Step 2; after a second six-month period of satisfactory performance of  
18 employment, the salary of such employee shall be at the applicable pay rate designated  
19 as Pay Rate Step 3; and after another six-month period of satisfactory performance Pay  
20 Rate Step 4. Thereafter, the pay rate of such employee shall successively be at the  
21 applicable pay rate respectively designated as Pay Rate 5, 6, or 7 upon his/her  
22 successive completion of a one-year period of employment at the preceding pay rate. If  
23 the initial salary of any employee has been specifically designated at a pay rate other  
24 than Pay Rate Step 1, 2, or 3, his or her pay rate thereafter, shall, upon his or her  
25 successful completion of a one-year period of employment at that pay rate, be at the next  
26 successively higher applicable Pay Rate Step.

27 **Section 15. PAY FOR EXECUTIVES/PROFESSIONALS**

28 A. Salary Ranges

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

21           B.       Merit Increases and Performance Incentive Compensation

22           In addition to and apart from any merit increase provided in Paragraph A.,  
23 and except as provided for in Subsection 15.C., each officer or employee assigned to the  
24 Executive Salary Range (E00) shall be eligible to participate in and receive Individual  
25 Performance Incentive Compensation, the purpose of which is to compensate  
26 management employees for distinguished and outstanding performance for the periods  
27 for which said Performance Incentive Compensation is paid and in further anticipation of  
28 continued distinguished and outstanding performance in subsequent periods.

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

11           C.     City Attorney's Office, the City Auditor's Office and the City  
12 Prosecutor's Office

13           For the City Attorney's Office, the City Auditor's Office and the City  
14 Prosecutor's Office only, each employee assigned to the Executive Salary Range (E00)  
15 or to the Professional Salary Range (A00 through D00) shall be eligible to participate and  
16 receive Individual Performance Incentive Compensation. It shall be in the exclusive  
17 discretion of the elected appointing authority to determine which among their eligible  
18 employees will participate in Individual Performance Incentive Compensation.

19           At or near the commencement of the applicable fiscal year, the elected  
20 appointing authority or a designee shall establish a written performance plan for each  
21 employee selected to participate. The performance plan shall establish performance  
22 objectives or targeted results for the ensuing fiscal year or remaining portion thereof.  
23 Outstanding achievement in attaining the established objectives or targeted results, or  
24 distinguished performance in a specific project or program shall qualify the employee for  
25 Individual Performance Incentive Compensation. That amount of such compensation  
26 paid to any single employee shall not exceed Three Thousand Five Hundred Dollars per  
27 fiscal year. The actual amount to be paid an eligible employee shall be determined by  
28 the elected appointing authority and will be based on the employee's performance under

1 the previously approved employee performance plan.

2 **Section 16. ELECTED OFFICIALS ANNUAL ADJUSTMENT**

3 Effective July 1, 1995, and every July 1 thereafter, the annual salary ranges of all elected  
4 officials will be adjusted in accordance with the provisions of Section 203 of the City  
5 Charter.

6 **Section 17. PROMOTIONS**

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

26 **Section 18. OVERTIME**

27 The method of computation of the amount of additional compensation to be paid to an  
28 employee for overtime worked shall be in accordance with and pursuant to the applicable

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

5 **Section 19. VACATION PAY-OFF**

6 Subject to the requirements and conditions of Section 4.06 of the Personnel Ordinance  
7 relating to the availability of funds, every employee who shall consent to forego and shall  
8 forego the taking of any annual vacation or portion thereof at the request of his/her  
9 department head and also of the City Manager or other appropriate appointing authority  
10 as provided in the Personnel Ordinance shall be paid as additional compensation a sum  
11 computed by multiplying the hourly rate of compensation prescribed by this resolution for  
12 the position held by said employee by the number of vacation hours which the employee  
13 shall forego. For members of the Fire Department on platoon duty, compensation is  
14 computed by multiplying the number of vacation hours by two-thirds of the hourly rate.  
15 Work performed by the employee during said vacation period shall not be considered as  
16 overtime or "extra time worked" as provided in the Personnel Ordinance.

17 **Section 20. IN-LIEU HOLIDAY PAY**

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



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

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

17 **Section 21. Jury Duty**

18 All employees who receive a jury summons and are required to service jury  
19 duty will be provided paid release time in accordance with the applicable Memorandum of  
20 Understanding. Unrepresented Miscellaneous employees will be provided paid release  
21 time up to 80 hours when required to serve jury duty. Employees must inform their  
22 supervisor immediately to accommodate work schedule changes. Employees who are  
23 on jury service will have their work schedule changed to the day shift for each day they  
24 are on jury service and are scheduled to work. Employees dismissed from jury service in  
25 time to arrive at work at least 2 hours prior to the completion of the shift must report back  
26 to work.

27 **Section 22. Bereavement Leave**

28 In addition to the immediate family members provided in Section 2.09 of the

1 Personnel Ordinance, great-grandfather and great-grandmother are defined as  
2 immediate family members. Additionally, all unrepresented employees shall be entitled  
3 to the same domestic partner provisions for sick leave and bereavement leave as is  
4 contained in the Memorandum of Understanding with the International Association of  
5 Machinists.

6 **Section 23. Option for Certain Peace Officer Employees**

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

11 A. One extra holiday per month, or

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

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

22 **Section 24. EXECUTIVE LEAVE**

23 Employees of the City of Long Beach with the position title of City Manager, City Clerk,  
24 Office Manager - City Prosecutor, and Management Assistant, and positions with the  
25 designated salary ranges of C00, D00, and E00, are hereby designated as being eligible  
26 to be granted executive leave by the appropriate appointing authority or department  
27 head, in accordance with and pursuant to the provisions of Section 4.10 of the City  
28 Personnel Ordinance. In addition to the five days granted to eligible employees in

1 Section 4.10 of the Personnel Ordinance, the appointing authority may grant up to eighty  
2 additional hours executive leave per calendar year for management employees.

3 **Section 25. TEMPORARY ASSIGNMENTS**

4 A. Training and Development

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

13 B. Rehabilitation or Recovery from a Medical Condition

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

23 C. Y-Rate

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

1           D.     Refuse Career Development Program

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

8                   **Section 26. ACTING PAY**

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

27                   **Section 27. HIGHER CLASSIFICATION PAY**

28           A.     International Association of Machinists and Aerospace Workers

1           Each employee represented by the International Association of Machinists  
2 and Aerospace Workers who is required to perform the full range of duties in a higher-  
3 level classification or grade level position that is vacant, up to and including division  
4 manager, shall be paid an additional eighty cents (\$0.80) per hour providing the following  
5 conditions are met:

6           1.     The higher-level duties performed must be those of a permanent  
7 budgeted position that is vacant, either temporarily because of absence or reassignment  
8 of the regular employee or vacant due to resignation, termination or other such action.

9           2.     In no event shall the total compensation paid to the employee for  
10 regular salary and higher classification pay exceed the sixth step of the higher  
11 classification or grade level.

12          3.     The temporary appointment to the higher classification must be  
13 approved by the Department Head or designee.

14           B.     Long Beach Association of Engineering Employees

15           Each employee represented by the Long Beach Association of Confidential  
16 Employees, and the Long Beach Association of Engineering Employees, who is required  
17 to perform the full range of duties in a higher-level classification or grade level position  
18 that is vacant, up to and including division manager, shall be paid an additional eighty  
19 cents (\$0. 80) per hour providing the following conditions are met:

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

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

26          3.     In no event shall the total compensation paid to the employee for  
27 regular salary and higher classification pay exceed the sixth step of the higher  
28 classification or grade level.

1                   4.     The temporary appointment to the higher classification must be  
2 approved by both the Department Head or designee and the Director of Human  
3 Resources.

4                   C.     Public Safety Dispatchers

5                   Each employee in the classification of Public Safety Dispatcher II shall  
6 receive special pay equivalent to the difference between top step Public Safety  
7 Dispatcher II and Public Safety Dispatcher III for each hour assigned to and performing  
8 training duties.

9                   **Section 28. SKILL PAY**

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

27                   The skill notes listed in Attachment C shall be effective on and after April 1,  
28 2000.

1                   **Section 29. NIGHT SHIFT DIFFERENTIAL**

2 In addition to the compensation provided by Section 3 hereof, a night shift differential of  
3 one dollar and twenty-five cents (\$1. 25) per hour shall be paid to any permanent full-time  
4 employee in the IAM bargaining units whose regular schedule requires said employee to  
5 work between the hours of 6:00 p.m. and 6:00 a.m., provided that:

6                   A.     Night Shift

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

11                  B.     Split-Shift

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

17                   **Section 30. STANDBY PAY**

18 Effective on July 1, 2006, each employee designated as being represented by the IAM,  
19 the Long Beach Association of Confidential Employees, and the Long Beach Association  
20 of Engineering Employees, shall be compensated at a rate of ninety-five cents per hour  
21 for each full hour of standby duty as defined in the Memoranda of Understanding  
22 between the City and the aforementioned employee organizations.

23 Effective on January 1, 2010, each employee designated as being represented by the  
24 IAM, shall be compensated at a rate of one dollar and twenty-five cents (\$1.25) per hour  
25 for each full hour of standby duty as defined in the Memorandum of Understanding  
26 between the City and the aforementioned employee organization.

27                   **Section 31. MARKSMANSHIP PAY**

28 Sworn personnel of the Police Department, Special Services Officers and Park Rangers

1 who may be called upon to use firearms in the performance of their duties and who on a  
2 qualifying schedule prescribed by the Chief of Police attain a required degree of  
3 proficiency in marksmanship 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 the calendar year  
9 immediately following the prescribed qualification period in which said employee has  
10 demonstrated his/her proficiency as herein provided to the satisfaction of the Chief of  
11 Police. Such compensation may be paid in an aggregate lump sum for the qualifying  
12 period. The determination of the Chief of Police on all scoring is final and conclusive.  
13 The City shall not be entitled to a refund in the event employment is terminated by death  
14 or otherwise during the period for which a lump sum payment has been made. The  
15 weapon used to qualify shall be an approved handgun as authorized by the Police  
16 Department.

17 **Section 32. K-9 PAY**

18 An employee of the Long Beach Police Department who, with the authorization and at the  
19 request of the City Manager or the Chief of Police, furnishes a privately owned police  
20 service dog and uses said dog in connection with the performance of his/her patrol and  
21 law enforcement duties with the Police Department, may be paid in the amount and in the  
22 manner set forth herein as reimbursement of costs and expenses incurred by said  
23 employee in connection with furnishing said dog for use in the performance of his/her  
24 official duties with the City. Reimbursement may, at the discretion and with the approval  
25 of the City Manager or the Chief of Police, be paid to such employee as specified herein,  
26 provided that during the period for which reimbursement is paid hereunder:

27 A. Requirements

28 Said employee keeps, maintains and furnishes a fully trained and duly



1 certified police service dog for use in connection with the performance of his/her patrol  
2 and law enforcement duties with the Police Department; and said police service dog is  
3 actually used by the employee in the performance of his/her official duties with the Long  
4 Beach Police Department.

5 B. Reimbursement

6 Effective October 1, 2003, the biweekly cost and expense reimbursement  
7 will be One Hundred seventy-two dollars and fifty cents. An employee will be paid the  
8 reimbursement for any biweekly pay period during which the employee furnishes and  
9 uses the dog for City services, including vacation and holidays. If the employee does not  
10 use the dog for a majority of a period, the reimbursement will not be paid.

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

15 C. Fair Labor Standards Act Compliance

16 The amount received by K-9 Officers for reimbursement for expenses of  
17 furnishing a police service dog will be deemed to be sufficient to cover all expenses of  
18 providing and servicing the police dog. In addition, for purposes of complying with the  
19 Fair Labor Standards Act, to accommodate employees for the handling of police dogs off  
20 duty, the parties have agreed to the following terms and conditions:

21 Of the biweekly payment, the handler will be deemed to have spent six  
22 hours off duty every fourteen calendar days at eight dollars per hour, or current State  
23 minimum wage, to feed, exercise, clean and maintain the police dog. At the overtime  
24 rate of time and one-half, this equates to seventy-two dollars biweekly. The remainder of  
25 the biweekly payment will be considered as sufficient reimbursement for any handling  
26 expenses.

27 **Section 33. INCENTIVE PAY**

28 All Firefighters, Auto Firefighters (R), Fire Boat Operators, Fire Engineers, Fire Captains,

1 Battalion Chiefs, Police Officers and Identification Officers (T) employed by the City shall  
2 be entitled to receive, in addition to the compensation set forth in this solution for such  
3 positions, an incentive payment under either one of the Incentive Pay Programs  
4 hereinafter provided for the Fire Department and the Police Department.

5 A. Police Department Incentive Pay Program I

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

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

16 B. Police Department Incentive Pay Program II

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

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

27 C. Police Department - Education Pay

28 1. Effective October 1, 1999, all POA-represented employees are

1 eligible to receive the following equivalent monthly rate for the indicated degrees from a  
2 fully accredited college or university:

3	AA Degree	\$175 per month
4	BA/BS Degree	\$350 per month
5	MA Degree	\$450 per month

6 Effective October 1, 2009, all POA-represented employees are eligible to  
7 receive \$175 per month for either an AA Degree or for 60 units completed towards a  
8 BA/BS Degree at a fully accredited college or university.

9 Officers eligible for education pay are not eligible to receive incentive pay.

10 2. Police Commanders and Deputy Chiefs who have applied for or  
11 possess a California Commission on Police Officer Standards and Training (POST)  
12 Management Certificate shall receive \$500 per month in additional compensation.

13 3. Chief of Police who has applied for or possesses a California  
14 Commission on Police Officer Standards and Training (POST) Management Certificate  
15 shall receive \$900 per month in additional compensation.

16 D. Fire Department Education Pay

17 1. The amount of \$1.725 per hour shall be paid as additional  
18 compensation to each Firefighter and Auto Firefighter (R), Fire Engineer, Fire Boat  
19 Operator, Fire Captain, and Battalion Chief who has obtained the required Associate of  
20 Arts Degree (sixty or more semester units) in courses in fire science, administration or  
21 similar approved fields from an accredited institution; or

22 2. The amount of \$2.012 per hour shall be paid as additional  
23 compensation to each Firefighter and Auto Firefighter (R), Fire Engineer, Fire Boat  
24 Operator, Fire Captain, and Battalion Chief who has obtained a Bachelor of Arts or  
25 Bachelor of Science Degree (120 or more semester units) in the fields and at the  
26 institutions described in 1 above; or

27 3. The amount of \$2.300 per hour shall be paid as additional  
28 compensation to each Firefighter and Auto Firefighter (R), Fire Engineer, Fire Boat

1 Operator, Fire Captain, and Battalion Chief who has obtained a Masters of Arts or  
2 Masters of Science Degree in the fields and at the institutions described in 1 above.

3 4. Deputy Fire Chiefs, Assistant Fire Chiefs, and the Marine Safety  
4 Chief who possess a Bachelor Degree shall receive \$500 per month in additional  
5 compensation.

6 E. Police Department Longevity Pay

7 1. Effective October 1, 2006, five percent (5%) of top step Police Officer  
8 base hourly rate for ten (10) years of service as a Police Officer with the City of Long  
9 Beach will be added to the LBPOA member's hourly rate;

10 2. Effective October 1, 2007, an additional five percent (5%) of top step  
11 Police Officer base hourly rate for fifteen (15) years of service as a Police Officer with the  
12 City of Long Beach will be added to the LBPOA member's hourly rate;

13 3. LBPOA bargaining unit members hired as lateral Police  
14 Officers who have prior California law enforcement experience are eligible for longevity  
15 pay, as described in paragraphs (1) and (2) above, for each full month worked. Credit  
16 will be given for prior experience as a Highway Patrol Officer, Deputy Sheriff, Municipal  
17 Police Officer, State Police Officer, or other law enforcement experience as determined  
18 by the Chief of Police to be equivalent as long as the member possessed a Basic POST  
19 Certificate issued by the State of California in the performance of those duties;

20 4. LBPOA bargaining unit members hired as lateral Police Officers with  
21 prior law enforcement experience outside of California equivalent to the experience  
22 described in paragraph (3), are eligible for credit for longevity pay, as described in  
23 paragraphs (1) and (2) above, for each full month worked if they possess a Basic Course  
24 Waiver (BCW) issued by the California Commission on Peace Officer Standards and  
25 Training and the experience is determined to be equivalent by the Chief of Police.

26 5. LBPOA bargaining unit members who have prior law enforcement  
27 experience outside of the state of California, but who do not possess a Basic Course  
28 Waiver (BCW) may be eligible for credit for longevity pay as described in paragraphs (1)

1 and (2) above for each full month worked if the Chief of Police determines that their  
2 experience is equivalent to that referred to in paragraph (3) above.

3 6. Police Commanders and Deputy Chiefs shall be eligible for five  
4 percent (5%) of top step Police Officer base hourly rate for ten (10) years but less than  
5 fifteen (15) years of service as a Police Officer with the City of Long Beach. This  
6 percentage will be added to the employee's hourly rate.

7 7. Police Commanders and Deputy Chiefs shall be eligible for an  
8 additional five percent (5%) of top step Police Officer of base hourly rate for fifteen (15)  
9 years of service as a Police Officer with the City of Long Beach. This percentage will be  
10 added to the employee's hourly rate.

11 F. Fire Department Longevity Pay

12 1. Effective January 1, 2008, ten percent (10%) of top step Firefighter  
13 base hourly rate for fifteen (15) years or more of service as a Firefighter with the City of  
14 Long Beach will be added to the LBFFA member's hourly rate.

15 2. Effective January 1, 2009, five percent (5%) of top step Firefighter  
16 base hourly rate for ten (10) years but less than fifteen 15 years of service as a  
17 Firefighter with the City of Long Beach will be added to the LBFFA member's hourly rate.

18 3. LBFFA bargaining unit members who have prior California  
19 firefighting experience as full-time career sworn firefighters with the State of California  
20 Firefighter One certification are eligible for credit for longevity pay, as described in  
21 paragraphs (1) and (2) above, for each full month worked. Credit will be given for prior  
22 experience as a firefighter with the State of California, a California city or county fire  
23 department or fire protection district, or other firefighting experience as determined by the  
24 Fire Chief to be equivalent as long as the member possessed a Firefighter One  
25 certification issued by the State of California in the performance of those duties.

26 4. LBFFA bargaining unit members hired with prior firefighting  
27 experience outside of California, including military firefighting service, equivalent to the  
28 experience described in paragraph (3), are eligible for credit for longevity pay, as

1 described in paragraphs (1) and (2) above, for each full month worked if the experience  
2 and certification is determined to be equivalent by the Fire Chief.

3           5. Assistant Chiefs and Deputy Chiefs shall be eligible for five (5%) of  
4 top step Firefighter base hourly rate for ten (10) years of service but less than fifteen (15)  
5 years of service as a Firefighter within the City of Long Beach. This percentage will be  
6 added to the employee's hourly rate.

7           6. Assistant Chiefs and Deputy Chiefs shall be eligible for an additional  
8 five percent (5%) of top step Firefighter base hourly rate for fifteen (15) years of service  
9 as a Firefighter with the City of Long Beach. This percentage will be added to the  
10 employee's hourly rate.

11                   **Section 34. REFUSE INCENTIVE PROGRAM**

12 Employees in the Classification of Refuse Operator are eligible to participate in the  
13 Refuse Incentive Program. Employees may earn the equivalent of two (2) hours at the  
14 overtime rate or seven dollars and fifty cents (\$7.50) per hour, whichever is greater, (paid  
15 on a daily basis) for each additional load collected over and beyond the baseline load  
16 during the employees' regularly scheduled workday. Employees must meet the  
17 qualifying criteria, baseline loads, and exclusions defined under the Refuse Incentive  
18 Program.

19                   **Section 35. PROFESSIONAL CERTIFICATION PAY**

20 Employees in the Professional unit represented by the International Association of  
21 Machinists and Aerospace Workers, pursuant to and in accordance with this resolution  
22 and policies and procedures issued by the Director of Human Resources, shall be eligible  
23 for additional compensation of \$200 per month when he/she attains a professional  
24 certification or license which: has been issued by a state or national recognized  
25 professional organization; is appropriate to the employees classification; exceeds the  
26 requirements for the position; is subject to periodic renewal through recertification, testing  
27 and continuing education; and has been authorized by the Director of Human Resources.

28                   **Section 36. EMPLOYEE SUGGESTION AWARDS**

1 Employees of the City may, pursuant to and in accordance with the provisions of this  
2 resolution and the Administrative Regulations issued by the City Manager, be awarded  
3 with additional compensation for suggestions made that result in measurable monetary  
4 savings to the City. Such awards shall not exceed ten percent of the anticipated first year  
5 savings after adoption of the suggestion; provided, however, that the maximum award  
6 shall not exceed five thousand dollars.

7 **Section 37. RELOCATION COMPENSATION**

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

16 **Section 38. TUITION REIMBURSEMENT**

17 Permanent full-time or permanent part-time employees who are enrolled in an accredited  
18 job and/or career-related college or university study program during off-duty hours are  
19 eligible to receive tuition reimbursement in accordance with the following schedule:

20 Effective October 1, 1999:

21 Semester/Quarter Payment Schedule

22	1.0 through 5.9 semester units	\$ 375.00
23	1.0 through 7.9 quarter units	\$ 375.00
24	6.0 or more semester units	\$ 400.00
25	8.0 or more quarter units	\$ 400.00
26	Community College	\$ 120.00
27	Total maximum per fiscal year	\$ 800.00

28 Requests for Education Assistance will be considered in order of the date

1 received and reimbursement will be made until the funds budgeted for Education  
2 Assistance are no longer available.

3 **Section 39. DAMAGED PERSONAL PROPERTY REIMBURSEMENT**

4 Pursuant to the provisions of Section 53240 of the California Government Code, an  
5 employee may receive the cost of replacing or repairing property such as eyeglasses,  
6 hearing aids, dentures, watches, or articles of clothing when loss or damage occurs in the  
7 line of duty and is not attributable to the employee's negligence. If the items are  
8 damaged beyond repair, the actual value of such items may be paid. The value of such  
9 items shall be determined as of the time of loss or damage. In the event of such loss or  
10 damage, the employee seeking recovery shall file a request for reimbursement in writing  
11 with his/her department head and the request shall be processed in accordance with the  
12 applicable administrative regulations of the City.

13 **Section 40. TRANSPORTATION**

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

22 A. Public Transportation

23 Actual cost of transportation per month for public transportation; or

24 B. Privately Owned Vehicle

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

26 1. Effective October 1, 2008, the Internal Revenue Service rate per  
27 mile for authorized mileage actually driven by an employee on official City business;

28 2. Effective October 1, 2008, the Internal Revenue Service rate per mile



1 plus an additional ten cents (\$0.10) per mile for all authorized mileage actually driven by  
2 an employee on official City business in a calendar month where mileage is 300 or more  
3 miles. If an employee's annual monthly mileage average in a calendar year is equal to  
4 or over 300 miles per month, the additional ten cents (\$0.10) per mile shall be paid at the  
5 end of the calendar year for only those months that were paid at the lower Internal  
6 Revenue Service rate;

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

12           4. A flat monthly allowance of Four Hundred and fifty dollars per month  
13 for elected officials of the City. Said monthly allowance shall constitute reimbursement  
14 for the expenditures and costs of operating and maintaining such vehicle, including its  
15 availability, as required for the performance of such official duties.

16           **Section 41. CITY TRIP REDUCTION PLAN**

17           Effective July 1, 1992, employees of the City, including employees of the  
18 Water Department, who are eligible and volunteer to participate in the City's Trip  
19 Reduction Incentive Program as prescribed by the City's Trip Reduction Plan and current  
20 Participation Guidelines are eligible for monthly award drawings if they participate at least  
21 twelve days per month. Participants with at least eight days per month commuting by  
22 means other than a motorized vehicle shall also be eligible for a monthly award drawing.

23           **Section 42. HEALTH INSURANCE**

24           On and after December 1, 2004, the City shall pay a maximum amount of seven hundred  
25 ninety six dollars per month toward the cost of health, dental, and life insurance benefits  
26 for each eligible employee represented by the IAM, the Long Beach Association of  
27 Confidential Employees, the Long Beach Association of Engineering Employees, the City  
28 Attorneys Association, the City Prosecutors Association, the Long Beach Firefighters

1 Association, the Long Beach Police Officers Association, the Long Beach Lifeguard  
2 Association, and each eligible employee not represented by an employee organization.

3 **Section 43. IN-LIEU HEALTH INSURANCE PAY**

4 In lieu of coverage under the health insurance program provided by the City for  
5 employees holding permanent full-time positions, each employee in a permanent part-  
6 time position (as defined in the Personnel Ordinance), shall, for every one hundred and  
7 seventy-four hours worked by such permanent part-time employee be paid four hundred  
8 thirty dollars effective October 1, 2010.

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

13 **Section 44. CONSOLIDATED OMINBUS BUDGET RECONCILIATION**

14 **ACT (COBRA)**

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

18 **Section 45. LIFE INSURANCE**

19 A. City Employees

20 Employees of the City, including employees of the Harbor Department and  
21 Water Department, shall, during the time that they actually hold an office or position of  
22 employment with the City, be entitled to receive as additional compensation such group  
23 life insurance benefits as may be provided from time to time in a policy or policies of  
24 insurance obtained by the City.

25 B. Elected/Appointed/Executive/Professional

26 Employees assigned to Salary Range E00, the City Manager, the City  
27 Attorney, Senior Deputy City Attorney, Principal Deputy City Attorney, the City  
28 Prosecutor, the City Auditor, Deputy City Auditor, the Mayor, and the City Clerk shall

1 receive, unless they elect an available alternative, as additional compensation life  
2 insurance benefits equal to three times their full annual salary to a maximum of five  
3 hundred thousand dollars, long- and short-term disability insurance, and in-hospital  
4 indemnity benefits. Proceeds of any life insurance benefits shall be payable to a  
5 beneficiary named by the person insured or, if none is named, to his/her estate.

6 C. Deputy City Attorney

7 Employees in the classification of Deputy City Attorney shall receive as  
8 additional compensation a Two Hundred Thousand Dollar life insurance policy and long-  
9 term and short-term disability insurance currently provided to management employees in  
10 the City. Employees represented by the City Attorneys Association, except as noted  
11 above, shall receive as additional compensation a One Hundred Thousand Dollar Life  
12 Insurance Policy and shall be entitled, at their discretion, to participate in the program for  
13 long-term and short-term disability insurance currently provided to the Deputy City  
14 Attorneys. Employees who elect to participate shall pay the full cost of premiums.  
15 Employees in the classification of Audit Manager shall receive as additional  
16 compensation a One Hundred Thousand Dollar life insurance policy, long-term and short-  
17 term disability insurance, and in-hospital indemnity benefits. Employees in the  
18 classification of Senior Auditor, Staff Auditor, and Audit Analyst shall receive long-term  
19 and short-term disability insurance. Employees in the classification of Deputy City  
20 Prosecutor shall receive as additional compensation a One Hundred Fifty Thousand  
21 Dollar life insurance policy and long-term and short-term disability insurance. Employees  
22 represented by the City Prosecutors Association, except as noted above, shall receive as  
23 additional compensation a Fifty Thousand Dollar life insurance policy.

24 D. Confidential Employees

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

28 E. City Council

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

4                   F.       International Association of Machinists and Aerospace Workers

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

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

10                  2.       For the surviving children until their 19th birthday, or until age 26, if a  
11 full-time student in an accredited college or university.

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

13                   **Section 46. ACCIDENTAL DEATH OR INJURY INSURANCE**

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

20                   **Section 47. RETIREMENT**

21                   A.       City Payment of Employee Portion

22                   Effective March 4, 2006, the City shall pay to the California Public  
23 Employees' Retirement System, on behalf of each employee represented by the IAM,  
24 and unrepresented non-management miscellaneous employees an amount equal to  
25 6/8ths of each such individual employee's normal retirement contributions.

26                   Effective July 22, 2006, the City shall pay to the California Public  
27 Employees' Retirement System, on behalf of each employee represented by the Long  
28 Beach Association of Engineering Employees an amount equal to 6/8ths of each such

1 individual employee's normal retirement contributions.

2 In accordance with the Resolution approved by the City Council on  
3 February 15, 2011, employees represented by the Long Beach Association of  
4 Engineering Employees hired by the City on or after February 26, 2011, shall pay the full  
5 amount of each such individual employee's normal retirement contributions.

6 Effective January 6, 2007, the City shall pay to the California Public  
7 Employees' Retirement System, on behalf of each employee represented by the Long  
8 Beach Management Association (non-safety managers only), the Long Beach  
9 Association of Confidential Employees, and unrepresented management employees an  
10 amount equal to 6/8ths of each such individual employee's normal retirement  
11 contributions.

12 In accordance with the Resolution approved by the City Council on  
13 February 15, 2011, employees represented by the Long Beach Management Association  
14 (non-safety managers only), the Long Beach Association of Confidential Employees, and  
15 unrepresented management employees hired by the City on or after February 26, 2011  
16 shall pay the full amount of each such individual employee's normal retirement  
17 contributions.

18 Effective April 1, 2007, the City shall pay to the California Public  
19 Employees' Retirement System, on behalf of each employee represented by the Long  
20 Beach Management Association (lifeguard managers only), and the Long Beach  
21 Lifeguard Association an amount equal to 7/9ths of each such individual employee's  
22 normal retirement contributions.

23 Effective October 1, 2011, employees represented by the Long Beach  
24 Management Association (Police safety managers only) and the Long Beach Police  
25 Officers' Association shall pay the full amount of each such individual employee's normal  
26 retirement contribution.

27 Effective November 5, 2011, employees represented by the Long Beach  
28 Management Association (Fire safety managers only) and the Long Beach Firefighters'

1 Association Local 372 shall pay the full amount of each such individual employee's  
2 normal retirement contribution.

3 In accordance with the Resolution approved by the City Council on  
4 February 15, 2011, employees represented by the Long Beach Management Association  
5 (safety managers only), hired by the City on or after February 26, 2011, shall pay the full  
6 amount of each such individual employee's normal retirement contributions.

7 Effective February 26, 2011, the City shall pay to the California Public  
8 Employees' Retirement System, on behalf of unrepresented management employees in  
9 the City Auditor's Office, an amount equal to 4/8ths of each such individual employee's  
10 normal retirement contributions.

11 In accordance with the Resolution approved by the City Council on  
12 February 15, 2011, employees represented by the City Attorney's Association, the City  
13 Prosecutors' Association and unrepresented management employees in the City  
14 Auditor's Office hired by the City on or after February 26, 2011, shall pay the full amount  
15 of each such individual employee's normal retirement contributions.

16 Effective December 17, 2011, employees represented by the City  
17 Attorneys' Association and the City Prosecutors' Association shall pay the full amount of  
18 each such individual employee's normal retirement contribution.

19 Effective August 11, 2012, the City shall pay to the California Public  
20 Employees' Retirement System, on behalf of the City Attorney, City Prosecutor, City  
21 Auditor, and City Clerk an amount equal to 2/8ths of each such individual employee's  
22 normal retirement contributions.

23 Effective February 26, 2011 the Mayor and City Council members shall pay  
24 the full amount of each such individual employee's normal retirement contributions.

25 The City shall continue to pay and report the value of the Employer Paid  
26 Member Contributions (EPMC) as special compensation implementing Government Code  
27 Section 20636(c)(4) pursuant to Section 20961.

28 B. Tiers

1 In 1989-90, the City, after meeting and conferring with its safety employees,  
2 entered into a so-called two-tiered contract with the California Public Employees'  
3 Retirement System. Under that contract:

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

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

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

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

24 Should an employee represented by the Long Beach Police Officers'  
25 Association hired under Tier II, terminate prior to retirement and elect to receive his/her  
26 retirement contribution from CalPERS, it is intended that the City shall pay to the  
27 employee two percent (2%) of the employee's regular compensation for that service  
28 worked between April 21, 1990 through June 29, 2001. Regular compensation includes

1 applicable wages, skill pay, incentive pay, etc., but does not include overtime, employer  
2 contributions to deferred compensation, or other forms of compensation not subject to  
3 CalPERS.

4           3. All eligible new employees in positions represented by the Long  
5 Beach Management Association (safety managers only), Long Beach Firefighters  
6 Association Local 372, and the Long Beach Police Officers Association employed after  
7 August 3, 2012, shall be provided the opportunity for the following CalPERS retirement  
8 benefits:

- 9           a. 2% at 50 retirement formula;
- 10           b. 2% cost of living provision;
- 11           c. Final compensation will be based upon a three year average; and
- 12           d. Post-retirement Survivor Allowance.

13           4. All eligible employees in positions represented by the IAM, the Long  
14 Beach Association of Confidential Employees, Long Beach Association of Engineering  
15 Employees, the City Attorneys Association, and the City Prosecutors Association, and all  
16 other eligible City employees employed on or prior to October 21, 1989, shall be provided  
17 the opportunity for the following CalPERS retirement benefits:

- 18           a. 2.7% at 55 retirement formula;
- 19           b. 5% cost of living provision;
- 20           c. Final compensation based upon the average monthly pay rate for the  
21           highest period of twelve consecutive months;
- 22           d. Post-retirement Survivor Allowance; and

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

- 28           a. 2.7% at 55 retirement formula;



- 1           b.     2.0% cost of living provision;
- 2           c.     Final compensation based upon the average monthly pay rate for the
- 3                 highest period of twelve consecutive months; and
- 4           d.     Post-retirement Survivor Allowance.
- 5           6.     All eligible miscellaneous employees in positions represented by the

6 IAM, the Long Beach Association of Confidential Employees, Long Beach Association of  
7 Engineering Employees, the City Attorneys Association, the City Prosecutors  
8 Association, the Long Beach Management Association and all other eligible  
9 miscellaneous City employees employed after September 30, 2006, shall be provided the  
10 opportunity for the following PERS retirement benefits:

- 11           a.     2.5% at 55 retirement formula;
- 12           b.     2.0% cost of living provision;
- 13           c.     Final compensation based upon the average monthly pay rate for the
- 14                 highest period of twelve consecutive months; and
- 15           d.     Post-retirement Survivor Allowance.

16           **Section 48. DEFERRED COMPENSATION**

17 Effective January 1, 2007, the City shall contribute a nine hundred dollar payment for  
18 mandatory enrollment in deferred compensation for every employee in a position  
19 represented by the City Attorneys Association, the City Prosecutors Association and the  
20 Long Beach Association of Confidential Employees. The amount of deferred  
21 compensation shall not be considered compensation for purposes of overtime, vacation,  
22 sick leave and other similar calculations. The City does not warrant, guarantee, or  
23 represent in any way that said contributions are not subject to State or Federal taxes in  
24 whole or in part.

25           **Section 49. DEFERRED COMPENSATION-MARINE SAFETY**

26 Management employees in the position of Marine Safety Chief shall be eligible to  
27 participate in the same deferred compensation matching program as afforded to  
28 employees in professional classifications of the Long Beach Lifeguard Association.

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**Section 50. MEMORANDA OF UNDERSTANDING CONFLICTS**

Except as otherwise provided in this resolution and any other applicable Federal or State laws, rules and regulations, it is the intent of the City Council, by the adoption of this Salary Resolution, to prescribe the salaries and compensation of the employees of the City of Long Beach, including the implementation of such adjustments in salaries and compensation for the employees in each office or position of employment with the City as provided in any applicable Memorandum of Understanding which has heretofore been approved and adopted by the City Council, and in the event of any inconsistency or conflict between the provisions of this resolution and the applicable Memorandum of Understanding regarding such adjustments in compensation due to any inadvertence, oversight, or clerical error, it is intended that the provisions in such Memorandum of Understanding shall control and shall supersede the provisions of this resolution, and such adjustments to the salaries and compensation shall be deemed to have been correctly included herein, effective as of the applicable effective date, and such matters shall be subsequently corrected by appropriate action.

**Section 51. CERTIFICATION OF RESOLUTION ADOPTION**

This resolution shall be deemed operative as of 12:01 a.m. on September 8, 2012, except as may otherwise be provided by specific provisions of this resolution, 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 of September 4, 2012, by the following vote:

Ayes: Councilmembers: Garcia, Lowenthal, DeLong, O'Donnell,  
Schipske, Johnson, Austin, Neal.

Noes: Councilmembers: None.

Absent: Councilmembers: Andrews.

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

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

DM:KW:SK:CLC:kjm A12-01512 8/10/12; 8/27/12  
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1	<u>POSITION TITLES AND</u>	
2	<u>ASSIGNED SALARY RANGE NUMBERS</u>	
3	<u>Position Title</u>	<u>Salary Range No.</u>
4	Accountant I	490
5	Accountant II	540
6	Accountant III	590
7	Accounting Clerk I	340
8	Accounting Clerk II	370
9	Accounting Clerk III	400
10	Accounting Operations Officer	E00
11	Accounting Technician	440
12	Administrative Aide I	430
13	Administrative Aide II	460
14	Administrative Analyst I	570
15	Administrative Analyst II	600
16	Administrative Analyst III	630
17	Administrative Analyst IV	660
18	Administrative Assistant - City Manager	E00
19	Administrative Officer	E00
20	Administrative Officer - Airport	E00
21	Administrative Officer - Civil Service	E00
22	Administrative Officer - Commercial Services (T)	E00
23	Administrative Officer - Community Development (T)	E00
24	Administrative Officer - Development Services	E00
25	Administrative Officer - Engineering	E00
26	Administrative Officer - Fleet	E00
27	Administrative Officer - Gas (T)	E00
28	Administrative Officer - General Services	E00

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1	Administrative Officer - Library Services	E00
2	Administrative Officer - Police	E00
3	Administrative Officer - Public Health (T)	E00
4	Administrative Officer - Public Works	E00
5	Administrative Officer - Towing (T)	E00
6	Administrative Services Officer	E00
7	Advance Planning Officer	E00
8	Airport Engineering Officer	E00
9	Airport Operations Assistant I	360
10	Airport Operations Assistant II	410
11	Airport Operations Specialist I	510
12	Airport Operations Specialist II	540
13	Airport Public Affairs Assistant	540
14	Airport Public Affairs Officer	E00
15	Alternative Fuels Coordinator	570
16	Ambulance Operator	P-24, P-25
17	Animal Control Officer I	P-27 410
18	Animal Control Officer II	430
19	Animal Control Officer III	490
20	Animal Health Technician	420
21	Aquatics Supervisor I	500
22	Aquatics Supervisor II	570
23	Assistant Administrative Analyst I	470
24	Assistant Administrative Analyst II	530
25	Assistant Buyer I	420
26	Assistant Buyer II	460
27	Assistant Chief of Police	E00
28	Assistant Chief of Staff-Prosecutor	B00

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1	Assistant City Attorney	E00
2	Assistant City Auditor	E00
3	Assistant City Clerk	E00
4	Assistant City Controller	E00
5	Assistant City Engineer	E00
6	Assistant City Manager	E00
7	Assistant City Prosecutor	E00
8	Assistant Community Development Analyst I	470
9	Assistant Community Development Analyst II	530
10	Assistant Director-Financial Management	E00
11	Assistant Fire Chief	E00
12	Assistant General Manager/Chief Gas Engineer	E00
13	Assistant Planner I	510
14	Assistant Planner II	570
15	Assistant to the City Manager	E00
16	Assistant to the Director-Development Services	E00
17	Assistant Traffic Signal Technician I	430
18	Assistant Traffic Signal Technician II	470
19	Audit Analyst	B00
20	Audit Manager	C00
21	Auto Firefighter (R)	055
22	Automated Systems Officer	E00
23	Automatic Sprinkler Control Technician	440
24	Battalion Chief	185
25	Body and Fender Mechanic - Painter I	480
26	Body and Fender Mechanic - Painter II	500
27	Budget Analysis Officer	E00
28	Budget Management Officer	E00

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1	Building Maintenance Engineer	540
2	Building Services Supervisor	430
3	Business Development Officer	E00
4	Business Information Technology Officer	E00
5	Business Information Systems Officer	E00
6	Business Services Officer (T)	E00
7	Business Systems Specialist I	530
8	Business Systems Specialist II	570
9	Business Systems Specialist III	610
10	Business Systems Specialist IV	650
11	Business Systems Specialist V	690
12	Business Systems Specialist VI	730
13	Business Systems Specialist VII	770
14	Buyer I	540
15	Buyer II	610
16	Capital Project Coordinator (T)	640
17	Capital Project Coordinator I	640
18	Capital Project Coordinator II	660
19	Capital Project Coordinator III	690
20	Capital Project Coordinator IV	750
21	Carpenter	480
22	Carpenter Supervisor	510
23	Case Manager I	250
24	Case Manager II	340
25	Case Manager III	380
26	Cement Finisher I	430
27	Cement Finisher II	450
28	Chief Assistant City Prosecutor	E00

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1	Chief Building Inspector	684
2	Chief Clerk of Records (R)	090
3	Chief Construction Inspector	684
4	Chief Investigator	B00
5	Chief of Police	E00
6	Chief of Staff-Council	E00
7	Chief of Staff-Mayor	E00
8	Chief of Staff-Prosecutor	B00
9	Chief Surveyor	674
10	City Attorney	980
11	City Auditor	960
12	City Clerk	950
13	City Clerk Analyst	630
14	City Clerk Assistant	390
15	City Clerk Bureau Manager	E00
16	City Clerk Specialist	560
17	City Controller	E00
18	City Engineer	E00
19	City Health Officer	E00
20	City Manager	990
21	City Prosecutor	970
22	City Safety Officer	E00
23	City Traffic Engineer	E00
24	City Treasurer/Revenue Officer	E00
25	Citywide Budget Analyst I	630
26	Citywide Budget Analyst II	660
27	Civil Engineer	644
28	Civil Engineering Assistant	514



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1	Civil Engineering Associate	594
2	Claims Investigator/Representative I (T)	593
3	Clerk I	260
4	Clerk II	290
5	Clerk III	320
6	Clerk Supervisor	440
7	Clerk Typist I	320
8	Clerk Typist II	350
9	Clerk Typist III	380
10	Clerk Typist IV	410
11	Clerk Typist V (T)	440
12	Code Enforcement Officer	E00
13	Combination Building Inspector	534
14	Combination Building Inspector Aide I	374
15	Combination Building Inspector Aide II	404
16	Commercial and Retail Development Officer	E00
17	Communication Specialist I	520
18	Communication Specialist II	560
19	Communication Specialist III	600
20	Communication Specialist IV	650
21	Communication Specialist V	690
22	Communication Specialist VI	730
23	Communication Specialist VII	770
24	Communications Center Coordinator	660
25	Communications Center Supervisor	590
26	Communications Officer	E00
27	Community Development Analyst I	570
28	Community Development Analyst II	600

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1	Community Development Analyst III	630
2	Community Development Clerical Assistant I	320
3	Community Development Clerical Assistant II	350
4	Community Development Clerical Assistant III	380
5	Community Development Technician I	370
6	Community Development Technician II	400
7	Community Development Technician III	430
8	Community Development Technician IV	460
9	Community Development Specialist I	470
10	Community Development Specialist II	530
11	Community Development Specialist III	570
12	Community Development Specialist IV	600
13	Community Development Specialist V	630
14	Community Information Officer	E00
15	Community Information Specialist I	350
16	Community Information Specialist II	390
17	Community Relations Assistant I (T)	370
18	Community Relations Assistant II (T)	460
19	Community Services Officer	E00
20	Community Services Supervisor	570
21	Community Services Supervisor II (T)	570
22	Community Worker	320
23	Construction Inspector I	534
24	Construction Inspector II	574
25	Construction Services Officer	E00
26	Contract Management Officer	E00
27	Contracts Officer (T)	E00
28	Contracts Officer - Fleet	E00

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1	Controls Operations Officer	E00
2	Corrosion Control Supervisor	584
3	Councilmanic Secretary	470
4	Counselor I	250
5	Counselor II	450
6	Criminalist I	590
7	Criminalist II	660
8	Criminalist III (T)	680
9	Criminalist Supervisor	700
10	Cultural Program Supervisor	570
11	Curator	530
12	Customer Relations Officer	E00
13	Customer Service Representative I	330
14	Customer Service Representative II	360
15	Customer Service Representative III	400
16	Customer Services Officer	E00
17	Customer Services Supervisor I	480
18	Customer Services Supervisor II (T)	510
19	Customer Support Officer	E00
20	Data Administrative Officer	E00
21	Data Center Officer	E00
22	Data Processing Assistant	410
23	Data Security Administrator	E00
24	Department Librarian I	600
25	Department Librarian II	630
26	Department Safety Officer	E00
27	Deputy Chief of Police	E00
28	Deputy City Attorney	C00

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1	Deputy City Auditor	E00
2	Deputy City Clerk I	530
3	Deputy City Clerk II	550
4	Deputy City Manager	E00
5	Deputy City Prosecutor	C00
6	Deputy City Prosecutor I	C00
7	Deputy City Prosecutor II	C00
8	Deputy City Prosecutor III	C00
9	Deputy City Prosecutor IV	C00
10	Deputy Director – City Engineer	E00
11	Deputy Director - Civil Service	E00
12	Deputy Director- Development Services	E00
13	Deputy Director of Financial Management	E00
14	Deputy Fire Chief	E00
15	Deputy Fire Marshal	694
16	Desktop Computing Officer	E00
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 (T)	E00
23	Director of Development Services	E00
24	Director of Emergency Services & Business Continuity	E00
25	Director of Financial Management	E00
26	Director of Government Affairs and Strategic Initiatives	E00
27	Director of Long Beach Airport	E00
28	Director of Long Beach Gas & Oil	E00

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

1	Director of Technology Services	E00
2	Director of Health and Human Services	E00
3	Director of Human Resources	E00
4	Director of Library Services	E00
5	Director of Parks, Recreation, and Marine	E00
6	Director of Public Works	E00
7	Director of Special Events (T)	E00
8	Disaster Management Officer	E00
9	Diversity & Economic Opportunity Officer (T)	E00
10	Division Engineer - Oil	E00
11	Division Engineer - Public Works	E00
12	Election Employee	P-28, P-32, P-34, P-36
13	Election Supervisor	410
14	Electrical Engineer	644
15	Electrical Engineering Associate	594
16	Electrical Inspector	534
17	Electrical Supervisor	550
18	Electrician	500
19	Electronic Communications Technician I	520
20	Electronic Communications Technician II	540
21	Electronic Communications Technician III	580
22	Emergency Medical Educator	680
23	Emergency Medical Education Coordinator	750
24	Emergency Medical Services Officer	E00
25	Emergency Preparedness Officer	E00
26	Employee Assistance Officer - Police	E00
27	Employee Services Assistant	600
28	Employment Services Officer - Civil Service	E00

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

1	Energy Conservation Officer	E00
2	Engineering Aide I	307
3	Engineering Aide II	344
4	Engineering Aide III	419
5	Engineering & Development Services Officer	E00
6	Engineering Technician I	464
7	Engineering Technician II	504
8	Environmental Health Specialist I	480
9	Environmental Health Specialist II	540
10	Environmental Health Specialist III	560
11	Environmental Health Specialist IV	590
12	Environmental Planning Officer (T)	E00
13	Environmental Service Supervisor I	440
14	Environmental Service Supervisor II	500
15	Environmental Service Supervisor III	550
16	Environmental Specialist Associate	594
17	Epidemiologist	520
18	Epidemiologist - Supervisor	590
19	Equipment Mechanic I	480
20	Equipment Mechanic II	500
21	Equipment Operator I	370
22	Equipment Operator II	410
23	Equipment Operator III	440
24	Events Coordinator I	470
25	Events Coordinator II	530
26	Executive Assistant	E00
27	Executive Assistant – City Attorney	E00
28	Executive Assistant/Mayor and Council (T)	E00

OFFICE OF THE CITY ATTORNEY  
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1	Executive Director - Civil Service	E00
2	Executive Director of the Regional Workforce Investment Board	E00
3	Executive Assistant - Confidential	B00
4	Executive Assistant to Assistant City Manager	E00
5	Executive Assistant to City Manager	E00
6	Facilities Management Officer	E00
7	Financial Controls Analyst	630
8	Financial Services Officer	E00
9	Financial Services Officer - Community Development (T)	E00
10	Financial Systems Officer	E00
11	Fingerprint Classifier	430
12	Fire Boat Operator	105
13	Fire Captain	155
14	Fire Chief	E00
15	Fire Engineer	105
16	Firefighter	055
17	Firefighter Trainee	B00
18	Fire Recruit	045
19	Fleet Finance Officer (T)	E00
20	Fleet Services Supervisor I	550
21	Fleet Services Supervisor II	620
22	Forensic Specialist I	530
23	Forensic Specialist II	580
24	Forensic Specialist Supervisor	630
25	Forensic Science Services Administrator	E00
26	Garage Service Attendant I	370
27	Garage Service Attendant II	390
28	Garage Service Attendant II – Towing	410

1	Garage Service Attendant III	450
2	Gardener I	360
3	Gardener II	390
4	Gas Construction Worker I	410
5	Gas Construction Worker II	430
6	Gas Construction Worker III	482
7	Gas Distribution Supervisor I	580
8	Gas Distribution Supervisor II	620
9	Gas Field Service Representative I	390
10	Gas Field Service Representative II	430
11	Gas Field Service Representative III	482
12	Gas Instrument Technician I	500
13	Gas Instrument Technician II	550
14	Gas Maintenance Supervisor I	580
15	Gas Maintenance Supervisor II	620
16	Gas Marketing Engineer	E00
17	Gas Measurement Assistant	470
18	Gas Orifice Meter Technician I (T)	440
19	Gas Orifice Meter Technician II (T)	460
20	Gas Pipeline Welder/Layout Fitter	560
21	Gas Supply Officer	E00
22	General Librarian	560
23	General Librarian I (T)	500
24	General Librarian II (T)	550
25	General Maintenance Assistant	410
26	General Maintenance Supervisor I	470
27	General Maintenance Supervisor II	510
28	General Superintendent – Development Services	E00



1	General Superintendent - Fleet Services	E00
2	General Superintendent - Park/Marine Maintenance	E00
3	General Superintendent - Recreation	E00
4	General Superintendent of Operations	E00
5	Geographic Information Systems Analyst I	527
6	Geographic Information Systems Analyst II	564
7	Geographic Information Systems Analyst III	597
8	Geographic Information Systems Technician I	460
9	Geographic Information Systems Technician II	500
10	Geologist (T)	747
11	Geologist I	747
12	Geologist II	787
13	Grants Accounting Officer	E00
14	Handwriting Examiner - Miscellaneous	640
15	Handwriting Examiner - Safety	070
16	Hazardous Materials Specialist I	560
17	Hazardous Materials Specialist II	590
18	Hazardous Waste Coordinator	590
19	Hazardous Waste Operations Officer	E00
20	Health Educator I	310
21	Health Educator II	450
22	Health Promotion Officer	E00
23	Helicopter Mechanic	580
24	Historic Sites Officer	E00
25	Homeless Services Officer	E00
26	Housing Aide I	350
27	Housing Aide II	380
28	Housing Assistance Coordinator	550

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1	Housing Assistance Officer	E00
2	Housing Development Officer	E00
3	Housing Operations Officer	E00
4	Housing Rehabilitation Counselor	550
5	Housing Rehabilitation Officer	E00
6	Housing Rehabilitation Supervisor I	580
7	Housing Rehabilitation Supervisor II	610
8	Housing Specialist I	400
9	Housing Specialist II	430
10	Housing Specialist III	460
11	Human Dignity Officer	E00
12	Human Resources Officer	E00
13	Institutional Cook	390
14	Inspection Services Officer	E00
15	Intelligence Analyst	610
16	Investigator I	593
17	Investigator - City Prosecutor	B00
18	Investigator II	613
19	Investigator III	633
20	Investment Officer (T)	E00
21	Jail Administrator	E00
22	Lab Assistant I	360
23	Lab Assistant II	380
24	Lab Assistant III	420
25	Laboratory Assistant	360
26	Laboratory Services Officer	E00
27	Landscape Architect	604
28	Law Clerk	B00

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1	Law Clerk - City Attorney	B00
2	Law Clerk - City Prosecutor	C00
3	Legal Administrative Assistant	B00
4	Legal Administrator - Attorney	E00
5	Legal Assistant (T)	B00
6	Legal Assistant I	460
7	Legal Assistant II	480
8	Legal Assistant III	530
9	Legal Assistant IV	550
10	Legal Assistant - Subrogation	B00
11	Legal Assistant - Supervisor	B00
12	Legal Office Assistant	386
13	Legal Records Assistant	356
14	Legal Office Specialist	406
15	Legal Records Supervisor	443
16	Legal Records Specialist	386
17	Legal Records Management Coordinator	583
18	Legal Secretary I	386
19	Legal Secretary II	406
20	Legal Stenographer I	316
21	Legal Stenographer II	336
22	Legal Stenographer III	356
23	Legal Systems Support Specialist	B00
24	Legal Technologist-City Prosecutor	B00
25	Legislative Assistant	510
26	Liability Claims Assistant I	410
27	Liability Claims Assistant II	460
28	Library Aide	270

1	Library Circulation Supervisor	560
2	Library Clerk I	330
3	Library Clerk II	370
4	Library Clerk III	400
5	Library Clerk IV	430
6	Library Youth Services Officer	E00
7	License Inspector I	450
8	License Inspector II	470
9	Licensed Vocational Nurse	440
10	Lifeguard - Seasonal (T)	010
11	Locksmith	480
12	Machinist	490
13	Maintenance Aide I	230
14	Maintenance Aide II	260
15	Maintenance Assistant I	290
16	Maintenance Assistant II	330
17	Maintenance Assistant III	360
18	Maintenance Supervisor	500
19	Maintenance Supervisor I	470
20	Maintenance Supervisor II	510
21	Management Assistant	470
22	Manager - Accounting	E00
23	Manager - Administration	E00
24	Manager - Administration, Planning & Facilities	E00
25	Manager - Administrative and Financial Services	E00
26	Manager - Animal Care Services	E00
27	Manager - Automated Services	E00
28	Manager – Budget/Performance Management	E00

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1	Manager - Business Information Services	E00
2	Manager - Business Operations	E00
3	Manager - Business Operations & Gas Supply (T)	E00
4	Manager - Business Relations	E00
5	Manager – Community and Governmental Affairs	E00
6	Manager – Community Health	E00
7	Manager - Commercial Services	E00
8	Manager - Community Enrichment	E00
9	Manager - Community Recreation	E00
10	Manager - Disaster Management	E00
11	Manager - Economic Development	E00
12	Manager - Electric Generation	E00
13	Manager - Energy Recovery	E00
14	Manager - Engineering Services (T)	E00
15	Manager - Engineering & Construction	E00
16	Manager - Environmental Health	E00
17	Manager - Environmental Services	E00
18	Manager - Facilities	E00
19	Manager – Facilities Maintenance and Engineering	E00
20	Manager – Financial Controls	E00
21	Manager - Fleet Services	E00
22	Manager – Gas and Oil Operations	E00
23	Manager - Gas Services	E00
24	Manager - Housing Authority	E00
25	Manager - Housing Services	E00
26	Manager - Human/Social Services	E00
27	Manager - Information Services	E00
28	Manager - Integrated Resources (T)	E00

1	Manager - Library Support Services	E00
2	Manager - Long Beach Unit	E00
3	Manager - Main Library Services	E00
4	Manager - Maintenance Operations	E00
5	Manager - Marine Operations	E00
6	Manager - Neighborhood Services	E00
7	Manager - Neighborhood Library Services	E00
8	Manager - Oil Production	E00
9	Manager - Operations and Administration	E00
10	Manager - Operations Support	E00
11	Manager - Personnel Operations	E00
12	Manager - Pipeline Construction (T)	E00
13	Manager - Planning Bureau	E00
14	Manager - Planning & Development	E00
15	Manager - Preventive Health	E00
16	Manager - Project Development	E00
17	Manager - Property Services	E00
18	Manager - Public Service	E00
19	Manager - Public Works Operations	E00
20	Manager - Recreation Services	E00
21	Manager - Redevelopment	E00
22	Manager - Risk Management (T)	E00
23	Manager – Risk and Occupational Health Services	E00
24	Manager - Special Events & Filming	E00
25	Manager - Support Services	E00
26	Manager - Technology Infrastructure Services	E00
27	Manager - Telecommunications (T)	E00
28	Manager - Towing (T)	E00

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1	Manager - Traffic and Transportation	E00
2	Manager - Workers' Compensation	E00
3	Manager - Workforce Development	E00
4	Marina Agent I	320
5	Marina Agent II	360
6	Marina Agent III	410
7	Marina Supervisor I	510
8	Marina Supervisor II	570
9	Marina Supervisor (T)	510
10	Marine Safety Captain	120
11	Marine Safety Chief	E00
12	Marine Safety Lieutenant	080
13	Marine Safety Officer	030
14	Marine Safety Sergeant	060
15	Marine Safety Sergeant - Boat Operator	060
16	Marketing Officer	E00
17	Master Mechanic (R)	185
18	Materials Inspector	514
19	Materials Testing Chemist	524
20	Mechanical Engineer	644
21	Mechanical Engineering Associate	594
22	Mechanical Equipment Stock Clerk I	380
23	Mechanical Equipment Stock Clerk II	430
24	Mechanical Equipment Stock Clerk III	490
25	Mechanical Equipment Stock Clerk I-NC	M27
26	Mechanical Equipment Stock Clerk II-NC	M37
27	Mechanical Equipment Stock Clerk III-NC	M52
28	Mechanical Supervisor I (T)	530

1	Mechanical Supervisor	600
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	450
16	Historic Preservation Officer	E00
17	Neighborhood Improvement Officer	E00
18	Neighborhood Resource Officer	E00
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 (T)	550
25	Nurse II (T)	570
26	Nurse Practitioner	670
27	Nursing Services Officer	E00
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 (T)	E00
21	Operations Officer - Building and Safety	E00
22	Outreach Worker I	260
23	Outreach Worker II	380
24	Page (T)	H-16
25	Painter I	440
26	Painter II	460
27	Painter Supervisor	500
28	Paralegal	B00

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1	Park Development Officer	E00
2	Park Maintenance Supervisor	520
3	Park Naturalist	470
4	Park Ranger I	440
5	Park Ranger II	500
6	Parking Control Checker I	370
7	Parking Control Checker II	400
8	Parking Control Supervisor	500
9	Parking Meter Technician I	420
10	Parking Meter Technician II	470
11	Parking Operations Officer	E00
12	Payroll/Personnel Assistant I	350
13	Payroll/Personnel Assistant II	380
14	Payroll/Personnel Assistant III	420
15	Payroll Specialist I	460
16	Payroll Specialist II	500
17	Performance Management Officer	E00
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	<i>Petroleum Engineer II</i>	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	B00
14	Plan Checker - Electrical I	634
15	<i>Plan Checker - Electrical II</i>	674
16	Plan Checker - Fire Prevention I	634
17	Plan Checker - Fire Prevention II	674
18	Plan Checker - Mechanical I	634
19	Plan Checker - Mechanical II	674
20	Plan Checker - Plumbing I	634
21	Plan Checker - Plumbing II	674
22	Planner I	530
23	Planner II	590
24	Planner III	640
25	Planner IV	670
26	<i>Planner V</i>	700
27	Planning Aide	440
28	Planning Officer	E00

1	Plasterer	480
2	Plumber	500
3	Plumber Supervisor	550
4	Plumbing Inspector	534
5	Police Administration Bureau Chief	E00
6	Police Captain (R)	180
7	Police Commander	E00
8	Police Community Relations Officer (T)	E00
9	Police Corporal	100
10	Police Information & Technology Officer	E00
11	Police Inspector (R)	110
12	Police Lieutenant	170
13	Police Officer	050
14	Police Planning and Research Officer	E00
15	Police Property and Supply Clerk	430
16	Police Property and Supply Clerk I	430
17	Police Property and Supply Clerk II	500
18	Police Records Administrator	E00
19	Police Recruit	046
20	Police Sergeant	110
21	Police Services Specialist I	390
22	Police Services Specialist II	440
23	Police Services Specialist III	480
24	Police Systems Supervisor	440
25	Police Woman (R)	050
26	Polygraph Examiner - Miscellaneous	640
27	Polygraph Examiner - Safety	070
28	Power Equipment Repair Mechanic I	430

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Long Beach, CA 90802-4664

1	Power Equipment Repair Mechanic II	460
2	Power Equipment Repair Mechanic III	500
3	Prevention Services Officer	E00
4	Principal Building Inspector	624
5	Principal Construction Inspector	624
6	Principal Deputy City Attorney	E00
7	Principal Geological Drafting Technician	624
8	Programmer	480
9	Programmer - Analyst I	520
10	Programmer - Analyst II	570
11	Programmer - Analyst III	610
12	Programmer - Analyst IV	650
13	Programmer - Analyst V	690
14	Programmer - Analyst VI	730
15	Program Specialist - City Manager	B00
16	Project Development Officer	E00
17	Project Management Officer	E00
18	Property Management Specialist I	460
19	Property Management Specialist II	520
20	Prosecutor Assistant	406
21	Prosecutor Assistant I	460
22	Prosecutor Assistant II	480
23	Prosecutor Assistant III	530
24	Prosecutor Assistant IV	550
25	Protection Aide	272
26	Public/Government Affairs Manager	E00
27	Public Health Associate I	250
28	Public Health Associate II	380

1	Public Health Associate III	540
2	Public Health Nurse I	570
3	Public Health Nurse II	590
4	Public Health Nurse III	610
5	Public Health Nurse Supervisor	640
6	Public Health Nutritionist I	500
7	Public Health Nutritionist II	550
8	Public Health Nutritionist III	600
9	Public Health Physician	C00
10	Public Health Professional I	550
11	Public Health Professional II	590
12	Public Health Professional III	620
13	Public Health Registrar	380
14	Public Information Officer	E00
15	Public Safety Dispatcher I	470
16	Public Safety Dispatcher II	500
17	Public Safety Dispatcher III	530
18	Public Safety Dispatcher IV	560
19	Public Works Supervisor	500
20	Purchasing Agent	E00
21	Real Estate Officer	E00
22	Real Estate Technician I	430
23	Real Estate Technician II	460
24	Records Manager - City Clerk	580
25	Recreation Assistant	390
26	Recreation Leader/Specialist IX (T)	H-39
27	Recreation Leader/Specialist X (T)	H-40
28	Recreation Superintendent	E00

1	Recruitment Officer - Civil Service	E00
2	Recycling Specialist I	470
3	Recycling Specialist II	530
4	Recycling & Sustainability Officer	E00
5	Redevelopment Administrator	E00
6	Redevelopment Finance Officer (T)	E00
7	Redevelopment Project Officer	E00
8	Refuse Field Investigator	460
9	Refuse Operator I	380
10	Refuse Operator II	410
11	Refuse Operator III	440
12	Refuse Supervisor	520
13	Registered Nurse I	570
14	Registered Nurse II	590
15	Reprographics Assistant (T)	350
16	Revenue Management Officer	E00
17	Risk Manager	E00
18	Safety Specialist I	530
19	Safety Specialist I - Conf	530
20	Safety Specialist II	590
21	Safety Specialist II - Conf	590
22	School Guard	H-26, H-28
23	Secretary	410
24	Secretary to the City Auditor	486
25	Secretary to the City Attorney	520
26	Secretary to the Executive Director - Civil Service	450
27	Secretary to the Mayor	590
28	Senior Accountant	630

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1	Senior Animal Control Officer	490
2	Senior Architectural Engineer	694
3	Senior Auditor	B00
4	Senior Civil Engineer	694
5	Senior Combination Building Inspector	574
6	Senior Deputy City Attorney	D00
7	Senior Electrical Inspector	574
8	Senior Engineering Technician I	547
9	Senior Engineering Technician II	577
10	Senior Equipment Operator	510
11	Senior Geological Drafting Technician	567
12	Senior Geologist	787
13	Senior Legal Secretary I	443
14	Senior Legal Secretary II	466
15	Senior Mechanical Engineer	694
16	Senior Mechanical Inspector	574
17	Senior Minute Clerk	450
18	Senior Payroll/Personnel Assistant (T)	460
19	Senior Petroleum Engineer (T)	787
20	Senior Petroleum Engineering Associate (T)	747
21	Senior Plumbing Inspector	574
22	Senior Prosecutor Assistant	B00
23	Senior Records Clerk	570
24	Senior Structural Engineer	687
25	Senior Survey Technician	508
26	Senior Surveyor	627
27	Senior Traffic Engineer	694
28	SERRF Operations Officer	E00



1	Special Investigator - City Manager	B00
2	Special Projects Officer	E00
3	Special Projects Officer - Engineering	E00
4	Special Projects Officer - Financial Management (T)	E00
5	Special Projects Officer - Housing	E00
6	Special Projects Officer - Public Service	E00
7	Special Projects Officer - Public Works	E00
8	Special Services Officer I	361
9	Special Services Officer II	426
10	Special Services Officer III	440
11	Special Services Officer IV	500
12	Special Services Officer V	560
13	Staff Auditor	B00
14	Stock and Receiving Clerk	330
15	Storekeeper I	380
16	Storekeeper II	430
17	Storm Drain Maintenance Crew Leader	440
18	Storm Drain Maintenance Crew Member I	380
19	Storm Drain Maintenance Crew Member II	400
20	Storm Drain Plant Mechanic	440
21	Storm Water/Environmental Compliance Officer	E00
22	Street Landscaping Supervisor I	520
23	Street Landscaping Supervisor II	530
24	Street Maintenance Supervisor (T)	500
25	Street Maintenance Supervisor I	520
26	Street Maintenance Supervisor II	540
27	Structural Engineer	647
28	Structural Engineer Associate	594

1	Student Worker	H-20
2	Superintendent - Administrative Services (T)	E00
3	Superintendent - Airport Operations	E00
4	Superintendent - Airport Security	E00
5	Superintendent - Building and Safety	E00
6	Superintendent - Electronics/Traffic Signals	E00
7	Superintendent - Engineering	E00
8	Superintendent - Engineering and Gas Systems Control	E00
9	Superintendent - Environmental Programs	E00
10	Superintendent - Facility Management	E00
11	Superintendent - Finance and Controls	E00
12	Superintendent - Fleet Acquisition	E00
13	Superintendent - Fleet Maintenance	E00
14	Superintendent - Fleet Operations	E00
15	Superintendent - Fleet Services (T)	E00
16	Superintendent - Gang Intervention	E00
17	Superintendent - Gas Distribution/Customer Service (T)	E00
18	Superintendent - Gas Distribution/Systems Maintenance (T)	E00
19	Superintendent - Golf Operations	E00
20	Superintendent - Marina Operations	E00
21	Superintendent - Meters & Regulators	E00
22	Superintendent - Park Maintenance	E00
23	Superintendent - Personnel and Training	E00
24	Superintendent - Pipeline Maintenance	E00
25	Superintendent - Planning & Development	E00
26	Superintendent - Operations (T)	E00
27	Superintendent - Refuse	E00
28	Superintendent - Street Landscaping (T)	E00

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

1	Superintendent - Street Maintenance	E00
2	Superintendent - Street Sweeping	E00
3	Superintendent - Structural Services	E00
4	Superintendent - Towing & Lien Sales	E00
5	Superintendent - Warehouse/Inventory Operations	E00
6	Supervising Custodian (T)	370
7	Supervising Deputy City Prosecutor	C00
8	Supervising Park Ranger	550
9	Supervising Prosecutor Assistant	B00
10	Supervising Senior Legal Secretary	482
11	Supervising Workers' Compensation Secretary	470
12	Supervisor - Facilities Maintenance	620
13	Supervisor - Stores and Property	490
14	Supervisor - Waste Operations	570
15	Support Projects Officer	E00
16	Survey Technician	467
17	Surveyor	554
18	Systems Analyst I	500
19	Systems Analyst II	560
20	Systems Support Specialist I	530
21	Systems Support Specialist II	570
22	Systems Support Specialist III	610
23	Systems Support Specialist IV	650
24	Systems Support Specialist V	690
25	Systems Support Specialist VI	730
26	Systems Support Specialist VII	770
27	Systems Technician I	440
28	Systems Technician II	480

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1	Systems Technician III	520
2	Systems Technician IV	570
3	Technical Aide	280
4	Technical Assistant	400
5	Technical Services Officer - Library Services (T)	E00
6	Technical Services Administrator	E00
7	Technical Support Officer	E00
8	Telecommunications Officer	E00
9	Tidelands Development Officer	E00
10	Traffic and Transportation Program Administrator	E00
11	Traffic Engineer	644
12	Traffic Engineering Aide I	454
13	Traffic Engineering Aide II	494
14	Traffic Engineering Associate I	514
15	Traffic Engineering Associate II	594
16	Traffic Painter I	400
17	Traffic Painter II	420
18	Traffic Signal Coordinator	640
19	Traffic Signal Technician I	570
20	Traffic Signal Technician II	610
21	Transportation Planner I	620
22	Transportation Planner II	650
23	Transportation Planner III	680
24	Transportation Planner IV	710
25	Transportation Planning Officer	E00
26	Transportation Programming Officer	E00
27	Transportation Programs Planner	620
28	Treasury Operations Officer	E00

1	Tree Trimmer I	400
2	Tree Trimmer II	430
3	Utilities Systems Operator	450
4	Utility Services Officer	E00
5	Vector Control Specialist I	420
6	Vector Control Specialist II	460
7	Veterinarian	B00
8	Video Communications Officer	E00
9	Victim's Advocate - City Prosecutor	B00
10	Visual Arts Specialist I	430
11	Visual Arts Specialist II	470
12	Voice and Data Communications Officer	E00
13	Waste Management Officer (T)	E00
14	Welder	490
15	Wireless Communications Officer	E00
16	Workers' Compensation Administrative Assistant	B00
17	Workers' Compensation Claims Assistant	410
18	Workers' Compensation Claims Examiner I	523
19	Workers' Compensation Claims Examiner II	582
20	Workers' Compensation Claims Examiner III	645
21	Workers' Compensation Medical Only Examiner	480
22	Workers' Compensation Office Assistant	350
23	Workforce Development Officer	E00
24	Workforce Development Supervisor I	670
25	Workforce Development Supervisor II (T)	690
26	X-ray Technician	450
27	Youth Services Coordinator	E00
28		

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

9  
10 NON-CAREER (NC) POSITION TITLES  
11 AND ASSIGNED SALARY RANGE NUMBERS

12		
13	<u>Position Title</u>	<u>Salary Range No.</u>
14	Accountant I - NC	M47
15	Accountant II - NC	M62
16	Accounting Clerk I - NC	M15
17	Accounting Clerk II - NC	M21
18	Accounting Clerk III - NC	M28
19	Administrative Analyst I - NC	M68
20	Administrative Analyst II - NC	M78
21	Administrative Analyst III-NC	M88
22	Administrative Intern - NC	H-25, H-28, H-30, H-32, H-33, H-34, H-36, H-38, H-39, H-40, H-41, H-42, H-43, H-44, H-45
23		
24		
25		
26		
27	Admissions Attendant I - NC (T)	H-11, H-13, H-15, H-18
28		

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1	Admissions Attendant II - NC (T)	H-24, H-27, H-37
2	Admissions Attendant III - NC (T)	H-31, H-33, H-34, H-35, H-36, M15
3		
4	Airport Operations Assistant I - NC	M17
5	Ambulance Operator - NC	H-25
6	Animal Control Officer I - NC	M27
7	Animal License Inspector - NC	H-29, H-31, H-33
8		
9	Assistant Band Conductor - NC	H-61
10	Band Conductor - NC	H-62
11	Carpenter - NC	M47
12	Civil Engineer - NC	N94
13	Civil Engineering Assistant - NC	N57
14	Civil Engineering Associate - NC	N80
15	Clerical Aide I - NC	H-28, H-30, H-32
16		
17	Clerical Aide II - NC	H-32, H-34, H-36
18	Clerk I - NC	M03
19	Clerk II - NC	M07
20	Clerk III - NC	M12
21	Clerk Typist I - NC	M12
22	Clerk Typist II - NC	M17
23	Clerk Typist III - NC	M24
24	Combination Building Inspector - NC	N63
25	Combination Building Inspector Aide I - NC	N23
26	Combination Building Inspector Aide II - NC	N29
27	Community Worker - NC	M12
28	Computer Operator I - NC	M37

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1	Customer Service Representative I - NC	M13
2	Customer Service Representative II - NC	M20
3	Data Entry Operator I - NC	M13
4	Data Entry Operator II - NC	M17
5	Deputy City Prosecutor – NC	B00
6	Electrician - NC	M52
7	Engineering Aide I - NC	N09
8	Engineering Aide II - NC	N16
9	Engineering Aide III - NC	N33
10	Engineering Technician I - NC	464
11	Engineering Technician II - NC	504
12	Environmental Health Specialist I-NC	480
13	Equipment Mechanic I - NC	M46
14	Equipment Mechanic II - NC	M50
15	Equipment Operator I - NC	M21
16	Equipment Operator II - NC	M31
17	Equipment Operator III - NC	M37
18	Fire Safety Specialist - NC (non-safety)	055
19	Garage Service Attendant I - NC	M21
20	Gardener I - NC	M20
21	Gas Field Service Representative I - NC	M24
22	General Librarian I - NC	M66
23	Groundskeeper I - NC	M07
24	Groundskeeper II - NC	M13
25	Identification Officer - NC	050
26	Identification Technician II - NC	M66
27	Institutional Cook - NC	M26
28	Investigator-City Prosecutor – NC	B00



1	Laboratory Assistant - NC	M20
2	Legal Technologist – NC	B00
3	Library Aide - NC	H-18, H-20, H-22, H-24
4	Library Clerk I - NC	M13
5	Library Clerk II - NC	M21
6	Library Clerk III - NC	M28
7	Library Clerk IV - NC	M36
8	Licensed Vocational Nurse - NC	M36
9	Lifeguard - Hourly - NC	010, H-99
10	Maintenance Aide I - NC	M01
11	Maintenance Aide II - NC	M03
12	Maintenance Assistant I - NC	M07
13	Maintenance Assistant II - NC	M13
14	Maintenance Assistant III - NC	M20
15	Marine Aide - NC	M12
16	Medical Social Worker - NC	M47
17	Messenger/Mail Clerk I - NC	M08
18	Microbiologist - NC	M62
19	Microbiologist Trainee - NC	H-42
20	Motor Sweeper Operator - NC	M37
21	Musician - NC	H-60
22	Nurse I - NC	M62
23	Nurse II - NC	M66
24	Nurse Practitioner - NC	M88
25	Nutrition Aide - NC	M10
26	Page - NC	H-16, H-18, H-20, H-22, H-24, H-25, H-26, H28
27		
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1		
2	Painter I - NC	M37
3	Paralegal-Prosecutor – NC	B00
4	Park Ranger I - NC	M37
5	Parking Control Checker I - NC	M18
6	Parking Meter Technician I - NC	M31
7	Parking Operations Attendant I - NC	M07
8	Parking Operations Attendant II - NC	M12
9	Personnel Analyst I - NC	M68
10	Personnel Analyst II - NC	M78
11	Personnel Assistant I - NC	M42
12	Personnel Assistant II - NC	M52
13	Planner I - NC	M52
14	Planner II - NC	M68
15	Planning Aide - NC	M36
16	Plumber - NC	M52
17	Police Cadet - NC	H-36
18	Police Investigator - NC	050
19	Police Officer - NC	050
20	Police Services Specialist I - NC	M24
21	Pool Lifeguard I - NC	H-32
22	Pool Lifeguard II - NC	H-34
23	Principal Building Inspector - NC	N87
24	Prosecutor Assistant – NC	406
25	Prosecutor Assistant I – NC	460
26	Prosecutor Assistant II – NC	480
27	Prosecutor Assistant III – NC	530
28	Prosecutor Assistant IV – NC	550

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1	Public Health Associate I-NC	250
2	Public Health Nurse - NC	M66
3	Public Health Physician - NC	B00
4	Public Health Professional - NC	B00
5	Public Safety Dispatcher I - NC	M42
6	Public Safety Dispatcher II - NC	M47
7	Recreation Leader/Specialist I - NC	H-20, 260
8	Recreation Leader/Specialist II - NC	H-22, 300
9	Recreation Leader/Specialist III - NC	H-25, 330
10	Recreation Leader/Specialist IV - NC	H-28, 360
11	Recreation Leader/Specialist V - NC	H-32
12	Recreation Leader/Specialist VI - NC	H-34
13	Recreation Leader/Specialist VII - NC	H-36
14	Recreation Leader/Specialist VIII - NC	H-38
15	Recreation Leader/Specialist IX - NC	H-39
16	Recreation Leader/Specialist X - NC	H-40
17	Refuse Operator I - NC	370
18	Refuse Operator II - NC	400
19	Special Services Officer I - NC	M22
20	Special Services Officer II - NC	M35
21	Senior Civil Engineer - NC	N94
22	Senior Combination Building Inspector - NC	N72
23	Senior Engineering Technician I - NC	547
24	Senior Engineering Technician II - NC	577
25	Structural Engineering Associate - NC	N80
26	Student Worker - NC	H20
27	Traffic Engineering Aide I - NC	N41
28	X-ray Technician I - NC	M37

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1	Youth Trainee I - NC	H-99
2	Youth Trainee II - NC	H-20
3	Youth Trainee III - NC	H-24
4	Youth Trainee IV - NC	H-27

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ATTACHMENT B

SALARY SCHEDULE I - EFFECTIVE OCTOBER 1, 2011  
 Revised January 2012  
 HOURLY / BIWEEKLY

EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
M01	10.607 848.56 1,845.00	11.138 891.04 1,937.00	11.788 943.04 2,050.00	12.382 990.56 2,154.00	12.963 1,037.04 2,255.00	13.628 1,090.24 2,370.00	14.314 1,145.12 2,490.00
M03	11.415 913.20 1,985.00	11.987 958.96 2,085.00	12.683 1,014.64 2,206.00	13.296 1,063.68 2,313.00	13.950 1,116.00 2,426.00	14.625 1,170.00 2,544.00	15.385 1,230.80 2,676.00
M07	12.262 980.96 2,133.00	12.876 1,030.08 2,240.00	13.628 1,090.24 2,370.00	14.314 1,145.12 2,490.00	15.001 1,200.08 2,609.00	15.755 1,260.40 2,740.00	16.562 1,324.96 2,881.00
M08	12.552 1,004.16 2,183.00	13.179 1,054.32 2,292.00	13.950 1,116.00 2,426.00	14.625 1,170.00 2,544.00	15.385 1,230.80 2,676.00	16.155 1,292.40 2,810.00	16.967 1,357.36 2,951.00
M10	12.883 1,030.64 2,241.00	13.526 1,082.08 2,353.00	14.314 1,145.12 2,490.00	15.001 1,200.08 2,609.00	15.755 1,260.40 2,740.00	16.562 1,324.96 2,881.00	17.387 1,390.96 3,024.00
M12	13.162 1,052.96 2,289.00	13.820 1,105.60 2,404.00	14.625 1,170.00 2,544.00	15.385 1,230.80 2,676.00	16.155 1,292.40 2,810.00	16.967 1,357.36 2,951.00	17.825 1,426.00 3,100.00
M13	13.499 1,079.92 2,348.00	14.172 1,133.76 2,465.00	15.001 1,200.08 2,609.00	15.755 1,260.40 2,740.00	16.562 1,324.96 2,881.00	17.387 1,390.96 3,024.00	18.263 1,461.04 3,176.00
M15	13.846 1,107.68 2,408.00	14.536 1,162.88 2,528.00	15.385 1,230.80 2,676.00	16.155 1,292.40 2,810.00	16.967 1,357.36 2,951.00	17.825 1,426.00 3,100.00	18.722 1,497.76 3,256.00
M17	14.177 1,134.16 2,466.00	14.886 1,190.88 2,589.00	15.755 1,260.40 2,740.00	16.562 1,324.96 2,881.00	17.387 1,390.96 3,024.00	18.263 1,461.04 3,176.00	19.229 1,538.32 3,344.00
M18	14.458 1,156.64 2,515.00	15.180 1,214.40 2,640.00	16.062 1,284.96 2,794.00	16.879 1,350.32 2,936.00	17.739 1,419.12 3,085.00	18.627 1,490.16 3,240.00	19.605 1,568.40 3,410.00
M19	14.758 1,180.64 2,567.00	15.497 1,239.76 2,695.00	16.400 1,312.00 2,852.00	17.205 1,376.40 2,992.00	18.102 1,448.16 3,148.00	19.013 1,521.04 3,307.00	19.981 1,598.48 3,475.00
M20	14.537 1,162.96 2,528.00	15.266 1,221.28 2,655.00	16.155 1,292.40 2,810.00	16.967 1,357.36 2,951.00	17.825 1,426.00 3,100.00	18.722 1,497.76 3,256.00	19.840 1,587.20 3,451.00
M21	14.905 1,192.40 2,592.00	15.650 1,252.00 2,722.00	16.562 1,324.96 2,881.00	17.387 1,390.96 3,024.00	18.263 1,461.04 3,176.00	19.229 1,538.32 3,344.00	20.370 1,629.60 3,543.00
M22	14.819 1,185.52 2,577.00	15.560 1,244.80 2,706.00	16.463 1,317.04 2,863.00	17.300 1,384.00 3,009.00	18.182 1,454.56 3,162.00	19.093 1,527.44 3,321.00	20.095 1,607.60 3,495.00
M24	15.270 1,221.60 2,656.00	16.033 1,282.64 2,789.00	16.967 1,357.36 2,951.00	17.825 1,426.00 3,100.00	18.722 1,497.76 3,256.00	19.840 1,587.20 3,451.00	20.878 1,670.24 3,631.00
M26	15.646 1,251.68 2,721.00	16.428 1,314.24 2,857.00	17.387 1,390.96 3,024.00	18.263 1,461.04 3,176.00	19.229 1,538.32 3,344.00	20.370 1,629.60 3,543.00	21.353 1,708.24 3,714.00
M27	15.762 1,260.96 2,741.00	16.551 1,324.08 2,879.00	17.516 1,401.28 3,047.00	18.392 1,471.36 3,199.00	19.355 1,548.40 3,366.00	20.507 1,640.56 3,567.00	21.511 1,720.88 3,741.00
M28	16.042 1,283.36 2,790.00	16.845 1,347.60 2,930.00	17.825 1,426.00 3,100.00	18.722 1,497.76 3,256.00	19.840 1,587.20 3,451.00	20.878 1,670.24 3,631.00	21.912 1,752.96 3,811.00
M30	16.690 1,335.20 2,903.00	17.525 1,402.00 3,048.00	18.544 1,483.52 3,225.00	19.487 1,558.96 3,389.00	20.470 1,637.60 3,560.00	21.704 1,736.32 3,775.00	22.820 1,825.60 3,969.00
M31	16.435 1,314.80 2,859.00	17.255 1,380.40 3,001.00	18.263 1,461.04 3,176.00	19.229 1,538.32 3,344.00	20.370 1,629.60 3,543.00	21.353 1,708.24 3,714.00	22.455 1,796.40 3,906.00

SALARY SCHEDULE IA - EFFECTIVE OCTOBER 1, 2011

Revised January 2012

HOURLY PAY RATES

	RANGE		RATE				
M34	16.852	17.697	18.722	19.840	20.878	21.912	23.006
	1,348.16	1,415.76	1,497.76	1,587.20	1,670.24	1,752.96	1,840.48
	2,931.00	3,078.00	3,256.00	3,451.00	3,631.00	3,811.00	4,001.00
M35	17.106	17.963	19.008	19.975	20.981	22.246	23.391
	1,368.48	1,437.04	1,520.64	1,598.00	1,678.48	1,779.68	1,871.28
	2,975.00	3,124.00	3,306.00	3,474.00	3,649.00	3,869.00	4,068.00
M36	17.308	18.174	19.229	20.370	21.353	22.455	23.604
	1,384.64	1,453.92	1,538.32	1,629.60	1,708.24	1,796.40	1,888.32
	3,010.00	3,161.00	3,344.00	3,543.00	3,714.00	3,906.00	4,105.00
M37	17.858	18.751	19.840	20.878	21.912	23.006	24.177
	1,428.64	1,500.08	1,587.20	1,670.24	1,752.96	1,840.48	1,934.16
	3,106.00	3,261.00	3,451.00	3,631.00	3,811.00	4,001.00	4,205.00
M38	18.303	19.219	20.336	21.401	22.459	23.580	24.781
	1,464.24	1,537.52	1,626.88	1,712.08	1,796.72	1,886.40	1,982.48
	3,183.00	3,343.00	3,537.00	3,722.00	3,906.00	4,101.00	4,310.00
M42	18.792	19.731	20.878	21.912	23.006	24.177	25.450
	1,503.36	1,578.48	1,670.24	1,752.96	1,840.48	1,934.16	2,036.00
	3,268.00	3,432.00	3,631.00	3,811.00	4,001.00	4,205.00	4,426.00
M46	19.215	20.176	21.353	22.455	23.604	24.810	26.092
	1,537.20	1,614.08	1,708.24	1,796.40	1,888.32	1,984.80	2,087.36
	3,342.00	3,509.00	3,714.00	3,906.00	4,105.00	4,315.00	4,538.00
M47	19.722	20.709	21.912	23.006	24.177	25.450	26.761
	1,577.76	1,656.72	1,752.96	1,840.48	1,934.16	2,036.00	2,140.88
	3,430.00	3,602.00	3,811.00	4,001.00	4,205.00	4,426.00	4,655.00
M50	20.207	21.218	22.455	23.604	24.810	26.092	27.427
	1,616.56	1,697.44	1,796.40	1,888.32	1,984.80	2,087.36	2,194.16
	3,515.00	3,690.00	3,906.00	4,105.00	4,315.00	4,538.00	4,770.00
M52	20.704	21.741	23.006	24.177	25.450	26.761	28.151
	1,656.32	1,739.28	1,840.48	1,934.16	2,036.00	2,140.88	2,252.08
	3,601.00	3,781.00	4,001.00	4,205.00	4,426.00	4,655.00	4,896.00
M62	22.326	23.444	24.810	26.092	27.427	28.868	30.327
	1,786.08	1,875.52	1,984.80	2,087.36	2,194.16	2,309.44	2,426.16
	3,883.00	4,078.00	4,315.00	4,538.00	4,770.00	5,021.00	5,275.00
M63	22.887	24.032	25.411	26.745	28.112	29.589	31.087
	1,830.96	1,922.56	2,032.88	2,139.60	2,248.96	2,367.12	2,486.96
	3,981.00	4,180.00	4,420.00	4,652.00	4,889.00	5,146.00	5,407.00
M66	23.483	24.656	26.092	27.427	28.868	30.327	31.923
	1,878.64	1,972.48	2,087.36	2,194.16	2,309.44	2,426.16	2,553.84
	4,084.00	4,288.00	4,538.00	4,770.00	5,021.00	5,275.00	5,552.00
M68	24.084	25.290	26.761	28.151	29.588	31.101	32.732
	1,926.72	2,023.20	2,140.88	2,252.08	2,367.04	2,488.08	2,618.56
	4,189.00	4,399.00	4,655.00	4,896.00	5,146.00	5,409.00	5,693.00
M78	26.499	27.826	29.446	30.932	32.563	34.223	35.982
	2,119.92	2,226.08	2,355.68	2,474.56	2,605.04	2,737.84	2,878.56
	4,609.00	4,840.00	5,122.00	5,380.00	5,664.00	5,952.00	6,258.00
M88	27.989	29.391	31.101	32.732	34.404	36.197	38.093
	2,239.12	2,351.28	2,488.08	2,618.56	2,752.32	2,895.76	3,047.44
	4,868.00	5,112.00	5,409.00	5,693.00	5,984.00	6,296.00	6,625.00
M90	28.733	30.169	31.923	33.552	35.273	37.138	39.089
	2,298.64	2,413.52	2,553.84	2,684.16	2,821.84	2,971.04	3,127.12
	4,997.00	5,247.00	5,552.00	5,836.00	6,135.00	6,459.00	6,799.00
N09	11.940	12.537	13.266	13.910	14.632	15.361	16.138
	955.20	1,002.96	1,061.28	1,112.80	1,170.56	1,228.88	1,291.04
	2,077.00	2,181.00	2,307.00	2,419.00	2,545.00	2,672.00	2,807.00
N16	13.193	13.855	14.662	15.407	16.164	16.996	17.856
	1,055.44	1,108.40	1,172.96	1,232.56	1,293.12	1,359.68	1,428.48
	2,295.00	2,410.00	2,550.00	2,680.00	2,811.00	2,956.00	3,106.00
N23	14.045	14.748	15.606	16.379	17.199	18.114	19.189
	1,123.60	1,179.84	1,248.48	1,310.32	1,375.92	1,449.12	1,535.12
	2,443.00	2,565.00	2,714.00	2,849.00	2,991.00	3,151.00	3,338.00
N29	15.319	16.086	17.021	17.874	18.939	19.923	20.906
	1,225.52	1,286.88	1,361.68	1,429.92	1,515.12	1,593.84	1,672.48
	2,664.00	2,798.00	2,960.00	3,109.00	3,294.00	3,465.00	3,636.00

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HOURLY PAY RATES

	RANGE		RATE				
N33	15.112	15.869	16.791	17.703	18.680	19.655	20.709
	1,208.96	1,269.52	1,343.28	1,416.24	1,494.40	1,572.40	1,656.72
	2,628.00	2,760.00	2,920.00	3,079.00	3,249.00	3,419.00	3,602.00
N41	17.464	18.338	19.405	20.368	21.411	22.584	23.663
	1,397.12	1,467.04	1,552.40	1,629.44	1,712.88	1,806.72	1,893.04
	3,037.00	3,190.00	3,375.00	3,543.00	3,724.00	3,928.00	4,116.00
N43	17.914	18.810	19.904	20.876	21.937	23.060	24.252
	1,433.12	1,504.80	1,592.32	1,670.08	1,754.96	1,844.80	1,940.16
	3,116.00	3,272.00	3,462.00	3,631.00	3,815.00	4,011.00	4,218.00
N45	20.126	21.133	22.358	23.456	24.648	25.916	27.253
	1,610.08	1,690.64	1,788.64	1,876.48	1,971.84	2,073.28	2,180.24
	3,500.00	3,676.00	3,889.00	4,080.00	4,287.00	4,508.00	4,740.00
N51	19.267	20.232	21.411	22.501	23.663	24.881	26.133
	1,541.36	1,618.56	1,712.88	1,800.08	1,893.04	1,990.48	2,090.64
	3,351.00	3,519.00	3,724.00	3,914.00	4,116.00	4,328.00	4,545.00
N53	19.743	20.732	21.937	23.060	24.252	25.511	26.830
	1,579.44	1,658.56	1,754.96	1,844.80	1,940.16	2,040.88	2,146.40
	3,434.00	3,606.00	3,815.00	4,011.00	4,218.00	4,437.00	4,667.00
N54	21.130	22.185	23.476	24.677	25.950	27.299	28.711
	1,690.40	1,774.80	1,878.08	1,974.16	2,076.00	2,183.92	2,296.88
	3,675.00	3,859.00	4,083.00	4,292.00	4,513.00	4,748.00	4,994.00
N55	22.183	23.293	24.648	25.916	27.253	28.668	30.151
	1,774.64	1,863.44	1,971.84	2,073.28	2,180.24	2,293.44	2,412.08
	3,858.00	4,051.00	4,287.00	4,508.00	4,740.00	4,986.00	5,244.00
N57	21.258	22.320	23.618	24.838	26.114	27.432	28.879
	1,700.64	1,785.60	1,889.44	1,987.04	2,089.12	2,194.56	2,310.32
	3,697.00	3,882.00	4,108.00	4,320.00	4,542.00	4,771.00	5,023.00
N60	20.753	21.791	23.060	24.252	25.511	26.830	28.225
	1,660.24	1,743.28	1,844.80	1,940.16	2,040.88	2,146.40	2,258.00
	3,610.00	3,790.00	4,011.00	4,218.00	4,437.00	4,667.00	4,909.00
N61	21.238	22.298	23.595	24.815	26.088	27.457	28.844
	1,699.04	1,783.84	1,887.60	1,985.20	2,087.04	2,196.56	2,307.52
	3,694.00	3,878.00	4,104.00	4,316.00	4,537.00	4,776.00	5,017.00
N63	21.298	22.361	23.663	24.881	26.133	27.514	28.917
	1,703.84	1,788.88	1,893.04	1,990.48	2,090.64	2,201.12	2,313.36
	3,704.00	3,889.00	4,116.00	4,328.00	4,545.00	4,785.00	5,029.00
N65	23.355	24.522	25.950	27.299	28.711	30.200	31.719
	1,868.40	1,961.76	2,076.00	2,183.92	2,296.88	2,416.00	2,537.52
	4,062.00	4,265.00	4,513.00	4,748.00	4,994.00	5,253.00	5,517.00
N67	25.163	26.418	27.959	29.365	30.916	32.485	34.196
	2,013.04	2,113.44	2,236.72	2,349.20	2,473.28	2,598.80	2,735.68
	4,377.00	4,595.00	4,863.00	5,107.00	5,377.00	5,650.00	5,948.00
N69	22.907	24.053	25.452	26.776	28.141	29.581	31.132
	1,832.56	1,924.24	2,036.16	2,142.08	2,251.28	2,366.48	2,490.56
	3,984.00	4,184.00	4,427.00	4,657.00	4,895.00	5,145.00	5,415.00
N70	24.326	25.539	27.029	28.414	29.878	31.429	33.061
	1,946.08	2,043.12	2,162.32	2,273.12	2,390.24	2,514.32	2,644.88
	4,231.00	4,442.00	4,701.00	4,942.00	5,197.00	5,466.00	5,750.00
N72	23.522	24.696	26.133	27.514	28.917	30.438	31.978
	1,881.76	1,975.68	2,090.64	2,201.12	2,313.36	2,435.04	2,558.24
	4,091.00	4,295.00	4,545.00	4,785.00	5,029.00	5,294.00	5,562.00
N73	24.571	25.800	27.299	28.711	30.200	31.719	33.379
	1,965.68	2,064.00	2,183.92	2,296.88	2,416.00	2,537.52	2,670.32
	4,274.00	4,487.00	4,748.00	4,994.00	5,253.00	5,517.00	5,806.00
N77	24.147	25.356	26.830	28.225	29.645	31.203	32.792
	1,931.76	2,028.48	2,146.40	2,258.00	2,371.60	2,496.24	2,623.36
	4,200.00	4,410.00	4,667.00	4,909.00	5,156.00	5,427.00	5,703.00
N80	25.992	27.292	28.879	30.353	31.948	33.565	35.301
	2,079.36	2,183.36	2,310.32	2,428.24	2,555.84	2,685.20	2,824.08
	4,521.00	4,747.00	5,023.00	5,279.00	5,557.00	5,838.00	6,140.00
N81	25.329	26.596	28.141	29.581	31.132	32.721	34.427
	2,026.32	2,127.68	2,251.28	2,366.48	2,490.56	2,617.68	2,754.16
	4,405.00	4,626.00	4,895.00	5,145.00	5,415.00	5,691.00	5,988.00

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N83	25.381	26.650	28.204	29.642	31.200	32.778	34.472
	2,030.48	2,132.00	2,256.32	2,371.36	2,496.00	2,622.24	2,757.76
	4,414.00	4,635.00	4,905.00	5,156.00	5,427.00	5,701.00	5,996.00
N84	25.423	26.697	28.251	29.696	31.240	32.811	34.545
	2,033.84	2,135.76	2,260.08	2,375.68	2,499.20	2,624.88	2,763.60
	4,422.00	4,643.00	4,914.00	5,165.00	5,434.00	5,707.00	6,008.00
N87	26.028	27.330	28.917	30.438	31.978	33.634	35.402
	2,082.24	2,186.40	2,313.36	2,435.04	2,558.24	2,690.72	2,832.16
	4,527.00	4,753.00	5,029.00	5,294.00	5,562.00	5,850.00	6,157.00
N89	26.705	28.040	29.670	31.219	32.806	34.511	36.315
	2,136.40	2,243.20	2,373.60	2,497.52	2,624.48	2,760.88	2,905.20
	4,645.00	4,877.00	5,160.00	5,430.00	5,706.00	6,002.00	6,316.00
N92	27.395	28.766	30.438	31.978	33.634	35.402	37.252
	2,191.60	2,301.28	2,435.04	2,558.24	2,690.72	2,832.16	2,980.16
	4,765.00	5,003.00	5,294.00	5,562.00	5,850.00	6,157.00	6,479.00
N94	29.474	30.950	32.752	34.418	36.225	38.119	40.114
	2,357.92	2,476.00	2,620.16	2,753.44	2,898.00	3,049.52	3,209.12
	5,126.00	5,383.00	5,697.00	5,986.00	6,301.00	6,630.00	6,977.00
N96	30.176	31.685	33.529	35.248	37.113	39.061	41.092
	2,414.08	2,534.80	2,682.32	2,819.84	2,969.04	3,124.88	3,287.36
	5,248.00	5,511.00	5,832.00	6,131.00	6,455.00	6,794.00	7,147.00
S01	14.585	16.206	17.011	18.037	18.932	19.886	
	1,166.80	1,296.48	1,360.88	1,442.96	1,514.56	1,590.88	
	2,537.00	2,819.00	2,959.00	3,137.00	3,293.00	3,459.00	
S02	23.496	24.715	25.992	27.330	28.794		
	1,879.68	1,977.20	2,079.36	2,186.40	2,303.52		
	4,087.00	4,299.00	4,521.00	4,753.00	5,008.00		
S03	25.153						
	2,012.24						
	4,375.00						
S04	30.243						
	2,419.44						
	5,260.00						
S05	33.603	35.474	37.393	39.448	41.610		
	2,688.24	2,837.92	2,991.44	3,155.84	3,328.80		
	5,845.00	6,170.00	6,504.00	6,861.00	7,237.00		
S06	27.946	29.505	31.105	32.807	34.607		
	2,235.68	2,360.40	2,488.40	2,624.56	2,768.56		
	4,861.00	5,132.00	5,410.00	5,706.00	6,019.00		
S07	28.395	29.890	31.391	33.005	34.713		
	2,271.60	2,391.20	2,511.28	2,640.40	2,777.04		
	4,939.00	5,199.00	5,460.00	5,741.00	6,038.00		
S08	37.673	39.731	41.891	44.099	46.457		
	3,013.84	3,178.48	3,351.28	3,527.92	3,716.56		
	6,552.00	6,910.00	7,286.00	7,670.00	8,080.00		
S09	32.715	34.333	36.060	37.840	39.748		
	2,617.20	2,746.64	2,884.80	3,027.20	3,179.84		
	5,690.00	5,971.00	6,272.00	6,581.00	6,913.00		
S10	46.802						
	3,744.16						
	8,140.00						
S11	33.907	35.790	37.831	39.920	42.173		
	2,712.56	2,863.20	3,026.48	3,193.60	3,373.84		
	5,897.00	6,225.00	6,580.00	6,943.00	7,335.00		
S12	42.709	44.954	47.412	49.952	54.350		
	3,416.72	3,596.32	3,792.96	3,996.16	4,348.00		
	7,428.00	7,819.00	8,246.00	8,688.00	9,453.00		
S13	36.279	38.134	40.126	42.168	44.362		
	2,902.32	3,050.72	3,210.08	3,373.44	3,548.96		
	6,310.00	6,633.00	6,979.00	7,334.00	7,716.00		
S14	41.281	43.641	46.038	48.611	51.310		
	3,302.48	3,491.28	3,683.04	3,888.88	4,104.80		
	7,180.00	7,590.00	8,007.00	8,455.00	8,924.00		



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S15	50.653	53.439	56.291	59.314	62.513		
	4,052.24	4,275.12	4,503.28	4,745.12	5,001.04		
	8,810.00	9,295.00	9,791.00	10,316.00	10,873.00		
S16	48.250	50.907	53.619	56.555	59.571		
	3,860.00	4,072.56	4,289.52	4,524.40	4,765.68		
	8,392.00	8,854.00	9,326.00	9,837.00	10,361.00		
010	15.431	17.145	17.997	19.082	20.029	21.039	
	1,234.48	1,371.60	1,439.76	1,526.56	1,602.32	1,683.12	
	2,684.00	2,982.00	3,130.00	3,319.00	3,484.00	3,659.00	
030	24.201	25.456	26.772	28.150	29.658		
	1,936.08	2,036.48	2,141.76	2,252.00	2,372.64		
	4,209.00	4,428.00	4,656.00	4,896.00	5,158.00		
045	27.860						
	2,228.80						
	4,846.00						
046	30.243						
	2,419.44						
	5,260.00						
050	33.603	35.474	37.393	39.448	41.610		
	2,688.24	2,837.92	2,991.44	3,155.84	3,328.80		
	5,845.00	6,170.00	6,504.00	6,861.00	7,237.00		
055	30.955	32.609	34.303	36.108	38.015		
	2,476.40	2,608.72	2,744.24	2,888.64	3,041.20		
	5,384.00	5,672.00	5,966.00	6,280.00	6,612.00		
060	29.247	30.787	32.333	33.995	35.754		
	2,339.76	2,462.96	2,586.64	2,719.60	2,860.32		
	5,087.00	5,355.00	5,624.00	5,913.00	6,219.00		
070	37.673	39.731	41.891	44.099	46.457		
	3,013.84	3,178.48	3,351.28	3,527.92	3,716.56		
	6,552.00	6,910.00	7,286.00	7,670.00	8,080.00		
080	33.696	35.363	37.142	38.975	40.940		
	2,695.68	2,829.04	2,971.36	3,118.00	3,275.20		
	5,861.00	6,151.00	6,460.00	6,779.00	7,121.00		
100	46.291						
	3,703.28						
	8,051.00						
105	34.870	36.806	38.906	41.054	43.371		
	2,789.60	2,944.48	3,112.48	3,284.32	3,469.68		
	6,065.00	6,402.00	6,767.00	7,140.00	7,543.00		
110	42.395	44.623	47.063	49.585	53.950		
	3,391.60	3,569.84	3,765.04	3,966.80	4,316.00		
	7,374.00	7,761.00	8,186.00	8,624.00	9,383.00		
120	37.367	39.278	41.330	43.433	45.693		
	2,989.36	3,142.24	3,306.40	3,474.64	3,655.44		
	6,499.00	6,832.00	7,188.00	7,554.00	7,947.00		
155	41.900	44.296	46.728	49.340	52.080		
	3,352.00	3,543.68	3,738.24	3,947.20	4,166.40		
	7,288.00	7,704.00	8,127.00	8,582.00	9,058.00		
170	50.653	53.439	56.291	59.314	62.513		
	4,052.24	4,275.12	4,503.28	4,745.12	5,001.04		
	8,810.00	9,295.00	9,791.00	10,316.00	10,873.00		
180	56.987	60.131	63.326	66.795	70.347		
	4,558.96	4,810.48	5,066.08	5,343.60	5,627.76		
	9,912.00	10,458.00	11,014.00	11,618.00	12,235.00		
185	54.072	57.048	60.088	63.378	66.758		
	4,325.76	4,563.84	4,807.04	5,070.24	5,340.64		
	9,405.00	9,922.00	10,451.00	11,023.00	11,611.00		
230	11.033	11.589	12.260	12.883	13.486	14.175	14.890
	882.64	927.12	980.80	1,030.64	1,078.88	1,134.00	1,191.20
	1,919.00	2,016.00	2,132.00	2,241.00	2,346.00	2,465.00	2,590.00
250	11.593	12.172	12.883	13.486	14.175	14.890	15.606
	927.44	973.76	1,030.64	1,078.88	1,134.00	1,191.20	1,248.48
	2,016.00	2,117.00	2,241.00	2,346.00	2,465.00	2,590.00	2,714.00

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260	11.876	12.468	13.193	13.831	14.511	15.215	16.005
	950.08	997.44	1,055.44	1,106.48	1,160.88	1,217.20	1,280.40
	2,066.00	2,169.00	2,295.00	2,406.00	2,524.00	2,646.00	2,784.00
270	12.135	12.743	13.486	14.175	14.890	15.606	16.390
	970.80	1,019.44	1,078.88	1,134.00	1,191.20	1,248.48	1,311.20
	2,111.00	2,216.00	2,346.00	2,465.00	2,590.00	2,714.00	2,851.00
272	12.159	12.765	13.512	14.211	14.929	15.636	16.420
	972.72	1,021.20	1,080.96	1,136.88	1,194.32	1,250.88	1,313.60
	2,115.00	2,220.00	2,350.00	2,472.00	2,597.00	2,720.00	2,856.00
280	12.451	13.070	13.832	14.535	15.246	15.996	16.808
	996.08	1,045.60	1,106.56	1,162.80	1,219.68	1,279.68	1,344.64
	2,166.00	2,273.00	2,406.00	2,528.00	2,652.00	2,782.00	2,923.00
290	12.759	13.397	14.175	14.890	15.606	16.390	17.228
	1,020.72	1,071.76	1,134.00	1,191.20	1,248.48	1,311.20	1,378.24
	2,219.00	2,330.00	2,465.00	2,590.00	2,714.00	2,851.00	2,996.00
307	13.437	14.111	14.932	15.655	16.470	17.292	18.164
	1,074.96	1,128.88	1,194.56	1,252.40	1,317.60	1,383.36	1,453.12
	2,337.00	2,454.00	2,597.00	2,723.00	2,865.00	3,008.00	3,159.00
310	13.402	14.072	14.890	15.606	16.390	17.228	18.088
	1,072.16	1,125.76	1,191.20	1,248.48	1,311.20	1,378.24	1,447.04
	2,331.00	2,448.00	2,590.00	2,714.00	2,851.00	2,996.00	3,146.00
316	13.922	14.618	15.465	16.212	17.019	17.894	18.804
	1,113.76	1,169.44	1,237.20	1,296.96	1,361.52	1,431.52	1,504.32
	2,421.00	2,542.00	2,690.00	2,820.00	2,960.00	3,112.00	3,271.00
320	13.695	14.376	15.215	16.005	16.805	17.652	18.544
	1,095.60	1,150.08	1,217.20	1,280.40	1,344.40	1,412.16	1,483.52
	2,382.00	2,500.00	2,646.00	2,784.00	2,923.00	3,070.00	3,225.00
330	14.043	14.746	15.606	16.390	17.228	18.088	18.997
	1,123.44	1,179.68	1,248.48	1,311.20	1,378.24	1,447.04	1,519.76
	2,442.00	2,565.00	2,714.00	2,851.00	2,996.00	3,146.00	3,304.00
336	14.592	15.325	16.212	17.019	17.894	18.804	19.757
	1,167.36	1,226.00	1,296.96	1,361.52	1,431.52	1,504.32	1,580.56
	2,538.00	2,665.00	2,820.00	2,960.00	3,112.00	3,271.00	3,436.00
340	14.403	15.123	16.005	16.805	17.652	18.544	19.478
	1,152.24	1,209.84	1,280.40	1,344.40	1,412.16	1,483.52	1,558.24
	2,505.00	2,630.00	2,784.00	2,923.00	3,070.00	3,225.00	3,388.00
344	14.848	15.592	16.503	17.340	18.193	19.130	20.095
	1,187.84	1,247.36	1,320.24	1,387.20	1,455.44	1,530.40	1,607.60
	2,582.00	2,712.00	2,870.00	3,016.00	3,164.00	3,327.00	3,495.00
350	14.749	15.487	16.390	17.228	18.088	18.997	20.006
	1,179.92	1,238.96	1,311.20	1,378.24	1,447.04	1,519.76	1,600.48
	2,565.00	2,694.00	2,851.00	2,996.00	3,146.00	3,304.00	3,480.00
352	15.039	15.794	16.707	17.562	18.456	19.378	20.394
	1,203.12	1,263.52	1,336.56	1,404.96	1,476.48	1,550.24	1,631.52
	2,616.00	2,747.00	2,906.00	3,055.00	3,210.00	3,370.00	3,547.00
356	15.354	16.122	17.062	17.898	18.833	19.778	20.787
	1,228.32	1,289.76	1,364.96	1,431.84	1,506.64	1,582.24	1,662.96
	2,670.00	2,804.00	2,968.00	3,113.00	3,276.00	3,440.00	3,615.00
360	15.124	15.879	16.805	17.652	18.544	19.478	20.640
	1,209.92	1,270.32	1,344.40	1,412.16	1,483.52	1,558.24	1,651.20
	2,630.00	2,762.00	2,923.00	3,070.00	3,225.00	3,388.00	3,590.00
361	15.414	16.185	17.126	17.999	18.916	19.864	20.905
	1,233.12	1,294.80	1,370.08	1,439.92	1,513.28	1,589.12	1,672.40
	2,681.00	2,815.00	2,979.00	3,131.00	3,290.00	3,455.00	3,636.00
370	15.506	16.281	17.228	18.088	18.997	20.006	21.191
	1,240.48	1,302.48	1,378.24	1,447.04	1,519.76	1,600.48	1,695.28
	2,697.00	2,832.00	2,996.00	3,146.00	3,304.00	3,480.00	3,686.00
374	15.811	16.601	17.567	18.437	19.363	20.390	21.600
	1,264.88	1,328.08	1,405.36	1,474.96	1,549.04	1,631.20	1,728.00
	2,750.00	2,887.00	3,055.00	3,207.00	3,368.00	3,546.00	3,757.00
380	15.883	16.680	17.652	18.544	19.478	20.640	21.721
	1,270.64	1,334.40	1,412.16	1,483.52	1,558.24	1,651.20	1,737.68
	2,763.00	2,901.00	3,070.00	3,225.00	3,388.00	3,590.00	3,778.00

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HOURLY PAY RATES

	RANGE		RATE				
386	16.498	17.324	18.334	19.267	20.241	21.464	22.570
	1,319.84	1,385.92	1,466.72	1,541.36	1,619.28	1,717.12	1,805.60
	2,869.00	3,013.00	3,189.00	3,351.00	3,520.00	3,733.00	3,926.00
390	16.277	17.092	18.088	18.997	20.006	21.191	22.212
	1,302.16	1,367.36	1,447.04	1,519.76	1,600.48	1,695.28	1,776.96
	2,831.00	2,973.00	3,146.00	3,304.00	3,480.00	3,686.00	3,863.00
391	16.397	17.217	18.220	19.134	20.135	21.332	22.375
	1,311.76	1,377.36	1,457.60	1,530.72	1,610.80	1,706.56	1,790.00
	2,852.00	2,995.00	3,169.00	3,328.00	3,502.00	3,710.00	3,892.00
400	16.688	17.522	18.544	19.478	20.640	21.721	22.795
	1,335.04	1,401.76	1,483.52	1,558.24	1,651.20	1,737.68	1,823.60
	2,903.00	3,048.00	3,225.00	3,388.00	3,590.00	3,778.00	3,965.00
404	17.244	18.107	19.162	20.121	21.319	22.431	23.533
	1,379.52	1,448.56	1,532.96	1,609.68	1,705.52	1,794.48	1,882.64
	2,999.00	3,149.00	3,333.00	3,500.00	3,708.00	3,901.00	4,093.00
406	17.362	18.227	19.293	20.272	21.294	22.576	23.739
	1,388.96	1,458.16	1,543.44	1,621.76	1,703.52	1,806.08	1,899.12
	3,020.00	3,170.00	3,356.00	3,526.00	3,704.00	3,927.00	4,129.00
410	17.096	17.950	18.997	20.006	21.191	22.212	23.364
	1,367.68	1,436.00	1,519.76	1,600.48	1,695.28	1,776.96	1,869.12
	2,973.00	3,122.00	3,304.00	3,480.00	3,686.00	3,863.00	4,064.00
419	17.010	17.860	18.897	19.924	21.026	22.122	23.308
	1,360.80	1,428.80	1,511.76	1,593.92	1,682.08	1,769.76	1,864.64
	2,959.00	3,106.00	3,287.00	3,465.00	3,657.00	3,848.00	4,054.00
420	17.532	18.405	19.478	20.640	21.721	22.795	23.934
	1,402.56	1,472.40	1,558.24	1,651.20	1,737.68	1,823.60	1,914.72
	3,049.00	3,201.00	3,388.00	3,590.00	3,778.00	3,965.00	4,163.00
422	17.657	18.542	19.618	20.802	21.882	22.964	24.117
	1,412.56	1,483.36	1,569.44	1,664.16	1,750.56	1,837.12	1,929.36
	3,071.00	3,225.00	3,412.00	3,618.00	3,806.00	3,994.00	4,195.00
426	17.795	18.687	19.775	20.777	21.827	23.139	24.332
	1,423.60	1,494.96	1,582.00	1,662.16	1,746.16	1,851.12	1,946.56
	3,095.00	3,250.00	3,439.00	3,614.00	3,796.00	4,025.00	4,232.00
430	18.005	18.906	20.006	21.191	22.212	23.364	24.552
	1,440.40	1,512.48	1,600.48	1,695.28	1,776.96	1,869.12	1,964.16
	3,132.00	3,288.00	3,480.00	3,686.00	3,863.00	4,064.00	4,270.00
440	18.578	19.506	20.640	21.721	22.795	23.934	25.151
	1,486.24	1,560.48	1,651.20	1,737.68	1,823.60	1,914.72	2,012.08
	3,231.00	3,393.00	3,590.00	3,778.00	3,965.00	4,163.00	4,374.00
442	18.709	19.642	20.787	21.862	22.941	24.069	25.293
	1,496.72	1,571.36	1,662.96	1,748.96	1,835.28	1,925.52	2,023.44
	3,254.00	3,416.00	3,615.00	3,802.00	3,990.00	4,186.00	4,399.00
443	19.054	20.006	21.170	22.437	23.603	24.833	26.019
	1,524.32	1,600.48	1,693.60	1,794.96	1,888.24	1,986.64	2,081.52
	3,314.00	3,480.00	3,682.00	3,902.00	4,105.00	4,319.00	4,525.00
450	19.073	20.026	21.191	22.212	23.364	24.552	25.809
	1,525.84	1,602.08	1,695.28	1,776.96	1,869.12	1,964.16	2,064.72
	3,317.00	3,483.00	3,686.00	3,863.00	4,064.00	4,270.00	4,489.00
454	19.657	20.639	21.840	22.926	24.097	25.418	26.633
	1,572.56	1,651.12	1,747.20	1,834.08	1,927.76	2,033.44	2,130.64
	3,419.00	3,590.00	3,799.00	3,987.00	4,191.00	4,421.00	4,632.00
460	19.549	20.524	21.721	22.795	23.934	25.151	26.477
	1,563.92	1,641.92	1,737.68	1,823.60	1,914.72	2,012.08	2,118.16
	3,400.00	3,570.00	3,778.00	3,965.00	4,163.00	4,374.00	4,605.00
464	20.163	21.171	22.400	23.494	24.692	25.954	27.296
	1,613.04	1,693.68	1,792.00	1,879.52	1,975.36	2,076.32	2,183.68
	3,507.00	3,682.00	3,896.00	4,086.00	4,295.00	4,514.00	4,748.00
466	20.198	21.208	22.444	23.556	24.740	25.998	27.352
	1,615.84	1,696.64	1,795.52	1,884.48	1,979.20	2,079.84	2,188.16
	3,513.00	3,689.00	3,904.00	4,097.00	4,303.00	4,522.00	4,757.00
467	22.651	23.783	25.166	26.401	27.741	29.167	30.673
	1,812.08	1,902.64	2,013.28	2,112.08	2,219.28	2,333.36	2,453.84
	3,940.00	4,137.00	4,377.00	4,592.00	4,825.00	5,073.00	5,335.00

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 RANGE                      RATE

470	19.988	20.987	22.212	23.364	24.552	25.809	27.143
	1,599.04	1,678.96	1,776.96	1,869.12	1,964.16	2,064.72	2,171.44
	3,476.00	3,650.00	3,863.00	4,064.00	4,270.00	4,489.00	4,721.00
480	20.704	21.739	23.003	24.151	25.380	26.719	28.092
	1,656.32	1,739.12	1,840.24	1,932.08	2,030.40	2,137.52	2,247.36
	3,601.00	3,781.00	4,001.00	4,201.00	4,414.00	4,647.00	4,886.00
482	21.204	22.263	23.556	24.740	25.998	27.352	28.766
	1,696.32	1,781.04	1,884.48	1,979.20	2,079.84	2,188.16	2,301.28
	3,688.00	3,872.00	4,097.00	4,303.00	4,522.00	4,757.00	5,003.00
486	21.367	22.435	23.739	24.926	26.162	27.508	28.927
	1,709.36	1,794.80	1,899.12	1,994.08	2,092.96	2,200.64	2,314.16
	3,716.00	3,902.00	4,129.00	4,335.00	4,550.00	4,784.00	5,031.00
490	21.025	22.076	23.364	24.552	25.809	27.143	28.534
	1,682.00	1,766.08	1,869.12	1,964.16	2,064.72	2,171.44	2,282.72
	3,657.00	3,840.00	4,064.00	4,270.00	4,489.00	4,721.00	4,963.00
491	21.733	22.818	24.146	25.359	26.649	28.036	29.484
	1,738.64	1,825.44	1,931.68	2,028.72	2,131.92	2,242.88	2,358.72
	3,780.00	3,969.00	4,200.00	4,411.00	4,635.00	4,876.00	5,128.00
494	21.686	22.769	24.097	25.326	26.633	28.003	29.416
	1,734.88	1,821.52	1,927.76	2,026.08	2,130.64	2,240.24	2,353.28
	3,772.00	3,960.00	4,191.00	4,405.00	4,632.00	4,871.00	5,116.00
500	21.540	22.616	23.934	25.151	26.477	27.838	29.287
	1,723.20	1,809.28	1,914.72	2,012.08	2,118.16	2,227.04	2,342.96
	3,746.00	3,934.00	4,163.00	4,374.00	4,605.00	4,842.00	5,094.00
504	22.222	23.333	24.692	25.954	27.296	28.712	30.198
	1,777.76	1,866.64	1,975.36	2,076.32	2,183.68	2,296.96	2,415.84
	3,865.00	4,058.00	4,295.00	4,514.00	4,748.00	4,994.00	5,252.00
507	23.782	24.968	26.421	27.775	29.207	30.725	32.316
	1,902.56	1,997.44	2,113.68	2,222.00	2,336.56	2,458.00	2,585.28
	4,136.00	4,343.00	4,595.00	4,831.00	5,080.00	5,344.00	5,621.00
508	24.966	26.217	27.741	29.167	30.673	32.264	33.933
	1,997.28	2,097.36	2,219.28	2,333.36	2,453.84	2,581.12	2,714.64
	4,342.00	4,560.00	4,825.00	5,073.00	5,335.00	5,612.00	5,902.00
510	22.096	23.202	24.552	25.809	27.143	28.534	30.032
	1,767.68	1,856.16	1,964.16	2,064.72	2,171.44	2,282.72	2,402.56
	3,843.00	4,035.00	4,270.00	4,489.00	4,721.00	4,963.00	5,223.00
514	23.926	25.124	26.581	27.955	29.393	30.875	32.504
	1,914.08	2,009.92	2,126.48	2,236.40	2,351.44	2,470.00	2,600.32
	4,161.00	4,370.00	4,623.00	4,862.00	5,112.00	5,370.00	5,653.00
520	22.637	23.770	25.151	26.477	27.838	29.287	30.782
	1,810.96	1,901.60	2,012.08	2,118.16	2,227.04	2,342.96	2,462.56
	3,937.00	4,134.00	4,374.00	4,605.00	4,842.00	5,094.00	5,354.00
523	28.188	29.675	31.203	32.825	34.499		
	2,255.04	2,374.00	2,496.24	2,626.00	2,759.92		
	4,903.00	5,161.00	5,427.00	5,709.00	6,000.00		
524	23.358	24.524	25.954	27.295	28.711	30.198	31.766
	1,868.64	1,961.92	2,076.32	2,183.60	2,296.88	2,415.84	2,541.28
	4,063.00	4,265.00	4,514.00	4,747.00	4,994.00	5,252.00	5,525.00
527	23.900	25.096	26.558	27.929	29.360	30.903	32.464
	1,912.00	2,007.68	2,124.64	2,234.32	2,348.80	2,472.24	2,597.12
	4,157.00	4,365.00	4,619.00	4,858.00	5,107.00	5,375.00	5,646.00
530	23.229	24.388	25.809	27.143	28.534	30.032	31.547
	1,858.32	1,951.04	2,064.72	2,171.44	2,282.72	2,402.56	2,523.76
	4,040.00	4,242.00	4,489.00	4,721.00	4,963.00	5,223.00	5,487.00
534	23.975	25.175	26.639	28.008	29.420	30.974	32.553
	1,918.00	2,014.00	2,131.12	2,240.64	2,353.60	2,477.92	2,604.24
	4,170.00	4,379.00	4,633.00	4,871.00	5,117.00	5,387.00	5,662.00
540	23.825	25.016	26.477	27.838	29.287	30.782	32.354
	1,906.00	2,001.28	2,118.16	2,227.04	2,342.96	2,462.56	2,588.32
	4,144.00	4,351.00	4,605.00	4,842.00	5,094.00	5,354.00	5,627.00
547	26.286	27.600	29.207	30.725	32.316	33.990	35.701
	2,102.88	2,208.00	2,336.56	2,458.00	2,585.28	2,719.20	2,856.08
	4,572.00	4,800.00	5,080.00	5,344.00	5,621.00	5,912.00	6,209.00

## SALARY SCHEDULE IA - EFFECTIVE OCTOBER 1, 2011

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## HOURLY PAY RATES

RANGE RATE

550	24.427	25.649	27.143	28.534	30.032	31.547	33.212
	1,954.16	2,051.92	2,171.44	2,282.72	2,402.56	2,523.76	2,656.96
	4,249.00	4,461.00	4,721.00	4,963.00	5,223.00	5,487.00	5,777.00
554	28.320	29.735	31.467	33.051	34.799	36.562	38.487
	2,265.60	2,378.80	2,517.36	2,644.08	2,783.92	2,924.96	3,078.96
	4,926.00	5,172.00	5,473.00	5,749.00	6,053.00	6,359.00	6,694.00
560	25.057	26.308	27.838	29.287	30.782	32.354	34.049
	2,004.56	2,104.64	2,227.04	2,342.96	2,462.56	2,588.32	2,723.92
	4,358.00	4,576.00	4,842.00	5,094.00	5,354.00	5,627.00	5,922.00
564	25.782	27.071	28.647	30.138	31.674	33.295	35.041
	2,062.56	2,165.68	2,291.76	2,411.04	2,533.92	2,663.60	2,803.28
	4,484.00	4,708.00	4,983.00	5,242.00	5,509.00	5,791.00	6,095.00
567	26.580	27.909	29.535	31.048	32.648	34.342	36.126
	2,126.40	2,232.72	2,362.80	2,483.84	2,611.84	2,747.36	2,890.08
	4,623.00	4,854.00	5,137.00	5,400.00	5,678.00	5,973.00	6,283.00
570	25.679	26.961	28.534	30.032	31.547	33.212	34.906
	2,054.32	2,156.88	2,282.72	2,402.56	2,523.76	2,656.96	2,792.48
	4,466.00	4,689.00	4,963.00	5,223.00	5,487.00	5,777.00	6,071.00
574	26.479	27.802	29.420	30.974	32.553	34.263	35.997
	2,118.32	2,224.16	2,353.60	2,477.92	2,604.24	2,741.04	2,879.76
	4,605.00	4,836.00	5,117.00	5,387.00	5,662.00	5,959.00	6,261.00
577	27.653	29.037	30.725	32.316	33.990	35.701	37.568
	2,212.24	2,322.96	2,458.00	2,585.28	2,719.20	2,856.08	3,005.44
	4,810.00	5,050.00	5,344.00	5,621.00	5,912.00	6,209.00	6,534.00
580	26.359	27.675	29.287	30.782	32.354	34.049	35.790
	2,108.72	2,214.00	2,342.96	2,462.56	2,588.32	2,723.92	2,863.20
	4,585.00	4,813.00	5,094.00	5,354.00	5,627.00	5,922.00	6,225.00
582	31.724	33.350	35.050	36.890	38.770		
	2,537.92	2,668.00	2,804.00	2,951.20	3,101.60		
	5,518.00	5,801.00	6,096.00	6,416.00	6,743.00		
583	30.655	32.220	33.864	35.645	37.459		
	2,452.40	2,577.60	2,709.12	2,851.60	2,996.72		
	5,332.00	5,604.00	5,890.00	6,200.00	6,515.00		
584	27.177	28.537	30.198	31.767	33.368	35.120	36.908
	2,174.16	2,282.96	2,415.84	2,541.36	2,669.44	2,809.60	2,952.64
	4,727.00	4,963.00	5,252.00	5,525.00	5,804.00	6,108.00	6,419.00
590	27.026	28.380	30.032	31.547	33.212	34.906	36.696
	2,162.08	2,270.40	2,402.56	2,523.76	2,656.96	2,792.48	2,935.68
	4,701.00	4,936.00	5,223.00	5,487.00	5,777.00	6,071.00	6,382.00
593	34.520	36.248	38.057	39.962	41.958		
	2,761.60	2,899.84	3,044.56	3,196.96	3,356.64		
	6,004.00	6,305.00	6,619.00	6,951.00	7,298.00		
594	29.254	30.719	32.504	34.164	35.957	37.779	39.730
	2,340.32	2,457.52	2,600.32	2,733.12	2,876.56	3,022.32	3,178.40
	5,088.00	5,343.00	5,653.00	5,942.00	6,254.00	6,571.00	6,910.00
597	28.506	29.934	31.674	33.295	35.041	36.826	38.747
	2,280.48	2,394.72	2,533.92	2,663.60	2,803.28	2,946.08	3,099.76
	4,958.00	5,206.00	5,509.00	5,791.00	6,095.00	6,405.00	6,739.00
600	27.703	29.089	30.782	32.354	34.049	35.790	37.655
	2,216.24	2,327.12	2,462.56	2,588.32	2,723.92	2,863.20	3,012.40
	4,818.00	5,059.00	5,354.00	5,627.00	5,922.00	6,225.00	6,549.00
604	29.995	31.745	33.363	35.115	36.892	38.798	40.738
	2,399.60	2,539.60	2,669.04	2,809.20	2,951.36	3,103.84	3,259.04
	5,217.00	5,521.00	5,803.00	6,108.00	6,417.00	6,748.00	7,086.00
607	30.046	31.798	33.422	35.161	36.932	38.881	40.824
	2,403.68	2,543.84	2,673.76	2,812.88	2,954.56	3,110.48	3,265.92
	5,226.00	5,531.00	5,813.00	6,116.00	6,424.00	6,763.00	7,100.00
610	28.394	29.814	31.547	33.212	34.906	36.696	38.636
	2,271.52	2,385.12	2,523.76	2,656.96	2,792.48	2,935.68	3,090.88
	4,939.00	5,186.00	5,487.00	5,777.00	6,071.00	6,382.00	6,720.00
613	36.248	38.057	39.962	41.958	44.059		
	2,899.84	3,044.56	3,196.96	3,356.64	3,524.72		
	6,305.00	6,619.00	6,951.00	7,298.00	7,663.00		

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HOURLY PAY RATES

RANGE RATE

614	29.278	30.980	32.608	34.258	36.034	37.926	39.823
	2,342.24	2,478.40	2,608.64	2,740.64	2,882.72	3,034.08	3,185.84
	5,092.00	5,388.00	5,671.00	5,958.00	6,267.00	6,596.00	6,926.00
620	29.117	30.574	32.354	34.049	35.790	37.655	39.627
	2,329.36	2,445.92	2,588.32	2,723.92	2,863.20	3,012.40	3,170.16
	5,064.00	5,318.00	5,627.00	5,922.00	6,225.00	6,549.00	6,892.00
623	32.546	34.258	36.000	37.877	39.860		
	2,603.68	2,740.64	2,880.00	3,030.16	3,188.80		
	5,661.00	5,958.00	6,261.00	6,588.00	6,933.00		
624	30.062	31.565	33.402	35.144	36.931	38.850	40.880
	2,404.96	2,525.20	2,672.16	2,811.52	2,954.48	3,108.00	3,270.40
	5,229.00	5,490.00	5,810.00	6,113.00	6,423.00	6,757.00	7,110.00
627	30.835	32.375	34.258	35.991	37.856	39.845	41.925
	2,466.80	2,590.00	2,740.64	2,879.28	3,028.48	3,187.60	3,354.00
	5,363.00	5,631.00	5,958.00	6,260.00	6,584.00	6,930.00	7,292.00
630	29.891	31.385	33.212	34.906	36.696	38.636	40.666
	2,391.28	2,510.80	2,656.96	2,792.48	2,935.68	3,090.88	3,253.28
	5,199.00	5,459.00	5,777.00	6,071.00	6,382.00	6,720.00	7,073.00
633	37.987	39.887	41.881	43.973	46.180		
	3,038.96	3,190.96	3,350.48	3,517.84	3,694.40		
	6,607.00	6,937.00	7,284.00	7,648.00	8,032.00		
634	30.840	32.382	34.263	35.997	37.863	39.854	41.935
	2,467.20	2,590.56	2,741.04	2,879.76	3,029.04	3,188.32	3,354.80
	5,364.00	5,632.00	5,959.00	6,261.00	6,585.00	6,932.00	7,294.00
640	30.646	32.180	34.049	35.790	37.655	39.627	41.707
	2,451.68	2,574.40	2,723.92	2,863.20	3,012.40	3,170.16	3,336.56
	5,330.00	5,597.00	5,922.00	6,225.00	6,549.00	6,892.00	7,254.00
644	34.834	36.863	38.741	40.772	42.903	45.151	47.409
	2,786.72	2,949.04	3,099.28	3,261.76	3,432.24	3,612.08	3,792.72
	6,059.00	6,412.00	6,738.00	7,091.00	7,462.00	7,853.00	8,246.00
645	37.172	39.071	41.110	43.260	45.531		
	2,973.76	3,125.68	3,288.80	3,460.80	3,642.48		
	6,465.00	6,796.00	7,150.00	7,524.00	7,919.00		
647	36.553	38.680	40.662	42.816	45.063	47.404	49.774
	2,924.24	3,094.40	3,252.96	3,425.28	3,605.04	3,792.32	3,981.92
	6,358.00	6,728.00	7,072.00	7,447.00	7,838.00	8,245.00	8,657.00
650	31.414	32.985	34.906	36.696	38.636	40.666	42.783
	2,513.12	2,638.80	2,792.48	2,935.68	3,090.88	3,253.28	3,422.64
	5,464.00	5,737.00	6,071.00	6,382.00	6,720.00	7,073.00	7,441.00
660	32.212	33.824	35.790	37.655	39.627	41.707	43.873
	2,576.96	2,705.92	2,863.20	3,012.40	3,170.16	3,336.56	3,509.84
	5,603.00	5,883.00	6,225.00	6,549.00	6,892.00	7,254.00	7,631.00
670	33.025	34.676	36.696	38.636	40.666	42.783	44.994
	2,642.00	2,774.08	2,935.68	3,090.88	3,253.28	3,422.64	3,599.52
	5,744.00	6,031.00	6,382.00	6,720.00	7,073.00	7,441.00	7,826.00
674	33.275	34.938	36.975	38.904	40.941	43.085	45.322
	2,662.00	2,795.04	2,958.00	3,112.32	3,275.28	3,446.80	3,625.76
	5,787.00	6,077.00	6,431.00	6,767.00	7,121.00	7,494.00	7,883.00
680	33.891	35.586	37.655	39.627	41.707	43.873	46.167
	2,711.28	2,846.88	3,012.40	3,170.16	3,336.56	3,509.84	3,693.36
	5,895.00	6,189.00	6,549.00	6,892.00	7,254.00	7,631.00	8,030.00
684	34.965	36.714	38.850	40.880	43.023	45.275	47.625
	2,797.20	2,937.12	3,108.00	3,270.40	3,441.84	3,622.00	3,810.00
	6,081.00	6,386.00	6,757.00	7,110.00	7,483.00	7,875.00	8,283.00
687	40.402	42.749	44.986	47.338	49.819	52.409	55.029
	3,232.16	3,419.92	3,598.88	3,787.04	3,985.52	4,192.72	4,402.32
	7,027.00	7,435.00	7,824.00	8,233.00	8,665.00	9,115.00	9,571.00
690	34.738	36.476	38.596	40.620	42.750	44.972	47.323
	2,779.04	2,918.08	3,087.68	3,249.60	3,420.00	3,597.76	3,785.84
	6,042.00	6,344.00	6,713.00	7,065.00	7,435.00	7,822.00	8,231.00
694	38.527	40.772	42.903	45.151	47.512	49.981	52.479
	3,082.16	3,261.76	3,432.24	3,612.08	3,800.96	3,998.48	4,198.32
	6,701.00	7,091.00	7,462.00	7,853.00	8,264.00	8,693.00	9,128.00

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HOURLY PAY RATES

RANGE RATE

697	34.990	36.741	38.881	40.857	43.013	45.191	47.516
	2,799.20	2,939.28	3,110.48	3,268.56	3,441.04	3,615.28	3,801.28
	6,086.00	6,390.00	6,763.00	7,106.00	7,481.00	7,860.00	8,264.00
700	36.252	38.063	39.968	41.964	44.063	46.267	48.581
	2,900.16	3,045.04	3,197.44	3,357.12	3,525.04	3,701.36	3,886.48
	6,305.00	6,620.00	6,952.00	7,299.00	7,664.00	8,047.00	8,450.00
710	37.214	39.077	41.031	43.081	45.237	47.499	49.872
	2,977.12	3,126.16	3,282.48	3,446.48	3,618.96	3,799.92	3,989.76
	6,473.00	6,797.00	7,136.00	7,493.00	7,868.00	8,261.00	8,674.00
720	37.535	39.412	41.707	43.873	46.167	48.593	51.117
	3,002.80	3,152.96	3,336.56	3,509.84	3,693.36	3,887.44	4,089.36
	6,528.00	6,855.00	7,254.00	7,631.00	8,030.00	8,452.00	8,891.00
724	42.665	45.151	47.512	49.981	52.592	55.330	58.096
	3,413.20	3,612.08	3,800.96	3,998.48	4,207.36	4,426.40	4,647.68
	7,421.00	7,853.00	8,264.00	8,693.00	9,147.00	9,623.00	10,105.00
730	38.474	40.398	42.750	44.972	47.321	49.807	52.396
	3,077.92	3,231.84	3,420.00	3,597.76	3,785.68	3,984.56	4,191.68
	6,692.00	7,026.00	7,435.00	7,822.00	8,230.00	8,663.00	9,113.00
740	39.627	41.609	44.034	46.296	48.707	51.271	53.934
	3,170.16	3,328.72	3,522.72	3,703.68	3,896.56	4,101.68	4,314.72
	6,892.00	7,237.00	7,659.00	8,052.00	8,472.00	8,917.00	9,381.00
747	40.776	42.816	45.309	47.641	50.119	52.758	55.495
	3,262.08	3,425.28	3,624.72	3,811.28	4,009.52	4,220.64	4,439.60
	7,092.00	7,447.00	7,881.00	8,286.00	8,717.00	9,176.00	9,652.00
750	40.620	42.651	45.135	47.455	49.922	52.552	55.279
	3,249.60	3,412.08	3,610.80	3,796.40	3,993.76	4,204.16	4,422.32
	7,065.00	7,418.00	7,850.00	8,254.00	8,683.00	9,140.00	9,615.00
757	43.886	46.439	48.833	51.372	54.076	56.886	59.729
	3,510.88	3,715.12	3,906.64	4,109.76	4,326.08	4,550.88	4,778.32
	7,633.00	8,077.00	8,493.00	8,935.00	9,405.00	9,894.00	10,389.00
760	41.877	43.971	46.167	48.593	51.117	53.674	56.357
	3,350.16	3,517.68	3,693.36	3,887.44	4,089.36	4,293.92	4,508.56
	7,284.00	7,648.00	8,030.00	8,452.00	8,891.00	9,335.00	9,802.00
764	48.636	51.468	54.039	56.740	59.579	62.558	65.683
	3,890.88	4,117.44	4,323.12	4,539.20	4,766.32	5,004.64	5,254.64
	8,459.00	8,952.00	9,399.00	9,869.00	10,362.00	10,881.00	11,424.00
770	44.208	46.423	48.742	51.301	53.968	56.667	59.499
	3,536.64	3,713.84	3,899.36	4,104.08	4,317.44	4,533.36	4,759.92
	7,689.00	8,074.00	8,478.00	8,923.00	9,387.00	9,856.00	10,349.00
777	42.597	44.726	47.334	49.772	52.360	55.113	57.972
	3,407.76	3,578.08	3,786.72	3,981.76	4,188.80	4,409.04	4,637.76
	7,409.00	7,779.00	8,233.00	8,657.00	9,107.00	9,586.00	10,083.00
787	45.108	47.361	50.119	52.758	55.495	58.393	61.435
	3,608.64	3,788.88	4,009.52	4,220.64	4,439.60	4,671.44	4,914.80
	7,846.00	8,237.00	8,717.00	9,176.00	9,652.00	10,156.00	10,685.00
940	61.932						
	4,954.56						
	10,772.00						
950	66.849						
	5,347.92						
	11,627.00						
960	89.845						
	7,187.60						
	15,627.00						
970	94.453						
	7,556.24						
	16,428.00						
980	116.198						
	9,295.84						
	20,210.00						
990	112.594						
	9,007.52						
	19,583.00						

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HOURLY PAY RATES  
RANGE                      RATE

H09	6.218
H11	7.924
H12	7.924
H13	7.736
H15	8.193
H16	8.335
H17	8.613
H18	8.651
H19	8.790
H20	8.934
H22	9.248
H23	9.372
H24	9.677
H25	9.986
H26	10.856
H27	10.869
H28	11.183
H29	11.630
H30	12.065
H31	12.517
H32	12.979
H33	13.566
H34	14.167
H35	14.905
H36	15.645
H37	16.528
H38	17.437
H39	18.177
H40	18.927
H41	19.290
H42	19.849
H43	21.255
H44	22.339
H45	23.514
H60	42.504
H61	51.006
H62	59.505
P16	8.671
P24	9.986
P25	10.486
P26	10.856
P27	11.009
P28	11.632
P32	11.871
P34	12.957
P36	14.311
P39	18.910



SALARY SCHEDULE

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

<u>SALARY RANGE</u>	<u>EQUIVALENT MONTHLY SALARY RATE</u>
A00	\$1,500 to \$ 4,500
B00	\$1,500 to \$10,000
C00	\$2,500 to \$12,000
D00	\$5,500 to \$14,000

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

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

<u>SALARY RANGE</u>	<u>EQUIVALENT MONTHLY SALARY RATE</u>
E00	\$2,500 to \$25,000

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

IV. MEMBERS OF BOARDS AND COMMISSIONS - COMPENSATION RATE:

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

SALARY RANGE

- D-11 \$50.00 per each member for each meeting of the Board of Examiners, Appeals, and Condemnation, the Disabled Access Appeals Board, and the Housing Authority Board; not to exceed \$250.00 per month. Absence in fact from a meeting of a Board or Commission, when duly authorized for the purpose of attending a professional conference, meeting, or other official City business, shall not be deemed to be an absence from such Board or Commission meeting for the purpose of this Salary Resolution.
- D-12 Pursuant to Section 2.21.050 of the Long Beach Municipal Code, compensation for the City's representative to the Board of Directors of the Metropolitan Water District of Southern California shall be at the rate of \$100.00 per day for any day that the representative/director attends a meeting of the MWD Board, a committee of the MWD Board or both, not to exceed \$500.00 per calendar month.

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

V. ELECTED OFFICIALS:

The City Auditor, City Prosecutor, City Attorney, City Council and Mayor shall, upon retirement, be provided with a retirement health care benefit to be calculated as a credit in an amount equal to fifty (50) hours of compensation for each year of their elected service, for utilization in accordance with the provisions of Sections 2.10, 2.11 and 2.14 of the City's Personnel Ordinance.

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
ANIMAL CONTROL OFFICER II		When regularly assigned to and performing the duties of Sr Animal Control Officer. May not be combined with Higher Class Pay			\$6.000
ASST PLANNER I-II		When assigned to work the Development Service Counter and performing over-the-counter plan checking			\$5.600
AUTOMATIC SPRINKLER CNTRL TECH		When regularly assigned and performing telemetry duties to monitor, adjust, and troubleshoot irrigation systems			\$12.000
CARPENTER SUPERVISOR		When regularly assigned and performing as supervisor of three or more sections in the Structural Division of the Public Service Bureau			\$10.000
CIVIL ENGINEER		When possessing a California Structural Engineers License and assigned to perform structural engineering duties.			\$10.000
<i>Classifications in the current Salary Resolution represented by the IAM in the Skilled &amp; General Bargaining Units</i>					
		When required to work on ladders, mechanical devices, etc. placing employees at heights over 40 ft. (excludes Window Washers and Tree Trimmers)			\$4.000
CLERK TYPIST III		Employees of the Police in the Records Section when regularly assigned to and performing the duties of the Records Supervisor during the supervisors regular days off			\$6.400
COMB BLDG INSP AIDE I-II COMB BLDG INSPECTOR		Counter plan checking.			\$6.400
CONSTRUCTION INSPECTOR II		When performing field district supervisory duties.			\$5.000
ELECTRICAL SUPERVISOR		When regularly assigned and performing as supervisor of three or more sections in the Structural Division of the Public Service Bureau			\$10.000
FIRE CAPTAIN		When certified and temporarily assigned from qualified relief to work as a Rescue Boat Captain. (1.5% of top step Firefighter.) (Amount listed x hours worked)			\$0.570
		When certified and temporarily assigned from qualified relief to the Urban Search and			\$0.570

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		Rescue station or Hazardous Materials station. (1.5% of top step Firefighter.) (Amount listed x hours worked)			
		When certified and temporarily assigned from qualified relief to the Aircraft Rescue and Firefighting station. (0.5% top step Firefighter.) (Amount listed x hours worked)			\$0.190
<i>FIRE ENGINEER</i>		When certified and temporarily assigned from qualified relief to the Urban Search and Rescue station or Hazardous Materials station. (Amount listed x hours worked)			\$0.570
		When certified and temporarily assigned from qualified relief to the Aircraft Rescue and Firefighting station. (0.5% top step Firefighter.) (Amount listed x hours worked)			\$0.190
<i>FIRE FIGHTER</i>		When certified and temporarily assigned from qualified relief to the Urban Search and Rescue station or Hazardous Materials station. (Amount listed x hours worked)			\$0.570
		When certified and temporarily assigned from qualified relief to the Aircraft Rescue and Firefighting station. (0.5% top step Firefighter.) (Amount listed x hours worked)			\$0.190
<i>GARAGE SERVICE ATTENDANT I-II</i>		When driving a vehicle requiring a Class A license			\$8.000
<i>GAS FIELD SERVICE REP II</i>		When regularly assigned to installing meters of 300 or more cubic feet per hour capacity at 1/2 inch water column pressure drop or when installing district regulator stations			\$3.000
<i>GAS MAINTENANCE SUPERVISOR I</i>		When certified and performing duties as a pipeline welder on an as-needed basis			\$4.000
<i>GENERAL MAINT SUPERVISOR II</i>		When regularly assigned and performing as supervisor of three or more sections in the Structural Division of the Public Service Bureau			\$10.000
<i>LIFEGUARD-HRLY-NC</i>		When performing the duties of a Junior Lifeguard Instructor.			\$5.000
		When performing the duties of a Junior Lifeguard Coordinator.			\$12.500

## SKILL PAYS

<i>CLASSIFICATION</i>	<i>CODE</i>	<i>SKILL</i>	<i>HRLY</i>	<i>OR</i>	<i>Per Diem</i>
<i>LIFEGUARD-SEASONAL</i>		When performing the duties of a Junior Lifeguard Instructor.			\$5.000
<i>MAINTENANCE ASSISTANT III</i>		When performing fiber-glassing duties for Marine Bureau			\$4.430
<i>MARINE SAFETY OFFICER</i>		When performing the duties of a Junior Lifeguard Instructor.			\$4.500
		When performing the duties of a Junior Lifeguard Coordinator.			\$12.500
<i>MARINE SAFETY SERGEANT</i>		When performing the duties of a Junior Lifeguard Instructor.			\$4.500
		When performing the duties of a Junior Lifeguard Coordinator.			\$12.500
<i>MATERIALS INSPECTOR</i>		When fully qualified and assigned to perform deputy inspection work and while possessing a valid deputy inspector card.			\$2.800
<i>MECHANICAL SUPERVISOR</i>		When regularly assigned and performing as supervisor of three or more sections in the Structural Division of the Public Service Bureau			\$10.000
<i>PAINTER SUPERVISOR</i>		When regularly assigned and performing as supervisor of three or more sections in the Structural Division of the Public Service Bureau			\$10.000
<i>PERSONNEL ANALYST I-II-CONF</i>		When assigned to and performing table customization, configuration, and maintenance in the HRMS System.			\$12.000
<i>PLAN CHECKER</i>					
<i>PLAN CHECKER-ELECTRICAL I-II</i>					
<i>PLAN CHECKER-FIRE PREVENTION</i>					
<i>PLAN CHECKER-FIRE PREVENTION I-II</i>					
<i>PLAN CHECKER-MECHANICAL</i>					
<i>PLAN CHECKER-MECHANICAL I-II</i>					
<i>PLAN CHECKER-PLUMBING</i>					
<i>PLAN CHECKER-PLUMBING I-II</i>		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.			\$4.000
<i>PLANNER I-III</i>					
<i>PLANNING AIDE</i>		When assigned to work the Development Service Counter and performing over-the-counter plan checking			\$5.600

## SKILL PAYS

<i>CLASSIFICATION</i>	<i>CODE</i>	<i>SKILL</i>	<i>HRLY</i>	<i>OR</i>	<i>Per Diem</i>
<i>PLUMBER SUPERVISOR</i>		When regularly assigned and performing as supervisor of three or more sections in the Structural Division of the Public Service Bureau			\$10.000
<i>PRINCIPAL BUILDING INSPECTOR</i>		Counter plan checking.			\$6.400
<i>PUBLIC SAFETY DISPATCHER IV</i>		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.			\$7.500
<i>REFUSE OPERATOR I-III</i>		When performing as a trainer for a new operator			\$8.000
<i>SCHOOL GUARD</i>		When assigned as School Guard Trainer			\$3.100
<i>SENIOR CIVIL ENGINEER</i>		When possessing a California Structural Engineers License and assigned to perform structural engineering duties.			\$10.000
<i>SENIOR COMBINATION BLDG INSP</i> <i>SENIOR ELECTRICAL INSPECTOR</i>		Counter plan checking.			\$6.400
<i>SENIOR ENGINEERING TECH I</i>		When regularly assigned and performing architectural design.			\$9.700
<i>SENIOR MECHANICAL INSPECTOR</i> <i>SENIOR PLUMBING INSPECTOR</i>		Counter plan checking.			\$6.400
<i>SPECIAL SERVICES OFFICER II</i>		When assigned to and performing as School Guard Supervisor.			\$4.000
<i>SPECIAL SERVICES OFFICER III</i>		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.			\$4.540
<i>TREE TRIMMER I-II</i>		When possessing a Pesticide Applicator license and regularly assigned pesticide applicator duties			\$4.430
<i>WELDER</i>					

## SKILL PAYS

<i>CLASSIFICATION</i>	<i>CODE</i>	<i>SKILL</i>	<i>HRLY</i>	<i>OR</i>	<i>Per Diem</i>
		When regularly assigned and performing duties as a lead welder			\$4.500
<i>WINDOW WASHER I-II</i>		When performing window washing duties from swinging or electric scaffolds or bosun chairs			\$4.000

## SKILL PAYS

<i>CLASSIFICATION</i>	<i>CODE</i>	<i>SKILL</i>	<i>HRLY</i>	<i>OR</i>	<i>Per Diem</i>
<i>BATTALION CHIEF</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	735	When regularly assigned to a non-platoon schedule in Fire Prevention, Community Services, Support Services, Operations, Disaster Management, or Administration	\$2.300		
	750	When possessing Strike Team Leader certificate. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$0.570		
<i>CARPENTER SUPERVISOR</i>					
	568	When regularly assigned and performing as general supervisor of the Carpentry-Field, Carpentry-Shop, Paint & Welding sections or Marine & Facility Maintenance	\$2.000	OR	\$16.000
<i>CHIEF BUILDING INSPECTOR</i>					
	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		



## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	536	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	537	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	567	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		

### CHIEF CONSTRUCTION INSPECTOR

	505	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$0.750		
	506	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.000		
	507	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.250		
	565	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.500		

### CLERK SUPERVISOR

	895	When regularly assigned to night shift at the Police Department	\$1.200		
	896	When regularly assigned to swing shift at the	\$0.900		

**SKILL PAYS**

<i>CLASSIFICATION</i>	<i>CODE</i>	<i>SKILL</i>	<i>HRLY</i>	<i>OR</i>	<i>Per Diem</i>
		Police Department			
	897	When regularly assigned to day shift at the Police Department	\$0.600		
<i>CLERK TYPIST I-III</i>	501	For regular and frequent use of certified shorthand skills	\$0.300		
	873	When regularly performing Payroll/Personnel Asst duties for the Police Department. This Skill pay may not be used in conjunction with 563.	\$0.700		
	895	When regularly assigned to night shift at the Police Department	\$1.200		
	896	When regularly assigned to swing shift at the Police Department	\$0.900		
	897	When regularly assigned to day shift at the Police Department	\$0.600		
<i>CLERK TYPIST V</i>	895	When regularly assigned to night shift at the Police Department	\$1.200		
	896	When regularly assigned to swing shift at the Police Department	\$0.900		
	897	When regularly assigned to day shift at the Police Department	\$0.600		
<i>COMB BLDG INSP AIDE I-II</i>	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No	\$1.500		

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)			
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	536	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	537	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	567	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
<b>COMB BLDG INSPECTOR</b>					
	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	564	When possessing certifications issued by	\$1.500		

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)			
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	536	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	537	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	567	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
<i>COMMUNITY WORKER I</i>					
	530	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		
<i>CONSTRUCTION INSPECTOR I-II</i>					
	505	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$0.750		
	506	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.000		

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	507	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.250		
	565	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.500		
	813	When possessing an American Welding Society certificate for gas pipeline welding inspections or a National Association of Corrosion Engineers certificate. (\$0.75 per hour for one specialty certificate, up to a maximum of \$1.00 per hour for two certifications.)	\$0.750		
	814	When possessing an American Welding Society certificate for gas pipeline welding inspections or a National Association of Corrosion Engineers certificate. (\$0.75 per hour for one specialty certificate, up to a maximum of \$1.00 per hour for two certifications.)	\$1.000		

### CONSTRUCTION INSPECTOR II

	512	When regularly assigned and performing as supervisor over all Gas Construction Inspection activities	\$1.418	OR	\$11.344
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### CORROSION CONTROL SUPERVISOR

	813	When possessing an American Welding Society certificate for gas pipeline welding inspections or a National Association of Corrosion Engineers certificate. (\$0.75 per hour for one specialty certificate, up to a maximum of \$1.00 per hour for two certifications.)	\$0.750		
	814	When possessing an American Welding Society certificate for gas pipeline welding inspections or a National Association of Corrosion Engineers certificate. (\$0.75 per hour for one specialty certificate, up to a maximum of \$1.00 per hour for two certifications.)	\$1.000		

### CUSTOMER SERVICE REP II

	513	When performing meter rereads	\$0.472		
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### CUSTOMER SERVICE REP III

	514	When regularly assigned and performing duties as a section lead person	\$1.000		
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## SKILL PAYS

<i>CLASSIFICATION</i>	<i>CODE</i>	<i>SKILL</i>	<i>HRLY</i>	<i>OR</i>	<i>Per Diem</i>
	515	When working Hotline Desk	\$0.586		
<i>CUSTOMER SVCS SUPERVISOR I</i>					
	879	When regularly assigned and performing as supervisor for License Inspectors	\$1.630		
<i>ELECTRICAL INSPECTOR</i>					
	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	536	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	537	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for	\$1.250		

## SKILL PAYS

<i>CLASSIFICATION</i>	<i>CODE</i>	<i>SKILL</i>	<i>HRLY</i>	<i>OR</i>	<i>Per Diem</i>
		four special certifications)			
	567	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
<i>ELECTRICAL SUPERVISOR</i>					
	570	When regularly assigned and performing as a general supervisor of the HVAC, Electrical, Street Lighting and Plumbing Sections	\$1.000		
<i>ELECTRICIAN</i>					
	543	When regularly assigned and performing duties as a lead Electrician in the Traffic Signal Section	\$0.604	OR	\$4.832
<i>ENVIRONMENTAL HEALTH SPEC III-IV</i>					
	597	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	\$0.600		
<i>EQUIPMENT MECHANIC I-II</i>					
	893	When regularly assigned to the maintenance and repair of City vehicles, or as supervisor to Equipment Mechanics within the Fleet Maintenance Division, and possessing two ASE Master certifications.	\$2.000		
	894	When regularly assigned to the maintenance and repair of City vehicles, or as supervisor to Equipment Mechanics within the Fleet Maintenance Division, and possessing one ASE Master certification, or for Supervisor-Stores and Property when possessing ASE Parts certification.	\$1.000		
<i>EQUIPMENT OPERATOR II</i>					
	561	When required to possess an Agricultural Pest Control Advisors license and regularly assigned advisor duties	\$0.554	OR	\$4.430
<i>EQUIPMENT OPERATOR III</i>					
	573	When regularly assigned and performing dredge level operator duties	\$0.882	OR	\$7.056
<i>FIRE BOAT OPERATOR</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	700	When in possession of a valid 100-ton license and regularly assigned to operating an 88-foot	\$2.300		

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		fire boat.			
	737	When certified and permanently assigned to perform Fire Prevention duties	\$1.901		
<i>FIRE CAPTAIN</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	712	When regularly assigned and performing the full duties of an arson investigator. (16% top step Firefighter per hour. Will increase with Firefighter base pay.)	\$6.082		
	722	When certified and permanently assigned to the Urban Search and Rescue (USAR) program station. (6% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$2.281		
	723	When certified and assigned as qualified relief coverage to the USAR program. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.711		
	724	When permanently assigned as an instructor and training coordinator at an Urban Search and Rescue program station. (2.5% of top step Firefighter per hour. Will increase with Firefighter base pay.) Location exceptions may be approved by Fire Chief. Limited to two employees per shift.	\$0.950		
	725	When certified and permanently assigned to the Hazardous Materials (HAZMAT) program station. (6% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$2.281		
	726	When certified and assigned as qualified relief coverage to the HAZMAT program. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.711		
	727	When certified and permanently assigned to the Hazardous Materials (HAZMAT) program station. (2.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$.950		
	728	When certified and permanently assigned to the Aircraft Rescue and Firefighting program station. (5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.901		
	729	When certified and assigned as qualified relief coverage to the Aircraft Rescue and Firefighting. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.711		
	732	When certified and permanently assigned to a Rescue Boat, the Paramedic Coordinator, the	\$2.281		



## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		Public Information Officer, the Training Captain, or the Fire Prevention Captain. (6% of top step Firefighter per hour. Will increase with Firefighter base pay.)			
	733	When certified and assigned as qualified relief for a Rescue Boat Captain. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.711		
	734	Cap QR2	\$0.570		
	735	When regularly assigned to a non-platoon schedule in Fire Prevention, Community Services, Support Services, Operations, Disaster Management, or Administration	\$2.300		
	751	When possessing a certificate for USAR but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.570		
	752	When possessing a certificate for HAZMAT but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.570		
	753	When possessing a certificate for ARFF but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.570		
	754	When possessing a certificate for Fire Prevention but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.570		
	755	When possessing a certificate for but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.570		
	756	When possessing a certificate for Public Information Officer but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.570		
	757	When possessing a certificate for Instructor/ Training (Fire Instructor II) but not permanently	\$0.570		

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)			
<i>FIRE ENGINEER</i>	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	712	When regularly assigned and performing the full duties of an arson investigator. (16% top step Firefighter per hour. Will increase with Firefighter base pay.)	\$6.082		
	720	When regularly assigned to an 88-foot fire boat as Fire Engineer.	\$0.920		
	721	When regularly assigned to apparatus other than a single function fire boat & in possession of the required California State Emergency Apparatus Operator's License.	\$0.173		
	722	When certified and permanently assigned to the Urban Search and Rescue (USAR) program station. (6% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$2.281		
	723	When certified and assigned as qualified relief coverage to the USAR program. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.711		
	724	When permanently assigned as an instructor and training coordinator at an Urban Search and Rescue program station. (2.5% of top step Firefighter per hour. Will increase with Firefighter base pay.) Location exceptions may be approved by Fire Chief. Limited to two employees per shift.	\$0.950		
	725	When certified and permanently assigned to the Hazardous Materials (HAZMAT) program station. (6% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$2.281		
	726	When certified and assigned as qualified relief coverage to the HAZMAT program. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.711		
	727	When certified and permanently assigned to the Hazardous Materials (HAZMAT) program station. (2.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$.950		
	728	When certified and permanently assigned to the Aircraft Rescue and Firefighting program station. (5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.901		
	729	When certified and assigned as qualified relief	\$1.711		

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		coverage to the Aircraft Rescue and Firefighting. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)			
	735	When regularly assigned to a non-platoon schedule in Fire Prevention, Community Services, Support Services, Operations, Disaster Management, or Administration	\$2.300		
	737	When certified and permanently assigned to perform Fire Prevention duties. (5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.901		
	751	When possessing a certificate for USAR but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.570		
	752	When possessing a certificate for HAZMAT but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.570		
	753	When possessing a certificate for ARFF but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.570		
	754	When possessing a certificate for Fire Prevention but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.570		
<b>FIREFIGHTER</b>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	703	After being licensed through the State of CA and accredited by the local emergency svcs agency and while fully trained and assigned to paramedic duty; or (see Sec. 18) 16% top step Firefighter	\$6.082		
	712	When regularly assigned and performing the full duties of an arson investigator. (16% top step Firefighter per hour. Will increase with Firefighter base pay.)	\$6.082		
	722	When certified and permanently assigned to the Urban Search and Rescue (USAR) program station. (6% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$2.281		

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	723	When certified and assigned as qualified relief coverage to the USAR program. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.711		
	724	When permanently assigned as an instructor and training coordinator at an Urban Search and Rescue program station. (2.5% of top step Firefighter per hour. Will increase with Firefighter base pay.) Location exceptions may be approved by Fire Chief. Limited to two employees per shift.	\$0.950		
	725	When certified and permanently assigned to the Hazardous Materials (HAZMAT) program station. (6% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$2.281		
	726	When certified and assigned as qualified relief coverage to the HAZMAT program. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.711		
	727	When certified and permanently assigned to the Hazardous Materials (HAZMAT) program station. (2.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$.950		
	728	When certified and permanently assigned to the Aircraft Rescue and Firefighting program station. (5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.901		
	729	When certified and assigned as qualified relief coverage to the Aircraft Rescue and Firefighting. (4.5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.711		
	735	When regularly assigned to a non-platoon schedule in Fire Prevention, Community Services, Support Services, Operations, Disaster Management, or Administration	\$2.300		
	737	When certified and permanently assigned to perform Fire Prevention duties. (5% of top step Firefighter per hour. Will increase with Firefighter base pay.)	\$1.901		
	751	When possessing a certificate for USAR but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.570		
	752	When possessing a certificate for HAZMAT but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.570		
	753	When possessing a certificate for ARFF	\$0.570		

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)			
	754	When possessing a certificate for Fire Prevention but not permanently assigned to the program station or assigned as qualified relief. (1.5% of top step Firefighter per hour. Will increase with Firefighter base pay. Maximum of three certifications (USAR, HAZMAT, ARFF, Fire Prevention)	\$0.570		
<i>FLEET SERVICES SUPERVISOR</i>					
<i>FLEET SERVICES SUPERVISOR I-II</i>					
	893	When regularly assigned to the maintenance and repair of City vehicles, or as supervisor to Equipment Mechanics within the Fleet Maintenance Division, and possessing two ASE Master certifications.	\$2.000		
	894	When regularly assigned to the maintenance and repair of City vehicles, or as supervisor to Equipment Mechanics within the Fleet Maintenance Division, and possessing one ASE Master certification, or for Supervisor-Stores and Property when possessing ASE Parts certification.	\$1.000		
<i>FLEET SERVICES SUPERVISOR II</i>					
	849	When possessing a FAA-issued Inspection Authorization License	\$2.890		
<i>GARDENER I</i>					
	526	When required to possess a Pesticide Applicator's license and regularly assigned Pesticide Applicator duties	\$0.554	OR	\$4.430
<i>GARDENER II</i>					
	526	When required to possess a Pesticide Applicator's license and regularly assigned Pesticide Applicator duties	\$0.554	OR	\$4.430
	561	When required to possess an Agricultural Pest Control Advisors license and regularly assigned advisor duties	\$0.554	OR	\$4.430
<i>GAS CONSTRUCTION WORKER II</i>					
	850	When possessing a Long Beach Gas & Oil meter installation/reinstallation certification for up to a 400 class meter	\$0.350		
	852	When possessing a SoCal Gas (or equivalent) Leakage Survey or Pressure Control certification, or Long Beach Gas & Oil Valve Inspection and Maintenance certification, or a NACE Basic Level Certification	\$0.500		

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	853	When possessing the classification appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subart N Operator Qualification Plan certifications for journey level.	\$2.000		
<i>GAS CONSTRUCTION WORKER III</i>					
	853	When possessing the classification appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subart N Operator Qualification Plan certifications for journey level.	\$2.000		
	854	When possessing the classification appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subart N Operator Qualification Plan certifications for advanced level.	\$0.600		
	856	When possessing a Long Beach Gas & Oil meter installation/reinstallation certification for commercial meters or multimeter sets of 5 or more, or a SoCal Gas (or equivalent) Leakage Survey certification, or a Long Beach Gas & Oil Pressure Control certification for 6" and above PC fittings, or a NACE Tester-level certification or a Fusion Trainer/Inspector certification from a gas pipeline industry recognized agency, or when performing DOT record-keeping for Valve Maintenance.	\$0.550		
<i>GAS DISTRIBUTION SUPERVISOR I-II</i>					
	858	When possessing a Flow Computer Unit Operation and Maintenance and BTU Transmitter Operations and Maintenance certifications, or a SoCal Gas (or equivalent) Appliance Technology certification (or equivalent) Appliance Technology certification, or Regulator Troubleshooting certification	\$0.200		
<i>GAS FIELD SERVICE REP II</i>					
	850	When possessing a Long Beach Gas & Oil meter installation/reinstallation certification for up to a 400 class meter	\$0.350		
	851	When possessing a SoCal Gas (or equivalent) Appliance Technology certification , or a Regulator Technician certification	\$0.500		
	853	When possessing the classification appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subart N Operator Qualification Plan certifications for journey level.	\$2.000		
<i>GAS FIELD SERVICE REP III</i>					
	854	When possessing the classification appropriate City of Long Beach Department of	\$0.600		

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		Transportation-49 Code of Federal Regulations Subart N Operator Qualification Plan certifications for advanced level.			
	855	When possessing a Long Beach Gas & Oil meter installation/reinstallation certification for commercial meters or multimeter sets of 5 or more, or a SoCal Gas (or equivalent) Appliance Technology certification or a Regulator Troubleshooting certification	\$0.550		
<i>GAS MAINTENANCE SUPERVISOR I-II</i>					
	857	When possessing a Fusion Trainer/Inspector certification from a gas pipeline industry-recognized agency or a NACE Tester-level certification, or a Gas Pipeline Welding Inspections certification from an API-certified welding instructor	\$0.200		
<i>GAS PIPELINE WLDR/LAYOUT FTR</i>					
	528	When regularly assigned and performing duties as a pipeline welding shop lead person	\$0.700		
<i>GENERAL MAINT SUPERVISOR II</i>					
	568	When regularly assigned and performing as general supervisor of the Carpentry-Field, Carpentry-Shop, Paint & Welding sections or Marine & Facility Maintenance	\$2.000	OR	\$16.000
	574	When regularly assigned and performing as general supervisor over skilled crafts	\$1.000	OR	\$8.000
<i>GENERAL MAINTENANCE ASSISTANT</i>					
	520	When regularly performing specialized marina maintenance work (T)	\$0.635		
<i>HELICOPTER MECHANIC</i>					
	849	When possessing a FAA-issued Inspection Authorization License	\$2.890		
<i>HOUSING SPECIALIST III</i>					
	898	When regularly assigned to and performing the duties of trainer or portability specialist	\$0.500		
<i>LIFEGUARD-HRLY-NC</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	800	When certified as an Emergency Medical Technician (EMT) and recertified as required by law, and having completed 1200 or more hours at Salary Range 010, Step 6.	\$0.947		
	805	When regularly assigned and/or performing the duties of a deck hand.	\$0.500	OR	\$5.000

## SKILL PAYS

<i>CLASSIFICATION</i>	<i>CODE</i>	<i>SKILL</i>	<i>HRLY</i>	<i>OR</i>	<i>Per Diem</i>
<i>LIFEGUARD-SEASONAL (T)</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	800	When certified as an Emergency Medical Technician (EMT) and recertified as required by law, and having completed 1200 or more hours at Salary Range 010, Step 6.	\$0.947		
	805	When regularly assigned and/or performing the duties of a deck hand.	\$0.500	OR	\$5.000
<i>MAINTENANCE ASSISTANT II-III</i>					
	522	When performing as a refuse packer truck operator for Public Works and the Parks and Recreation Departments	\$1.180	OR	\$9.440
<i>MAINTENANCE ASSISTANT III</i>					
	523	When supervising crews or contractors performing custodial and/or maintenance duties	\$0.500	OR	\$4.000
	524	When regularly assigned and/or performing lot cleaning crew leader duties	\$0.440	OR	\$3.520
	525	When regularly assigned and/or performing on dual axle packing units with a capacity of 16 yards or more.	\$1.210		
	526	When required to possess a Pesticide Applicator's license and regularly assigned Pesticide Applicator duties	\$0.554	OR	\$4.430
<i>MARINE SAFETY OFFICER</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	801	When certified and possessing a Coast Guard Operator's license and towing certificate.	\$1.438		
	802	When regularly assigned and performing as a member of the dive team unless serving as Dive Master or SWRC.	\$1.150		
	803	When regularly assigned and performing as the dive master.	\$1.438		
	804	When regularly assigned and performing as the Swift Water Rescue Coordinator.	\$1.438		
<i>MARINE SAFETY SERGEANT</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	801	When certified and possessing a Coast Guard Operator's license and towing certificate.	\$1.438		
	802	When regularly assigned and performing as a member of the dive team unless serving as Dive Master or SWRC.	\$1.150		



## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	803	When regularly assigned and performing as the dive master.	\$1.438		
	804	When regularly assigned and performing as the Swift Water Rescue Coordinator.	\$1.438		
<i>MARINE SAFETY SERGEANT-BT-OP</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	801	When certified and possessing a Coast Guard Operator's license and towing certificate.	\$1.438		
	802	When regularly assigned and performing as a member of the dive team unless serving as Dive Master or SWRC.	\$1.150		
	803	When regularly assigned and performing as the dive master.	\$1.438		
	804	When regularly assigned and performing as the Swift Water Rescue Coordinator.	\$1.438		
<i>MECHANICAL SUPERVISOR</i>					
<i>MECHANICAL SUPERVISOR II</i>					
	570	When regularly assigned and performing as a general supervisor of the HVAC, Electrical, Street Lighting and Plumbing Sections	\$1.000		
<i>MEDICAL SOCIAL WORKER II</i>					
	530	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		
<i>MOTOR SWEEPER OPERATOR</i>					
	527	When regularly assigned and operating a three-wheeled motor sweeper (T)	\$0.250		
<i>Non-management classifications as specified in the City's Safety and Health Manual</i>					
	812	Employees who maintain current certification and are assigned as a Floor Warden in accordance with the Floor Warden Procedure of the City's Safety & Health Manual	\$0.500	OR	\$4.000
<i>Non-management classifications in the current Salary Resolution represented by the IAM</i>					
	560	For regular and frequent use of certified oral and/or written bilingual skills	\$0.700	OR	\$5.600
<i>Non-management classifications in the Skilled &amp; General Bargaining Units represented by the IAM</i>					
	547	When regularly assigned to and possessing certification issued by an Accredited Certifying	\$0.560	OR	\$4.480

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		Entity per CCR Title 8 Section 5006.1 for crane operations			
<p><i>Non-management classifications represented by the LB Assoc. of Engineering Employees with base hourly rate of \$21.050 or lower and LB Assoc. of Confidential Employees classifications where top step hourly rates are equal to or less than Salary Range 560.</i></p>					
	590	For regular and frequent use of certified oral and/or written bilingual skills	\$0.600	OR	\$4.800
<b>NUTRITION AIDE</b>					
	530	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		
<b>NUTRITION AIDE I-II</b>					
	530	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		
<b>PAINTER SUPERVISOR</b>					
	568	When regularly assigned and performing as general supervisor of the Carpentry-Field, Carpentry-Shop, Paint & Welding sections or Marine & Facility Maintenance	\$2.000	OR	\$16.000
	572	When regularly assigned and performing as general supervisor of the Traffic Painting/Marking and Security sections	\$0.500		
<b>PARK MAINTENANCE SUPERVISOR</b>					
	561	When required to possess an Agricultural Pest Control Advisors license and regularly assigned advisor duties	\$0.554	OR	\$4.430
	888	When supervising Senior Equipment Operators	\$1.350		\$0.000
	899	When possessing a current International Society of Arboriculture certification as a Certified Arborist	\$0.500		
<b>PARK RANGER I-II</b>					
	859	When assigned by the Department Head to train new personnel as part of a structured training plan.	\$2.250		
<b>PAYROLL/PERSONNEL ASST I-III</b>					
	873	When regularly performing Payroll/Personnel Asst duties for the Police Department (May not be used in conjunction with skill pay 563.)	\$0.700		
<b>PAYROLL/PERSONNEL ASST III</b>					
	563	When supervising payroll & personnel functions at Police Department (T)	\$1.157	OR	\$9.256

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
<i>PERSONNEL ASST II-CONF</i>					
	598	When regularly assigned and performing duties as a section lead person for employee health insurance programs	\$2.000		
<i>PLAN CHECKER-ELECTRICAL</i>					
<i>PLAN CHECKER-ELECTRICAL I-II</i>					
<i>PLAN CHECKER-FIRE PREVENTION</i>					
<i>PLAN CHECKER-FIRE PREVENTION I-II</i>					
<i>PLAN CHECKER-MECHANICAL</i>					
<i>PLAN CHECKER-MECHANICAL I-II</i>					
<i>PLAN CHECKER-PLUMBING</i>					
<i>PLAN CHECKER-PLUMBING I-II</i>					
	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
<i>PLANNER IV-V</i>					
	875	When regularly assigned and performing help desk duties	\$0.700		
	876	When 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	\$0.700		
<i>PLUMBER</i>					
	529	When regularly assigned and performing	\$0.647	OR	\$5.176

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		duties as irrigation systems plumbing specialist			
	596	When possessing a Los Angeles County Department of Health Cross Connection Tester Certificate	\$0.450		
<i>PLUMBER SUPERVISOR</i>					
	570	When regularly assigned and performing as a general supervisor of the HVAC, Electrical, Street Lighting and Plumbing Sections	\$1.000		
	597	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	\$0.600		
<i>PLUMBING INSPECTOR</i>					
	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	536	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and	\$1.000		

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)			
	537	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	567	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
 <i>POLICE CORPORAL</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	600	Helicopter Pilot	\$3.304		
	601	Helicopter Observer	\$1.580		
	602	When performing on a two-wheeled motorcycle.	\$2.012		
	603	When regularly assigned to and performing administrative and/or investigative duties in the Police Department as determined by the Chief of Police	\$1.725		
	611	When regularly assigned to and performing the duties of Boat Patrol Operator and in possession of a valid Coast Guard Operators License & Towing certificate.	\$1.438		
	612	When regularly assigned to and performing the duties of Boat Patrol Operations and in possession of a valid Basic Boat Operations certificate.	\$0.719		
	613	When regularly assigned to the Port Security Unit. Not eligible to receive any other skill pay associated with responsibilities on the Port Security Unit, one-man car pay or FTO pay when receiving Port Security Assignment pay.	\$2.012		
		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 rank for each hour worked in a one Officer unit	\$4.629		
		When assigned by the Chief of Police to be Field Training Officer, an amount equal to 10% 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	\$4.629		

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
<i>POLICE LIEUTENANT</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	603	When regularly assigned to and performing administrative and/or investigative duties in the Police Department as determined by the Chief of Police	\$1.725		
	611	When regularly assigned to and performing the duties of Boat Patrol Operator and in possession of a valid Coast Guard Operators License & Towing certificate.	\$1.438		
	612	When regularly assigned to and performing the duties of Boat Patrol Operations and in possession of a valid Basic Boat Operations certificate.	\$0.719		
	613	When regularly assigned to the Port Security Unit. Not eligible to receive any other skill pay associated with responsibilities on the Port Security Unit, one-man car pay or FTO pay when receiving Port Security Assignment pay.	\$2.012		
<i>POLICE OFFICER</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	600	Helicopter Pilot	\$3.304		
	601	Helicopter Observer	\$1.580		
	602	When performing on a two-wheeled motorcycle.	\$2.012		
	603	When regularly assigned to and performing administrative and/or investigative duties in the Police Department as determined by the Chief of Police	\$1.725		
	611	When regularly assigned to and performing the duties of Boat Patrol Operator and in possession of a valid Coast Guard Operators License & Towing certificate.	\$1.438		
	612	When regularly assigned to and performing the duties of Boat Patrol Operations and in possession of a valid Basic Boat Operations certificate.	\$0.719		
	613	When regularly assigned to the Port Security Unit. Not eligible to receive any other skill pay associated with responsibilities on the Port Security Unit, one-man car pay or FTO pay when receiving Port Security Assignment pay.	\$2.012		
		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 rank for each hour worked in a one Officer unit	\$4.161		
		When assigned by the Chief of Police to be Field Training Officer, an amount equal to 10% 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	\$4.161		

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		transfers, said assignment period shall be determined by the Chief of Police			
<i>POLICE PROPERTY &amp; SPLY CLRK I-II</i>					
	874	When regularly assigned and performing lead duties	\$1.500		
<i>POLICE SERGEANT</i>					
	599	For regular and frequent use of certified oral and/or written bilingual skills	\$0.800	OR	\$6.400
	600	Helicopter Pilot	\$3.304		
	601	Helicopter Observer	\$1.580		
	602	When performing on a two-wheeled motorcycle.	\$2.012		
	603	When regularly assigned to and performing administrative and/or investigative duties in the Police Department as determined by the Chief of Police	\$1.725		
	606	5/40 SGT	\$0.697		
	611	When regularly assigned to and performing the duties of Boat Patrol Operator and in possession of a valid Coast Guard Operators License & Towing certificate.	\$1.438		
	612	When regularly assigned to and performing the duties of Boat Patrol Operations and in possession of a valid Basic Boat Operations certificate.	\$0.719		
	613	When regularly assigned to the Port Security Unit. Not eligible to receive any other skill pay associated with responsibilities on the Port Security Unit, one-man car pay or FTO pay when receiving Port Security Assignment pay.	\$2.012		
<i>PRINCIPAL BUILDING INSPECTOR</i>					
	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per	\$1.250		

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)			
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	536	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	537	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	567	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		

### PRINCIPAL CONSTRUCTION INSPCTR

505	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$0.750
506	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.000
507	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy	\$1.250



## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).			
	565	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise(\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	\$1.500		
	813	When possessing an American Welding Society certificate for gas pipeline welding inspections or a National Association of Corrosion Engineers certificate. (\$0.75 per hour for one specialty certificate, up to a maximum of \$1.00 per hour for two certifications.)	\$0.750		
	814	When possessing an American Welding Society certificate for gas pipeline welding inspections or a National Association of Corrosion Engineers certificate. (\$0.75 per hour for one specialty certificate, up to a maximum of \$1.00 per hour for two certifications.)	\$1.000		
<i>PUBLIC HEALTH NURSE</i>					
<i>PUBLIC HEALTH NURSE I-III</i>					
<i>PUBLIC HEALTH NUTRITIONIST I</i>					
	530	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		
<i>PUBLIC HLTH PROFESSIONAL III</i>					
	878	When regularly assigned and performing the full duties as Director of the Employee Assistance Program	\$3.000		
<i>REFUSE OPERATOR I-III</i>					
	860	Frontloader-Single Driver	\$1.500		
<i>REGISTERED NURSE I-II</i>					
	530	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		
<i>SENIOR COMBINATION BLDG INSP</i>					
	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations	\$1.000		

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)			
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	536	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	537	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	567	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		

### SENIOR ELECTRICAL INSPECTOR

502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750
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## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		four special certifications)			
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	536	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	537	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	567	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
 <i>SENIOR EQUIPMENT OPERATOR</i>					
	538	When regularly assigned and operating the cutter head and suction boom on a dredge boat	\$0.437		
	853	When possessing the classification	\$2.000		

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
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appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subart N Operator Qualification Plan certifications for journey level.

### SENIOR MECHANICAL INSPECTOR

502		When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
503		When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
504		When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
564		When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1. 500		
535		When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
536		When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
537		When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
	567	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
<i>SENIOR PLUMBING INSPECTOR</i>					
	502	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	503	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	504	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.250		
	564	When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
	535	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$0.750		
	536	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.000		
	537	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for	\$1.250		

## SKILL PAYS

CLASSIFICATION	CODE	SKILL	HRLY	OR	Per Diem
		four special certifications)			
	567	When registered by the International Code Council (ICC) and recertified on an annual basis in accordance with Planning and Building Department regulations (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications)	\$1.500		
<i>SPECIAL SERVICES OFFICER I</i>					
	589	When regularly assigned & performing in the Police Dept Traffic Division (T-4/1/01)	\$2.085		
<i>SPECIAL SERVICES OFFICER II</i>					
	534	When regularly assigned to patrol marina slips and basins between the hours of 8:00 p.m. and 4:00 a.m.	\$0.433		
<i>SPECIAL SERVICES OFFICER I-V</i>					
	588	When assigned to and performing jailer duties	\$2.500		
	859	When assigned by the Department Head to train new personnel as part of a structured training plan.	\$2.250		
	866	When assigned to the Airport, Marine Patrol or Long Beach City College (LBCC)	\$1.500		
<i>STREET LANDSCAPING SUPVR I-II</i>					
	561	When required to possess an Agricultural Pest Control Advisors license and regularly assigned advisor duties	\$0.554	OR	\$4.430
	888	When supervising Senior Equipment Operators	\$1.350		
	899	When possessing a current International Society of Arboriculture certification as a Certified Arborist	\$0.500		
<i>STREET MAINTENANCE SUPERVISOR</i>					
<i>STREET MAINTENANCE SUPVR I-II</i>					
	572	When regularly assigned and performing as general supervisor of the Traffic Painting/Marking and Security sections	\$0.500		
	888	When supervising Senior Equipment Operators	\$1.350		
	899	When possessing a current International Society of Arboriculture certification as a Certified Arborist	\$0.500		
<i>SUPERVISING CUSTODIAN</i>					
	523	When supervising crews or contractors performing custodial and/or maintenance duties in the Library Services Dept.	\$0.500	OR	\$4.000

## SKILL PAYS

<i>CLASSIFICATION</i>	<i>CODE</i>	<i>SKILL</i>	<i>HRLY</i>	<i>OR</i>	<i>Per Diem</i>
<i>SUPERVISOR-STORES &amp; PROPERTY</i>					
	894	When regularly assigned to the maintenance and repair of City vehicles and possessing one ASE Master certification or for Supervisor-Stores and Property when possessing ASE Parts certification.	\$1.000		
<i>TREE TRIMMER I-II</i>					
	541	When regularly performing tree trimming duties from an aerial bucket (T)	\$0.350		
	899	When possessing a current International Society of Arboriculture certification as a Certified Arborist	\$0.500		