Bonnie Lowenthal, Vice Mayor, 1st District
Suja Lowenthal, 2nd District
Gary DeLong, 3rd District
Patrick O'Donnell, 4th District

Gerald R. Miller, City Manager
Larry G. Herrera, City Clerk

Bob Foster, Mayor

Gerrie Schipske, 5th District
Vacant, 6th District
Tonia Reyes Uranga, 7th District
Rae Gabelich, 8th District
Val Lerch, 9th District

Robert E. Shannon, City Attorney

CITY COUNCIL SUPPLEMENTAL AGENDA FOR MEETING OF FEBRUARY 13, 2007

This Supplemental Agenda contains corrections and additions, which were posted more than 72 hours in advance of the above meeting date.

CONSENT CALENDAR:

11. 07-0125 REQUEST:

The City Manager requests that the staff report for Item 11 be distributed for the City Council meeting of February 13, 2007.

Recommendation to adopt amended Salary Resolution for Fiscal Year 2007. (Citywide)

Office or Department: HUMAN RESOURCES

Suggested Action: Approve recommendation.

CITY OF LONG BEACH

DEPARTMENT OF HUMAN RESOURCES

333 West Ocean Boulevard 13th Floor • Long Beach, CA 90802

C-11

February 13, 2007

HONORABLE MAYOR AND CITY COUNCIL
City of Long Beach
California

RECOMMENDATION:

Adopt the attached amended Salary Resolution for Fiscal Year 2007. (Citywide)

DISCUSSION

The attached amendment to the Salary Resolution incorporates provisions approved subsequent to the City Council – Adopted Fiscal Year 2007 Budget and contains changes necessary for the ongoing administration of the City. Many of the changes contained in the amendment will facilitate reorganization and consolidation of departmental activities. Attachment A summarizes the proposed changes to the Salary Resolution last adopted by the City Council on November 21, 2006.

This item was reviewed by Deputy City Attorney, Christina L. Checel, on February 2, 2007 and by Performance Management and Budget Bureau Manager, David Wodynski, on February 5, 2007.

TIMING CONSIDERATIONS

City Council approval of the amended Salary Resolution is requested on February 13, 2007, to ensure implementation of requested operational changes.

FISCAL IMPACT

There are no significant fiscal impacts from the requested amendment. Current appropriations will be used to support the requested amendments.

SUGGESTED ACTION:

Approve recommendation.

Respectfully submitted,

KENNETH WALKER
ACTING DIRECTOR OF HUMAN RESOURCES

KW:sk
Council Letter FY 2007 Salary-2/13.doc

APPROVED:

for GERALD R. MILLER
CITY MANAGER

Attachment

ATTACHMENT A
SALARY RESOLUTION AMENDMENT

City Prosecutor –

Newly requested classification.

New Title	Salary Range
Legal Assistant-Supervisor	B00

Legislative –

Clarification of position title.

Title Change

From	To
Executive Assistant/Mayor and Council	Chief of Staff-Mayor Chief of Staff-City Council

Long Beach Gas & Oil -

Salary Range adjustments and Skill Pay recommendations address recruitment and retention issues with Gas field crews.

Range Adjustments

Position Title	Salary Range From:	Salary Range To:
Gas Construction Worker III	460	482
Gas Field Service Representative III	460	482
Gas Pipeline Welder/Layout Fitter	520	560
Gas Distribution Supervisor I	550	580
Gas Distribution Supervisor II	600	620
Gas Maintenance Supervisor I	550	580
Gas Maintenance Supervisor II	600	620

Classification and Range Change

From: Position Title	Range	To: Position Title	Range
Gas Instrument Technician	500	Gas Instrument Technician I	500
		Gas Instrument Technician II	530

Skill Pay Description	Action
Gas Construction Worker II and Gas Field Service Representative II, when possessing a Long Beach Gas & Oil meter installation/reinstallation certification for up to a 400-class meter.	Add hourly skill pay of $0.350

ATTACHMENT A
SALARY RESOLUTION AMENDMENT

Skill Pay Description	**Action**
	Add hourly skill pay of $0.500
Gas Field Service Representative II, when possessing a SoCal Gas (or equivalent) Appliance Technology certification, or a Regulator Technician certification.	
	Add hourly skill pay of $0.500
Gas Construction Worker II, 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.	
	Add hourly skill pay of $2.000
Gas Construction Worker II, Senior Equipment Operator and Gas Field Service Representative II, when possessing the classification-appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan certification for journey level.	
	Add hourly skill pay of $0.550 per hour
Gas Construction Worker III, 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 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 Valve Maintenance.	
	Add hourly skill pay of $0.550 per hour
Gas Field Service Representative III, 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.	
	Add hourly skill pay of $0.600
Gas Construction Worker III, when possessing the classification-appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan certification for advanced level.	
	Add hourly skill pay of $0.600
Gas Field Service Representative III, when possessing the classification-appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan certification for advanced level.	

ATTACHMENT A
SALARY RESOLUTION AMENDMENT

Skill Pay Description	Action
	Add hourly skill pay of $0.200
Gas Maintenance Supervisor I-II, when possessing a Fusion Trainer/Inspector certification from a gas pipeline industry-recognized agency of a NACE Tester-level certification, or a Gas Pipeline Welding Inspections certification from an API-certified welding instructor.	
	Add hourly skill pay of $0.200
Gas Distribution Supervisor I-II, when possessing a Flow Computer Unit Operation and Maintenance and BTU Transmitter Operation and Maintenance certifications, or a SoCal Gas (or equivalent) Appliance Technology certification, or a Regulator Troubleshooting Certification.	

Park, Recreation & Marine -

Classification and compensation study for the Aquatics Supervisor classification in accordance with the IAM negotiated Memorandum of Understanding (MOU); associated equity adjustments also recommended.

Classification and Range Change

From: Position Title	Range	To: Position Title	Range
Aquatics Supervisor I, II	460 , 500	Aquatics Supervisor I	500
Aquatics Supervisor IV	540	Aquatics Supervisor II	570
Cultural Program Supvr	540	Cultural Program Supvr	570
Community Svcs Supvr	540	Community Svcs Supvr	570

Police -

Reorganization of the Forensic Science Services Division requires position classification changes. Recommend skill pay to address recruitment and retention issue.

New Title	Salary Range
Forensic Science Services Administrator	E00

Title Change

From:	To:
Forensic Specialist III	Forensic Specialist Supervisor
Criminalist III – Misc	Criminalist Supervisor

ATTACHMENT A
SALARY RESOLUTION AMENDMENT

Skill Pay Description	**Action**
	Add hourly skill pay of $0.719

Sworn Police personnel, up to and including Lieutenants, when regularly assigned to and performing the duties of Boat Patrol Operations and in possession of a valid Basic Boat Operations certificate.

Public Works -

Recruitment and retention issues with Building Maintenance classifications. Skill Pay recommendation differentiates Fleet Service Supervisors in Fleet Operations.

Range Adjustment

Position Title	**Salary Range**	
	From:	**To:**
Mechanical Supervisor	580	600
Supervisor-Facilities Maintenance	600	620

Skill Pay Description	**Action**
	Add hourly skill pay of $1.000

Fleet Service Supervisors, when regularly assigned and performing as supervisor to Equipment Mechanics within the Fleet-Maintenance division and possessing one ASE certification as a Master Automotive and/or Master Medium Heavy Truck Technician.

Add hourly skill pay of $1.250

Fleet Service Supervisors, when regularly assigned and performing as supervisor to Equipment Mechanics within the Fleet-Maintenance division and possessing two ASE certifications as a Master Automotive and Master Medium Heavy Truck Technician.

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

RESOLUTION NO.

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; AND RESCINDING RESOLUTION NO. RES-06-0138 OF THE CITY COUNCIL RELATING THERETO

WHEREAS, in accordance with the provisions of the City Charter, the City Council, in Resolution No. RES-06-0138, has created and established positions of employment and fixed and prescribed the salaries and compensation of the officers and employees of the City, commencing October 1, 2006; and

WHEREAS, it is now the desire of the City Council to confirm, readopt and amend the provisions of Resolution No. RES-06-0138, 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:

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

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

Sec. 2. Pay rates for all offices and positions hereinafter referred to in Section 15 are set forth in Salary Schedules I and IA as set forth in this Section. The pay rates set forth in Salary Schedules I shall be operative on and after 12:01 a.m. of February 17, 2007. The pay rate set forth in Salary Schedule IA shall be operative on and after 12:01 a.m. of February 17, 2007.

//

//

//

//

//

//

//

//

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

SALARY SCHEDULE I - EFFECTIVE January 1, 2007
HOURLY / BIWEEKLY
EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
M01	9.236	9.698	10.263	10.782	11.287	11.866	12.464
	738.88	775.84	821.04	862.56	902.96	949.28	997.12
	1,606.00	1,687.00	1,785.00	1,875.00	1,963.00	2,064.00	2,168.00
M03	9.940	10.437	11.043	11.577	12.146	12.735	13.396
	795.20	834.96	883.44	926.16	971.68	1,018.80	1,071.68
	1,729.00	1,815.00	1,921.00	2,014.00	2,113.00	2,215.00	2,330.00
M07	10.678	11.213	11.866	12.464	13.060	13.718	14.420
	854.24	897.04	949.28	997.12	1,044.80	1,097.44	1,153.60
	1,857.00	1,950.00	2,064.00	2,168.00	2,272.00	2,386.00	2,508.00
M08	10.929	11.476	12.146	12.735	13.396	14.066	14.775
	874.32	918.08	971.68	1,018.80	1,071.68	1,125.28	1,182.00
	1,901.00	1,996.00	2,113.00	2,215.00	2,330.00	2,446.00	2,570.00
M10	11.217	11.778	12.464	13.060	13.718	14.420	15.139
	897.36	942.24	997.12	1,044.80	1,097.44	1,153.60	1,211.12
	1,951.00	2,049.00	2,168.00	2,272.00	2,386.00	2,508.00	2,633.00
M12	11.460	12.034	12.735	13.396	14.066	14.775	15.521
	916.80	962.72	1,018.80	1,071.68	1,125.28	1,182.00	1,241.68
	1,993.00	2,093.00	2,215.00	2,330.00	2,446.00	2,570.00	2,700.00
M13	11.753	12.340	13.060	13.718	14.420	15.139	15.901
	940.24	987.20	1,044.80	1,097.44	1,153.60	1,211.12	1,272.08
	2,044.00	2,146.00	2,272.00	2,386.00	2,508.00	2,633.00	2,766.00
M15	12.055	12.657	13.396	14.066	14.775	15.521	16.303
	964.40	1,012.56	1,071.68	1,125.28	1,182.00	1,241.68	1,304.24
	2,097.00	2,201.00	2,330.00	2,446.00	2,570.00	2,700.00	2,836.00
M17	12.345	12.961	13.718	14.420	15.139	15.901	16.745
	987.60	1,036.88	1,097.44	1,153.60	1,211.12	1,272.08	1,339.60
	2,147.00	2,254.00	2,386.00	2,508.00	2,633.00	2,766.00	2,912.00
M18	12.588	13.217	13.985	14.697	15.446	16.219	17.071
	1,007.04	1,057.36	1,118.80	1,175.76	1,235.68	1,297.52	1,365.68
	2,189.00	2,299.00	2,432.00	2,556.00	2,687.00	2,821.00	2,969.00
M19	12.850	13.493	14.281	14.982	15.762	16.555	17.398
	1,028.00	1,079.44	1,142.48	1,198.56	1,260.96	1,324.40	1,391.84
	2,235.00	2,347.00	2,484.00	2,606.00	2,741.00	2,879.00	3,026.00
M20	12.658	13.292	14.066	14.775	15.521	16.303	17.276
	1,012.64	1,063.36	1,125.28	1,182.00	1,241.68	1,304.24	1,382.08
	2,202.00	2,312.00	2,446.00	2,570.00	2,700.00	2,836.00	3,005.00
M21	12.978	13.626	14.420	15.139	15.901	16.745	17.736
	1,038.24	1,090.08	1,153.60	1,211.12	1,272.08	1,339.60	1,418.88
	2,257.00	2,370.00	2,508.00	2,633.00	2,766.00	2,912.00	3,085.00
M22	12.903	13.549	14.335	15.064	15.832	16.625	17.498
	1,032.24	1,083.92	1,146.80	1,205.12	1,266.56	1,330.00	1,399.84
	2,244.00	2,357.00	2,493.00	2,620.00	2,754.00	2,892.00	3,043.00
M24	13.296	13.961	14.775	15.521	16.303	17.276	18.180
	1,063.68	1,116.88	1,182.00	1,241.68	1,304.24	1,382.08	1,454.40
	2,313.00	2,428.00	2,570.00	2,700.00	2,836.00	3,005.00	3,162.00
M26	13.623	14.304	15.139	15.901	16.745	17.736	18.592
	1,089.84	1,144.32	1,211.12	1,272.08	1,339.60	1,418.88	1,487.36
	2,369.00	2,488.00	2,633.00	2,766.00	2,912.00	3,085.00	3,234.00
M27	13.724	14.412	15.252	16.015	16.852	17.856	18.730
	1,097.92	1,152.96	1,220.16	1,281.20	1,348.16	1,428.48	1,498.40
	2,387.00	2,507.00	2,653.00	2,785.00	2,931.00	3,106.00	3,258.00
M28	13.968	14.667	15.521	16.303	17.276	18.180	19.080
	1,117.44	1,173.36	1,241.68	1,304.24	1,382.08	1,454.40	1,526.40
	2,429.00	2,551.00	2,700.00	2,836.00	3,005.00	3,162.00	3,319.00

SALARY SCHEDULE I - EFFECTIVE January 1, 2007
HOURLY / BIWEEKLY
EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
M30	14.532	15.259	16.147	16.968	17.823	18.898	19.870
	1,162.56	1,220.72	1,291.76	1,357.44	1,425.84	1,511.84	1,589.60
	2,528.00	2,654.00	2,808.00	2,951.00	3,100.00	3,287.00	3,456.00
M31	14.310	15.024	15.901	16.745	17.736	18.592	19.553
	1,144.80	1,201.92	1,272.08	1,339.60	1,418.88	1,487.36	1,564.24
	2,489.00	2,613.00	2,766.00	2,912.00	3,085.00	3,234.00	3,401.00
M34	14.674	15.408	16.303	17.276	18.180	19.080	20.031
	1,173.92	1,232.64	1,304.24	1,382.08	1,454.40	1,526.40	1,602.48
	2,552.00	2,680.00	2,836.00	3,005.00	3,162.00	3,319.00	3,484.00
M35	14.895	15.641	16.551	17.392	18.269	19.370	20.367
	1,191.60	1,251.28	1,324.08	1,391.36	1,461.52	1,549.60	1,629.36
	2,591.00	2,720.00	2,879.00	3,025.00	3,178.00	3,369.00	3,542.00
M36	15.071	15.824	16.745	17.736	18.592	19.553	20.552
	1,205.68	1,265.92	1,339.60	1,418.88	1,487.36	1,564.24	1,644.16
	2,621.00	2,752.00	2,912.00	3,085.00	3,234.00	3,401.00	3,575.00
M37	15.549	16.326	17.276	18.180	19.080	20.031	21.052
	1,243.92	1,306.08	1,382.08	1,454.40	1,526.40	1,602.48	1,684.16
	2,704.00	2,840.00	3,005.00	3,162.00	3,319.00	3,484.00	3,662.00
M38	15.938	16.735	17.708	18.635	19.556	20.532	21.578
	1,275.04	1,338.80	1,416.64	1,490.80	1,564.48	1,642.56	1,726.24
	2,772.00	2,911.00	3,080.00	3,241.00	3,401.00	3,571.00	3,753.00
M42	16.362	17.181	18.180	19.080	20.031	21.052	22.161
	1,308.96	1,374.48	1,454.40	1,526.40	1,602.48	1,684.16	1,772.88
	2,846.00	2,988.00	3,162.00	3,319.00	3,484.00	3,662.00	3,854.00
M46	16.731	17.567	18.592	19.553	20.552	21.602	22.718
	1,338.48	1,405.36	1,487.36	1,564.24	1,644.16	1,728.16	1,817.44
	2,910.00	3,055.00	3,234.00	3,401.00	3,575.00	3,757.00	3,951.00
M47	17.173	18.032	19.080	20.031	21.052	22.161	23.301
	1,373.84	1,442.56	1,526.40	1,602.48	1,684.16	1,772.88	1,864.08
	2,987.00	3,136.00	3,319.00	3,484.00	3,662.00	3,854.00	4,053.00
M50	17.595	18.476	19.553	20.552	21.602	22.718	23.882
	1,407.60	1,478.08	1,564.24	1,644.16	1,728.16	1,817.44	1,910.56
	3,060.00	3,214.00	3,401.00	3,575.00	3,757.00	3,951.00	4,154.00
M52	18.027	18.930	20.031	21.052	22.161	23.301	24.512
	1,442.16	1,514.40	1,602.48	1,684.16	1,772.88	1,864.08	1,960.96
	3,135.00	3,292.00	3,484.00	3,662.00	3,854.00	4,053.00	4,263.00
M62	19.441	20.414	21.602	22.718	23.882	25.137	26.407
	1,555.28	1,633.12	1,728.16	1,817.44	1,910.56	2,010.96	2,112.56
	3,381.00	3,551.00	3,757.00	3,951.00	4,154.00	4,372.00	4,593.00
M63	19.928	20.925	22.126	23.287	24.479	25.765	27.067
	1,594.24	1,674.00	1,770.08	1,862.96	1,958.32	2,061.20	2,165.36
	3,466.00	3,639.00	3,848.00	4,050.00	4,258.00	4,481.00	4,708.00
M66	20.447	21.469	22.718	23.882	25.137	26.407	27.796
	1,635.76	1,717.52	1,817.44	1,910.56	2,010.96	2,112.56	2,223.68
	3,556.00	3,734.00	3,951.00	4,154.00	4,372.00	4,593.00	4,835.00
M68	20.971	22.021	23.301	24.512	25.764	27.081	28.501
	1,677.68	1,761.68	1,864.08	1,960.96	2,061.12	2,166.48	2,280.08
	3,647.00	3,830.00	4,053.00	4,263.00	4,481.00	4,710.00	4,957.00
M78	23.074	24.228	25.640	26.934	28.353	29.799	31.330
	1,845.92	1,938.24	2,051.20	2,154.72	2,268.24	2,383.92	2,506.40
	4,013.00	4,214.00	4,460.00	4,685.00	4,931.00	5,183.00	5,449.00
M88	24.371	25.591	27.081	28.501	29.955	31.517	33.168
	1,949.68	2,047.28	2,166.48	2,280.08	2,396.40	2,521.36	2,653.44
	4,239.00	4,451.00	4,710.00	4,957.00	5,210.00	5,482.00	5,769.00

SALARY SCHEDULE I - EFFECTIVE January 1, 2007
HOURLY / BIWEEKLY
EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
M90	25.018	26.268	27.796	29.215	30.714	32.337	34.036
	2,001.44	2,101.44	2,223.68	2,337.20	2,457.12	2,586.96	2,722.88
	4,351.00	4,569.00	4,835.00	5,081.00	5,342.00	5,624.00	5,920.00
N09	11.254	11.817	12.505	13.112	13.792	14.480	15.212
	900.32	945.36	1,000.40	1,048.96	1,103.36	1,158.40	1,216.96
	1,957.00	2,055.00	2,175.00	2,281.00	2,399.00	2,518.00	2,646.00
N16	12.436	13.059	13.820	14.522	15.236	16.020	16.831
	994.88	1,044.72	1,105.60	1,161.76	1,218.88	1,281.60	1,346.48
	2,163.00	2,271.00	2,404.00	2,526.00	2,650.00	2,786.00	2,927.00
N23	13.239	13.901	14.710	15.439	16.212	17.074	18.087
	1,059.12	1,112.08	1,176.80	1,235.12	1,296.96	1,365.92	1,446.96
	2,303.00	2,418.00	2,558.00	2,685.00	2,820.00	2,970.00	3,146.00
N29	14.440	15.162	16.044	16.848	17.851	18.780	19.706
	1,155.20	1,212.96	1,283.52	1,347.84	1,428.08	1,502.40	1,576.48
	2,512.00	2,637.00	2,791.00	2,930.00	3,105.00	3,266.00	3,427.00
N33	14.245	14.958	15.827	16.686	17.608	18.527	19.520
	1,139.60	1,196.64	1,266.16	1,334.88	1,408.64	1,482.16	1,561.60
	2,478.00	2,602.00	2,753.00	2,902.00	3,063.00	3,222.00	3,395.00
N41	16.461	17.285	18.291	19.199	20.182	21.287	22.305
	1,316.88	1,382.80	1,463.28	1,535.92	1,614.56	1,702.96	1,784.40
	2,863.00	3,006.00	3,181.00	3,339.00	3,510.00	3,702.00	3,879.00
N43	16.885	17.730	18.761	19.678	20.678	21.736	22.860
	1,350.80	1,418.40	1,500.88	1,574.24	1,654.24	1,738.88	1,828.80
	2,937.00	3,084.00	3,263.00	3,423.00	3,596.00	3,781.00	3,976.00
N45	18.971	19.919	21.075	22.110	23.233	24.428	25.688
	1,517.68	1,593.52	1,686.00	1,768.80	1,858.64	1,954.24	2,055.04
	3,300.00	3,464.00	3,666.00	3,846.00	4,041.00	4,249.00	4,468.00
N51	18.161	19.071	20.182	21.210	22.305	23.452	24.633
	1,452.88	1,525.68	1,614.56	1,696.80	1,784.40	1,876.16	1,970.64
	3,159.00	3,317.00	3,510.00	3,689.00	3,879.00	4,079.00	4,284.00
N53	18.610	19.542	20.678	21.736	22.860	24.047	25.290
	1,488.80	1,563.36	1,654.24	1,738.88	1,828.80	1,923.76	2,023.20
	3,237.00	3,399.00	3,596.00	3,781.00	3,976.00	4,182.00	4,399.00
N54	19.917	20.912	22.128	23.260	24.460	25.732	27.063
	1,593.36	1,672.96	1,770.24	1,860.80	1,956.80	2,058.56	2,165.04
	3,464.00	3,637.00	3,849.00	4,046.00	4,254.00	4,476.00	4,707.00
N55	20.910	21.956	23.233	24.428	25.688	27.022	28.420
	1,672.80	1,756.48	1,858.64	1,954.24	2,055.04	2,161.76	2,273.60
	3,637.00	3,819.00	4,041.00	4,249.00	4,468.00	4,700.00	4,943.00
N57	20.038	21.039	22.262	23.413	24.615	25.857	27.221
	1,603.04	1,683.12	1,780.96	1,873.04	1,969.20	2,068.56	2,177.68
	3,485.00	3,659.00	3,872.00	4,072.00	4,281.00	4,497.00	4,735.00
N60	19.562	20.540	21.736	22.860	24.047	25.290	26.605
	1,564.96	1,643.20	1,738.88	1,828.80	1,923.76	2,023.20	2,128.40
	3,402.00	3,572.00	3,781.00	3,976.00	4,182.00	4,399.00	4,627.00
N61	20.018	21.018	22.241	23.390	24.590	25.881	27.188
	1,601.44	1,681.44	1,779.28	1,871.20	1,967.20	2,070.48	2,175.04
	3,482.00	3,656.00	3,868.00	4,068.00	4,277.00	4,501.00	4,729.00
N63	20.076	21.078	22.305	23.452	24.633	25.935	27.257
	1,606.08	1,686.24	1,784.40	1,876.16	1,970.64	2,074.80	2,180.56
	3,492.00	3,666.00	3,879.00	4,079.00	4,284.00	4,511.00	4,741.00
N65	22.015	23.115	24.460	25.732	27.063	28.466	29.898
	1,761.20	1,849.20	1,956.80	2,058.56	2,165.04	2,277.28	2,391.84
	3,829.00	4,020.00	4,254.00	4,476.00	4,707.00	4,951.00	5,200.00

SALARY SCHEDULE I - EFFECTIVE January 1, 2007
HOURLY / BIWEEKLY
EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
N67	23.718	24.902	26.354	27.680	29.142	30.620	32.233
	1,897.44	1,992.16	2,108.32	2,214.40	2,331.36	2,449.60	2,578.64
	4,125.00	4,331.00	4,584.00	4,814.00	5,069.00	5,326.00	5,606.00
N69	21.592	22.672	23.991	25.239	26.525	27.883	29.345
	1,727.36	1,813.76	1,919.28	2,019.12	2,122.00	2,230.64	2,347.60
	3,755.00	3,943.00	4,173.00	4,390.00	4,613.00	4,850.00	5,104.00
N70	22.929	24.073	25.478	26.783	28.163	29.625	31.163
	1,834.32	1,925.84	2,038.24	2,142.64	2,253.04	2,370.00	2,493.04
	3,988.00	4,187.00	4,431.00	4,658.00	4,898.00	5,153.00	5,420.00
N72	22.172	23.279	24.633	25.935	27.257	28.690	30.143
	1,773.76	1,862.32	1,970.64	2,074.80	2,180.56	2,295.20	2,411.44
	3,856.00	4,049.00	4,284.00	4,511.00	4,741.00	4,990.00	5,243.00
N73	23.160	24.319	25.732	27.063	28.466	29.898	31.463
	1,852.80	1,945.52	2,058.56	2,165.04	2,277.28	2,391.84	2,517.04
	4,028.00	4,230.00	4,476.00	4,707.00	4,951.00	5,200.00	5,472.00
N77	22.761	23.900	25.290	26.605	27.944	29.412	30.910
	1,820.88	1,912.00	2,023.20	2,128.40	2,235.52	2,352.96	2,472.80
	3,959.00	4,157.00	4,399.00	4,627.00	4,860.00	5,116.00	5,376.00
N80	24.500	25.725	27.221	28.611	30.114	31.638	33.275
	1,960.00	2,058.00	2,177.68	2,288.88	2,409.12	2,531.04	2,662.00
	4,261.00	4,474.00	4,735.00	4,976.00	5,238.00	5,503.00	5,787.00
N81	23.875	25.069	26.525	27.883	29.345	30.843	32.450
	1,910.00	2,005.52	2,122.00	2,230.64	2,347.60	2,467.44	2,596.00
	4,153.00	4,360.00	4,613.00	4,850.00	5,104.00	5,364.00	5,644.00
N83	23.924	25.120	26.585	27.941	29.409	30.896	32.493
	1,913.92	2,009.60	2,126.80	2,235.28	2,352.72	2,471.68	2,599.44
	4,161.00	4,369.00	4,624.00	4,860.00	5,115.00	5,374.00	5,651.00
N84	23.964	25.164	26.629	27.991	29.447	30.927	32.562
	1,917.12	2,013.12	2,130.32	2,239.28	2,355.76	2,474.16	2,604.96
	4,168.00	4,377.00	4,632.00	4,868.00	5,122.00	5,379.00	5,663.00
N87	24.534	25.761	27.257	28.690	30.143	31.703	33.370
	1,962.72	2,060.88	2,180.56	2,295.20	2,411.44	2,536.24	2,669.60
	4,267.00	4,481.00	4,741.00	4,990.00	5,243.00	5,514.00	5,804.00
N89	25.172	26.430	27.967	29.427	30.922	32.530	34.230
	2,013.76	2,114.40	2,237.36	2,354.16	2,473.76	2,602.40	2,738.40
	4,378.00	4,597.00	4,864.00	5,118.00	5,378.00	5,658.00	5,954.00
N92	25.822	27.115	28.690	30.143	31.703	33.370	35.114
	2,065.76	2,169.20	2,295.20	2,411.44	2,536.24	2,669.60	2,809.12
	4,491.00	4,716.00	4,990.00	5,243.00	5,514.00	5,804.00	6,107.00
N94	27.783	29.174	30.872	32.443	34.146	35.931	37.812
	2,222.64	2,333.92	2,469.76	2,595.44	2,731.68	2,874.48	3,024.96
	4,832.00	5,074.00	5,370.00	5,643.00	5,939.00	6,249.00	6,577.00
N96	28.444	29.866	31.604	33.224	34.983	36.818	38.733
	2,275.52	2,389.28	2,528.32	2,657.92	2,798.64	2,945.44	3,098.64
	4,947.00	5,195.00	5,497.00	5,779.00	6,085.00	6,404.00	6,737.00
S01	14.160	15.734	16.516	17.512	18.381	19.307	
	1,132.80	1,258.72	1,321.28	1,400.96	1,470.48	1,544.56	
	2,463.00	2,737.00	2,873.00	3,046.00	3,197.00	3,358.00	
S02	22.812	23.995	25.235	26.534	27.955		
	1,824.96	1,919.60	2,018.80	2,122.72	2,236.40		
	3,968.00	4,173.00	4,389.00	4,615.00	4,862.00		
S03	21.712						
	1,736.96						
	3,776.00						

SALARY SCHEDULE I - EFFECTIVE January 1, 2007
HOURLY / BIWEEKLY
EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
S04	23.223						
	1,857.84						
	4,039.00						
S05	25.805	27.241	28.715	30.292	31.953		
	2,064.40	2,179.28	2,297.20	2,423.36	2,556.24		
	4,488.00	4,738.00	4,994.00	5,269.00	5,558.00		
S06	24.122	25.468	26.849	28.318	29.872		
	1,929.76	2,037.44	2,147.92	2,265.44	2,389.76		
	4,196.00	4,430.00	4,670.00	4,925.00	5,196.00		
S07	27.568	29.019	30.477	32.044	33.702		
	2,205.44	2,321.52	2,438.16	2,563.52	2,696.16		
	4,795.00	5,047.00	5,301.00	5,573.00	5,862.00		
S08	28.928	30.511	32.168	33.863	35.676		
	2,314.24	2,440.88	2,573.44	2,709.04	2,854.08		
	5,031.00	5,307.00	5,595.00	5,890.00	6,205.00		
S09	31.762	33.333	35.010	36.738	38.590		
	2,540.96	2,666.64	2,800.80	2,939.04	3,087.20		
	5,524.00	5,798.00	6,089.00	6,390.00	6,712.00		
S10	35.939						
	2,875.12						
	6,251.00						
S11	29.268	30.892	32.655	34.457	36.403		
	2,341.44	2,471.36	2,612.40	2,756.56	2,912.24		
	5,091.00	5,373.00	5,680.00	5,993.00	6,332.00		
S12	32.797	34.521	36.408	38.359	41.736		
	2,623.76	2,761.68	2,912.64	3,068.72	3,338.88		
	5,704.00	6,004.00	6,332.00	6,672.00	7,259.00		
S13	35.222	37.023	38.957	40.940	43.070		
	2,817.76	2,961.84	3,116.56	3,275.20	3,445.60		
	6,126.00	6,439.00	6,776.00	7,121.00	7,491.00		
S14	35.632	37.670	39.738	41.959	44.289		
	2,850.56	3,013.60	3,179.04	3,356.72	3,543.12		
	6,197.00	6,552.00	6,912.00	7,298.00	7,703.00		
S15	38.896	41.037	43.225	45.548	48.004		
	3,111.68	3,282.96	3,458.00	3,643.84	3,840.32		
	6,765.00	7,138.00	7,518.00	7,922.00	8,349.00		
S16	41.648	43.941	46.283	48.817	51.419		
	3,331.84	3,515.28	3,702.64	3,905.36	4,113.52		
	7,244.00	7,643.00	8,050.00	8,491.00	8,943.00		
010	13.996	15.551	16.324	17.308	18.167	19.083	
	1,119.68	1,244.08	1,305.92	1,384.64	1,453.36	1,526.64	
	2,434.00	2,705.00	2,839.00	3,010.00	3,160.00	3,319.00	
030	22.812	23.995	25.235	26.534	27.955		
	1,824.96	1,919.60	2,018.80	2,122.72	2,236.40		
	3,968.00	4,173.00	4,389.00	4,615.00	4,862.00		
045	21.712						
	1,736.96						
	3,776.00						
046	23.223						
	1,857.84						
	4,039.00						
050	25.805	27.241	28.715	30.292	31.953		
	2,064.40	2,179.28	2,297.20	2,423.36	2,556.24		
	4,488.00	4,738.00	4,994.00	5,269.00	5,558.00		

SALARY SCHEDULE I - EFFECTIVE January 1, 2007
HOURLY / BIWEEKLY
EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
055	24.122	25.468	26.849	28.318	29.872		
	1,929.76	2,037.44	2,147.92	2,265.44	2,389.76		
	4,196.00	4,430.00	4,670.00	4,925.00	5,196.00		
060	27.568	29.019	30.477	32.044	33.702		
	2,205.44	2,321.52	2,438.16	2,563.52	2,696.16		
	4,795.00	5,047.00	5,301.00	5,573.00	5,862.00		
070	28.928	30.511	32.168	33.863	35.676		
	2,314.24	2,440.88	2,573.44	2,709.04	2,854.08		
	5,031.00	5,307.00	5,595.00	5,890.00	6,205.00		
080	31.762	33.333	35.010	36.738	38.590		
	2,540.96	2,666.64	2,800.80	2,939.04	3,087.20		
	5,524.00	5,798.00	6,089.00	6,390.00	6,712.00		
100	35.939						
	2,875.12						
	6,251.00						
105	29.268	30.892	32.655	34.457	36.403		
	2,341.44	2,471.36	2,612.40	2,756.56	2,912.24		
	5,091.00	5,373.00	5,680.00	5,993.00	6,332.00		
110	32.797	34.521	36.408	38.359	41.736		
	2,623.76	2,761.68	2,912.64	3,068.72	3,338.88		
	5,704.00	6,004.00	6,332.00	6,672.00	7,259.00		
120	35.222	37.023	38.957	40.940	43.070		
	2,817.76	2,961.84	3,116.56	3,275.20	3,445.60		
	6,126.00	6,439.00	6,776.00	7,121.00	7,491.00		
155	35.632	37.670	39.738	41.959	44.289		
	2,850.56	3,013.60	3,179.04	3,356.72	3,543.12		
	6,197.00	6,552.00	6,912.00	7,298.00	7,703.00		
170	38.896	41.037	43.225	45.548	48.004		
	3,111.68	3,282.96	3,458.00	3,643.84	3,840.32		
	6,765.00	7,138.00	7,518.00	7,922.00	8,349.00		
180	43.761	46.176	48.628	51.292	54.021		
	3,500.88	3,694.08	3,890.24	4,103.36	4,321.68		
	7,611.00	8,031.00	8,458.00	8,921.00	9,396.00		
185	41.648	43.941	46.283	48.817	51.419		
	3,331.84	3,515.28	3,702.64	3,905.36	4,113.52		
	7,244.00	7,643.00	8,050.00	8,491.00	8,943.00		
230	9.607	10.090	10.676	11.217	11.742	12.343	12.965
	768.56	807.20	854.08	897.36	939.36	987.44	1,037.20
	1,671.00	1,755.00	1,857.00	1,951.00	2,042.00	2,147.00	2,255.00
250	10.094	10.598	11.217	11.742	12.343	12.965	13.587
	807.52	847.84	897.36	939.36	987.44	1,037.20	1,086.96
	1,756.00	1,843.00	1,951.00	2,042.00	2,147.00	2,255.00	2,363.00
260	10.340	10.856	11.487	12.043	12.635	13.248	13.935
	827.20	868.48	918.96	963.44	1,010.80	1,059.84	1,114.80
	1,798.00	1,888.00	1,998.00	2,095.00	2,198.00	2,304.00	2,424.00
270	10.566	11.096	11.742	12.343	12.965	13.587	14.272
	845.28	887.68	939.36	987.44	1,037.20	1,086.96	1,141.76
	1,838.00	1,930.00	2,042.00	2,147.00	2,255.00	2,363.00	2,482.00
272	10.588	11.116	11.765	12.375	12.999	13.615	14.297
	847.04	889.28	941.20	990.00	1,039.92	1,089.20	1,143.76
	1,842.00	1,933.00	2,046.00	2,152.00	2,261.00	2,368.00	2,487.00
280	10.841	11.381	12.044	12.656	13.275	13.929	14.635
	867.28	910.48	963.52	1,012.48	1,062.00	1,114.32	1,170.80
	1,886.00	1,979.00	2,095.00	2,201.00	2,309.00	2,423.00	2,545.00

SALARY SCHEDULE I - EFFECTIVE January 1, 2007
HOURLY / BIWEEKLY
EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
290	11.110	11.665	12.343	12.965	13.587	14.272	15.000
	888.80	933.20	987.44	1,037.20	1,086.96	1,141.76	1,200.00
	1,932.00	2,029.00	2,147.00	2,255.00	2,363.00	2,482.00	2,609.00
307	12.056	12.660	13.397	14.045	14.777	15.514	16.297
	964.48	1,012.80	1,071.76	1,123.60	1,182.16	1,241.12	1,303.76
	2,097.00	2,202.00	2,330.00	2,443.00	2,570.00	2,698.00	2,835.00
310	11.670	12.253	12.965	13.587	14.272	15.000	15.750
	933.60	980.24	1,037.20	1,086.96	1,141.76	1,200.00	1,260.00
	2,030.00	2,131.00	2,255.00	2,363.00	2,482.00	2,609.00	2,739.00
316	12.122	12.728	13.466	14.116	14.818	15.582	16.373
	969.76	1,018.24	1,077.28	1,129.28	1,185.44	1,246.56	1,309.84
	2,108.00	2,214.00	2,342.00	2,455.00	2,577.00	2,710.00	2,848.00
320	11.923	12.518	13.248	13.935	14.633	15.370	16.147
	953.84	1,001.44	1,059.84	1,114.80	1,170.64	1,229.60	1,291.76
	2,074.00	2,177.00	2,304.00	2,424.00	2,545.00	2,673.00	2,808.00
330	12.228	12.840	13.587	14.272	15.000	15.750	16.541
	978.24	1,027.20	1,086.96	1,141.76	1,200.00	1,260.00	1,323.28
	2,127.00	2,233.00	2,363.00	2,482.00	2,609.00	2,739.00	2,877.00
336	12.707	13.343	14.116	14.818	15.582	16.373	17.202
	1,016.56	1,067.44	1,129.28	1,185.44	1,246.56	1,309.84	1,376.16
	2,210.00	2,321.00	2,455.00	2,577.00	2,710.00	2,848.00	2,992.00
340	12.541	13.167	13.935	14.633	15.370	16.147	16.959
	1,003.28	1,053.36	1,114.80	1,170.64	1,229.60	1,291.76	1,356.72
	2,181.00	2,290.00	2,424.00	2,545.00	2,673.00	2,808.00	2,950.00
344	13.322	13.989	14.806	15.557	16.323	17.164	18.030
	1,065.76	1,119.12	1,184.48	1,244.56	1,305.84	1,373.12	1,442.40
	2,317.00	2,433.00	2,575.00	2,706.00	2,839.00	2,985.00	3,136.00
350	12.843	13.484	14.272	15.000	15.750	16.541	17.420
	1,027.44	1,078.72	1,141.76	1,200.00	1,260.00	1,323.28	1,393.60
	2,234.00	2,345.00	2,482.00	2,609.00	2,739.00	2,877.00	3,030.00
352	13.095	13.751	14.548	15.291	16.070	16.873	17.758
	1,047.60	1,100.08	1,163.84	1,223.28	1,285.60	1,349.84	1,420.64
	2,278.00	2,392.00	2,530.00	2,660.00	2,795.00	2,935.00	3,089.00
356	13.369	14.037	14.856	15.584	16.399	17.222	18.099
	1,069.52	1,122.96	1,188.48	1,246.72	1,311.92	1,377.76	1,447.92
	2,325.00	2,441.00	2,584.00	2,711.00	2,852.00	2,995.00	3,148.00
360	13.168	13.827	14.633	15.370	16.147	16.959	17.972
	1,053.44	1,106.16	1,170.64	1,229.60	1,291.76	1,356.72	1,437.76
	2,290.00	2,405.00	2,545.00	2,673.00	2,808.00	2,950.00	3,126.00
361	13.422	14.093	14.912	15.673	16.471	17.295	18.203
	1,073.76	1,127.44	1,192.96	1,253.84	1,317.68	1,383.60	1,456.24
	2,334.00	2,451.00	2,594.00	2,726.00	2,865.00	3,008.00	3,166.00
370	13.501	14.177	15.000	15.750	16.541	17.420	18.452
	1,080.08	1,134.16	1,200.00	1,260.00	1,323.28	1,393.60	1,476.16
	2,348.00	2,466.00	2,609.00	2,739.00	2,877.00	3,030.00	3,209.00
374	14.611	15.341	16.234	17.038	17.893	18.843	19.961
	1,168.88	1,227.28	1,298.72	1,363.04	1,431.44	1,507.44	1,596.88
	2,541.00	2,668.00	2,824.00	2,963.00	3,112.00	3,277.00	3,472.00
380	13.831	14.524	15.370	16.147	16.959	17.972	18.913
	1,106.48	1,161.92	1,229.60	1,291.76	1,356.72	1,437.76	1,513.04
	2,406.00	2,526.00	2,673.00	2,808.00	2,950.00	3,126.00	3,290.00
386	14.366	15.084	15.964	16.776	17.624	18.688	19.652
	1,149.28	1,206.72	1,277.12	1,342.08	1,409.92	1,495.04	1,572.16
	2,499.00	2,624.00	2,777.00	2,918.00	3,065.00	3,250.00	3,418.00

SALARY SCHEDULE I - EFFECTIVE January 1, 2007
HOURLY / BIWEEKLY
EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
390	14.173	14.883	15.750	16.541	17.420	18.452	19.341
	1,133.84	1,190.64	1,260.00	1,323.28	1,393.60	1,476.16	1,547.28
	2,465.00	2,589.00	2,739.00	2,877.00	3,030.00	3,209.00	3,364.00
391	14.278	14.992	15.865	16.661	17.532	18.576	19.483
	1,142.24	1,199.36	1,269.20	1,332.88	1,402.56	1,486.08	1,558.64
	2,483.00	2,608.00	2,759.00	2,898.00	3,049.00	3,231.00	3,389.00
400	14.530	15.257	16.147	16.959	17.972	18.913	19.848
	1,162.40	1,220.56	1,291.76	1,356.72	1,437.76	1,513.04	1,587.84
	2,527.00	2,654.00	2,808.00	2,950.00	3,126.00	3,290.00	3,452.00
404	15.936	16.733	17.708	18.594	19.701	20.729	21.748
	1,274.88	1,338.64	1,416.64	1,487.52	1,576.08	1,658.32	1,739.84
	2,772.00	2,910.00	3,080.00	3,234.00	3,427.00	3,605.00	3,783.00
406	15.117	15.872	16.798	17.650	18.542	19.657	20.670
	1,209.36	1,269.76	1,343.84	1,412.00	1,483.36	1,572.56	1,653.60
	2,629.00	2,761.00	2,922.00	3,070.00	3,225.00	3,419.00	3,595.00
410	14.886	15.629	16.541	17.420	18.452	19.341	20.343
	1,190.88	1,250.32	1,323.28	1,393.60	1,476.16	1,547.28	1,627.44
	2,589.00	2,718.00	2,877.00	3,030.00	3,209.00	3,364.00	3,538.00
419	15.719	16.505	17.463	18.413	19.431	20.444	21.539
	1,257.52	1,320.40	1,397.04	1,473.04	1,554.48	1,635.52	1,723.12
	2,734.00	2,871.00	3,037.00	3,203.00	3,380.00	3,556.00	3,746.00
420	15.265	16.027	16.959	17.972	18.913	19.848	20.839
	1,221.20	1,282.16	1,356.72	1,437.76	1,513.04	1,587.84	1,667.12
	2,655.00	2,788.00	2,950.00	3,126.00	3,290.00	3,452.00	3,624.00
422	15.375	16.145	17.083	18.112	19.053	19.995	21.000
	1,230.00	1,291.60	1,366.64	1,448.96	1,524.24	1,599.60	1,680.00
	2,674.00	2,808.00	2,971.00	3,150.00	3,314.00	3,478.00	3,652.00
426	15.495	16.270	17.219	18.092	19.006	20.149	21.187
	1,239.60	1,301.60	1,377.52	1,447.36	1,520.48	1,611.92	1,694.96
	2,695.00	2,830.00	2,995.00	3,147.00	3,306.00	3,504.00	3,685.00
430	15.678	16.461	17.420	18.452	19.341	20.343	21.378
	1,254.24	1,316.88	1,393.60	1,476.16	1,547.28	1,627.44	1,710.24
	2,727.00	2,863.00	3,030.00	3,209.00	3,364.00	3,538.00	3,718.00
440	16.175	16.984	17.972	18.913	19.848	20.839	21.899
	1,294.00	1,358.72	1,437.76	1,513.04	1,587.84	1,667.12	1,751.92
	2,813.00	2,954.00	3,126.00	3,290.00	3,452.00	3,624.00	3,809.00
442	16.290	17.104	18.099	19.037	19.975	20.958	22.024
	1,303.20	1,368.32	1,447.92	1,522.96	1,598.00	1,676.64	1,761.92
	2,833.00	2,975.00	3,148.00	3,311.00	3,474.00	3,645.00	3,831.00
443	16.590	17.420	18.432	19.537	20.551	21.622	22.656
	1,327.20	1,393.60	1,474.56	1,562.96	1,644.08	1,729.76	1,812.48
	2,885.00	3,030.00	3,206.00	3,398.00	3,574.00	3,761.00	3,941.00
450	16.607	17.437	18.452	19.341	20.343	21.378	22.473
	1,328.56	1,394.96	1,476.16	1,547.28	1,627.44	1,710.24	1,797.84
	2,888.00	3,033.00	3,209.00	3,364.00	3,538.00	3,718.00	3,909.00
454	17.636	18.517	19.595	20.569	21.620	22.805	23.895
	1,410.88	1,481.36	1,567.60	1,645.52	1,729.60	1,824.40	1,911.60
	3,067.00	3,221.00	3,408.00	3,578.00	3,760.00	3,966.00	4,156.00
460	17.021	17.871	18.913	19.848	20.839	21.899	23.054
	1,361.68	1,429.68	1,513.04	1,587.84	1,667.12	1,751.92	1,844.32
	2,960.00	3,108.00	3,290.00	3,452.00	3,624.00	3,809.00	4,010.00
464	18.633	19.564	20.701	21.712	22.818	23.984	25.224
	1,490.64	1,565.12	1,656.08	1,736.96	1,825.44	1,918.72	2,017.92
	3,241.00	3,403.00	3,600.00	3,776.00	3,969.00	4,172.00	4,387.00

SALARY SCHEDULE I - EFFECTIVE January 1, 2007
HOURLY / BIWEEKLY
EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
466	17.587	18.466	19.543	20.512	21.542	22.637	23.816
	1,406.96	1,477.28	1,563.44	1,640.96	1,723.36	1,810.96	1,905.28
	3,059.00	3,212.00	3,399.00	3,568.00	3,747.00	3,937.00	4,142.00
467	20.932	21.978	23.256	24.397	25.636	26.953	28.346
	1,674.56	1,758.24	1,860.48	1,951.76	2,050.88	2,156.24	2,267.68
	3,641.00	3,823.00	4,045.00	4,243.00	4,459.00	4,688.00	4,930.00
470	17.405	18.275	19.341	20.343	21.378	22.473	23.634
	1,392.40	1,462.00	1,547.28	1,627.44	1,710.24	1,797.84	1,890.72
	3,027.00	3,179.00	3,364.00	3,538.00	3,718.00	3,909.00	4,111.00
480	17.864	18.758	19.848	20.839	21.899	23.054	24.239
	1,429.12	1,500.64	1,587.84	1,667.12	1,751.92	1,844.32	1,939.12
	3,107.00	3,263.00	3,452.00	3,624.00	3,809.00	4,010.00	4,216.00
482	18.462	19.385	20.512	21.542	22.637	23.816	25.048
	1,476.96	1,550.80	1,640.96	1,723.36	1,810.96	1,905.28	2,003.84
	3,211.00	3,372.00	3,568.00	3,747.00	3,937.00	4,142.00	4,357.00
486	18.604	19.535	20.670	21.703	22.780	23.952	25.187
	1,488.32	1,562.80	1,653.60	1,736.24	1,822.40	1,916.16	2,014.96
	3,236.00	3,398.00	3,595.00	3,775.00	3,962.00	4,166.00	4,381.00
490	18.307	19.221	20.343	21.378	22.473	23.634	24.845
	1,464.56	1,537.68	1,627.44	1,710.24	1,797.84	1,890.72	1,987.60
	3,184.00	3,343.00	3,538.00	3,718.00	3,909.00	4,111.00	4,321.00
491	18.923	19.869	21.024	22.082	23.204	24.412	25.674
	1,513.84	1,589.52	1,681.92	1,766.56	1,856.32	1,952.96	2,053.92
	3,291.00	3,456.00	3,657.00	3,841.00	4,036.00	4,246.00	4,465.00
494	19.457	20.429	21.620	22.723	23.895	25.124	26.391
	1,556.56	1,634.32	1,729.60	1,817.84	1,911.60	2,009.92	2,111.28
	3,384.00	3,553.00	3,760.00	3,952.00	4,156.00	4,370.00	4,590.00
500	18.756	19.692	20.839	21.899	23.054	24.239	25.500
	1,500.48	1,575.36	1,667.12	1,751.92	1,844.32	1,939.12	2,040.00
	3,262.00	3,425.00	3,624.00	3,809.00	4,010.00	4,216.00	4,435.00
504	20.536	21.562	22.818	23.984	25.224	26.533	27.906
	1,642.88	1,724.96	1,825.44	1,918.72	2,017.92	2,122.64	2,232.48
	3,572.00	3,750.00	3,969.00	4,172.00	4,387.00	4,615.00	4,854.00
507	21.977	23.074	24.416	25.667	26.990	28.393	29.864
	1,758.16	1,845.92	1,953.28	2,053.36	2,159.20	2,271.44	2,389.12
	3,822.00	4,013.00	4,247.00	4,464.00	4,694.00	4,938.00	5,194.00
508	23.072	24.227	25.636	26.953	28.346	29.816	31.358
	1,845.76	1,938.16	2,050.88	2,156.24	2,267.68	2,385.28	2,508.64
	4,013.00	4,214.00	4,459.00	4,688.00	4,930.00	5,186.00	5,454.00
510	19.240	20.203	21.378	22.473	23.634	24.845	26.150
	1,539.20	1,616.24	1,710.24	1,797.84	1,890.72	1,987.60	2,092.00
	3,346.00	3,514.00	3,718.00	3,909.00	4,111.00	4,321.00	4,548.00
514	22.111	23.217	24.564	25.834	27.162	28.532	30.037
	1,768.88	1,857.36	1,965.12	2,066.72	2,172.96	2,282.56	2,402.96
	3,846.00	4,038.00	4,272.00	4,493.00	4,724.00	4,963.00	5,224.00
520	19.712	20.698	21.899	23.054	24.239	25.500	26.802
	1,576.96	1,655.84	1,751.92	1,844.32	1,939.12	2,040.00	2,144.16
	3,428.00	3,600.00	3,809.00	4,010.00	4,216.00	4,435.00	4,662.00
523	24.560	25.853	27.184	28.599	30.056		
	1,964.80	2,068.24	2,174.72	2,287.92	2,404.48		
	4,272.00	4,497.00	4,728.00	4,974.00	5,228.00		
524	20.957	22.003	23.286	24.489	25.760	27.093	28.501
	1,676.56	1,760.24	1,862.88	1,959.12	2,060.80	2,167.44	2,280.08
	3,645.00	3,827.00	4,050.00	4,259.00	4,480.00	4,712.00	4,957.00

SALARY SCHEDULE I - EFFECTIVE January 1, 2007
HOURLY / BIWEEKLY
EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
527	22.086	23.191	24.542	25.810	27.132	28.558	30.000
	1,766.88	1,855.28	1,963.36	2,064.80	2,170.56	2,284.64	2,400.00
	3,841.00	4,034.00	4,269.00	4,489.00	4,719.00	4,967.00	5,218.00
530	20.226	21.236	22.473	23.634	24.845	26.150	27.470
	1,618.08	1,698.88	1,797.84	1,890.72	1,987.60	2,092.00	2,197.60
	3,518.00	3,694.00	3,909.00	4,111.00	4,321.00	4,548.00	4,778.00
534	22.156	23.265	24.617	25.883	27.187	28.623	30.083
	1,772.48	1,861.20	1,969.36	2,070.64	2,174.96	2,289.84	2,406.64
	3,854.00	4,046.00	4,282.00	4,502.00	4,729.00	4,978.00	5,232.00
540	20.745	21.783	23.054	24.239	25.500	26.802	28.172
	1,659.60	1,742.64	1,844.32	1,939.12	2,040.00	2,144.16	2,253.76
	3,608.00	3,789.00	4,010.00	4,216.00	4,435.00	4,662.00	4,900.00
547	24.291	25.506	26.990	28.393	29.864	31.411	32.991
	1,943.28	2,040.48	2,159.20	2,271.44	2,389.12	2,512.88	2,639.28
	4,225.00	4,436.00	4,694.00	4,938.00	5,194.00	5,463.00	5,738.00
550	21.269	22.333	23.634	24.845	26.150	27.470	28.917
	1,701.52	1,786.64	1,890.72	1,987.60	2,092.00	2,197.60	2,313.36
	3,699.00	3,884.00	4,111.00	4,321.00	4,548.00	4,778.00	5,029.00
554	26.171	27.479	29.079	30.543	32.158	33.787	35.566
	2,093.68	2,198.32	2,326.32	2,443.44	2,572.64	2,702.96	2,845.28
	4,552.00	4,779.00	5,058.00	5,312.00	5,593.00	5,877.00	6,186.00
560	21.817	22.907	24.239	25.500	26.802	28.172	29.648
	1,745.36	1,832.56	1,939.12	2,040.00	2,144.16	2,253.76	2,371.84
	3,795.00	3,984.00	4,216.00	4,435.00	4,662.00	4,900.00	5,157.00
564	23.825	25.017	26.474	27.850	29.270	30.768	32.382
	1,906.00	2,001.36	2,117.92	2,228.00	2,341.60	2,461.44	2,590.56
	4,144.00	4,351.00	4,605.00	4,844.00	5,091.00	5,351.00	5,632.00
567	23.848	25.040	26.499	27.856	29.291	30.812	32.413
	1,907.84	2,003.20	2,119.92	2,228.48	2,343.28	2,464.96	2,593.04
	4,148.00	4,355.00	4,609.00	4,845.00	5,095.00	5,359.00	5,638.00
570	22.359	23.477	24.845	26.150	27.470	28.917	30.393
	1,788.72	1,878.16	1,987.60	2,092.00	2,197.60	2,313.36	2,431.44
	3,889.00	4,083.00	4,321.00	4,548.00	4,778.00	5,029.00	5,286.00
574	24.470	25.692	27.187	28.623	30.083	31.663	33.266
	1,957.60	2,055.36	2,174.96	2,289.84	2,406.64	2,533.04	2,661.28
	4,256.00	4,469.00	4,729.00	4,978.00	5,232.00	5,507.00	5,786.00
577	25.555	26.833	28.393	29.864	31.411	32.991	34.717
	2,044.40	2,146.64	2,271.44	2,389.12	2,512.88	2,639.28	2,777.36
	4,445.00	4,667.00	4,938.00	5,194.00	5,463.00	5,738.00	6,038.00
580	22.950	24.098	25.500	26.802	28.172	29.648	31.164
	1,836.00	1,927.84	2,040.00	2,144.16	2,253.76	2,371.84	2,493.12
	3,992.00	4,191.00	4,435.00	4,662.00	4,900.00	5,157.00	5,420.00
582	27.639	29.056	30.538	32.140	33.778		
	2,211.12	2,324.48	2,443.04	2,571.20	2,702.24		
	4,807.00	5,054.00	5,311.00	5,590.00	5,875.00		
583	26.707	28.070	29.502	31.055	32.635		
	2,136.56	2,245.60	2,360.16	2,484.40	2,610.80		
	4,645.00	4,882.00	5,131.00	5,401.00	5,676.00		
584	25.115	26.372	27.906	29.356	30.836	32.454	34.107
	2,009.20	2,109.76	2,232.48	2,348.48	2,466.88	2,596.32	2,728.56
	4,368.00	4,587.00	4,854.00	5,106.00	5,363.00	5,645.00	5,932.00
590	23.532	24.711	26.150	27.470	28.917	30.393	31.953
	1,882.56	1,976.88	2,092.00	2,197.60	2,313.36	2,431.44	2,556.24
	4,093.00	4,298.00	4,548.00	4,778.00	5,029.00	5,286.00	5,558.00

SALARY SCHEDULE I - EFFECTIVE January 1, 2007
HOURLY / BIWEEKLY
EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
593	30.075	31.579	33.157	34.816	36.555		
	2,406.00	2,526.32	2,652.56	2,785.28	2,924.40		
	5,231.00	5,492.00	5,767.00	6,055.00	6,358.00		
594	27.034	28.387	30.037	31.572	33.228	34.913	36.716
	2,162.72	2,270.96	2,402.96	2,525.76	2,658.24	2,793.04	2,937.28
	4,702.00	4,937.00	5,224.00	5,491.00	5,779.00	6,072.00	6,386.00
597	26.343	27.662	29.270	30.768	32.382	34.031	35.806
	2,107.44	2,212.96	2,341.60	2,461.44	2,590.56	2,722.48	2,864.48
	4,582.00	4,811.00	5,091.00	5,351.00	5,632.00	5,919.00	6,228.00
600	24.122	25.328	26.802	28.172	29.648	31.164	32.786
	1,929.76	2,026.24	2,144.16	2,253.76	2,371.84	2,493.12	2,622.88
	4,196.00	4,405.00	4,662.00	4,900.00	5,157.00	5,420.00	5,702.00
604	26.911	28.481	29.933	31.505	33.099	34.810	36.550
	2,152.88	2,278.48	2,394.64	2,520.40	2,647.92	2,784.80	2,924.00
	4,681.00	4,954.00	5,206.00	5,480.00	5,757.00	6,054.00	6,357.00
607	26.958	28.529	29.987	31.547	33.135	34.884	36.627
	2,156.64	2,282.32	2,398.96	2,523.76	2,650.80	2,790.72	2,930.16
	4,689.00	4,962.00	5,216.00	5,487.00	5,763.00	6,067.00	6,370.00
610	24.724	25.961	27.470	28.917	30.393	31.953	33.641
	1,977.92	2,076.88	2,197.60	2,313.36	2,431.44	2,556.24	2,691.28
	4,300.00	4,515.00	4,778.00	5,029.00	5,286.00	5,558.00	5,851.00
613	31.579	33.157	34.816	36.555	38.385		
	2,526.32	2,652.56	2,785.28	2,924.40	3,070.80		
	5,492.00	5,767.00	6,055.00	6,358.00	6,676.00		
614	27.597	29.202	30.736	32.291	33.965	35.749	37.537
	2,207.76	2,336.16	2,458.88	2,583.28	2,717.20	2,859.92	3,002.96
	4,800.00	5,079.00	5,346.00	5,616.00	5,907.00	6,218.00	6,529.00
620	25.353	26.621	28.172	29.648	31.164	32.786	34.506
	2,028.24	2,129.68	2,253.76	2,371.84	2,493.12	2,622.88	2,760.48
	4,410.00	4,630.00	4,900.00	5,157.00	5,420.00	5,702.00	6,002.00
623	29.502	31.055	32.635	34.335	36.135		
	2,360.16	2,484.40	2,610.80	2,746.80	2,890.80		
	5,131.00	5,401.00	5,676.00	5,972.00	6,285.00		
624	27.781	29.170	30.867	32.477	34.128	35.901	37.778
	2,222.48	2,333.60	2,469.36	2,598.16	2,730.24	2,872.08	3,022.24
	4,832.00	5,073.00	5,369.00	5,649.00	5,936.00	6,244.00	6,571.00
627	28.495	29.918	31.658	33.260	34.983	36.820	38.744
	2,279.60	2,393.44	2,532.64	2,660.80	2,798.64	2,945.60	3,099.52
	4,956.00	5,204.00	5,506.00	5,785.00	6,085.00	6,404.00	6,739.00
630	26.026	27.328	28.917	30.393	31.953	33.641	35.409
	2,082.08	2,186.24	2,313.36	2,431.44	2,556.24	2,691.28	2,832.72
	4,527.00	4,753.00	5,029.00	5,286.00	5,558.00	5,851.00	6,159.00
633	33.096	34.750	36.489	38.310	40.233		
	2,647.68	2,780.00	2,919.12	3,064.80	3,218.64		
	5,756.00	6,044.00	6,346.00	6,663.00	6,998.00		
634	28.500	29.925	31.663	33.266	34.989	36.829	38.753
	2,280.00	2,394.00	2,533.04	2,661.28	2,799.12	2,946.32	3,100.24
	4,957.00	5,205.00	5,507.00	5,786.00	6,086.00	6,406.00	6,740.00
640	26.685	28.019	29.648	31.164	32.786	34.506	36.315
	2,134.80	2,241.52	2,371.84	2,493.12	2,622.88	2,760.48	2,905.20
	4,641.00	4,873.00	5,157.00	5,420.00	5,702.00	6,002.00	6,316.00
644	32.190	34.065	35.801	37.678	39.647	41.724	43.811
	2,575.20	2,725.20	2,864.08	3,014.24	3,171.76	3,337.92	3,504.88
	5,599.00	5,925.00	6,227.00	6,553.00	6,896.00	7,257.00	7,620.00

SALARY SCHEDULE I - EFFECTIVE January 1, 2007
HOURLY / BIWEEKLY
EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
645	32.386	34.039	35.815	37.689	39.669		
	2,590.88	2,723.12	2,865.20	3,015.12	3,173.52		
	5,633.00	5,920.00	6,229.00	6,555.00	6,900.00		
647	32.795	34.703	36.482	38.414	40.430	42.531	44.658
	2,623.60	2,776.24	2,918.56	3,073.12	3,234.40	3,402.48	3,572.64
	5,704.00	6,036.00	6,345.00	6,681.00	7,032.00	7,397.00	7,767.00
650	27.352	28.720	30.393	31.953	33.641	35.409	37.251
	2,188.16	2,297.60	2,431.44	2,556.24	2,691.28	2,832.72	2,980.08
	4,757.00	4,995.00	5,286.00	5,558.00	5,851.00	6,159.00	6,479.00
660	28.048	29.450	31.164	32.786	34.506	36.315	38.202
	2,243.84	2,356.00	2,493.12	2,622.88	2,760.48	2,905.20	3,056.16
	4,878.00	5,122.00	5,420.00	5,702.00	6,002.00	6,316.00	6,644.00
670	28.756	30.194	31.953	33.641	35.409	37.251	39.178
	2,300.48	2,415.52	2,556.24	2,691.28	2,832.72	2,980.08	3,134.24
	5,001.00	5,252.00	5,558.00	5,851.00	6,159.00	6,479.00	6,814.00
674	31.365	32.932	34.852	36.671	38.591	40.612	42.720
	2,509.20	2,634.56	2,788.16	2,933.68	3,087.28	3,248.96	3,417.60
	5,455.00	5,728.00	6,062.00	6,378.00	6,712.00	7,064.00	7,430.00
680	29.510	30.986	32.786	34.506	36.315	38.202	40.199
	2,360.80	2,478.88	2,622.88	2,760.48	2,905.20	3,056.16	3,215.92
	5,133.00	5,389.00	5,702.00	6,002.00	6,316.00	6,644.00	6,992.00
684	32.312	33.928	35.901	37.778	39.758	41.839	44.011
	2,584.96	2,714.24	2,872.08	3,022.24	3,180.64	3,347.12	3,520.88
	5,620.00	5,901.00	6,244.00	6,571.00	6,915.00	7,277.00	7,655.00
687	37.336	39.505	41.573	43.746	46.039	48.432	50.852
	2,986.88	3,160.40	3,325.84	3,499.68	3,683.12	3,874.56	4,068.16
	6,494.00	6,871.00	7,231.00	7,609.00	8,007.00	8,424.00	8,845.00
690	30.248	31.761	33.607	35.369	37.224	39.158	41.205
	2,419.84	2,540.88	2,688.56	2,829.52	2,977.92	3,132.64	3,296.40
	5,261.00	5,524.00	5,845.00	6,152.00	6,474.00	6,811.00	7,167.00
694	35.604	37.678	39.647	41.724	43.907	46.188	48.496
	2,848.32	3,014.24	3,171.76	3,337.92	3,512.56	3,695.04	3,879.68
	6,193.00	6,553.00	6,896.00	7,257.00	7,637.00	8,033.00	8,435.00
697	32.335	33.953	35.931	37.756	39.749	41.762	43.910
	2,586.80	2,716.24	2,874.48	3,020.48	3,179.92	3,340.96	3,512.80
	5,624.00	5,905.00	6,249.00	6,567.00	6,913.00	7,264.00	7,637.00
700	31.565	33.143	34.801	36.540	38.368	40.286	42.300
	2,525.20	2,651.44	2,784.08	2,923.20	3,069.44	3,222.88	3,384.00
	5,490.00	5,765.00	6,053.00	6,355.00	6,673.00	7,007.00	7,357.00
710	32.404	34.025	35.727	37.513	39.388	41.358	43.425
	2,592.32	2,722.00	2,858.16	3,001.04	3,151.04	3,308.64	3,474.00
	5,636.00	5,918.00	6,214.00	6,525.00	6,851.00	7,193.00	7,553.00
720	32.683	34.318	36.315	38.202	40.199	42.312	44.510
	2,614.64	2,745.44	2,905.20	3,056.16	3,215.92	3,384.96	3,560.80
	5,685.00	5,969.00	6,316.00	6,644.00	6,992.00	7,359.00	7,742.00
724	39.427	41.724	43.907	46.188	48.601	51.131	53.687
	3,154.16	3,337.92	3,512.56	3,695.04	3,888.08	4,090.48	4,294.96
	6,857.00	7,257.00	7,637.00	8,033.00	8,453.00	8,893.00	9,338.00
730	33.501	35.176	37.224	39.158	41.203	43.368	45.623
	2,680.08	2,814.08	2,977.92	3,132.64	3,296.24	3,469.44	3,649.84
	5,827.00	6,118.00	6,474.00	6,811.00	7,166.00	7,543.00	7,935.00
740	34.506	36.230	38.341	40.312	42.411	44.643	46.961
	2,760.48	2,898.40	3,067.28	3,224.96	3,392.88	3,571.44	3,756.88
	6,002.00	6,301.00	6,669.00	7,011.00	7,376.00	7,765.00	8,168.00

SALARY SCHEDULE I - EFFECTIVE January 1, 2007
HOURLY / BIWEEKLY
EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
747	37.682	39.567	41.870	44.025	46.316	48.754	51.284
	3,014.56	3,165.36	3,349.60	3,522.00	3,705.28	3,900.32	4,102.72
	6,554.00	6,882.00	7,282.00	7,657.00	8,056.00	8,480.00	8,920.00
750	35.369	37.137	39.300	41.320	43.469	45.759	48.134
	2,829.52	2,970.96	3,144.00	3,305.60	3,477.52	3,660.72	3,850.72
	6,152.00	6,459.00	6,835.00	7,187.00	7,561.00	7,959.00	8,372.00
757	40.556	42.915	45.127	47.474	49.973	52.569	55.196
	3,244.48	3,433.20	3,610.16	3,797.92	3,997.84	4,205.52	4,415.68
	7,054.00	7,464.00	7,849.00	8,257.00	8,692.00	9,143.00	9,600.00
760	36.462	38.286	40.199	42.312	44.510	46.736	49.072
	2,916.96	3,062.88	3,215.92	3,384.96	3,560.80	3,738.88	3,925.76
	6,342.00	6,659.00	6,992.00	7,359.00	7,742.00	8,129.00	8,535.00
764	44.945	47.562	49.938	52.434	55.058	57.811	60.699
	3,595.60	3,804.96	3,995.04	4,194.72	4,404.64	4,624.88	4,855.92
	7,817.00	8,272.00	8,686.00	9,120.00	9,576.00	10,055.00	10,557.00
770	38.494	40.421	42.441	44.670	46.991	49.341	51.808
	3,079.52	3,233.68	3,395.28	3,573.60	3,759.28	3,947.28	4,144.64
	6,695.00	7,030.00	7,382.00	7,769.00	8,173.00	8,582.00	9,011.00
777	37.089	38.945	41.214	43.338	45.590	47.988	50.479
	2,967.12	3,115.60	3,297.12	3,467.04	3,647.20	3,839.04	4,038.32
	6,451.00	6,774.00	7,168.00	7,538.00	7,929.00	8,346.00	8,780.00
787	41.684	43.767	46.316	48.754	51.284	53.961	56.773
	3,334.72	3,501.36	3,705.28	3,900.32	4,102.72	4,316.88	4,541.84
	7,250.00	7,612.00	8,056.00	8,480.00	8,920.00	9,385.00	9,874.00
940	55.739						
	4,459.12						
	9,695.00						
950	60.224						
	4,817.92						
	10,475.00						
960	80.861						
	6,468.88						
	14,064.00						
970	85.007						
	6,800.56						
	14,785.00						
980	104.578						
	8,366.24						
	18,189.00						
990	100.994						
	8,079.52						
	17,566.00						

SALARY SCHEDULE IA - EFFECTIVE JANUARY 1, 2007

HOURLY PAY RATES

RANGE	RATE
H09	5.860
H11	6.899
H12	6.899
H13	6.737
H15	7.135
H16	7.256
H17	7.500
H18	7.531
H19	7.653
H20	7.780
H22	8.051
H23	8.160
H24	8.426
H25	8.694
H26	9.452
H27	9.464
H28	9.737
H29	10.127
H30	10.506
H31	10.899
H32	11.301
H33	11.813
H34	12.335
H35	12.978
H36	13.622
H37	14.391
H38	15.183
H39	15.827
H40	16.481
H41	18.180
H42	18.706
H43	20.031
H44	21.052
H45	22.160
H60	37.010
H61	44.413
H62	51.813
P16	7.550
P24	8.694
P25	9.129
P26	9.452
P27	9.585
P28	10.129
P32	11.525
P34	12.580
P36	13.894
P39	16.465

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

SALARY SCHEDULE

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

SALARY RANGE	EQUIVALENT MONTHLY SALARY RATE
AOO	$1,500 to $ 4,500
BOO	1,500 to 10,000
COO	2,500 to 12,000
DOO	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)

SALARY RANGE	EQUIVALENT MONTHLY SALARY RATE
EOO	$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.

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

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

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

Sec. 4.

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

B. Employees covered by an existing Memorandum of Understanding with the Long Beach Police Officers Association, Long Beach Firefighters Association, the City Attorneys

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

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

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

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

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

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

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

Sec. 6.

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

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

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

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

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

Sec. 7. Subject to the City Council's power by resolution to set the pay rates of any employee at one of the pay rates

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

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

Sec. 8.

A. The provisions of this resolution relating to assignment of employees to Pay Rate Steps and to automatic pay step advancement shall not apply to employees in positions which

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

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

B. In addition to and apart from any merit increase provided in Paragraph A., and except as provided for in Subsection 8.C., each officer or employee assigned to the Executive Salary Range (EOO) shall be eligible to participate in and receive Individual Performance Incentive Compensation, the purpose of

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

which is to compensate management employees for distinguished and outstanding performance for the periods for which said Performance Incentive Compensation is paid and in further anticipation of continued distinguished and outstanding performance in subsequent periods.

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

C. For the City Attorney's Office, the City Auditor's Office and the City Prosecutor's Office only, each employee assigned to the Executive Salary Range (EOO) or to the Professional Salary Range (AOO through DOO) shall be eligible to participate and receive Individual Performance Incentive Compensation. It shall be in the exclusive discretion of the elected appointing authority to determine which among their eligible employees will participate in Individual Performance Incentive Compensation.

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

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

Sec. 9.

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

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

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

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

a. 3% at 50 retirement formula;

b. 5% cost of living provision;

c. Final compensation based on the average monthly pay rate for the highest period of twelve consecutive months; and

d. Post-retirement Survivor Allowance.

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

a. 3% at 50 retirement formula;

b. 2% cost of living provision;

c. Final compensation based upon the average monthly pay rate for the highest period of twelve consecutive months; and

d. Post-retirement Survivor Allowance.

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

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

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

a. 2.7% at 55 retirement formula;

b. 5% cost of living provision;

c. Final compensation based upon the average monthly pay rate for the highest period of twelve consecutive months;

d. Post-retirement Survivor Allowance; and

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

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

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

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

a. 2.7% at 55 retirement formula;

b. 2.0% cost of living provision;

c. Final compensation based upon the average monthly pay rate for the highest period of thirty-six consecutive months; and

d. Post-retirement Survivor Allowance.

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

Sec. 11.

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

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

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

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

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

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

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

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

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

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

Sec. 14.

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

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

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

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

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

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

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

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

POSITION TITLES AND

ASSIGNED SALARY RANGE NUMBERS

Position Title	Salary Range No.
Accountant I	490
Accountant II	540
Accountant III	590
Accounting Clerk I	340
Accounting Clerk II	370
Accounting Clerk III	400

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

Accounting Operations Officer	EOO
Accounting Technician	440
Administrative Aide I	430
Administrative Aide II	460
Administrative Analyst I	570
Administrative Analyst II	600
Administrative Analyst III	630
Administrative Assistant - City Manager	EOO
Administrative Officer	EOO
Administrative Officer - Airport	EOO
Administrative Officer - Civil Service	EOO
Administrative Officer - Commercial Services	EOO
Administrative Officer - Community Development	EOO
Administrative Officer - Engineering	EOO
Administrative Officer - Fleet	EOO
Administrative Officer - Gas (T)	EOO
Administrative Officer - General Services	EOO
Administrative Officer - Library Services	EOO
Administrative Officer - Oil Properties	EOO
Administrative Officer - Planning and Building	EOO
Administrative Officer - Police	EOO
Administrative Officer - Public Health (T)	EOO
Administrative Officer - Public Works	EOO
Administrative Officer - Towing (T)	EOO
Administrative Services Officer	EOO
Airport Operations Assistant I	360
Airport Operations Assistant II	410
Airport Operations Specialist I	510

Airport Operations Specialist II	540
Airport Public Affairs Assistant	540
Airport Public Affairs Officer	EOO
Alternative Fuels Coordinator	570
Ambulance Operator	P-24, P-25 P-27
Animal Control Officer I	410
Animal Control Officer II	430
Animal Control Officer III	490
Animal Control Services Officer	EOO
Animal Health Technician	420
Aquatics Supervisor I	500
Aquatics Supervisor II	570
Assistant Administrative Analyst I	470
Assistant Administrative Analyst II	530
Assistant Buyer I	420
Assistant Buyer II	460
Assistant Chief of Police	EOO
Assistant City Attorney	EOO
Assistant City Auditor	EOO
Assistant City Clerk	EOO
Assistant City Manager	EOO
Assistant City Prosecutor	EOO
Assistant Community Development Analyst I	470
Assistant Community Development Analyst II	530
Assistant Fire Chief	EOO
Assistant General Manager/Chief Gas Engineer	EOO
Assistant Planner I	510

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

Assistant Planner II	570
Assistant to the City Manager	EOO
Assistant Traffic Signal Technician I	390
Assistant Traffic Signal Technician II	430
Audit Analyst	BOO
Audit Manager	COO
Auto Firefighter (R)	055
Automated Systems Officer	EOO
Automatic Sprinkler Control Technician	440
Battalion Chief	185
Body and Fender Mechanic - Painter I	480
Body and Fender Mechanic - Painter II	500
Budget Management Officer	EOO
Building Inspection Officer	EOO
Building Maintenance Engineer	540
Building Services Supervisor	430
Business Development Officer	EOO
Business Information Technology Officer	EOO
Business Information Systems Officer	EOO
Business Services Officer	EOO
Business Systems Specialist I	530
Business Systems Specialist II	570
Business Systems Specialist III	610
Business Systems Specialist IV	650
Business Systems Specialist V	690
Business Systems Specialist VI	730
Business Systems Specialist VII	770
Buyer I	540

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

Buyer II	610
Capital Project Coordinator (T)	640
Capital Project Coordinator I	640
Capital Project Coordinator II	660
Capital Project Coordinator III	690
Carpenter	480
Carpenter Supervisor	510
Case Manager I	250
Case Manager II	340
Case Manager III	380
Cement Finisher I	430
Cement Finisher II	450
Chief Building Inspector	684
Chief Clerk of Records (R)	090
Chief Construction Inspector	684
Chief Investigator	BOO
Chief of Police	EOO
Chief of Staff-Council	E00
Chief of Staff-Mayor	E00
Chief Surveyor	674
City Attorney	980
City Auditor	960
City Clerk	950
City Clerk Analyst	630
City Clerk Assistant	390
City Clerk Bureau Manager	EOO
City Clerk Specialist	560
City Controller	EOO

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

City Engineer	EOO
City Health Officer	EOO
City Manager	990
City Prosecutor	970
City Safety Officer	EOO
City Treasurer/Revenue Officer	EOO
Civil Engineer	644
Civil Engineering Assistant	514
Civil Engineering Associate	594
Claims Investigator/Representative I (T)	593
Clerk I	260
Clerk II	290
Clerk III	320
Clerk Supervisor	440
Clerk Typist I	320
Clerk Typist II	350
Clerk Typist III	380
Clerk Typist IV	410
Clerk Typist V (T)	440
Code Enforcement Officer	EOO
Combination Building Inspector	534
Combination Building Inspector Aide I	374
Combination Building Inspector Aide II	404
Commercial and Retail Development Officer	EOO
Communication Specialist I	520
Communication Specialist II	560
Communication Specialist III	600
Communication Specialist IV	650

Communication Specialist V	690
Communication Specialist VI	730
Communication Specialist VII	770
Communications Center Coordinator	650
Communications Center Supervisor	580
Communications Dispatcher I	460
Communications Dispatcher II	490
Communications Dispatcher III	520
Communications Dispatcher IV	550
Communications Officer	EOO
Community Development Analyst I	570
Community Development Analyst II	600
Community Development Analyst III	630
Community Development Clerical Assistant I	320
Community Development Clerical Assistant II	350
Community Development Clerical Assistant III	380
Community Development Technician I	370
Community Development Technician II	400
Community Development Technician III	430
Community Development Technician IV	460
Community Development Specialist I	470
Community Development Specialist II	530
Community Development Specialist III	570
Community Development Specialist IV	600
Community Development Specialist V	630
Community Information Officer	E00
Community Information Specialist I	350
Community Information Specialist II	390

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

Community Relations Assistant I (T)	370
Community Relations Assistant II (T)	460
Community Services Officer	EOO
Community Services Supervisor	570
Community Services Supervisor II (T)	570
Community Worker	320
Construction Inspector I	534
Construction Inspector II	574
Construction Services Officer	EOO
Contract Management Officer	EOO
Contracts Officer (T)	EOO
Contracts Officer - Fleet	EOO
Corrosion Control Supervisor	584
Councilmanic Secretary	470
Counselor I	250
Counselor II	450
Criminalist I	570
Criminalist II	640
Criminalist III (T)	680
Criminalist Supervisor	680
Cultural Program Supervisor	570
Curator	520
Customer Relations Officer	EOO
Customer Service Representative I	330
Customer Service Representative II	360
Customer Service Representative III	400
Customer Services Officer	EOO
Customer Services Supervisor I	480

Customer Services Supervisor II (T)	510
Customer Support Officer	EOO
Data Administrative Officer	EOO
Data Center Officer	EOO
Data Processing Assistant	410
Data Security Administrator	EOO
Department Librarian I	600
Department Librarian II	630
Department Safety Officer	EOO
Deputy Chief of Police	EOO
Deputy City Attorney	COO
Deputy City Auditor	EOO
Deputy City Clerk I	530
Deputy City Clerk II	550
Deputy City Manager	EOO
Deputy City Prosecutor	COO
Deputy Director - Civil Service	EOO
Deputy Fire Chief	EOO
Desktop Computing Officer	EOO
Detention Officer I	430
Detention Officer II	490
Development Project Manager I	630
Development Project Manager II	660
Development Project Manager III	680
Director of Community Development	EOO
Director of Financial Management	EOO
Director of Long Beach Gas & Oil	EOO
Director of Technology Services	EOO

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

Director of Health and Human Services	EOO
Director of Human Resources	EOO
Director of Library Services	EOO
Director of Parks, Recreation, and Marine	EOO
Director of Planning and Building	EOO
Director of Public Works	EOO
Director of Special Events	EOO
Disaster Management Officer	EOO
Diversity & Economic Opportunity Officer	E00
Division Engineer - Oil Properties	EOO
Division Engineer - Public Works	EOO
Election Employee	P-28, P-32, P-34, P-36
Election Supervisor	410
Electrical Engineer	644
Electrical Engineering Associate	594
Electrical Inspector	534
Electrical Supervisor	550
Electrician	500
Electronic Communications Technician I	520
Electronic Communications Technician II	540
Electronic Communications Technician III	580
Emergency Medical Educator	BOO
Emergency Medical Education Coordinator	BOO
Emergency Medical Services Officer	EOO
Employee Assistance Officer - Police	EOO
Employee Services Assistant	600
Employment Services Officer - Civil Service	EOO

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

Energy Conservation Officer	EOO
Engineering Aide I	307
Engineering Aide II	344
Engineering Aide III	419
Engineering & Development Services Officer	EOO
Engineering Technician I	464
Engineering Technician II	504
Environmental Health Specialist I	480
Environmental Health Specialist II	540
Environmental Health Specialist III	560
Environmental Health Specialist IV	590
Environmental Planning Officer (T)	EOO
Environmental Service Supervisor I	440
Environmental Service Supervisor II	500
Environmental Service Supervisor III	550
Epidemiologist	520
Epidemiologist - Supervisor	590
Equipment Mechanic I	480
Equipment Mechanic II	500
Equipment Operator I	370
Equipment Operator II	410
Equipment Operator III	440
Events Coordinator I	470
Events Coordinator II	530
Executive Assistant	EOO
Executive Assistant/Mayor and Council (T)	EOO
Executive Director - Civil Service	EOO
Executive Secretary - Confidential	BOO

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

Executive Secretary to Assistant City Manager	EOO
Executive Secretary to City Manager	EOO
Facilities Management Officer	EOO
Financial Services Officer	EOO
Financial Services Officer - Community Development	EOO
Financial Systems Officer	EOO
Fingerprint Classifier	430
Fire Boat Operator	105
Fire Captain	155
Fire Chief	EOO
Fire Engineer	105
Firefighter	055
Firefighter Trainee	BOO
Fire Recruit	045
Fleet Finance Officer (T)	EOO
Fleet Services Supervisor	530
Forensic Specialist I	520
Forensic Specialist II	570
Forensic Specialist Supervisor	610
Forensic Science Services Administrator	E00
Garage Service Attendant I	370
Garage Service Attendant II	390
Garage Service Attendant III	450
Gardener I	360
Gardener II	390
Gas Construction Worker I	410
Gas Construction Worker II	430
Gas Construction Worker III	482

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

Gas Distribution Supervisor I	580
Gas Distribution Supervisor II	620
Gas Field Service Representative I	390
Gas Field Service Representative II	430
Gas Field Service Representative III	482
Gas Instrument Technician I	500
Gas Instrument Technician II	530
Gas Maintenance Supervisor I	580
Gas Maintenance Supervisor II	620
Gas Marketing Engineer	EOO
Gas Measurement Assistant	470
Gas Orifice Meter Technician I (T)	440
Gas Orifice Meter Technician II (T)	460
Gas Pipeline Welder/Layout Fitter	560
Gas Supply & Business Officer	EOO
General Librarian	560
General Librarian I (T)	500
General Librarian II (T)	550
General Maintenance Assistant	410
General Maintenance Supervisor I	470
General Maintenance Supervisor II	510
General Superintendent - Fleet Services	EOO
General Superintendent - Park/Marine Maintenance	EOO
General Superintendent - Recreation	EOO
General Superintendent of Operations	EOO
Geographic Information Systems Analyst I	527
Geographic Information Systems Analyst II	564
Geographic Information Systems Analyst III	597

Geographic Information Systems Technician I	460
Geographic Information Systems Technician II	500
Geologist (T)	747
Geologist I	747
Geologist II	787
Grants Accounting Officer	EOO
Handwriting Examiner - Miscellaneous	640
Handwriting Examiner - Safety	070
Hazardous Materials Specialist I	560
Hazardous Materials Specialist II	590
Hazardous Waste Coordinator	590
Hazardous Waste Operations Officer	EOO
Health Educator I	310
Health Educator II	450
Helicopter Mechanic	530
Historic Sites Officer	EOO
Homeless Services Officer	EOO
Housing Aide I	350
Housing Aide II	380
Housing Assistance Coordinator	550
Housing Assistance Officer	EOO
Housing Development Officer	EOO
Housing Operations Officer	E00
Housing Rehabilitation Counselor	550
Housing Rehabilitation Officer (T)	EOO
Housing Rehabilitation Supervisor I	580
Housing Rehabilitation Supervisor II	610
Housing Specialist I	400

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

Housing Specialist II	430
Housing Specialist III	460
Human Dignity Officer	EOO
Human Resources Officer	EOO
Identification Technician I (T)	510
Identification Technician II (T)	560
Institutional Cook	390
Intelligence Analyst	610
Investigator I	593
Investigator - City Prosecutor	BOO
Investigator II	613
Investigator III	633
Investment Officer (T)	EOO
Jail Administrator	EOO
Lab Assistant I	360
Lab Assistant II	380
Lab Assistant III	420
Laboratory Assistant	360
Laboratory Services Officer	EOO
Landscape Architect	604
Law Clerk	BOO
Law Clerk - City Attorney	BOO
Law Clerk - City Prosecutor	BOO
Leasing Officer (T)	EOO
Legal Administrator - Attorney	EOO
Legal Assistant (T)	BOO
Legal Assistant I	460
Legal Assistant II	480

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

Legal Assistant III	530
Legal Assistant IV	550
Legal Assistant - City Prosecutor	BOO
Legal Assistant - Subrogation	BOO
Legal Assistant - Supervisor	B00
Legal Office Assistant	386
Legal Records Assistant	356
Legal Office Specialist	406
Legal Records Supervisor	443
Legal Records Specialist	386
Legal Records Management Coordinator	583
Legal Secretary I	386
Legal Secretary II	406
Legal Stenographer I	316
Legal Stenographer II	336
Legal Stenographer III	356
Legislative Assistant	510
Liability Claims Assistant I	410
Liability Claims Assistant II	460
Library Aide	270
Library Circulation Supervisor	560
Library Clerk I	330
Library Clerk II	370
Library Clerk III	400
Library Clerk IV	430
Library Youth Services Officer	EOO
License Inspector I	450
License Inspector II	470

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

Licensed Vocational Nurse	440
Lifeguard - Seasonal (T)	010
Locksmith	480
Machinist	490
Maintenance Aide I	230
Maintenance Aide II	260
Maintenance Assistant I	290
Maintenance Assistant II	330
Maintenance Assistant III	360
Maintenance Supervisor	500
Maintenance Supervisor I	470
Maintenance Supervisor II	510
Management Assistant	470
Manager - Accounting	EOO
Manager - Administration	EOO
Manager - Administration, Planning & Facilities	EOO
Manager - Administrative and Financial Services	EOO
Manager - Airport	EOO
Manager - Animal Control (T)	EOO
Manager - Automated Services	EOO
Manager - Business Information Services	EOO
Manager - Business Operations	EOO
Manager - Business Operations & Gas Supply (T)	EOO
Manager - Business Relations	EOO
Manager - Commercial Services	EOO
Manager - Community Enrichment	EOO
Manager - Community Recreation	EOO
Manager - Economic Development	EOO

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

1	Manager - Electric Generation	EOO
2	Manager - Energy Recovery	EOO
3	Manager - Engineering Services (T)	EOO
4	Manager - Engineering & Construction	EOO
5	Manager - Environmental Health	EOO
6	Manager - Environmental Services	EOO
7	Manager - Fleet Services	EOO
8	Manager - Gas Services	E00
9	Manager - Housing Authority	EOO
10	Manager - Housing Services	EOO
11	Manager - Human/Social Services	EOO
12	Manager - Information Services	EOO
13	Manager - Integrated Resources (T)	EOO
14	Manager - Library Support Services	EOO
15	Manager - Long Beach Unit	EOO
16	Manager - Main Library Services	EOO
17	Manager - Maintenance Operations	EOO
18	Manager - Marine Operations	EOO
19	Manager - Neighborhood Services	EOO
20	Manager - Neighborhood Library Systems	EOO
21	Manager - Oil Operations	EOO
22	Manager - Oil Production/Subsidence	EOO
23	Manager - Operations and Administration	EOO
24	Manager - Operations Support	EOO
25	Manager - Performance Management/Budget	EOO
26	Manager - Personnel Operations	EOO
27	Manager - Pipeline Construction (T)	EOO
28	Manager - Planning Bureau	EOO

Manager - Planning & Development	EOO
Manager - Preventive Health	EOO
Manager - Project Development	EOO
Manager - Property Services	EOO
Manager - Public Health	EOO
Manager - Public Service	EOO
Manager - Public Works Operations	EOO
Manager - Recreation Services	EOO
Manager - Redevelopment	EOO
Manager - Risk Management (T)	EOO
Manager - Special Events & Filming	E00
Manager - Support Services	EOO
Manager - Technology Infrastructure Services	EOO
Manager - Telecommunications (T)	EOO
Manager - Towing (T)	EOO
Manager - Traffic and Transportation	EOO
Manager - Workers' Compensation	EOO
Manager - Workforce Development	EOO
Marina Agent I	320
Marina Agent II	360
Marina Agent III	410
Marina Supervisor I	510
Marina Supervisor II	540
Marina Supervisor (T)	510
Marine Safety Captain	120
Marine Safety Chief	EOO
Marine Safety Lieutenant	080
Marine Safety Officer	030

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

Marine Safety Sergeant	060
Marine Safety Sergeant - Boat Operator	060
Marketing Officer	EOO
Master Mechanic (R)	185
Materials Inspector	514
Materials Testing Chemist	524
Mechanical Engineer	644
Mechanical Engineering Associate	594
Mechanical Equipment Stock Clerk I	380
Mechanical Equipment Stock Clerk II	430
Mechanical Equipment Stock Clerk III	490
Mechanical Supervisor I (T)	530
Mechanical Supervisor	600
Medical Assistant I	250
Medical Assistant II	370
Medical Social Worker I	490
Medical Social Worker II	530
Members of Boards and Commissions	D-11
Messenger/Mail Clerk I (T)	300
Messenger/Mail Clerk II (T)	370
Microbiologist I	540
Microbiologist II	570
Microbiologist III	610
Microbiologist Supervisor	580
Microfilm Technician	420
Minute Clerk	410
Motor Sweeper Operator	440
Historic Preservation Officer	EOO

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

Neighborhood Improvement Officer	EOO
Neighborhood Resource Officer	EOO
Neighborhood Services Specialist I	400
Neighborhood Services Specialist II	430
Neighborhood Services Specialist III	460
Noise Abatement Specialist I	500
Noise Abatement Specialist II	530
Nurse I (T)	550
Nurse II (T)	570
Nurse Practitioner	670
Nursing Services Officer	EOO
Nutrition Aide (T)	300
Nutrition Aide I	310
Nutrition Aide II	360
Nutrition Services Officer	EOO
Occupancy Specialist I	390
Occupancy Specialist II	420
Occupancy Specialist III	450
Occupational Health Services Officer	EOO
Office Manager - Prosecutor	BOO
Office Services Assistant I	310
Office Services Assistant II	340
Office Services Assistant III	370
Office Services Officer	EOO
Office Services Supervisor	500
Office Specialist - Prosecutor	BOO
Office Systems Officer	EOO
Offset Press Operator I	390

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

Offset Press Operator II	420
Oil Field Gauger I	504
Oil Field Gauger II	507
Oil Properties Accounting Officer	EOO
Operations Officer - Airport	EOO
Operations Officer - Building and Safety	EOO
Outreach Worker I	260
Outreach Worker II	380
Page (T)	H-16
Painter I	440
Painter II	460
Painter Supervisor	500
Paralegal	BOO
Park Development Officer	EOO
Park Maintenance Supervisor	500
Park Naturalist	470
Park Ranger I	440
Park Ranger II	500
Parking Control Checker I	360
Parking Control Checker II	390
Parking Control Supervisor	490
Parking Meter Technician I	420
Parking Meter Technician II	470
Parking Operations Officer	EOO
Payroll/Personnel Assistant I	350
Payroll/Personnel Assistant II	380
Payroll/Personnel Assistant III	420
Payroll Specialist I	460

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

Payroll Specialist II	500
Performance Management Officer	E00
Personnel Analyst I	570
Personnel Analyst II	600
Personnel Analyst III	630
Personnel Analyst I - Civil Service	570
Personnel Analyst II - Civil Service	600
Personnel Analyst III - Civil Service	630
Personnel Analyst I - Human Resources	570
Personnel Analyst II - Human Resources	600
Personnel Analyst III - Human Resources	630
Personnel Assistant (Conf.) I	430
Personnel Assistant (Conf.) II	460
Personnel Assistant (Conf.) III	500
Petroleum Engineer (T)	747
Petroleum Engineer I	747
Petroleum Engineer II	787
Petroleum Engineering Assistant	607
Petroleum Engineering Associate	697
Petroleum Engineering Associate I	607
Petroleum Engineering Associate II	697
Petroleum Engineering Technician	504
Petroleum Operations Coordinator I	750
Petroleum Operations Coordinator II	777
Photographer	470
Physicians Assistant	BOO
Plan Checker - Electrical	634
Plan Checker - Fire Prevention	634

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

Plan Checker - Mechanical	634
Plan Checker - Plumbing	634
Planner I	530
Planner II	590
Planner III	640
Planner IV	670
Planner V	700
Planning Aide	440
Planning Officer	EOO
Plasterer	480
Plumber	500
Plumber Supervisor	550
Plumbing Inspector	534
Police Administration Bureau Chief	EOO
Police Captain (R)	180
Police Commander	EOO
Police Community Relations Officer	EOO
Police Corporal	100
Police Information & Technology Officer	EOO
Police Inspector (R)	110
Police Lieutenant	170
Police Officer	050
Police Planning and Research Officer	EOO
Police Property and Supply Clerk	430
Police Property and Supply Clerk I	430
Police Property and Supply Clerk II	500
Police Records Administrator	EOO
Police Recruit	046

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

Police Sergeant	110
Police Services Assistant I	390
Police Services Assistant II	440
Police Services Assistant III	480
Police Systems Supervisor	440
Police Woman (R)	050
Polygraph Examiner - Miscellaneous	640
Polygraph Examiner - Safety	070
Power Equipment Repair Mechanic I	430
Power Equipment Repair Mechanic II	460
Power Equipment Repair Mechanic III	500
Prevention Services Officer	EOO
Principal Building Inspector	624
Principal Construction Inspector	624
Principal Deputy City Attorney	EOO
Principal Geological Drafting Technician	624
Programmer	480
Programmer - Analyst I	520
Programmer - Analyst II	570
Programmer - Analyst III	610
Programmer - Analyst IV	650
Programmer - Analyst V	690
Programmer - Analyst VI	730
Program Specialist - City Manager	BOO
Project Development Officer	E00
Project Management Officer	EOO
Property Management Specialist I	460
Property Management Specialist II	520

Protection Aide	272
Public/Government Affairs Manager	EOO
Public Health Associate I	250
Public Health Associate II	380
Public Health Associate III	540
Public Health Nurse I	570
Public Health Nurse II	590
Public Health Nurse III	610
Public Health Nurse Supervisor	640
Public Health Nutritionist I	500
Public Health Nutritionist II	550
Public Health Nutritionist III	600
Public Health Physician	BOO
Public Health Professional I	550
Public Health Professional II	590
Public Health Professional III	620
Public Health Registrar	380
Public Information Officer	EOO
Public Works Supervisor	500
Purchasing Agent	EOO
Real Estate Officer	EOO
Real Estate Technician I	430
Real Estate Technician II	460
Records Manager - City Clerk	580
Recreation Assistant	390
Recreation Leader/Specialist IX (T)	H-39
Recreation Leader/Specialist X (T)	H-40
Recreation Superintendent	EOO

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

Recruitment Officer - Civil Service	EOO
Recycling Specialist I	470
Recycling Specialist II	530
Recycling & Sustainability Officer	EOO
Redevelopment Administrator	EOO
Redevelopment Finance Officer (T)	EOO
Redevelopment Project Officer	EOO
Refuse Field Investigator	440
Refuse Operator I	370
Refuse Operator II	400
Refuse Operator III	430
Refuse Supervisor	500
Registered Nurse I	570
Registered Nurse II	590
Rehabilitation Services Officer	EOO
Reprographics Assistant (T)	350
Risk Manager	EOO
Safety Specialist I	530
Safety Specialist I - Conf	530
Safety Specialist II	590
Safety Specialist II - Conf	590
School Guard	H-26, H-28
Secretary	410
Secretary to the City Auditor	486
Secretary to the City Attorney	520
Secretary to the Executive Director - Civil Service	450
Secretary to the Mayor	590
Special Services Officer I	361

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

Special Services Officer II	426
Special Services Officer III	440
Special Services Officer IV	500
Special Services Officer V (T)	560
Senior Accountant	630
Senior Animal Control Officer	490
Senior Architectural Engineer	694
Senior Auditor	BOO
Senior Civil Engineer	694
Senior Combination Building Inspector	574
Senior Deputy City Attorney	DOO
Senior Electrical Inspector	574
Senior Engineering Technician I	547
Senior Engineering Technician II	577
Senior Equipment Operator	490
Senior Geological Drafting Technician	567
Senior Geologist	787
Senior Legal Secretary I	443
Senior Legal Secretary II	466
Senior Mechanical Engineer	694
Senior Mechanical Inspector	574
Senior Minute Clerk	450
Senior Payroll/Personnel Assistant (T)	460
Senior Petroleum Engineer (T)	787
Senior Petroleum Engineering Associate (T)	747
Senior Plumbing Inspector	574
Senior Records Clerk	570
Senior Structural Engineer	687

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

1	Senior Survey Technician	508
2	Senior Surveyor	627
3	Senior Traffic Engineer	694
4	Senior Workers' Compensation Claims Examiner	645
5	SERRF Operations Officer	EOO
6	Special Investigator - City Manager	BOO
7	Special Projects Officer	EOO
8	Special Projects Officer - Engineering	EOO
9	Special Projects Officer - Financial Management (T)	EOO
10	Special Projects Officer - Housing	EOO
11	Special Projects Officer - Public Service	EOO
12	Special Projects Officer - Public Works	EOO
13	Staff Auditor	BOO
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 Program Officer	EOO
22	Street Landscaping Supervisor I	500
23	Street Landscaping Supervisor II	530
24	Street Maintenance Supervisor	500
25	Street Maintenance Supervisor I	500
26	Street Maintenance Supervisor II	540
27	Structural Engineer	647
28	Structural Engineer Associate	594

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

Student Worker	H-15, H-17, H-99
Superintendent - Administrative Services (T)	EOO
Superintendent - Airport Operations	EOO
Superintendent - Airport Security	EOO
Superintendent - Building and Safety	EOO
Superintendent - Electronics/Traffic Signals	EOO
Superintendent - Engineering	EOO
Superintendent - Engineering and Gas Systems Control	EOO
Superintendent - Environmental Programs	E00
Superintendent - Facility Management	EOO
Superintendent - Finance and Controls	EOO
Superintendent - Fleet Acquisition	EOO
Superintendent - Fleet Maintenance	EOO
Superintendent - Fleet Operations	EOO
Superintendent - Fleet Services (T)	EOO
Superintendent - Gang Intervention	EOO
Superintendent - Gas Distribution/Customer Service (T)	EOO
Superintendent - Gas Distribution/Systems Maintenance (T)	EOO
Superintendent - Golf Operations	EOO
Superintendent - Marina Operations	EOO
Superintendent - Meters & Regulators	EOO
Superintendent - Park Maintenance	EOO
Superintendent - Personnel and Training	EOO
Superintendent - Pipeline Construction & Maintenance	E00
Superintendent - Planning & Development	EOO
Superintendent - Operations (T)	EOO

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

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

Systems Technician II	480
Systems Technician III	520
Systems Technician IV	570
Technical Aide	280
Technical Assistant	400
Technical Services Officer - Library Services (T)	EOO
Technical Services Administrator	EOO
Technical Support Officer	EOO
Telecommunications Officer	EOO
Traffic Engineer	644
Traffic Engineering Aide I	454
Traffic Engineering Aide II	494
Traffic Engineering Associate I	514
Traffic Engineering Associate II	594
Traffic Painter I	400
Traffic Painter II	420
Traffic Signal Coordinator	600
Traffic Signal Technician I	530
Traffic Signal Technician II	570
Transportation Planning Officer	EOO
Transportation Programming Officer	EOO
Transportation Programs Planner	620
Treasury Operations Officer	EOO
Tree Trimmer I	400
Tree Trimmer II	430
Urban Design Officer	EOO
Utilities Systems Operator	450
Utility Services Officer	EOO

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

Vector Control Specialist I	420
Vector Control Specialist II	460
Video Communications Officer	EOO
Victim's Advocate - City Prosecutor	BOO
Visual Arts Specialist I	430
Visual Arts Specialist II	470
Voice and Data Communications Officer	EOO
Waste Management Officer (T)	EOO
Welder	490
Wireless Communications Officer	EOO
Workers' Compensation Administrative Assistant	BOO
Workers' Compensation Claims Assistant	523
Workers' Compensation Claims Examiner	582
Workers' Compensation Office Assistant I	350
Workers' Compensation Office Assistant II	410
Workforce Development Officer	E00
Workforce Development Supervisor I	670
Workforce Development Supervisor II (T)	690
X-ray Technician	450
Youth Services Coordinator	EOO
Zoning Officer	EOO

In accordance with Section 3(8) of the Civil Service Rules and Regulations of the City of Long Beach, adopted in conformity with Section 1102(a)(8) of the Charter of the City of Long Beach, there are hereby created and established the non-career (NC) positions set forth and listed hereinafter and the compensation of each non-career position is hereby fixed and prescribed at one of the pay rates set forth in the Salary

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

Schedules in Section 2 hereof, which pay rates are indicated opposite each listed non-career position by a Salary Range Number, together with such additional compensation, if any, as provided herein or by applicable ordinance.

NON-CAREER (NC) POSITION TITLES

AND ASSIGNED SALARY RANGE NUMBERS

Position Title	Salary Range No.
Accountant I - NC	M47
Accountant II - NC	M62
Accounting Clerk I - NC	M15
Accounting Clerk II - NC	M21
Accounting Clerk III - NC	M28
Administrative Analyst I - NC	M68
Administrative Analyst II - NC	M78
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
Admissions Attendant I - NC (T)	H-11, H-13, H-15, H-18
Admissions Attendant II - NC (T)	H-24, H-27, H-37
Admissions Attendant III - NC (T)	H-31, H-33, H-34, H-35, H-36, M15
Airport Operations Assistant I - NC	M17
Ambulance Operator - NC	H-25

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

Animal Control Officer I - NC	M27
Animal License Inspector NC	H-29, H-31
Assistant Band Conductor - NC	H-61
Band Conductor - NC	H-62
Carpenter - NC	M47
Civil Engineer - NC	N94
Civil Engineering Assistant - NC	N57
Civil Engineering Associate - NC	N80
Clerical Aide I - NC	H-28, H-30, H-32
Clerical Aide II - NC	H-32, H-34, H-36
Clerk I - NC	M03
Clerk II - NC	M07
Clerk III - NC	M12
Clerk Typist I - NC	M12
Clerk Typist II - NC	M17
Clerk Typist III - NC	M24
Combination Building Inspector - NC	N63
Combination Building Inspector Aide I - NC	N23
Combination Building Inspector Aide II - NC	N29
Communications Dispatcher I - NC	M42
Communications Dispatcher II - NC	M47
Community Worker - NC	M12
Computer Operator I - NC	M37
Customer Service Representative I - NC	M13
Customer Service Representative II - NC	M20
Data Entry Operator I - NC	M13

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

Data Entry Operator II - NC	M17
Electrician - NC	M52
Engineering Aide I - NC	N09
Engineering Aide II - NC	N16
Engineering Aide III - NC	N33
Engineering Technician I -NC	464
Engineering Technician II - NC	504
Equipment Mechanic I - NC	M46
Equipment Mechanic II - NC	M50
Equipment Operator I - NC	M21
Equipment Operator II - NC	M31
Equipment Operator III - NC	M37
Fire Safety Specialist - NC (non-safety)	055
Garage Service Attendant I - NC	M21
Gardener I - NC	M20
Gas Field Service Representative I - NC	M24
General Librarian I - NC	M66
Groundskeeper I - NC	M07
Groundskeeper II - NC	M13
Identification Officer - NC	050
Identification Technician II - NC	M66
Institutional Cook - NC	M26
Laboratory Assistant - NC	M20
Library Aide - NC	H-18, H-20, H-22, H-24
Library Clerk I - NC	M13
Library Clerk II - NC	M21
Library Clerk III - NC	M28

Library Clerk IV - NC	M36
Licensed Vocational Nurse - NC	M36
Lifeguard - Hourly - NC	010, H-99
Maintenance Aide I - NC	M01
Maintenance Aide II - NC	M03
Maintenance Assistant I - NC	M07
Maintenance Assistant II - NC	M13
Maintenance Assistant III - NC	M20
Marine Aide - NC	M12
Medical Social Worker - NC	M47
Messenger/Mail Clerk I - NC	M08
Microbiologist - NC	M62
Microbiologist Trainee - NC	H-42
Motor Sweeper Operator - NC	M37
Musician - NC	H-60
Nurse I - NC	M62
Nurse II - NC	M66
Nurse Practitioner - NC	M88
Nutrition Aide - NC	M10
Page - NC	H-16, H-18, H-20, H-22, H-24
Painter I - NC	M37
Park Ranger I - NC	M37
Parking Control Checker I - NC	M18
Parking Meter Technician I - NC	M31
Parking Operations Attendant I - NC	M07
Parking Operations Attendant II - NC	M12
Personnel Analyst I - NC	M68

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

Personnel Analyst II - NC	M78
Personnel Assistant I - NC	M42
Personnel Assistant II - NC	M52
Planner I - NC	M52
Planner II - NC	M68
Planning Aide - NC	M36
Plumber - NC	M52
Police Cadet - NC	H-36
Police Investigator - NC	050
Police Officer - NC	050
Police Services Assistant I - NC	M24
Pool Lifeguard I - NC	H-32
Pool Lifeguard II - NC	H-34
Principal Building Inspector - NC	N87
Public Health Nurse - NC	M66
Public Health Physician - NC	BOO
Public Health Professional - NC	BOO
Recreation Leader/Specialist I - NC	H-12, 260
Recreation Leader/Specialist II - NC	H-19, 300
Recreation Leader/Specialist III - NC	H-25, 330
Recreation Leader/Specialist IV - NC	H-28, 360
Recreation Leader/Specialist V - NC	H-32
Recreation Leader/Specialist VI - NC	H-34
Recreation Leader/Specialist VII - NC	H-36
Recreation Leader/Specialist VIII - NC	H-38
Recreation Leader/Specialist IX - NC	H-39
Recreation Leader/Specialist X - NC	H-40
Refuse Operator I - NC	370

Refuse Operator II - NC	400
Special Services Officer I - NC	M22
Special Services Officer II - NC	M35
Senior Civil Engineer - NC	N94
Senior Combination Building Inspector - NC	N72
Senior Engineering Technician I - NC	547
Senior Engineering Technician II - NC	577
Structural Engineering Associate - NC	N80
Student Worker - NC	H-15, H-17, H-99
Traffic Engineering Aide I - NC	N41
X-ray Technician I - NC	M37
Youth Trainee I - NC	H-99
Youth Trainee II - NC	H-17
Youth Trainee III - NC	H-24
Youth Trainee IV - NC	H-27

//

Sec. 16. The City Manager may assign an employee of the City to perform as the acting department head, assistant department head, bureau head or division head of any department under the City Manager's supervision and control, whenever a vacancy occurs in any of such positions or when the City Manager determines that the incumbent department head, assistant department head, bureau head or division head is unable to perform the duties of his/her position, and such an assignment is necessary for the efficient and effective operation of the department, bureau or division. The appropriate appointing authority of any department not under the jurisdiction of the

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

City Manager may assign an employee of that department to perform as the acting department head, assistant department head, bureau head or division head whenever a vacancy occurs in any of such positions or when said appointing authority determines that the incumbent department head, assistant department head, bureau head or division head is unable to perform the duties of his/her position and such an assignment is necessary for the efficient and effective operation of the department, bureau or division. During the time the employee is so assigned and is performing in said acting capacity, the employee shall be entitled to receive the compensation designated by the City Manager or the appropriate appointing authority at one of the salary rates fixed and prescribed by this resolution for the position to which said employee is assigned.

Sec. 17. When an employee classified in one of the following positions is regularly assigned to perform and does perform the occupational skill described in the column hereof designated "Skill", said employee shall be paid on a per diem, hourly rate or one-time payment (bonus) basis, as indicated herein, the amount of additional compensation set forth in the column designated "Additional Compensation" opposite the described skill. The additional compensation prescribed herein shall be paid to the employee at an hourly rate only if said employee is assigned to regularly perform said occupational skill on a daily basis. If an employee is not regularly assigned to perform said occupational skill on a daily basis, then the additional compensation prescribed herein shall be paid at a per diem rate, and said per diem skill pay shall be paid only for

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

each work day that said employee actually performs said occupational skill, and such employee is not entitled to receive and shall not be paid per diem skill pay for any day that said employee does not work or is absent from work on a permitted absence. For purposes of this Section, any employee in a non-career position shall receive skill pay in the same manner as prescribed for a comparable employee in the classified career service and need not be specifically designated in the following table(s) unless there is no comparable classified position.

//

//

//

//

//

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

	Position Title	Skill	Additional Compensation
1.	Non-management classifications in the current Salary Resolution represented by the IAM for all classifications in which the top step hourly rates are equal to or less than Salary Range 560	For regular and frequent use of certified oral and/or written bilingual skills	$ 0.70 per hour or $ 5.60 per diem

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

2.	Non-management classifications represented by the Long Beach Association of Engineering Employees with a base hourly rate of $21.050 or lower and Long Beach Association of Confidential Employees for all classifications in which the top step hourly rates are equal to or less than Salary Range 560	For regular and frequent use of certified oral and/or written bilingual skills	$ 0.60 per hour or $ 4.80 per diem
3.	Police Officer, Police Corporal, Police Sergeant, Firefighter, Fire Captain, Fire Engineer, Marine Safety Sergeant, Marine Safety Sergeant-Boat Operator and Marine Safety Officer	For regular and frequent use of certified oral and/or written bilingual skills	$ 0.80 per hour or $ 6.40 per diem
4.	Classifications in Skilled and General Services Bargaining Units	When required to work on ladders, mechanical devices, etc., placing employee at heights over 40 feet (excludes Window Washers and Tree Trimmers)	$ 4.00 per diem
5.	Animal Control Officer II	When regularly assigned and performing the duties of a Senior Animal Control Officer or an Animal Control Officer III during the Senior Animal Control Officer's or an Animal Control Officer III's regularly scheduled days off. This skill pay may not be combined with Higher Class Pay	$ 6.00 per diem

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

6.	Automatic Sprinkler Control Technician	When regularly assigned and performing telemetry duties to monitor, adjust, and troubleshoot irrigation systems	$12.00 per diem
7.	Clerk Supervisor, Clerk Typist I, II, III and V	When regularly assigned to and performing duties in the day shift of the Police Department Records Division	$ 0.30 per hour
		When regularly assigned to and performing duties in the swing shift of the Police Department Records Division	$ 0.60 per hour
		When regularly assigned to and performing duties in the night shift of the Police Department Records Division	$ 0.90 per hour
8.	Clerk Typist I, II and III	For regular and frequent use of certified short-hand skills	$ 0.30 per hour
		When regularly assigned to the Police Department Personnel Division. This Skill Pay may not be used in conjunction with Skill Pay #563.	$ 0.70 per hour
9.	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	$ 6.40 per diem
10.	Carpenter Supervisor; Painter Supervisor; General Maintenance Supervisor II	When regularly assigned and performing as general supervisor of the Carpentry-Field, Carpentry-Shop, Paint and Welding sections	$ 2.00 per hour

11.	Carpenter Supervisor, Painter Supervisor, General Maintenance Supervisor II, Mechanical Supervisor, Electrical Supervisor, Plumber Supervisor	When regularly assigned and performing as supervisor of three or more sections in the Structural Division of the Public Service Bureau	$10.00 per diem
12.	Combination Building Inspector; Electrical Inspector; Plumbing Inspector; Combination Building Inspector Aide I and II; Senior Combination Building Inspector; Sr. Electrical Inspector; Sr. Plumbing Inspector; Sr. Mechanical Inspector; Principal Building Inspector; Chief Building Inspector	When registered by the International Conference of Building Officials and recertified on an annual basis in accordance with Planning and Building Department regulations ($0.50 per hour for one specialty certification, $0.75 for two, $1.00 for three, up to a maximum of $1.25 per hour for four special certifications)	$ 0.50 per hour $ 0.75 per hour $ 1.00 per hour $ 1.25 per hour
13.	Combination Building Inspector Aide I and II; Combination Building Inspector; Senior Combination Building Inspector; Principal Building Inspector; Senior Electrical Inspector; Senior Plumbing Inspector; Senior Mechanical Inspector	Counter plan checking	$ 5.60 per diem

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

14. Communications Dispatcher IV	When regularly assigned to and performing the duties of a Communications Center Supervisor during the Communications Center Supervisor's regularly scheduled days off. This skill pay may not be combined with Higher Class Pay	$ 7.50 per diem
15. Construction Inspector I; Construction Inspector II; Principal Construction Inspector; Chief Construction Inspector	When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise ($0.50 per hour for one deputy inspector card, $0.75 per hour for two cards, $1.00 per hour for three cards, up to a maximum of $1.25 per hour for four cards)	$ 0.50 per hour $ 0.75 per hour $ 1.00 per hour $ 1.25 per hour
16. Construction Inspector II	When performing field district supervisory duties	$ 3.97 per diem
17. Construction Inspector II	When regularly assigned and performing as supervisor over all Gas Construction Inspection activities	$ 1.418 per hour or $11.344 per diem
18. Customer Service Representative II	When performing meter rereads	$ 0.472 per hour
19. Customer Service Representative III	When regularly assigned and performing duties as a section lead person	$ 1.00 per hour
	When working "Hotline Desk"	$0.586 per hour
20. Customer Service Supervisor	When regularly assigned and performing as supervisor for License Inspectors	$ 1.63 per hour

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

21. Electrician	When regularly assigned and performing duties as a lead Electrician in the Traffic Signal Section	$ 0.50 per hour or $ 4.00 per diem
22. Equipment Mechanic I and II	When regularly assigned to the maintenance and repair of City vehicles, and when possessing a current ASE certification as a Master Automotive and/or Master Medium/Heavy Truck Technician	$ 1.00 per hour for one certificate or $ 1.25 per hour for two certificates
23. Equipment Operator III	When regularly assigned and performing dredge lever operator duties	$ 0.882 per hour or $ 7.056 per diem
24. Fleet Services Supervisor	When regularly assigned and performing as supervisor to Equipment Mechanics within the Fleet-Maintenance division and possessing a current ASE certification as a Master Automotive and/or Master Medium/Heavy Truck Technician	$ 1.000 per hour for one certificate or $ 1.250 per hour for two certificates Special Services
25. Garage Service Attendant I and II	When driving a vehicle requiring a Class A license	$ 8.00 per diem
26. Gardener I and II	When required to possess a Pesticide Applicator's license and regularly assigned Pesticide Applicator duties	$ 0.554 per hour or $ 4.43 per diem
27. Gardener II; Park Crew Supervisor; Street Landscaping Supervisor I and II; Equipment Operator II	When required to possess an Agricultural Pest Control Advisor's license and regularly assigned advisor duties	$ 0.554 per hour or $ 4.43 per diem

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

28. Gas Construction Worker I	When regularly performing on backhoes, skiploaders with over one cubic yard bucket capacity, or trenching machines	$ 4.728 per diem
	When performing the duties of repairing and calibrating instruments used in the detection of gas leaks	$ 4.728 per diem
29. Gas Construction Worker I, II and III	When performing heat fusion connections on underground plastic gas pipelines and certified in heat fusion by the Long Beach Energy Department. This per diem shall be limited to no more than eight (8) crewmembers at any one time. Assignment of this per diem shall be at the discretion of the Manager of Pipeline Construction	$ 4.00 per diem
30. Gas Construction Worker II; Gas Field Service Representative II	When possessing a Long Beach Gas & Oil meter installation/ reinstallation certification for up to a 400 class meter	$ 0.350 per hour
31. Gas Construction Worker II	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 per hour

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

32. Gas Construction Worker II; Gas Field Service Representative II; Senior Equipment Operator	When possessing the classification-appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan certification for journey level	$ 2.000 per hour
33. Gas Construction Worker III	When possessing the classification-appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan certification for journey level	$ 0.600 per hour
	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 per hour

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

34. Gas Distribution Supervisor I and II	When possessing a Flow Computer Unit Operation and Maintenance and BTU Transmitter Operation and Maintenance certifications, or a SoCal Gas (or equivalent) Appliance Technology certification, or Regulator Troubleshooting certification	$ 0.200 per hour
35. Gas Field Service Representative II	Meter proving	$ 0.265 per hour
	When regularly assigned and performing field meter setting and installation of large commercial and industrial meters	$ 0.265 per hour or $ 2.12 per diem
	When regularly assigned and performing field meter setting and installation of residential meters (T)	$ 0.265 per hour or $ 2.12 per diem
	When regularly assigned to installing meters of 300 or more cubic feet per hour capacity at ½ inch water column pressure drop or when installing district regulator stations	$ 3.00 per diem
	When possessing a SoCal Gas (or equivalent) Appliance Technology certification, or a Regulator Technician certification	$0.500 per hour

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

36. Gas Field Service Representative III	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 Trouble-shooting certification	$ 0.550 per hour
	When possessing the classification-appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan certification for advanced level	$ 0.600 per hour
37. Gas Maintenance Supervisor I	When certified and performing duties as a pipeline welder on an as-needed basis	$ 4.00 per diem
38. Gas Maintenance Supervisor I and II	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 per hour
39. Gas Measurement Assistant	When assigned to a rotating shift that includes day, swing and graveyard shifts in a 35-day period	$ 4.00 per diem
	When regularly assigned and performing lead duties	$6.00 per diem

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

40. Gas Orifice Meter Technician I and II (T)	When performing complex repairs of telemetering devices	$ 7.50 per diem
41. General Maintenance Assistant (T)	When regularly performing specialized marina maintenance work	$ 0.635 per hour
42. General Maintenance Supervisor II	When regularly assigned and performing as supervisor over skilled crafts	$ 1.00 per hour or $ 8.00 per diem
	When regularly assigned and performing as general supervisor over Marine and Facility Maintenance	$ 2.00 per hour or $16.00 per diem
43. Housing Specialist II	When regularly assigned as floater/trainer. Skill pay expires on September 30, 2003.	$ 0.50 per hour
44. Housing Specialist III	When regularly assigned to and performing the duties of trainer or portability specialist	$ 0.50 per hour
45. Lifeguard-Hourly NC; Lifeguard-Seasonal (T)	When certified as an Emergency Medical Technician (EMT) and re-certified as required by law, and having completed 1200 or more hours at Salary Range 010, Step 6	$ 0.668 per hour
	When regularly assigned and/or performing the duties of a deck hand	$ 0.432 per hour or $ 3.46 per diem
46. Maintenance Assistant II and III	When performing as a refuse packer truck operator for the Public Works and Parks and Recreation Departments	$ 1.18 per hour or $ 9.44 per diem

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

47. Maintenance Assistant III	When supervising crews or contractors performing custodial and/or maintenance duties	$ 0.500 per hour or $ 4.00 per diem
	When regularly assigned and/or performing lot cleaning crew leader duties	$ 0.44 per hour or $ 3.52 per diem
	When regularly assigned and/or performing pesticide applicator duties	$ 0.554 per hour or $ 4.43 per diem
	When performing fiber-glassing duties for Marine Bureau	$ 4.43 per diem
48. Marine Safety Sergeant - Boat Operator; Marine Safety Sergeant; Marine Safety Officer	When certified and possessing a Coast Guard Operator's license and towing certificate	$ 0.863 per hour
	When regularly assigned and performing as a member of the dive team unless serving as Dive Master or SWRC	$ 0.719 per hour
	When regularly assigned and performing as the dive master	$ 1.007 per hour
	When regularly assigned and performing as the Swift Water Rescue Coordinator	$ 1.007 per hour
49. Materials Inspector	When full qualified and assigned to perform deputy inspection work and while possessing a valid deputy inspector card	$ 2.80 per diem
50. Marine Safety Officer; Lifeguard-Hourly-NC; Lifeguard-Seasonal (T)	When performing the duties of a Junior Lifeguard Instructor	$ 4.50 per diem

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

51. Mechanical Supervisor II; Electrical Supervisor; Plumber Supervisor	When regularly assigned and performing as general supervisor of the HVAC, Electrical, Street Lighting and Plumbing sections	$ 1.00 per hour
52. Motor Sweeper Operator (T)	When regularly assigned and operating a three-wheeled motor sweeper	$ 0.25 per hour
53. Payroll/Personnel Assistant I, II, and III	When regularly assigned to the Police Department Personnel Division. This Skill Pay may not be used in conjunction with Skill Pay #563	$ 0.70 per hour
54. Payroll/Personnel Assistant III	When supervising payroll and personnel functions at Police Department	$ 1.157 per hour or $ 9.256 per diem
55. Personnel Analyst I-II	When assigned to and performing table customization, configuration and maintenance in the HRMS System	$12.00 per diem
56. Personnel Assistant II	When regularly assigned and performing duties as a section lead person	$ 1.00 per hour
57. Pipeline Welder	When regularly assigned and performing duties as a pipeline welding shop leadperson	$ 0.70 per hour
58. Plan Checker	When appropriately certified in the discipline of plumbing, mechanical or electrical inspection and assigned to perform as a Plan Checker in more than one specialty area	$ 3.00 per diem

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

59.	Planner II, III (consolidated IV, V)	When regularly assigned and performing special project duties related to the development of sustainability policy, the creation of a Sustainable Development Board, and the provision of technical assistance related to environmental policy	$ 0.70 per hour
		When regularly assigned and performing help desk duties	$ 0.70 per hour
60.	Planning Aide, Assistant Planner I and II and Planner I, II and III	When assigned to work the Development Service Counter and performing over-the-counter plan checking	$ 5.60 per diem
61.	Plumber	When regularly assigned and performing duties as irrigation systems plumbing specialist	$ 0.647 per hour or $5.176 per diem
62.	Police Property & Supply Clerk I	When regularly assigned and performing lead duties	$1.50 per hour
63.	Public Health Nurse; Nurse I and II; Medical Social Worker II; Nutrition Aide; Public Health Nutritionist I; Community Worker	When regularly assigned and performing as a team leader of a rehabilitation team or specialized clinic or STD clinic in the Health Department	$ 0.633 per hour
64.	Public Health Professional III	When regularly assigned and performing the full duties as Director of the Employee Assistance Program	$ 3.00 per hour
65.	Refuse Operator II and III	When performing as a District Trainer	$ 4.00 per diem
66.	School Guard	When assigned as School Guard Trainer	$ 3.10 per diem
67.	Security Officer I	When regularly assigned and performing in the Police Department's Traffic Division	$ 2.085 per hour

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

68. Security Officer II	When regularly assigned the responsibility of patrolling Marina slips and basins between the hours of 8:00 p.m. and 4:00 a.m.	$ 0.433 per hour
	When assigned to and performing as School Guard Supervisor	$ 4.00 per diem
69. Security Officer III	When regularly assigned to the Police Department Marine Patrol and performing the duties of a Security Officer IV during the Security Officer IV's regularly scheduled days off. This skill pay may not be combined with Higher Class Pay	$ 4.54 per diem
70. Security Officer III-IV (T), Detention Officer I-II	When assigned to and performing "jailer" duties	$ 1.50 per hour
71. Senior Civil Engineer	When possessing a California Structural Engineers License and assigned to perform structural engineering plan checking	$ 5.00 per diem
72. Senior Combination Building Inspector; Senior Electrical Inspector; Senior Plumbing Inspector; Senior Mechanical Inspector	When registered by the International Conference of Building Officials and re-certified on an annual basis in accordance with Planning and Building Department regulations ($0.15 per hour for each ICBO specialty certification up to a maximum of $0.60 per hour)	$ 0.15 per hour $ 0.30 per hour $ 0.45 per hour $ 0.60 per hour
73. Senior Engineering Technician I	When regularly assigned and performing architectural design	$ 9.70 per diem

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

74. Senior Equipment Operator	When regularly assigned and operating the cutter head and suction boom on a dredge boat	$ 0.437 per hour
	When possessing a certificate for crane operation issued by an accredited certifying entity per CCR Title 8 Section 5006.1 and regularly assigned and operating a mobile crane	$ 0.56 per hour
75. Senior Gas Field Service Representative (T)	When supervising meter setting operations in the field	$ 0.288 per hour
76. Street Maintenance Supervisor (T); Painter Supervisor	When regularly assigned and performing as general supervisor of the Traffic Painting/Marking and Security sections	$ 0.50 per hour
77. Supervising Custodian	When supervising contractors performing custodial and/or maintenance duties in the Library Services Department	$ 0.50 per hour
78. Tree Trimmer I and II (T)	When regularly performing tree trimming duties from aerial bucket	$ 0.35 per hour
79. Tree Trimmer I, II (T) and Street Landscaping Supervisor	When possessing a current International Society of Arboriculture certification as a Certified Arborist	$ 0.50 per hour

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

80. Tree Trimmer I, II (T)	When possessing a Pesticide Applicator license and regularly assigned pesticide applicator duties	$ 4.43 per diem
81. Welder	When regularly assigned and performing duties as a lead welder	$ 4.50 per diem
82. Window Washer I and II (T)	When performing window washing duties from swinging or electric scaffolds or bosun chairs	$ 3.60 per diem
83. Police Officer	Helicopter pilot	$ 3.305 per hour
	Helicopter observer	$ 1.580 per hour
	When performing on a two-wheeled motorcycle	$ 2.012 per hour
	When regularly assigned to a one-officer unit in Patrol between the hours of 1630 and 0730 an amount equal to 10% of their current top step of rank for each hour worked in a one-Officer unit.	
	When assigned by the Chief of Police to be Field Training Officer an amount equal to 10% of the current top step of Police Officer for each hour worked in that assignment. Field Training Officers will be assigned to train Police Officers during the 12 month probation period. However, for lateral transfers, said assignment period shall be determined by the Chief of Police.	

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

84. Police Officer; Police Sergeant; Police Corporal; Police Lieutenant	When regularly assigned to and performing administrative and/or investigative duties in the Police Department as determined by the Chief of Police	$ 1.725 per hour
	When regularly assigned to and performing the duties of Boat Patrol Operators and in possession of a valid Coast Guard Operators License and Towing Certificate	$ 1.438 per hour
	When regularly assigned to and performing the duties of Boat Patrol Operations and in possession of a valid Basic Boat Operations certificate	$ 0.719 per hour
85. Police Sergeant	Helicopter pilot	$ 3.305 per hour
	When performing on a two-wheeled motorcycle	$ 2.012 per hour

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

86. Police Corporal	When assigned to a one-officer unit in Patrol between the hours of 1630 and 0730 an amount equal to 10% of their current top step of rank for each hour worked in a one-Officer unit. When assigned by the Chief of Police to be Field Training Officer an amount equal to 10% of the current top step of Police Corporal for each hour worked in that assignment. Field Training Officers will be assigned to train Police Officers during the 12 month probation period. However, for lateral transfers, said assignment period shall be determined by the Chief of Police.	
87. Fire Boat Operator	When in possession of a valid 100-ton license and regularly assigned to operating an 88-foot fire boat	$ 1.438 per hour

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

88. Firefighter	When regularly assigned and performing Fire Prevention inspection duties in the Fire Prevention Office	$ 1.150 per hour (0-2 yrs) $ 2.300 per hour (2+ yrs)
	When certified & licensed, fully trained and assigned to paramedic duty	$ 1.150 per hour
	When regularly assigned and performing the full duties of arson investigation	$ 1.150 per hour (0-2 yrs)
	An hourly rate when added to the hourly rate for the top step of Firefighter with the hourly rate for top Incentive Pay with EMT-1/D pay will equal top step Fire Engineer with Incentive Pay. In no event will the regular salary for an Arson Investigator exceed the regular salary of a Fire Engineer with Incentive Pay	(2+ years)

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

89. Fire Captain	When serving as the Dispatch Supervisor	$ 1.150 per hour (0-2 yrs) $ 2.300 per hour (2+ yrs)
	When serving as the Paramedic and Emergency Medical Coordinator	$ 1.294 per hour (0-2 yrs) $ 2.300 per hour (2+ yrs)
	When regularly assigned to Fire Prevention duties or when serving as the Training Officer in the Training Division	$ 1.150 per hour (0-2 yrs) $ 2.300 per hour (2+ yrs)
90. Fire Engineer	When regularly assigned to an 88-foot fire boat as Fire Engineer	$ 0.575 per hour
	When regularly assigned to apparatus other than a fire boat and in possession of the required California State Emergency Apparatus Operator's License	$ 0.173 per hour
91. Floor Warden as specified in the City's Safety & Health Manual	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	$ 0.50 per hour or $ 4.00 per diem
92. Battalion Chief	When serving as the Battalion Chief in charge of the Training Division, Support Services or Fire Inspection	$ 1.696 per hour

Sec. 18. A Firefighter-Paramedic Step 5 with a minimum of one or two years of service as Firefighter-Paramedic with Long

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

Beach Fire Department and who completes the Los Angeles County recertification exam while serving as a Paramedic in the Long Beach Fire Department shall be compensated at an hourly rate of $4.140 if any one of the following criteria is met:

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

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

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

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

Sec. 20. Subject to the requirements and conditions of Section 4.06 of the Personnel Ordinance relating to the availability of funds, every employee who shall consent to forego

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

and shall forego the taking of any annual vacation or portion thereof at the request of his/her department head and also of the City Manager or other appropriate appointing authority as provided in the Personnel Ordinance shall be paid as additional compensation a sum computed by multiplying the hourly rate of compensation prescribed by this resolution for the position held by said employee by the number of vacation hours which the employee shall forego. For members of the Fire Department on platoon duty, compensation is computed by multiplying the number of vacation hours by two-thirds of the hourly rate. Work performed by the employee during said vacation period shall not be considered as overtime or "extra time worked" as provided in the Personnel Ordinance.

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

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

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

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

In addition to the absent time provided in Subsection (e) of Section 4.01 of the Personnel Ordinance all unrepresented employees who receive a jury summons will be provided paid release time up to eighty (80) hours per calendar year when required to serve jury duty. Employees must inform their supervisor immediately to accommodate work schedule changes. Employees who are on jury service will have their work schedule

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

changed to the day shift for each day they are on jury service and are scheduled to work. Employees dismissed from jury service in time to arrive at work at least 2 hours prior to the completion of the shift must report back to work.

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

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

A. One extra holiday per month, or

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

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

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

Sec. 22. Employees of the City of Long Beach with the position title of City Manager, City Clerk, Office Manager - City Prosecutor, and Management Assistant, and positions with the designated salary ranges of COO, DOO, and EOO, are hereby designated as being eligible to be granted executive leave by the appropriate appointing authority or department head, in accordance with and pursuant to the provisions of Section 4.10 of the City Personnel Ordinance. In addition to the five days granted to eligible employees in Section 4.10 of the Personnel Ordinance, the appointing authority may grant up to eighty additional hours executive leave per calendar year for management employees.

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

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

B. The employee works between the hours of 6:00 p.m. and 6:00 a.m. as part of a "split shift." Split shift is defined as: a shift of eight or more non-continuous work hours in a single day, separated by a break of at least three non-working hours during said shift. Such employee shall be paid the night

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

shift differential established by this Section only for each hour actually worked between the hours of 6:00 p.m. and 6:00 a.m.

Sec. 24. Sworn personnel of the Police Department who may be called upon to use firearms in the performance of their duties and who on a qualifying schedule prescribed by the Chief of Police attain a required degree of proficiency in marksmanship shall receive additional compensation as herein provided.

Marksman	$ 4.00 per month
Sharpshooter	8.00 per month
Expert	16.00 per month
Master	32.00 per month

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

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

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

for the Fire Department and the Police Department.

A. Police Department Incentive Pay Program I

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

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

B. Police Department Incentive Pay Program II

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

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

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

C. Police Department - Education Pay

1. Effective October 1, 1999, all POA-represented employees are eligible to receive the following equivalent monthly rate for the indicated degrees from a fully accredited college or university:

AA Degree	$175 per month
BA/BS Degree	$350 per month
MA Degree	$450 per month

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

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

D. Fire Department Incentive Pay Program I

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

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

E. Fire Department Incentive Pay Program II

1. The amount of $0.604 per hour shall be paid as

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

additional compensation to each Firefighter and Auto Firefighter (R) who has obtained an Associate of Arts Degree (sixty or more semester units) in courses in fire science, administration or similar approved fields from an accredited institution, and has completed four years of service as a Firefighter in the First Department; or the amount of $1.495 per hour shall be paid as additional compensation to each Firefighter and Auto Firefighter (R) who has obtained the required Associate of Arts Degree described above and has completed five years of service as a Firefighter in the Fire Department; or

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

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

4. The amount of $0.701 per hour shall be paid as additional compensation to each Fire Engineer and Fire Boat Operator who is certified in diesel driving and has completed five years of service as a Fire Engineer or Fire Boat Operator

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

and who has not less than fifteen semester units in the fields and at the institutions described in 1 above and who does not otherwise qualify for incentive pay.

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

F. Fire Department Education Pay

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

Sec. 26.

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

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

2. The higher-level duties performed must be those of a permanent budgeted position that is vacant, either temporarily because of absence or reassignment of the regular

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

employee or vacant due to resignation, termination or other such action.

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

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

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

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

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

Sec. 28.

A. Employees of the City, including employees of the Harbor Department and Water Department, shall, during the time that they actually hold an office or position of employment with

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

the City, be entitled to receive as additional compensation such group life insurance benefits as may be provided from time to time in a policy or policies of insurance obtained by the City.

B. Employees assigned to Salary Range EOO, the City Manager, the City Attorney, Senior Deputy City Attorney, the City Prosecutor, the City Auditor, Deputy City Auditor, the Mayor, and the City Clerk shall receive, unless they elect an available alternative, as additional compensation life insurance benefits equal to three times their full annual salary to a maximum of three hundred thousand dollars, long- and short-term disability insurance, and in-hospital indemnity benefits. Proceeds of any life insurance benefits shall be payable to a beneficiary named by the person insured or, if none is named, to his/her estate.

C. Employees in the classification of Deputy City Attorney shall receive as additional compensation a One Hundred Fifty Thousand Dollar life insurance policy and long-term and short-term disability insurance currently provided to management employees in the City. Employees represented by the City Attorneys Association, except as noted above, shall receive as additional compensation a Fifty Thousand Dollar Life Insurance Policy and shall be entitled, at their discretion, to participate in the program for long-term and short-term disability insurance currently provided to the Deputy City Attorneys. Employees who elect to participate shall pay the full cost of premiums. Employees in the classification of Audit Manager shall receive as additional compensation a One Hundred Thousand Dollar life insurance policy, long-term and short-term disability insurance, and in-hospital indemnity benefits. Employees in the

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

classification of Senior Auditor, Staff Auditor, and Audit Analyst shall receive long-term and short-term disability insurance. Employees in the classification of Deputy City Prosecutor shall receive as additional compensation a One Hundred Fifty Thousand Dollar life insurance policy and long-term and short-term disability insurance. Employees represented by the City Prosecutors Association, except as noted above, shall receive as additional compensation a Fifty Thousand Dollar life insurance policy.

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

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

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

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

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

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

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

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

Sec. 30. Pursuant to the provisions of Section 53240 of the California Government Code, an employee may receive the cost of replacing or repairing property such as eyeglasses, hearing aids, dentures, watches, or articles of clothing when loss or damage occurs in the line of duty and is not attributable to the employee's negligence. If the items are damaged beyond repair, the actual value of such items may be paid. The value of such items shall be determined as of the time of loss or damage. In the event of such loss or damage, the employee seeking recovery shall file a request for reimbursement in writing with his/her department head and the request shall be processed in accordance with the applicable administrative regulations of the City.

Sec. 31. Employees requiring transportation in connection with the performance of their duties for the City, may be assigned a City-owned vehicle by the City manager or appropriate appointing authority; or, in the alternative, with the approval of the City Manager or appropriate appointing authority, an employee may receive, by way of reimbursement, the

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

cost of transportation incurred in the performance of his/her duties. On and after October 1, 1999, reimbursement, at the discretion of the City Manager or appropriate appointing authority, may be paid to such employees upon the basis of any of the following computations:

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

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

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

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

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

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

for official City business.

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

Sec. 32. An employee of the Long Beach Police Department who, with the authorization and at the request of the City Manager or the Chief of Police, furnishes a privately owned police service dog and uses said dog in connection with the performance of his/her patrol and law enforcement duties with the Police Department, may be paid in the amount and in the manner set forth herein as reimbursement of costs and expenses incurred by said employee in connection with furnishing said dog for use in the performance of his/her official duties with the City. Reimbursement may, at the discretion and with the approval of the City Manager or the Chief of Police, be paid to such employee as specified herein, provided that during the period for which reimbursement is paid hereunder:

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

B. Effective October 1, 2003, the biweekly cost and expense reimbursement will be one hundred seventy-two dollars and

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

fifth cents. An employee will be paid the reimbursement for any biweekly pay period during which the employee furnishes and uses the dog for City services, including vacation and holidays. If the employee does not use the dog for a majority of a period, the reimbursement will not be paid.

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

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

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

Sec. 33. Employees of the City may, pursuant to and in accordance with the provisions of this resolution and the administrative rules, regulations and policies promulgated and issued by the City Manager, authorize deductions to be made from

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

their salaries or wages for purposes authorized by the provisions of Article 6 of Chapter 1 of Division 4 of Title 1, and Articles 1, 1.5 and 2 of Chapter 2 of Part 1 of Division 2 of Title 5 of the California Government Code, except that such deductions for payment of dues or other services provided by any employee organization or association shall be only as provided by a valid existing contract between the City and said employee organization or association.

Sec. 34. Employees of the City may, pursuant to and in accordance with the provisions of this resolution and the Administrative Regulations issued by the City Manager, be awarded with additional compensation for suggestions made that result in measurable monetary savings to the City. Such awards shall not exceed ten percent of the anticipated first year savings after adoption of the suggestion; provided, however, that the maximum award shall not exceed five thousand dollars.

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

Sec. 36. Except as otherwise provided in this resolution and any other applicable Federal or State laws, rules

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

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.

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

Sec. 38. On and after December 1, 2003, the City shall pay a maximum amount of six hundred dollars per month toward the cost of health, dental, and life insurance benefits for each eligible employee represented by the IAM, the Long Beach Association of Confidential Employees, the Long Beach Association of Engineering Employees, the City Attorneys Association, the City Prosecutors Association, the Long Beach Firefighters

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

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

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

Sec. 40. Permanent full-time or permanent part-time employees who are enrolled in an accredited job and/or career-related college or university study program during off-duty hours are eligible to receive tuition reimbursement in accordance with the following schedule:

Effective October 1, 1999:

<u>Semester/Quarter Payment Schedule</u>

1.0 through 5.9 semester units	$ 375.00
1.0 through 7.9 quarter units	$ 375.00
6.0 or more semester units	$ 400.00
8.0 or more quarter units	$ 400.00
Community College	$ 120.00
Total maximum per fiscal year	$ 800.00

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

Sec. 41. Effective January 1, 1998, the City shall

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

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

Sec. 42. Management employees in the position of Superintendent - Marine Safety shall be eligible to participate in the same deferred compensation matching program as afforded to employees in professional classifications of the Long Beach Lifeguard Association.

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

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

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

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

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

Sec. 46. Effective as of July 1, 1996, the governing body of the City of Long Beach shall implement Government Code Section 20636(c)(4) pursuant to Section 20691 by paying and reporting the value of Employer Paid Member Contributions (EPMC) for all unrepresented management and executive secretarial employees paid pursuant to Executive Salary Rates (EOO) of the City's Salary Schedule and the City Attorney, City Auditor, City Prosecutor, City Manager and City Clerk. For such employees, the City elects to pay seven percent (7%) or nine percent (9%) of employees' compensation, depending on whether said employees are classified as safety or miscellaneous, earnable as Employer Paid Member Contributions (EPMC) and report the same percent of compensation earnable, excluding special compensation pursuant to Government Code Section 20636(c)(4) as additional compensation.

Sec. 47. Effective as of September 26, 1998, the governing body of the City of Long Beach shall implement Government Code Section 20636(c)(4) pursuant to Section 20691 by paying and reporting the value of Employer Paid Member Contributions (EPMC) for employees represented by the Long Beach Firefighters Association, Local 372, International Association of

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

Fire Fighters, AFL-CIO, and the Long Beach Lifeguard Association. For such employees, the City elects to pay nine percent (9%) of employees' compensation, earnable as Employer Paid Member Contributions (EPMC) and report the same percent of compensation earnable, excluding special compensation pursuant to Government Code Section 20636(c)(4) as additional compensation.

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

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

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

pursuant to Government Code Section 20636(c)(4) as additional compensation.

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

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

Sec. 50. Employees in the Professional unit represented by the International Association of Machinists and Aerospace Workers, pursuant to and in accordance with this resolution and policies and procedures issued by the Director of Human Resources, shall be eligible for additional compensation of $200 per month when he/she attains a professional certification or license which: has been issued by a state or national recognized professional organization; is appropriate to the

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200

employees classification; exceeds the requirements for the position; is subject to periodic renewal through recertification, testing and continuing education; and has been authorized by the Director of Human Resources.

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

Sec. 52. Resolution Number RES-06-0138 is hereby rescinded and superseded by this resolution.

Sec. 53. This resolution shall take effect immediately upon its adoption by the City Council, and the City Clerk shall certify the vote adopting this resolution. It shall thereupon be deemed operative as of 12:01 a.m. on February 17, 2007, except as may otherwise be provided by specific provisions of this resolution.

I hereby certify that the foregoing resolution was adopted by the City Council of the City of Long Beach at its meeting of _____, 2007, by the following vote:

Ayes: Councilmembers: _____

_____

_____

_____

Noes: Councilmembers: _____

_____

Absent: Councilmembers: _____

_____

_____
City Clerk

L:\APPS\CtyLaw32\WPDOCS\D006\P005\00099847.WPD
CLC:kjm 2/6/07 #07-00505

Robert E. Shannon
City Attorney of Long Beach
333 West Ocean Boulevard
Long Beach, California 90802-4664
Telephone (562) 570-2200