RESOLUTION NO. HD- 2407

A RESOLUTION OF THE BOARD OF HARBOR COMMISSIONERS OF THE CITY OF LONG BEACH CREATING THE DIVISIONS OF THE HARBOR DEPARTMENT; CREATING POSITIONS OF EMPLOYMENT AND FIXING THE NUMBERS THEREOF; ESTABLISHING SCHEDULES OF SALARY RATES AND RANGES AND ASSIGNING THE APPROPRIATE RANGES TO SAID POSITIONS; FIXING AND PRESCRIBING THE COMPENSATION FOR THE OFFICERS AND EMPLOYEES OF THE HARBOR DEPARTMENT SUBJECT TO APPROVAL OF THE CITY COUNCIL OF THE CITY OF LONG BEACH; AMENDING AND RESTATING THE HARBOR DEPARTMENT SALARY RESOLUTION AND REPEALING RESOLUTION NO. HD-2331; PROVIDING THAT THIS RESOLUTION SHALL BECOME OPERATIVE; AND MAKING A DETERMINATION RELATING THERETO

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

WHEREAS, Section 1203(q) of the City Charter of the City of Long Beach ("City Charter") provides that all officers and positions of employment in the permanent service of the Harbor Department shall be created and their compensation fixed by resolution of the Board; and

WHEREAS, the Board desires to create offices and positions of employment in the Harbor Department, fix the number thereof, establish schedules of salary rates and ranges, and fix and prescribe the compensation of the officers and employees of the Harbor Department and provide for biweekly payment of such compensation for the fiscal year commencing October 1, 2007; and

WHEREAS, it is the desire of the Board, in the interests of uniformity, that the compensation prescribed herein shall become effective as of the same date that the compensation prescribed by the Board of Water Commissioners and the City Council shall become effective for their employees; and

WHEREAS, the Director of Planning and Environmental Affairs has determined that this resolution is not subject to the California Environmental Quality Act.

NOW, THEREFORE, the Board of Harbor Commissioners of the City of Long Beach resolves as follows:

Section 1. This Resolution shall be known as the "Harbor Department Salary Resolution," and may be cited as such and shall be referred to herein as the Resolution.

Sec. 2. There are hereby created and established in the Harbor Department the following bureaus and divisions, each of which shall be respectively under the immediate supervision and control of the indicated head of that bureau or division. Each Managing Director and each division director shall be responsible to the Executive Director for the proper and efficient administration of his or her bureau or division. The Assistant Executive Director (who may also be known as the Deputy Executive Director) may be assigned responsibility for the proper and efficient administration of a bureau as deemed appropriate by the Board.

BUREAU	HEAD OF BUREAU
Engineering	Managing Director
Environmental Affairs & Planning	Managing Director
Finance & Administration	Managing Director
Trade Relations & Port Operations	Managing Director

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

DIVISION	HEAD OF DIVISION
Accounting	Manager of Accounting
Air Quality	Manager of Air Quality Practices
Communications & Community Relations	Director of Communications & Community Relations
Contract Administration	Manager of Contract Administration
Emergency Management	Manager of Emergency Management
Engineering Administration	Assistant Managing Director-Engineering
Engineering Construction Management	Director of Construction Management
Engineering Design	Director of Engineering Design
Environmental Affairs	Assistant Director of Environmental Planning
Environmental Planning	Director of Environmental Planning
Facilities Maintenance	Manager of Facilities Maintenance
Finance	Chief Financial Officer
Fleet Maintenance	Manager of Fleet & Environmental Services
Government Affairs	Director of Government Affairs
Homeland Security	Assistant Director of Security for Homeland Security
Human Resources & Administrative Special Projects	Assistant Director of Human Resources
Human Resources & Special Services	Director of Human Resources & Special Services
Information Management	Director of Information Management
Information Management/Project Management	Assistant Director of Information Management

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

DIVISION	HEAD OF DIVISION
Infrastructure Maintenance	Manager of Infrastructure Maintenance
Leasing	Assistant Director of Real Estate
Maintenance	Director of Maintenance
Master Planning	Director of Master Planning
Port Projects	Manager of Port Projects
Protocol	Assistant Executive Officer to the Board
Public Information & Media Relations	Assistant Director of Communications & Community Relations
Real Estate	Director of Real Estate
Revenue Management	Assistant Chief Financial Officer
Risk Management	Director of Risk Management
Safety & Business Continuity	Manager of Safety & Business Continuity
Security	Director of Security
Strategic Planning & Performance Management	Manager of Strategic Planning & Performance Management
Sustainability	Manager of Sustainable Practices
Trade Relations	Director of Trade Relations
Transportation Planning	Director of Transportation Planning

Sec. 3.

3.1 Every person who has been or who hereafter may be duly appointed to an office or position of employment in the Harbor Department, and who is qualified to hold and holds such office or position from and after the date or dates the pay rates and compensation prescribed herein shall become effective, or from the date of

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

employment, whichever occurs later, shall receive as full compensation for his or her services, a biweekly salary payable every other Friday, in accordance with the payment procedure heretofore established. That compensation shall be based on one of the pay rates set forth in the applicable Salary Schedule set forth in this Resolution for his or 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 compensation of each officer and employee (collectively referred to as "employee" or "employees") shall be fixed as provided below. Except as otherwise specifically designated, each Pay Rate Range and Step ("pay rate") is intended to be and shall be the basis for determining the biweekly salary.

3.2 The biweekly salary of any employee who is originally appointed to any office or position of employment listed in this Resolution shall be at Step I of Salary Schedule I for the Pay Rate Range Number designated for such office or position. In those cases where positions are designated with grade numbers, the biweekly salaries of such employees shall be computed based upon the pay rate designated for the grade thereof. The Board, by minute order, may specifically designate that the pay rate of any employee be fixed at some other pay rate included within the applicable Salary Schedule as set forth in this Resolution without limitation as to grade or numerical designation. The Board shall designate the initial step or salary level of the applicable Salary Schedule of any employee within the Pay Rate Range established in this Resolution for said employee's position.

3.3 Except for the employees referred to in Section 3.3.1 and 3.3.2 below, after an employee has served an initial six-month period of employment at a position at a pay rate designated as Salary Schedule I, Step 1, as set forth in this Resolution, the salary of such employee (except those employee positions set forth in Section 3.5 below) shall be at the applicable pay rate designated as Salary Schedule I, Step 2; after a second six-month period of employment, the salary of such employee will be at the applicable pay rate designated as Salary Schedule I, Step 3; after a third six-

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

month period of employment, the salary of such employee will be at the applicable pay rate designated as Salary Schedule I, Step 4. Thereafter, the pay rate of such employee shall successively be at the applicable pay rate designated as Salary Schedule I, Steps 5, 6, or 7 upon his or her successive completion of a one-year period of employment at the preceding pay rate. If the initial salary of any employee (except those employee positions set forth in Section 3.5 below) has been specifically designated at a pay rate other than Step I, Step 2, or Step 3, his or her pay rate thereafter, upon his or her successive completion of a one-year period of employment at the preceding pay rate, shall be at the next successively higher applicable step.

3.3.1 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 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 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.

3.3.2 Employees hired prior to April 1, 2001, who are covered

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

by an existing Memorandum of Understanding with the International Association of Machinists and Aerospace Workers or 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.

3.4 As to those positions for which there is an "H" pay rate specified in this Resolution, as well as the regular pay rate, the Board shall 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.

3.5 Subject to the Board's power to set the pay rate of any employee at the time of making the initial appointment at one of the pay rates established herein, in the event an employee (i) is promoted from one position to another for which a higher pay rate is established; or (ii) is advanced from one grade to another in the same position for which a higher pay rate is established; or (iii) is transferred from one department to another without change of position, the Executive Director 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 or transfer. Likewise, 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 Executive Director 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.

3.6 For the purpose of computing the "period of employment" under the provisions of this Resolution, an employee of the Harbor Department who has been reinstated to his former position pursuant to the provisions of the Civil Service Rules and Regulations shall be considered as having been in the continuous service of the Harbor Department during the period said employee shall have served in the Armed Forces.

3.7 Notwithstanding any other provision contained in this Resolution, the level of compensation and any adjustment thereof payable to an officer or employee

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

of the Harbor Department in a position to which he or she has been assigned the Executive Salary Range in this Resolution shall be determined on a merit basis. The initial compensation of said officers or employees shall be fixed by the Board at a level of compensation within the Executive Salary Range designated below. Thereafter, the Executive Director, shall have the authority to increase or decrease the level of compensation of all said officers and employees assigned to the Executive Salary Range except the Executive Director and Executive Secretary to the Board of Harbor Commissioners. The Board, at its sole and exclusive discretion, may change or revoke this delegation of authority at any time. The Board shall have the sole and exclusive authority to designate the compensation of the Executive Director and Executive Secretary to the Board of Harbor Commissioners as merited by performance. Said increases and decreases in compensation shall not exceed a total of twelve percent (12%) for officers and employees assigned to the Executive Salary Range in any fiscal year, unless the Board finds that the percentage limitation is not applicable by reason of a substantial change in the responsibility and authority of said officer or employee.

3.8 In addition to any merit increase provided in this Resolution above, each employee assigned to the Executive Salary Range (EOO) shall be eligible to participate and receive Individual Performance Incentive Compensation.

3.8.1 The purpose of Individual Performance Incentive Compensation is to compensate management employees for prospective distinguished and outstanding performance and in further anticipation of continued distinguished and outstanding performance in subsequent periods.

3.8.2 At or near the commencement of a fiscal year, an eligible employee and the Executive Director or, in the case of the Executive Director, the Executive Director and the President of the Board shall develop and establish a written and approved performance plan for said employee or the Executive Director which sets forth objectives or targeted results for the ensuing fiscal year or remaining portion thereof. The attainment of these targeted results or distinguished performance in a specific

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

project or program shall qualify the employee for Individual Performance Incentive Compensation.

3.8.3 Individual Performance Incentive Compensation may be paid to any eligible employee in an amount not to exceed $3,500 per fiscal year based upon the evaluation of the employee's performance by the Executive Director, or in the case of the Executive Director, the President of the Board, and a determination by the evaluator that the objectives or targeted results of the previously approved performance plan have been attained.

3.9 Effective October 1, 1997, and subject to satisfaction of all eligibility requirements and conditions, each officer and employee of the Harbor Department shall be eligible to participate and receive all retirement benefits which have been and hereafter are established by City Council by ordinance or resolution for officers and employees of the City of Long Beach.

3.10 The Board may assign an employee of the Harbor Department to perform as the acting Executive Director, Assistant Executive Director, Deputy Executive Director, Managing Director, or division director whenever a vacancy occurs in any such positions or when the Board determines that the incumbent Executive Director, Assistant Executive Director, Deputy Executive Director, Managing Director, or division director is unable to perform the duties of his or her position and such an assignment is necessary for the efficient and effective operation of the Harbor Department. 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 Board at one of the Pay Rate Ranges set forth in this Resolution for the position to which said employee is assigned.

3.11 Subject to and within the limitations of the provisions of the City Charter after the initial appointment by the Board, the Executive Director may at any time find and determine that an employee is entitled to be, and shall be, assigned to either a different pay rate within the Pay Rate Range established for such office or position, or to

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

a different grade where positions are designated with grade numbers, and that an employee shall receive the biweekly salary established therefor. Without limiting the generality of the foregoing, the Board confers and delegates to the Executive Director the authority to temporarily adjust the grade or pay rate of an employee subject to disciplinary action, in lieu of suspension without pay, as may be required for the efficient and economical administration and management of the affairs of the Harbor Department.

3.12 With respect to the administration of the provisions of this Resolution, the Board confers and delegates to the Executive Director the authority and duty to do and perform all actions relating to the administration and management of employees of the Harbor Department as may be required for the efficient and economical functioning thereof; provided, however, the powers and duties conferred upon and delegated to the Executive Director shall not include the powers (i) to make initial appointments or initial employment of officers and employees of the Harbor Department; (ii) to fix the duties and initial compensation of such officers and employees; (iii) to assign an employee to perform as acting Executive Director, Assistant Executive Director, Deputy Executive Director, Managing Director, or division director in accordance with the provisions of and under the circumstances described in Section 3.10 above; (iv) to grant a leave of absence without compensation to the Executive Director; (v) to grant executive leave to the Executive Director; (vi) to authorize, as additional compensation, the payment of actual moving expenses incurred by a person in accepting a position with the Harbor Department; or (vii) to exercise such powers as are exclusively reserved to the Board under the provisions of Article XII of the Long Beach City Charter.

Sec. 4.

4.1 The compensation for all Harbor Department employees shall be as prescribed and expressed herein on a per hour rate basis. The amount of the biweekly installment payable to any full-time 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 shall include any additional applicable.

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

4.2 If any employee is absent for any reason other than one of the permitted absences authorized by City Council Personnel Ordinance, such employee shall not be entitled to receive the full amount of his or her installment of pay for any biweekly pay period during which said absence occurred. The amount of pay said employee shall receive for such pay period shall be computed by multiplying the employee's hourly pay rate by the number of hours or fractions of hours for which pay is actually due.

4.3 And if an employee is employed on other than a full-time basis, such employee's compensation shall be computed by multiplying the hourly pay rate established for such employee's position by the number of hours or fraction of hours for which pay is due to said employee.

Sec. 5. Except as otherwise provided by the City Charter, every person holding any office or position of employment hereinafter set forth 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 such other duties as shall be assigned by his or her immediate superior, division director, Managing Director, Deputy Executive Director, Assistant Executive Director, the Executive Director or by the Board.

Sec. 6.

6.1 The designation of certain positions in the schedule of positions and assigned Pay Rate Range numbers contained in this Resolution, and the designation of grades within a specified position, are made for the purpose of creating such positions according to the degree of responsibility and character of the duties required by such positions solely and only to the end that the Salary Schedules for such positions will reflect the differences in the responsibilities and duties attached to said positions. 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.

6.2 The use of occupational code designations, and the use of

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

asterisks to denote unclassified positions are for administrative purposes only. Changes in occupational code designation and in the status of a position may occur and such changes will not require amendment of this Resolution.

Sec. 7.

7.1 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 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.

7.2 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.

7.3 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.

Sec. 8. Officers and employees requiring transportation in connection with the performance of their duties for the Harbor Department, may be assigned a City-

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

owned vehicle by the Executive Director in accordance with criteria established by the Executive Director; or, in the alternative, with the approval of the Executive Director may receive, by way of reimbursement, the cost of transportation incurred in the performance of his or her duties with the Harbor Department. Reimbursement may, at the discretion of the Executive Director, be paid to such officers and employees upon the basis of any one of the following computations:

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

8.2 For use of a privately-owned vehicle used for official City business:

8.2.1 Thirty-eight and one-half cents ($0.385) per mile for all authorized mileage actually driven by the officer or employee on official City business each month; or

8.2.2 A flat monthly allowance of:

8.2.2.1 Such sum as may be determined by the Executive Director, but not to exceed Four Hundred Fifty Dollars ($450.00) per month; or

8.2.2.2 One Hundred Twenty-five Dollars ($125.00) per month plus twelve cents ($0.12) per mile for all authorized mileage actually driven by the officer or employee on official City business, which allowances are hereby determined to constitute the reimbursement for the expenditures and costs of operating and maintaining such vehicle, including its availability, as required for the performance of such official City duties; provided, however, that in each instance said employee shall procure and maintain in full force and effect, at all times while said privately-owned vehicle is used for official City business, 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 Executive Director.

Sec. 9.

9.1 Employees of the Harbor Department may also receive

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

additional compensation in the form of suitable recognition awards as determined by the Executive Director.

9.2 Employees of the Harbor Department may, pursuant to and in accordance with the provisions of this Resolution and regulations issued by the Executive Director, be awarded additional compensation for suggestions made that result in measurable monetary savings to the Harbor Department. Measurable awards shall not exceed 10% of the anticipated first year savings after adoption of the suggestion, provided, however, that the maximum award shall not exceed Five Thousand Dollars ($5,000.00). The Executive Director may also authorize an award not to exceed Two Hundred Dollars ($200.00) for adopted suggestions resulting in benefits to the Harbor Department which are not measurable in monetary terms and may authorize the use of promotional awards to encourage participation in the program.

9.3 The Executive Director may provide up to two Port familiarization programs each fiscal year for Harbor Department employees and their families.

9.4 Employees of the Harbor Department may also receive additional compensation in the form of a suitable safety award as determined by the Executive Director for successful participation in the Harbor Department's safety program.

9.5 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 schedule promulgated by the Executive Director.

9.6 Employees of the Harbor Department who are eligible and volunteer to participate in the Harbor Department's Green Commute Program as defined by Administrative Directive shall be eligible to receive appropriate recognition and rewards as determined by the Executive Director.

Sec. 10. The method of computation of the amount of additional

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

compensation to be paid to an employee for overtime worked in accordance with and pursuant to the applicable definitions, conditions and requirements of the City Council 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. 11. Subject to the requirements and conditions of the City Council Personnel Ordinance relating to the availability of funds, every officer or employee of the Harbor Department who, upon request of his or her bureau or division head and subject to the approval of the Executive Director shall consent to forego, and shall forego, the taking of any annual vacation or portion thereof, 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 officer or employee by the number of vacation hours which the employee shall forego. Time worked in lieu of annual vacation or portion thereof shall not be considered as overtime or "extra time worked."

Sec. 12.

12.1 The City Council Personnel Ordinance permits certain City employees to be absent thirteen working days per year with full pay, to be prorated, biweekly in lieu of absence of the employee on the holidays enumerated in the City Council Personnel Ordinance. Subject to the prior approval of the Executive Director, 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 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 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.

12.2 Cash payment for any properly authorized accumulated and/or

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

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 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.

12.3 The payment of such additional compensation to an employee terminating or pending disability retirement shall be subject to all the requirements and conditions relating to the availability of funds to make such payments as provided in the City Council 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.

12.4 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 (6) months after their layoff.

Sec. 13. In addition to the compensation set forth in this Resolution, a night shift differential of eighty cents ($0.80) per hour shall be paid to all permanent full-time employees whose regular schedule requires said employee to work between the hours of 6:00 p.m. and 6:00 a.m., provided that:

13.1 The employee works one-half or more of his or 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

13.2 The employee works between the hours of 6:00 p.m. and 6:00 a.m. as part of a "split-shift." The term "split-shift" is defined as a shift of eight (8) or more

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

non-continuous work hours in a single day, separated by a break of at least three (3) non-working hours during said shift. Such employee shall be paid the night shift differential only for each hour actually worked between the hours of 6:00 p.m. and 6:00 a.m.

13.3 Employees who work a twelve-hour shift that begins or ends at midnight, shall be paid a night shift differential for only those hours worked between the hours of 6:00 p.m. and 6:00 a.m.

Sec. 14.

14.1 Each employee represented by the International Association of Machinists and Aerospace Workers or 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 eighty cents ($0.80) per hour providing the following conditions are met:

14.1.1 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.

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

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

14.1.4 The temporary appointment to the higher classification must be approved by the Executive Director or designee.

14.2 The provisions of subsection 14.1 of this Section shall not apply to employees in classifications included in and paralleling the safety series of the Public Employees' Retirement System.

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

Sec. 15. Each employee designated as being represented by the Long Beach City Employees Service Lodge 1930 or the Long Beach Association of Engineering Employees shall be compensated at a rate of ninety-five cents ($0.95) per hour for each full hour of standby duty as defined in the Memoranda of Understanding between the City and said organizations.

Sec. 16. 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 City Council Personnel Ordinance) shall, for every 174.0 hours worked by such permanent part-time employee, be paid Four Hundred Dollars ($400.00). No permanent part-time employee shall receive payments made pursuant to this Section in any one fiscal year which 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. 17. Notwithstanding any other provision of this Resolution, the members of the Board and the officers and employees of the Harbor Department shall be allowed, in addition to their salaries as provided, their actual and necessary expenses incurred in the performance by them of the duties of their respective offices and positions; provided, however, and except as otherwise provided in this Resolution, such expenses may be allowed to any such board member or officer or employee only in those cases where the Executive Director has either authorized or ratified the incurring of such expenses.

Sec. 18. Any officer or employee of the Harbor Department who is duly summoned to attend any court during the time regularly required for his or her office or employment, for the purpose of jury service, shall be entitled to paid release time up to eighty (80) hours while so actually serving, and provided he or she deposits the fees for service and mileage with the City Treasurer, to his or her regular compensation and to reimbursement for travel expense at the rate actually received during such service.

Sec. 19.

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

19.1 Each officer and employee of the Harbor Department shall, during the time they actually hold an office or position of employment with the Harbor Department, 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 or by the Board. Proceeds of such a policy or policies shall be payable to a beneficiary named by the person insured or, if none is named, to his or her estate.

19.2. On and after December 1, 2004, the City shall pay a maximum amount of Seven Hundred and Ninety Six Dollars per month toward the cost of health, dental, and life insurance benefits for eligible employees represented by the International Association of Machinists and Aerospace Workers, the Long Beach Association of Engineering Employees, the Long Beach Management Association and each eligible employee not represented by and employee organization.

Effective December 1, 2005, and every December 1st thereafter, increases in the costs for health, dental, and life insurance plans selected by employees shall be borne by employees in the same manner set forth in the employee's applicable MOU. The City shall pay the difference between the actual cost and the employee contribution as outlined in the applicable MOU. Cost sharing shall also apply to each eligible employee not represented by an employee organization. In the event various cost sharing plans exist, each eligible employee not represented by an employee organization shall cost share in accordance with the directive of his/her appointing authority.

19.3 Employees assigned to the Pay Rate Range E00 shall, unless they elect an available alternative, receive as additional compensation, life insurance benefits equal to three times their full annual salary to a maximum of Five Hundred Thousand Dollars ($500,000.00), long term 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 or her estate.

19.4 If an employee represented by the International Association of

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

Machinist or the Long Beach Association of Engineering Employees 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.

Sec. 20. Each officer and employee of the Harbor Department during his or her employment shall receive, as additional compensation, such insurance benefits for bodily injury or death incurred by such officers or employees while traveling on official business of the City of Long Beach as may be provided from time to time in a master policy or policies of travel insurance as may be obtained by the City or by the Board pursuant to Section 3121 of the California Government Code. Proceeds of such a policy or policies shall be payable to a beneficiary named by the person insured or, if none is named, to his or her estate.

Sec. 21. The Executive Director may authorize one or more employees in the Harbor Department to act as instructors in public or private schools, colleges or universities whenever the subjects of study in such classes are directly related to the type or kind of work performed by such employee under his or her employment with the Harbor Department, and the Executive Director has determined that the conduct of said classes will directly promote or improve the efficiency of the Harbor Department by reason of the attendance at such classes by employees or prospective employees of the Harbor Department. The duties so authorized shall be in addition to duties regularly attached to his or her office or position. Every employee so authorized to instruct such classes during business hours may charge such fee for his or her services as may be prescribed by the Executive Director, and all fees so collected shall be paid into the City Treasury by such employee.

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

Sec. 22. The Executive Director may grant an extended leave of absence, not to exceed one year, for the purpose of health, or study, travel and research, to any employee of the Harbor Department. The application of such extended leave of absence shall state the time desired and shall have the written approval of the applicant's division head or designee. Any leave of absence granted under this Section shall be without compensation during such absence. The position held by the employee to whom the leave of absence is granted shall be filled for the term of the absence in the same manner as vacancies are filled.

Sec. 23. The Executive Director may grant a leave of absence without compensation to a person holding an office or position in the Harbor Department, said leave not to exceed thirty (30) days in duration. Only the Board may grant a leave of absence without compensation to the Executive Director.

Sec. 24. Officers and employees of the Harbor Department, pursuant to and in accordance with the provisions of this Resolution and the administrative rules, regulations and policies promulgated and issued by the Executive Director, may authorize deductions to be made from their salaries or wages for purposes authorized by the provisions of the California Government Code in Article 6 of Chapter I of Division 4 of Title 1 (commencing at Section 1150, et seq.) and in Articles I, 1.1, I.5, and 2 of Chapter 2 of Part 1 of Division 2 of Title 5 (commencing at Section 53200, et seq.), 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 legally binding contract between the City and said employee organization or association.

Sec. 25. The prior appointments of Harbor Department officers and employees to any of the respective positions of employment set forth in this Resolution who are qualified to hold and who hold such positions at the operative date of this Resolution, are hereby ratified and confirmed.

Sec. 26. Pursuant to the provisions of Section 53240 of the California Government Code, an officer or employee may receive the cost of replacing or repairing

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

property such as eyeglasses, hearing aids, dentures, watches, or articles of clothing necessarily worn or carried by the employee 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 replacement cost of such items may be paid. The replacement cost of such items shall be determined as of the time of loss or damage. In the event of such loss or damage, the officer or employee seeking recovery shall file a request for reimbursement in writing with the Executive Director and the request shall be processed in accordance with the applicable provisions of the Municipal Code and administrative directives of the Harbor Department.

Sec. 27. Officers and employees of the Harbor Department holding any of the following positions are hereby designated as being eligible to be granted (i) executive leave in accordance with the provisions of the City Council Personnel Ordinance, as amended and (ii) up to an additional eighty (80) hours each calendar year:

Assistant Chief Financial Officer
Assistant Director of Communications & Community Relations
Assistant Director of Environmental Planning
Assistant Director of Human Resources - Harbor
Assistant Director of Information Management
Assistant Director of Real Estate
Assistant Director of Security for Homeland Security
Assistant Executive Director
Assistant Executive Officer to the Board
Assistant Managing Director-Engineering
Chief Financial Officer
Deputy Executive Director
Director of Communications and Community Relations
Director of Construction Management
Director of Engineering Design

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

Director of Environmental Planning

Director of Government Affairs

Director of Human Resources & Special Services – Harbor

Director of Information Management

Director of Maintenance

Director of Master Planning

Director of Program Management

Director of Real Estate

Director of Risk Management

Director of Security

Director of Trade Relations

Director of Transportation Planning

Executive Director

Executive Secretary to the Board

Manager of Accounting

Manager of Air Quality Practices

Manager of Contract Administration

Manager of Emergency Management

Manager of Facilities Maintenance

Manager of Fleet Environmental Services

Manager of Infrastructure Maintenance

Manager of Safety & Business Continuity

Manager of Strategic Planning & Performance Management

Manager of Sustainable Practices

Managing Director

The granting of executive leave to the Executive Director shall be in the sole and exclusive discretion of the President of the Board and the granting of such leave to the remainder of such officers and employees shall be at the discretion of the

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

Executive Director.

Sec. 28. The Board, in its discretion, may authorize, as additional compensation, the payment of the actual moving expenses incurred by a person in accepting a position with the Harbor Department as approved by the Executive Director when the Board determines that such additional compensation is required as a further inducement to a prospective officer or employee to accept employment with the Harbor Department.

Sec. 29. Except for the offices and positions created and established by the City Charter, there are hereby created and established the offices and positions as set forth and listed in this Resolution 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 set forth in the Salary Schedules of this Resolution for the period commencing October 1, 2006, and continuing until superseded by a subsequent resolution of the Board which is approved by the City Council. The pay rates are indicated opposite each listed office and position by a Pay Rate Range number, together with the bargaining unit designation and such additional compensation, if any, as provided herein or by applicable ordinance.

Sec. 30

POSITIONS AND ASSIGNED

PAY RATE RANGE NUMBERS

Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
C01AN	Accountant I	490	06
T23AN	*Accountant I – NC	M47	06
C01BN	Accountant II	540	06
C01CN	Accountant III	590	06
C02AN	Accounting Clerk I	340	04

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

Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
C02BN	Accounting Clerk II	370	04
C02CN	Accounting Clerk III	400	04
C50NN	Accounting Technician	440	04
D80AN	Administrative Aide I	430	04
D80BN	Administrative Aide II	460	04
NA2CN	Administrative Aide III	520	04
EA8AN	Administrative Analyst I	570	06
	*Administrative Analyst – NC	M68	06
EA8BN	Administrative Analyst II	600	06
	*Administrative Analyst – NC	M78	06
EA8CN	Administrative Analyst III	630	06
T01N1	*Administrative Intern – NC	H28	99
T01N2	*Administrative Intern – NC	H30	99
T01N3	*Administrative Intern – NC	H32	99
T01N4	*Administrative Intern – NC	H34	99
T01N5	*Administrative Intern – NC	H36	99
T01N6	*Administrative Intern – NC	H38	99
T01N7	*Administrative Intern – NC	H39	99
T01N8	*Administrative Intern – NC	H40	99
T93N1	*Administrative Intern – NC	H41	99
E03AN	Asst. Admin. Analyst I	470	06
E03BN	Asst. Admin. Analyst II	530	20
NB4NN	*Assistant Chief Financial Officer	E00	88

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

Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
N02NN	Assistant Chief Harbor Engineer	764	20
	*Assistant Director of Communications & Community Relations	E00	88
	*Assistant Director of Environmental Planning	E00	88
	*Assistant Director of Human Resources - Harbor	E00	88
	*Assistant Director of Information Management	E00	88
	*Assistant Director of Real Estate	E00	88
	*Assistant Director of Security for Homeland Security	E00	88
N09NN	*Assistant Executive Director – Harbor	E00	88
	*Assistant Executive Officer to the Board	E00	88
	*Assistant Managing Director for Engineering (Chief Harbor Engineer)	E00	88
N67AN	*Assistant Marketing Manager I	470	06
N67BN	*Assistant Marketing Manager II	560	06
N67CN	*Assistant Marketing Manager III	630	06
F50AN	Assistant Planner I	510	06
T62AN	*Assistant Planner I – NC	M52	06
F50BN	Assistant Planner II	570	06
T62BN	*Assistant Planner I – NC	M52	06
F50BN	Assistant Planner II	570	06
T62BN	*Assistant Planner II – NC	M68	06
N03NN	Assistant Terminal Services Manager	580	03
NA3NN	*Assistant to Executive Director	E00	88
N42NN	*Assistant Traffic Manager	600	06

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

Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
I09NN	Building Maintenance Engineer	540	02
J10NN	Building Services Supervisor	430	01
DA8AN	Capital Projects Coordinator I	640	06
DA8BN	Capital Projects Coordinator II	660	06
DA8CN	Capital Projects Coordinator III	690	06
N68AN	Cargo Audit Clerk I	340	04
N68BN	Cargo Audit Clerk II	360	04
N69CN	Cargo Audit Clerk III	400	04
N69DN	Cargo Audit Clerk IV	440	04
I11NN	Carpenter	480	02
T43NN	*Carpenter – NC	M47	02
I12NN	Carpenter Supervisor	510	01
K08NN	Chief Construction Inspector	684	20
	*Chief Financial Officer	E00	88
N11NN	Chief Port Security Officer	680	07
K09NN	Chief Surveyor	694	20
N12NN	*Chief Wharfinger	670	03
K11NN	Civil Engineer	644	22
T55NN	*Civil Engineer – NC	N94	22
K12NN	Civil Engineering Assistant	514	22
W84NN	*Civil Engineering Assistant – NC	N57	22
K13NN	Civil Engineering Associate	594	22
T83NN	*Civil Engineering Associate – NC	N80	22

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

Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
D87AN	Clerk I	260	04
T44AN	*Clerk I – NC	M03	04
D87BN	Clerk II	290	04
T44BN	*Clerk II – NC	M07	04
D87CN	Clerk III	320	04
T33CN	*Clerk III – NC	M12	04
D74NN	Clerk Supervisor	440	03
D04AN	Clerk Typist I	320	04
T88AN	*Clerk Typist I – NC	M12	04
D04BN	Clerk Typist II	350	04
T88BN	*Clerk Typist II – NC	M17	04
D04CN	Clerk Typist III	380	04
T88CN	*Clerk Typist III – NC	M24	04
D04DN	Clerk Typist IV	410	04
D04EN	Clerk Typist V	440	04
K14AN	Construction Inspector I	534	22
W76AN	*Construction Inspector I – NC	N63	22
K14BN	Construction Inspector II	574	22
W76BN	*Construction Inspector II – NC	N72	22
	Construction Manager	644	20
N15NN	Construction Supervisor	540	01
NC2AN	Contract Administrator I	460	04
NC2BN	Contract Administrator II	520	04

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

Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
	Control Center Operator I	470	
	Control Center Operator II	500	
	Control Center Operator III	530	
	Control Center Operator IV	560	
N16AN	Deputy Chief Harbor Engineer I	724	20
N16BN	Deputy Chief Harbor Engineer II	757	20
	*Deputy Executive Director	E00	88
N92NN	*Director of Communications and Community Relations	E00	88
	*Director of Construction Management	E00	88
	*Director of Engineering Design	E00	88
	*Director of Environmental Planning	E00	88
NB7NN	*Director of Government Affairs	E00	88
N77BN	*Director of Human Resources & Special Services – Harbor	E00	88
NA4NN	*Director of Information Management	E00	88
N18NN	*Director of Maintenance	E00	88
	*Director of Master Planning	E00	88
	*Director of Program Management	E00	88
N61NN	*Director of Real Estate	E00	88
	*Director of Risk Management	E00	88
NA5NN	*Director of Security	E00	88
N22NN	*Director of Trade Relations	E00	88
	*Director of Transportation Planning	E00	88

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

Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
K89NN	Electrical Engineer	644	22
I14NN	Electrical Supervisor	550	01
I15NN	Electrician	500	02
T45NN	*Electrician – NC	M52	02
K22AN	Engineering Aide I	307	22
K22BN	Engineering Aide II	344	22
K22CN	Engineering Aide III	419	22
T46CN	*Engineering Aide III – NC	N33	22
K95AN	Engineering Technician I	464	22
W77AN	*Engineering Technician I – NC	N43	22
K95BN	Engineering Technician II	504	22
W77BN	*Engineering Technician II – NC	N53	22
NC3AN	Environmental Remediation Spec. I	644	22
NC3BN	Environmental Remediation Spec. II	694	22
N24AN	Environmental Specialist I	644	22
N24BN	Environmental Specialist II	694	22
N25NN	Environmental Specialist Asst.	514	22
W80AN	*Environmental Specialist Asst. – NC	N57	22
N26NN	Environmental Specialist Assoc.	594	22
W81NN	*Environmental Specialist Assoc. – NC	N80	22
I06AN	Equipment Mechanic I	480	02
T34BN	*Equipment Mechanic I – NC	M46	02
I06BN	Equipment Mechanic II	500	02

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

Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
T34BN	*Equipment Mechanic II – NC	M50	02
J18AB	Equipment Operator I	370	02
T35AN	*Equipment Operator I – NC	M21	02
J18BN	Equipment Operator II	410	02
T35BN	*Equipment Operator II – NC	M31	02
J18CN	Equipment Operator III	440	02
T35CN	*Equipment Operator III – NC	M37	02
N88NN	*Executive Director – Harbor	E00	88
N39NN	*Executive Secretary – Harbor	E00	88
N27NN	*Executive Secretary to the Board	E00	88
N71NN	Financial Reporting & Controls Officer	680	05
J23AN	Garage Services Attendant I	370	02
J23BN	Garage Service Attendant II	390	02
J23CN	Garage Service Attendant III	450	02
ND3NN	Garage Supervisor – Harbor	550	01
J24AN	Gardener I	360	02
W84AN	*Gardener I – NC	M20	02
J24BN	Gardener II	390	02
I23NN	General Maintenance Assistant	410	02
W85NN	*General Maintenance Assistant – NC	M31	02
EE1AN	Geographic Info Sys Analyst I	527	22
EE1BN	Geographic Info Sys Analyst II	564	22
EE1CN	Geographic Info Sys Analyst III	597	22

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

Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
EF1AN	Geographic Info Sys Tech I	460	04
EF1BN	Geographic Info Sys Tech II	500	04
N56NN	Graphic Artist	520	04
NC0NN	*Graphic Technician	440	04
N32AN	Harbor Maintenance Mechanic I	440	02
W86AN	*Harbor Maintenance Mechanic I – NC	M37	02
N32BN	Harbor Maintenance Mechanic II	470	02
W86BN	*Harbor Maintenance Mechanic II – NC	M46	02
N76AN	Harbor Maintenance Superintendent I	610	01
N76BN	Harbor Maintenance Superintendent II	640	01
N33NN	Harbor Maintenance Supervisor	520	01
I59NN	Locksmith	480	02
T26AN	*Maintenance Aide I – NC	M01	02
T26BN	*Maintenance Aide II – NC	M03	02
JA3AN	Maintenance Assistant I	290	03
T78AN	*Maintenance Assistant I – NC	M07	02
JA3BN	Maintenance Assistant II	330	02
T78BN	*Maintenance Assistant II – NC	M13	02
JA3CN	Maintenance Assistant III	360	02
T78CN	*Maintenance Assistant III – NC	M20	02
	Maintenance Planner I	540	02
	Maintenance Planner II	580	02
	*Manager of Accounting	E00	88

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

Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
	*Manager of Air Quality Practices	E00	88
	*Manager of Contract Administration	E00	88
	*Manager of Emergency Management	E00	88
	*Manager of Facilities Maintenance	E00	88
	*Manager of Fleet & Environmental Services	E00	88
	*Manager of Infrastructure Maintenance	E00	88
N62NN	*Manager of Leasing Sales	E00	88
N65NN	Manager of Rail Transportation Systems	724	20
	*Manager of Safety & Business Continuity	E00	88
	*Manager of Strategic Planning & Performance Management	E00	88
	*Manager of Sustainable Practices	E00	88
N80NN	*Managing Director	E00	88
NA8NN	Market Planning Assistant	470	06
N48NN	*Market Research Economist	660	05
N66NN	*Marketing Manager	680	05
W87NN	*Mechanic – Harbor – NC	480	02
K32NN	Mechanical Engineer	644	22
L21AN	Mechanical Supervisor I	530	01
L21BN	Mechanical Supervisor II	580	01
N41NN	Mechanical Systems Supervisor	530	01
J37NN	Motor Sweeper Operator	440	02
NB0AN	Office Automation Analyst I	530	06
NB0BN	Office Automation Analyst II	560	06

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

Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
NB0CN	Office Automation Analyst III	590	06
NB0DN	Office Automation Analyst IV	610	06
ND4AN	Office Systems Analyst I	650	06
ND4BN	Office Systems Analyst II	710	06
ND4CN	Office Systems Analyst III	750	06
I33AN	Painter I	440	02
T47AN	*Painter I – NC	M37	02
I33BN	Painter II	460	02
I35NN	Painter Supervisor	500	01
J42NN	Park Maintenance Supervisor	500	02
D65AN	Payroll/Personnel Assistant I	350	04
D65BN	Payroll/Personnel Assistant II	380	04
D65CN	Payroll/Personnel Assistant III	420	04
F53AN	Planner I	510	06
F53BN	Planner II	570	06
W96BN	*Planner II – NC	M88	06
F53CN	Planner III	620	06
W97NN	*Planner III – NC	M90	06
F53DN	Planner IV	650	06
F53EN	Planner V	680	06
EA2NN	Planning Aide	440	06
T61NN	*Planning Aide – NC	M36	06
I38NN	Plumber	500	02

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

Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
T39NN	*Plumber – NC	M52	02
I39NN	Plumber Supervisor	550	01
N94AN	*Port Communications Assistant I	370	04
N94BN	*Port Communications Assistant II	400	04
N94CN	*Port Communications Assistant III	430	04
N64NN	*Port Communications Officer	660	05
N93AN	*Port Communications Specialist I	470	06
N93BN	*Port Communications Specialist II	530	06
N93CN	*Port Communications Specialist III	560	06
N93DN	*Port Communications Specialist IV	580	06
N93EN	*Port Communications Specialist V	620	06
ND1AN	Port Financial Analyst I	640	06
ND1BN	Port Financial Analyst II	660	06
ND1CN	Port Financial Analyst III	710	06
N63AN	*Port Leasing Sales Officer I	470	06
N63BN	*Port Leasing Sales Officer II	530	06
N63CN	*Port Leasing Sales Officer III	560	06
N63DN	*Port Leasing Sales Officer IV	660	06
N63EN	*Port Leasing Sales Officer V	690	06
N55AN	Port Planner I	620	05
N55BN	Port Planner II	650	05
N55CN	Port Planner III	680	05
N55DN	Port Planner IV	710	05

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

Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
N64AN	Port Risk Assistant I	460	04
N64BN	Port Risk Assistant II	520	04
N81AN	Port Risk Manager I	610	05
N81BN	Port Risk Manager II	660	05
KO3NN	Principal Construction Inspector	624	20
	Program Scheduler	647	
	Project Estimator	647	
ND0AN	Records Center Supervisor I	430	03
ND0BN	Records Center Supervisor II	480	03
N95NN	*Secretary - Harbor	410	04
C32NN	Senior Accountant	630	05
K52NN	Senior Civil Engineer	694	20
NG0NN	Senior Electrical Engineer	694	20
K98AN	Senior Engineering Technician I	547	20
	*Senior Engineering Technician I – NC	547	22
K98BN	Senior Engineering Technician II	577	20
	*Senior Engineering Technician II – NC	577	22
J75NN	Senior Equipment Operator	490	01
N63NN	Senior Port Leasing Officer	700	05
NF0NN	Senior Program Manager	724	20
NA9NN	*Senior Secretary – Harbor	440	04
K65NN	Senior Structural Engineer	687	22
K66NN	Senior Surveyor	627	20

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

Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
K67NN	Senior Survey Technician	508	22
W94NN	*Senior Survey Technician – NC	N55	22
K68NN	Senior Traffic Engineer	694	20
F33AN	Special Services Officer I	361	08
T30AN	*Special Services Officer I – NC	M22	08
F33BN	Special Services Officer II	426	08
T30BN	*Special Services Officer II – NC	M35	08
	Special Services Officer III	440	08
F33DN	Special Services Officer IV	500	07
D37NN	Stock & Receiving Clerk	330	04
D38AN	Storekeeper I	380	04
D38BN	Storekeeper II	430	04
KA1NN	Structural Engineer	647	22
K99NN	Structural Engineering Associate	594	22
T22N4	*Student Worker – NC	H15	99
T22N5	*Student Worker – NC	H17	99
T22N6	*Student Worker – NC	H99	99
J64NN	Supervising Custodian	370	01
C35NN	Supervisor of Stores & Property	490	03
K73NN	Surveyor	554	22
W95NN	*Surveyor – NC	N67	22
K74NN	Survey Technician	467	22
W96NN	*Survey Technician – NC	N45	22

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

Occup. Code	Position	Pay Rate Range No.	Bargaining Unit
N43AN	Terminal Services Representative I	440	04
N43BN	Terminal Services Representative II	490	04
K76NN	Traffic Engineer	644	22
K78NN	Traffic Engineering Assistant	514	22
W98NN	*Traffic Engineering Assistant – NC	N57	22
K79NN	Traffic Engineering Associate	594	22
	*Traffic Engineering Associate – NC	N80	22
N36NN	*Traffic Manager	680	05
NC6AN	Transportation Planner I	620	06
NC6BN	Transportation Planner II	650	06
NC6CN	Transportation Planner III	680	06
	Transportation Planner IV	710	06
J68NN	Utilities Systems Operator	450	02
I50NN	Welder	490	02

*Unclassified Position

Key to Bargaining Unit Codes

01	Skilled and General Services	Supervisor
02	Skilled and General Services	Basic
03	Office and Tech Services	Supervisor
04	Office and Tech Services	Basic
05	Professional	Supervisor

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

06	Professional	Basic
07	Protection	Supervisor
08	Protection	Basic
20	Engineering	Supervisor
22	Engineering	Basic
88	Management	
99	Unrepresented	

Sec. 31. In addition to the compensation prescribed in this Resolution, if an employee classified in one of the positions set forth below is 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 or an hourly rate basis, as indicated herein. The amount of additional compensation set forth in the column designated "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 pay shall be paid only for 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.

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

Classification	Skill	Additional Compensation
Non-Management classification 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 and/or written bilingual skills	$0.70 per hour or $5.60 per diem
Non-Management classifications represented by the LB Association of Engineering Employees with a base hourly rate of $21.050 or lower	For regular and frequent use of certified oral and/or written bilingual skills	$0.60 per hour or $4.80 per diem
Civil Engineer Sr. Civil Engineer	When possessing a California Structural Engineer's License and assigned to perform Structural Engineering duties	$10.00 per diem
Classifications in Skilled and General Services	Required to work on ladders, mechanical devices, etc., placing employee at heights over 40 feet. Excludes Window Washers and Tree Trimmer	$4.00 per diem
Clerk Typist I, II and III	For regular and frequent use of certified shorthand skills	$0.30 per hour
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 ($0.75 per hour for one deputy inspector card, $1.00 per hour for two cards, $1.25 for three cards, up to a maximum of $1.50 for four cards	$0.75 per hour $1.00 per hour $1.25 per hour $1.50 per hour
Construction Inspector II	Performing as Lead Inspector on projects of directing annual contract work	$8.00 per diem

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

Classification	Skill	Additional Compensation
Electrician	When regularly assigned to and performing the duties as Cathodics Crew Leader	$0.604 per hour
Equipment Mechanic I-II	When regularly assigned to the maintenance and repair of Harbor Department Vehicles, and possessing a current ASE Certification as a Master Automotive and/or Master Medium/Heavy Truck Technician	$1.00 per hour for one certification $1.25 per hour for two certifications
Garage Service Attendant II	When regularly assigned to Maintenance Planner duties in the Maintenance Division	$5.364 per hour
Garage Supervisor	When regularly assigned to maintenance and repair of Harbor Department 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	$1.25 per hour for two certificates
Gardener I & II	When required to possess a Pesticide Applicator license and regularly assigned pesticide applicator duties	$0.554 per hour or $4.43 per diem
Gardener II & Park Maintenance Supervisor	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
Gardener II	When regularly assigned Systems Planner Duties in the Maintenance Division	$9.126 per hour
Harbor Maintenance Mechanic II	When regularly assigned Administrative Planner duties in Maintenance Division	$2.046 per hour
Maintenance Assistant I, II, & III	When assigned and performing locksmith duties	$1.42 per hour

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

Classification	Skill	Additional Compensation
Maintenance Assistant III	When regularly assigned to pesticide applicator duties	$0.554 per hour or $4.43 per diem
Maintenance Assistant III	When supervising all custodial activities in Port	$1.50 per hour
Mechanical Supervisor II	When assigned supervision of the Mechanical Section of the Maintenance Division	$3.357 per hour
Painter Supervisor	When assigned supervision of the Carpentry Section in addition to the Paint Shop Section of the Maintenance Division	$1.157 per hour
Senior Equipment Operator	When regularly assigned Administrative Planner duties in Maintenance Division	$2.759 per hour
Senior Equipment Operator, Equipment Operator, I-III, & Harbor Maintenance Mechanic I-II	When possessing certification for crane operation issued by an Accredited Certifying Entity per CCR Title 8 sec 5006.1	$0.560 per hour/per certificate
Special Services Officer III & IV	When certified and regularly assigned Visible Emissions Evaluation duties in the Security Division ($1.00 for one certification, $2.00 for two certifications)	$1.00 per hour $2.00 per hour
Special Services Officer III & IV	When certified and performing Visible Emissions Evaluation duties in the security Division ($8.00 for one certification $16.00 for two certifications)	$8.00 per diem $16.00 per diem
Special Services Officer III	When performing as shift supervisor	$7.20 per diem
Special Services Officer III	When performing as shift supervisor	$0.90 per hour
Special Services Officer III	When performing as supervisor of traffic officers	$5.20 per diem
Special Services Officer III	When performing as supervisor of traffic officers	$0.65 per hour

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

Classification	Skill	Additional Compensation
Special Services Officer III	When acting as field training officer	$6.85 per diem
Special Services Officer III	When acting as field training officer	$0.856 per hour
Special Services Officer IV	When regularly assigned as project manager for technical initiatives associated with homeland security grants	$3.50 per hour
Special Services Officer I, II, & III	Employees assigned to dispatch or CCTV	$10.00 per diem
Special Services Officer I, II, III, & IV	Assignment to Harbor Department Security	$1.50 per hour
Supervisor of Stores & Properties	When directing materials section of Maintenance Division	$1.00 per hour

Sec. 32.

32.1

SALARY SCHEDULE

EXECUTIVE SALARY RATES:

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.

Sec. 33. Except as otherwise expressly provided in this Resolution, the salaries and compensation fixed and prescribed herein for officers and employees of the Harbor Department shall take effect, as provided herein, as of December 15, 2007 provided that the City Council of the City of Long Beach has, by resolution duly adopted by said Council, approved the salaries and compensation fixed and prescribed herein.

Sec. 34. If the City Council, in its resolution approving the compensation

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

fixed herein, or in the City Salary Resolution, approves compensation (including skill pay) for offices or positions listed herein at a compensation or skill pay different than that indicated opposite the positions listed herein or approves classifications for offices or positions not listed herein, then the Board does hereby fix the compensation for said office or position at the compensation (including skill pay) so fixed by the City Council by resolution and the Board does hereby adopt the classification for offices and positions fixed by the City Council by resolution.

Sec. 35. Resolution No. HD-2331 of the Board of Harbor Commissioners of the City of Long Beach is hereby repealed; and the repeal of said resolution shall not repeal or in any way abrogate any rights of an officer or employee, such as, but not limited to, accrued time for step increases, overtime, and compensatory time.

Sec. 36. The Board of Harbor Commissioners of the City of Long Beach hereby finds and determines that this Harbor Department Salary Resolution will not have a significant adverse effect on the environment, and that this Harbor Department Salary Resolution is not subject to the provisions of the California Environmental Quality Act and that the requirements of the Guidelines are not applicable.

Sec. 37. This resolution shall take effect immediately upon its adoption by the Board of Harbor Commissioners, and the Secretary of the Board shall certify to the vote adopting this resolution and shall cause a certified copy of this resolution to be filed forthwith with the City Clerk. The City Clerk shall post the resolution in three conspicuous places in the City of Long Beach.

//

//

//

//

//

//

//

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

I hereby certify that the foregoing resolution was adopted by the Board of Harbor Commissioners of the City of Long Beach at its meeting of February 20, 2008 by the following vote:

Ayes: Commissioners: Sramek, Hankla, Topsy-Elvord, Walter Cordero

Noes: Commissioners: _____

Absent Commissioners: _____

Not Voting: Commissioners: _____

Doris Topsy-Elvord
Secretary

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

CMG:rjr 02/12/08 #A08-00542
L:\Apps\CtyLaw32\WPDocs\D012\P007\00121028.DOC

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LONG BEACH APPROVING AN AMENDMENT AND RESTATEMENT OF THE HARBOR DEPARTMENT SALARY RESOLUTION

WHEREAS, Section 503 of the Charter of the City of Long Beach provides that compensation of the employees of the Harbor Department shall be fixed by the Board of Harbor Commissioners by resolution, subject to the prior approval of the City Council by resolution; and

WHEREAS, the Board has presented to the City Council the Amendment and Restatement of the Harbor Department Salary Resolution for consideration and approval by said Council;

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

Section 1. Pursuant to the provisions of Section 503 of the Charter of the City of Long Beach, the Amended and Restatement of the Harbor Department Salary Resolution, a copy of which is on file with the City Clerk, is hereby approved.

Sec. 2. That the City Clerk is hereby authorized and directed to forward to said Board of Harbor Commissioners, without delay, a certified copy of this resolution.

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

//

//

//

//

//

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

I hereby certify that the foregoing Resolution was adopted by the City Council of the City of Long Beach at its meeting of _____, 2008 by the following vote:

Ayes: Councilmembers: _____

_____

_____

_____

Noes: Councilmembers: _____

_____

Absent Councilmembers: _____

_____

_____

City Clerk

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

CMG:rjr 02/26/08 #A08-00651
L:\Apps\CtyLaw32\WPDocs\D026\P006\00122314.DOC