RESOLUTION NO. WD-1244

A RESOLUTION AMENDING RESOLUTION NO. WD-1237, CREATING OFFICES AND POSITIONS IN THE PERMANENT SERVICE OF THE LONG BEACH WATER DEPARTMENT, FIXING THE AMOUNT OF COMPENSATION FOR SUCH OFFICES AND POSITIONS, AND RESCINDING ALL OTHER RESOLUTIONS OR ORDERS RELATING THERETO

WHEREAS, the Board of Water Commissioners of the City of Long Beach ("Board"), pursuant to Subsection (3) of Section 1403 of the Charter of the City of Long Beach, desires to create certain offices and positions in the permanent service of the Long Beach Water Department ("Water Department"), fix the amount of compensation therefore, and on the effective date of this resolution rescind all other resolutions or orders relating thereto;

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

Section 1. The Board hereby creates and establishes the offices and positions of employment listed herein at the compensation set forth herein and at the Salary Range designated therefore. Pay rates for all offices and positions shall take effect on and after the date and time set in the Salary Resolution of the City of Long Beach ("City Salary Resolution").

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TITLE	SALARY RANGE NUMBER
Accountant I	490
Accountant II	540
Accountant III	590
Accounting Clerk I	340
Accounting Clerk II	370
Accounting Clerk III	400
Accounting Officer	EOO
Accounting Technician	440
Administrative Aide I	430
Administrative Aide II	460
Administrative Aide III	520
Administrative Analyst I	570
Administrative Analyst II	600
Administrative Analyst III	630
Administrative Officer	EOO
Administrative Projects Coordinator (T)	570
Assistant General Manager	EOO
Assistant to the General Manager	EOO
Body and Fender Mechanic - Painter I	480
Body and Fender Mechanic - Painter II	500
Civil Engineer	644
Civil Engineering Assistant	514
Civil Engineering Associate	594
Clerk Typist I	320
Clerk Typist II	350

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TITLE	SALARY RANGE NUMBER
Clerk Typist III	380
Construction Inspector I	534
Construction Inspector II	574
Contract Administrator I	460
Contract Administrator II	520
Customer Service Representative I	330
Customer Service Representative II	360
Customer Service Representative III	400
Deputy General Manager	EOO
Director of Engineering	EOO
Director of Governmental & Public Affairs	EOO
Director of Operations	EOO
Director of Planning and Water Conservation	EOO
Director of Water Resources	EOO
Division Engineer	EOO
Electrician	500
Engineering Technician I	464
Engineering Technician II	504
Equipment Mechanic I	480
Equipment Mechanic II	500
Equipment Operator I	370
Equipment Operator II	410
Equipment Operator III	440
Garage Service Attendant I	370
Garage Service Attendant II	390

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TITLE	SALARY RANGE NUMBER
Garage Service Attendant III	450
Garage Supervisor	550
Gardener I	360
Gardener II	390
General Manager	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
Laboratory Analyst I	490
Laboratory Analyst II	530
Laboratory Analyst III	590
Laboratory Analyst IV	TBD
Laboratory Assistant I	360
Laboratory Services Supervisor	EOO
Machinist	490
Maintenance Assistant I	290
Maintenance Assistant II	330
Maintenance Assistant III	360
Information Technology Officer	EOO
Manager, Administration	EOO
Manager, Business Development	EOO
Manager, Engineering	EOO
Manager, Finance	EOO

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TITLE	SALARY RANGE NUMBER
Manager, Government & Public Affairs	EOO
Manager, Planning	EOO
Manager, Security & Emergency Preparedness	EOO
Manager, Water Quality & Process	EOO
Manager, Water Resources	EOO
Network Administrator	EOO
Office Administrator	520
Painter I	440
Painter II	460
Painter Supervisor	500
Payroll/Personnel Assistant I	350
Payroll/Personnel Assistant II	380
Payroll/Personnel Assistant III	420
Plumber	500
Power Equipment Repair Mechanic I	430
Power Equipment Repair Mechanic II	460
Power Equipment Repair Mechanic III	500
Procurement & Warehouse Supervisor	EOO
Research Assistant – Water	BOO
Secretary	410
Secretary to the Board	EOO
Secretary to the General Manager	EOO
Senior Accountant	630
Senior Civil Engineer	694
Senior Engineering Technician I	547

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TITLE	SALARY RANGE NUMBER
Senior Equipment Operator	510
Senior Program Manager - Water	724
Senior Secretary	440
Senior Survey Technician (T)	508
Senior Surveyor (T)	627
Sewer Operations Superintendent	EOO
Special Projects Officer	EOO
Stock and Receiving Clerk	330
Storekeeper I	380
Storekeeper II	430
Support Services Superintendent	EOO
Telemetering Instrument Technician I	490
Telemetering Instrument Technician II	550
Telemetry Systems Superintendent	EOO
Water Communications Center Supervisor	580
Water Communications Dispatcher I	460
Water Communications Dispatcher II.	490
Water Conservation Specialist	660
Water Operations Superintendent	EOO
Water Quality Organic Chemist	680
Water Support Services Supervisor	590
Water Treatment Operator I	450
Water Treatment Operator II	500
Water Treatment Operator III	550
Water Treatment Operator IV	600

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TITLE	SALARY RANGE NUMBER
Water Treatment Superintendent	EOO
Water Treatment Supervisor I	640
Water Treatment Supervisor II	680
Water Utility Mechanic I	410
Water Utility Mechanic II	430
Water Utility Mechanic III	491
Water Utility Supervisor I	580
Water Utility Supervisor II	620
Welder	490

T= Terminal Position

Further, in accordance with Section 3(6) of the Civil Service Rules, the Board hereby creates and establishes the non-career (NC) positions of employment listed below at the compensation of each non-career position at the pay rates set forth in the Salary Schedules and identified by a Salary Range Number.

TITLE	SALARY RANGE NUMBER
N/C Accountant I	M47
N/C Accountant II	M62
N/C Accounting Clerk I	M15
N/C Accounting Clerk II	M21
N/C Accounting Clerk III	M28
N/C Administrative Intern	H28
N/C Carpenter	M47
N/C Civil Engineer	N94

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TITLE	SALARY RANGE NUMBER
N/C Clerk/Typist I	M12
N/C Clerk/Typist II	M17
N/C Clerk/Typist III	M24
N/C Customer Service Representative I	M13
N/C Customer Service Representative II	M20
N/C Electrician	M52
N/C Engineering Aide I	N09
N/C Engineering Aide II	N16
N/C Engineering Aide III	N33
N/C Engineering Technician I	N43
N/C Equipment Mechanic I	M46
N/C Equipment Mechanic II	M50
N/C Equipment Operator I	M21
N/C Equipment Operator II	M31
N/C Equipment Operator III	M37
N/C Garage Service Attendant I	M21
N/C Gardener I	M20
N/C Laboratory Analyst I	490
N/C Laboratory Analyst II	530
N/C Laboratory Analyst III	590
N/C Maintenance Assistant I	M07
N/C Maintenance Assistant II	M13
N/C Painter I	M37
N/C Plumber	M52
N/C Student Worker	H15, H17, H99
N/C Water Utility Mechanic I	M28

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

Sec. 3. The biweekly salary of any employee of the Water Department who is originally appointed to any office or position of employment created and established in this Resolution shall be at a Pay Rate Step of the Salary Range Number for such office or position in accordance with the City's step placement policy or as determined by the General Manager of the Water Department ("General Manager"). In those cases where offices or positions are designated by grade numbers, the biweekly salaries of such employees shall be computed based on one of the pay rates designated for the grade thereof. The General Manager may designate the initial Pay Rate Step or increment of any employee within the Salary Range for the employee's office or position. However, the Board may, by resolution, specifically designate that the pay rate of any employee is fixed at some other pay rate included within the Salary Schedule without limitation as to grade or numerical designation.

Sec. 4. After an employee has served an initial six-month period of employment in an office or position at a pay rate designated as Pay Rate Step 1 in the Salary Schedule, the salary of such employee shall thereafter be adjusted according to procedures established in the City Salary Resolution pertaining to pay rate step

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adjustments.

Sec. 5. As to those positions for which there is an "H" pay rate specified as well as the regular pay rate, the General Manager 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. If an employee is promoted from one position to another for which a higher pay rate is established, 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, then the General Manager 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, if an employee is transferred as prescribed by the Civil Service Rules and Regulations for the City of Long Beach ("Civil Service Rules") for other than disciplinary reasons from one position to another position for which a lower pay rate is established, then the General Manager 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 Water Department who has been reinstated to his/her former position pursuant to the provisions of Section 52 of the Civil Service Rules shall be considered as having been in the continuous service of the Water Department during the period said employee shall have served in the Armed Forces.

Sec. 7. A. The provisions of this Resolution relating to assignment of employees to Pay Rate Steps and to pay step advancement shall not apply to employees in offices or positions which have been assigned to Salary Range Number EOO or BOO. The level of compensation of employees in such offices or positions shall be determined on a merit basis, and said employees shall be initially placed by the General Manager at a level of compensation within Salary Range Number EOO or BOO which has been

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designated by this Resolution for said employee's office or position. After the employee has been initially placed at a level of compensation within the Salary Range Number EOO or BOO, the General Manager shall have the sole and exclusive discretion to increase or decrease the employee's level of compensation within Salary Range Number EOO or BOO for the employee's office or position which the General Manager 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 seven percent during any fiscal year without approval of the Board of Water Commissioners. Evaluation shall be no more than once in any six-month period."

B. In addition to and apart from any merit increase provided in subsection "A" above, each employee assigned to the Salary Range Number EOO shall be eligible to participate in and receive Individual Performance Incentive Compensation, the purpose of which is to compensate management employees for distinguished and outstanding performance for the periods for which Individual 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 General Manager shall develop and establish a written and approved performance plan for the 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 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 employee in an amount not to exceed $3,500.00 per fiscal year based upon the evaluation and determination by the General Manager of the employee's performance under the previously approved performance plan.

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C. Employees with the Salary Range Number EOO are eligible to be granted executive leave by the General Manager, 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 City Personnel Ordinance, the General Manager may grant up to five additional days of executive leave per calendar year for management employees.

Sec. 8. A. All salaries and wages 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 City Council of the City of Long Beach ("City Council").

B. The compensation for all Water Department employees shall be as prescribed and expressed herein on a per-hour rate basis. The amount of the biweekly installment 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.

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

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

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Sec. 10. 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 position 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. 11. 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 Service Rules shall be compensated at the pay rate fixed by the City Salary Resolution and the Salary Schedule 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 recovery from a medical condition that has been certified by the City Health Officer, pursuant to Section 63(5) of the Civil Service Rules, shall be compensated at the pay rate fixed by the City Salary Resolution and the Salary Schedule 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, which temporary assignment results in a lower hourly pay rate, may be Y-rated

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(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.

D. The Y-rate shall apply to employees in the positions designated by the General Manager and 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. 12. A. In addition to the number of offices and positions created herein in the various offices, departments, bureaus, and divisions of the Water Department, there are hereby created and established an additional number of each of said offices and positions equal to the number herein specifically created, and the Salary Range Numbers and Salary Schedules for such additional positions shall be the same as the Salary Range Numbers and Salary Schedules for the positions of the same title which are created and established herein.

B. There are hereby created and established in the Water Department the following three (3) bureaus which shall be responsible to the General Manager, Assistant General Manager and Deputy General Managers: (I) Business, (ii) Operations, and (iii) Engineering. Each of the bureaus shall be respectively under the immediate supervision and control of the head of that bureau. In addition, the General Manager may appoint positions including but not limited to Assistant to the General Manager; Special Projects Officer; Director of Government & Public Affairs; Director of Planning and Water Conservation; Director of Water Resources and may appoint the following positions under each bureau:

(i) Business: Manager, Finance; Manager, Administration; Information Technology Officer; (ii) Operations: Laboratory Services Supervisor; Manager, Security and Emergency Preparedness; Procurement and Warehouse Supervisor; Sewer Operations Superintendent; Support Services Superintendent; Telemetry Systems Superintendent; Water Operations Superintendent; Water Treatment Superintendent; and (iii) Engineering: Division Engineer.

Sec. 13. In accordance with City Charter Section 1403(3), the Board's plan

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of succession is modified whereby the Deputy General Manager - Operations shall perform the duties of the General Manager in the temporary absence of the General Manager, and the Deputy General Manager - Business will perform the duties of the General Manager in the temporary absence of both the Deputy General Manager - Operations and the General Manager, and whereby the Board will appoint a Manager as Acting General Manager in the temporary absence of the General Manager, the Deputy General Manager - Operations and the Deputy General Manager - Business. In the case of such absence and during the time that the employee is performing the duties of General Manager, the employee shall not be entitled to receive the compensation of the General Manager.

However, if there is a permanent vacancy in the position of Deputy General Manager - Operations, Deputy General Manager - Business, bureau head, or division head due to any reason such as retirement, resignation, or termination, then the General Manager may assign an employee to perform as Acting Deputy General Manager, acting bureau head, or acting division head. During the time that the employee has been so assigned by the General Manager, then the employee shall be entitled to receive the compensation established in this Resolution or in the City Salary Resolution for the office or position to which that employee is assigned. If there is a permanent vacancy in the position of General Manager, then the Board may assign an employee to perform as Acting General Manager and that employee shall be entitled to receive the compensation established in this Resolution for the position of General Manager.

Sec. 14. When an employee classified in one of the following positions 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, 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 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

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an employee is not regularly assigned to perform said occupational skill on a daily basis, then the additional compensation shall be paid at a per diem rate, and said per diem skill pay shall be paid only for each work day that the employee actually performs said occupational skill, and the employee is not entitled to receive and shall not be paid per diem skill pay for any date that the 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 skills, as determined by the General Manager or Deputy General Manager shall be effective on and after June 26, 2008 or on and after the operative date in the City Salary Resolution, whichever is later.

Position	Skill	Additional Compensation
(a) Body and Fender Mechanic-Painter I or II	When possessing a National Institute for Automotive Excellence/American College Testing (ASE) Collision Repair and Refinish Technician Certificate of Completion with one series certif.; with two series certif.; with three series certif.; Master Collision Repair and Refinish Technician certification	 $0.20/hr $0.35/hr $0.45/hr $0.60/hr
(b) Clerk Typist I, II and III	For regular and frequent use of certified shorthand skills	$0.30/hr
(c) Construction Inspector I and II; Customer Service Representative I, II and III; Water Communications Center Supervisor; Water Communications Dispatcher	When possessing a Grade 2 Department of Health Services Distribution Operator Certificate When possessing a Grade	$0.20/hr

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I and II	3 Department of Health Services Distribution Operator Certificate;	$0.35/hr
	When possessing a Grade 4 Department of Health Services Distribution Operator Certificate;	$0.45/hr
	When possessing a Grade 5 Department of Health Services Distribution Operator Certificate;	$0.60/hr
(d) Engineering Technician I and II	When performing plan check duties at the Development Services Counter;	$6.40 per diem
(e) Equipment Mechanic I, Equipment Mechanic II; Fleet Services Supervisor; Garage Supervisor	When maintenance responsibilities simultaneously include automobiles, medium/heavy trucks and construction equipment, and possessing a National Institute for Automotive Service Excellence/American College Testing (ASE) Automobile Technician Certificate of Completion with one series certif.;	$0.20/hr
	with three series certif.;	$0.35/hr
	with six series certif.;	$0.45/hr
	Master Automobile Technician certification and/or Medium/Heavy Truck Technician with one series certification;	$0.20/hr
	with two engine series certifications;	$0.35/hr
	with two additional certifications;	$0.45/hr
	With Master Medium/Heavy Truck Technician certif.;	$0.60/hr

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	and/or Light Vehicle Compressed Natural Gas Technician with one series certification	$ 0.20/hr
(f) Equipment Mechanic I and II	When regularly assigned and/or performing maintenance repair of power chain saws, blowers, lawn mowers, edgers, generators, and similar equipment within the Water Department	$0.70/hr
(g) Garage Service Attendant II	When driving a vehicle requiring a Class A license	$8.00 per diem
(h) Gardener I and II; Maintenance Assistant II; Equipment Operator; and Park Crew Supervisor	When required to possess a Pesticide Applicator's license and regularly assigned pesticide applicator duties	$0.544 per hour or $4.43 per diem
(I) Gardener II	When regularly assigned Planner duties in Maintenance Division	$4.579 per hour
(j) Machinist	When regularly assigned and performing specialized Water Department Machine Shop Operations	$0.523 per hour
(k) Non-management classifications in the current Salary Resolution with a base hourly rate equal to or less than the top step of Salary Range 560	For regular and frequent use of certified oral and/or written bilingual skills	$0.70 per hour
(l) Plumber	When regularly assigned and performing duties as irrigation systems plumbing specialist	$0.647 per hour
(m) Senior Equipment Operator; Water Utility Supervisor I and II; and Water Utility Mechanic I, II and III; Water Treatment Operator I, II, III, and IV; Construction Inspector I, II; Customer Service Representative I, II and III; and Water Treatment	When possessing a Grade I California Water Environment Association Collection System Maintenance ("CWEACSM") Certificate; When possessing a Grade II CWEACSM Certificate;	$0.20/hr $0.35/hr

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Supervisor I and II	When possessing a Grade III CWEACSM Certificate; When possessing a Grade IV CWEACSM Certificate	$0.45/hr $0.60/hr
(n) Senior Equipment Operator; Water Utility Mechanic I and II; Water Treatment Operator I, II, III and IV	When possessing a Grade 2 Department of Health Services Distribution Operator Certificate; When possessing a Grade 3 Department of Health Services Distribution Operator Certificate; When possessing a Grade 4 Department of Health Services Distribution Operator Certificate; When possessing a Grade 5 Department of Health Services Distribution Operator Certificate;	$2.00/hr $2.25/hr $2.50/hr $2.75/hr
(o) Water Utility Supervisor I, II; Water Utility Mechanic I, II, III; Senior Equipment Operator; Electrician; Laboratory Analyst I, II and III; Laboratory Assistant I, II and III	When possessing a Grade I Department of Health Services Water Treatment Certificate; When possessing a Grade II Department of Health Services Water Treatment Certificate;	$0.20 per hour $0.35 per hour
(p) Water Treatment Operator I & II	Certification from the SDHS as a Water Treatment Operator, Grade 3 or higher	$0.45 per hour
(q) Water Treatment Operator I, II and III	Certification from the SDHS as a Water Treatment Operator, Grade 4	$0.60 per hour
(r) Water Treatment Operator IV; Water Treatment Supervisor I and II	Certification from the SDHS as a Water Treatment Operator, Grade 5	$0.75 per hour
(s) Water Utility Mechanic I, II, III	When possessing a Los Angeles County Department of Health Cross Connection tester Certificate	$0.45 per hour
(t) Water Utility Mechanic I, II, III	When operating sanitary sewer main line closed	$4.00 per diem

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	circuit television video inspection equipment;	
	When supervising operation of sanitary sewer lateral closed circuit television video inspection equipment;	$4.00 per diem
	When supervising or training subordinates in repair, testing and exchange of large water meters (minimum three inch diameter);	$4.00 per diem
	When singularly assigned to off hours water/sewer emergency first response, with authority to shut off water service and/or call out emergency standby personnel;	$4.00 per diem
	When exercising large water distribution control valves (over 12-inch diameter);	$4.00 per diem
(u) Water Utility Supervisor I, II	When possessing a University of Southern California Foundation for Cross Connection Control and Hydraulic Research certificate as a Specialist in Cross Connection Control, or equivalent	$0.60/hr
(v) Water Treatment Supervisor I and II	When possessing a Grade 2 Department of Health Services Distribution Operator Certificate;	$1.45/hr
	When possessing a Grade 3 Department of Health Services Distribution Operator Certificate;	$1.70/hr
	When possessing a Grade 4 Department of Health Services Distribution	$1.95/hr

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	Operator Certificate; When possessing a Grade 5 Department of Health Services Distribution Operator Certificate	$2.20/hr
(w) Welder	When regularly performing specialized Water Department welding requiring a City of Los Angeles Certificate and Structural Steel License	$0.70/hr
(x) Water Treatment Operator I	Certification from the SDHS as a Water Treatment Operator, Grade 2 or higher	$0.35/hr
(y) Senior Equipment Operator, Water Treatment Operator I, II, III and IV, Water Treatment Supervisor I and Water Utility Supervisor I	When possessing certification for crane operation issued by an Accredited Certifying Entity per CCR Title 8 sec 5006.1	$0.56/hr per certificate
(z) Water Utility Supervisor I, II	When possessing a Grade 3 Department of Health Services Distribution Operator Certificate; When possessing a Grade 4 Department of Health Services Distribution Operator Certificate; When possessing a Grade 5 Department of Health Services Distribution Operator Certificate;	$0.25/hr $0.50/hr $0.75/hr
(aa) Water Utility Mechanic III	When possessing a Grade 3 Department of Health Services Distribution Operator Certificate; When possessing a Grade 4 Department of Health Services Distribution Operator Certificate; When possession a Grade 5 Department of Health Services Distribution Operator Certificate	$0.25/hr $0.50/hr $0.75/hr

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* If any Certificate was issued to an employee before January 1, 1990, that employee must obtain re-certification before September 30, 1996 and every five years thereafter (or more frequently if required by the organization issuing the certificate) or shall no longer receive skill pay. If any Certificate was issued to an employee on or after January 1, 1990, that employee must obtain re-certification within five years after the date of issuance of the Certificate (or more frequently required by the organization issuing the Certificate).

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

B. Any employee in the classification of Water Utility Mechanic II or III who shall be required to and shall work overtime (as such term is defined in the City Personnel Ordinance) or on a regular day off, or on a legal holiday, for which time such employee would be entitled to but does not receive time off in performing the duties of Water Utility Supervisor I shall be entitled to and shall receive the same compensation as said Water Utility Supervisor I would have received when so working overtime.

Sec. 16. In addition to other compensation described herein, a night shift differential equal in amount to any night shift differential established in the City Salary Resolution shall be paid to any permanent full-time employee in the Long Beach City Employees Service Lodge 1930, District Lodge 947, International Association of Machinists and Aerospace Workers, AFL-CIO ("CESL") or the Long Beach Association of Engineering Employees ("Association") whose regular schedule requires the employee to work between the hours of 6:00 p.m. and 6:00 a.m., provided that (I) the employee works one-half (½) or more of his/her regularly scheduled shift between the hours of 6:00 p.m. and 6:00 a.m., and such employee shall be eligible to be paid the additional rate

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established by this Section for each hour worked during the entire shift; or (ii) 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 (8) or more 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 established by this Section only for each hour actually worked between the hours of 6:00 p.m. and 6:00 a.m.

Sec. 17. Each employee represented by the CESL or the Association in a classification or grade level below the level of division head, who is required in a calendar year to perform the duties in a different classification or grade level with a higher Salary Range than the employee's current classification or grade level, shall be paid an amount per hour equal to that established in the City Salary Resolution as additional compensation for each hour that the employee performs the duties. 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. Each employee who qualifies for the benefits provided by this Section shall apply for said benefits within thirty (30) calendar days after the date that the employee meets the criteria set forth herein. The employee receiving higher classification pay will be required to record the title of the vacant higher classification or grade, and in the case of a temporary vacancy, the name of the employee who holds the higher classification position, and the reason for the temporary higher classification assignment. This documentation of the higher classification assignment information on the employee's time card is required for auditing purposes.

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

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(a) Actual cost of transportation per month for public transportation; or

(b) For use of a privately-owned vehicle used for Water Department business:

(i) Effective March 4, 2006, $0.385 per mile for all authorized mileage actually driven by the employee on Water Department business each month; or

(ii) A flat monthly allowance in such sum as may be determined by the General Manager, not to exceed the sum established in the City Salary Resolution. 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 Water Department business; or

(iii) A flat rate per month plus an allowance per mile for all authorized mileage actually driven by the employee on Water Department business, which flat rate and "per mile" allowance shall be equal to those established in the City Salary Resolution.

In each instance that an employee uses a privately-owned vehicle, the employee shall procure and maintain 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 General Manager at all times while said privately-owned vehicle is used for Water Department business.

Sec. 19. Pursuant to this Resolution and the rules, regulations and policies promulgated by the Board, employees may authorize deductions to be made from 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 an employee organization or association shall be only as provided by a valid existing contract between the City and said employee organization or association.

Sec. 20. Pursuant to this Resolution, the Administrative Regulations or the

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City's Financial Policies and Procedures issued by the City Manager, employees may be awarded additional compensation for suggestions made that result in measurable monetary savings to the Water Department. Such awards shall not exceed ten percent (10%) of the anticipated first year savings after adoption of the suggestion provided, however, that the maximum award shall not exceed $5,000.00.

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

Sec. 22. Except as otherwise provided in this Resolution and any other applicable federal or State laws, rules and regulations, it is the intent of the Board, by the adoption of this Resolution, to prescribe the compensation of employees of the Water Department, including the implementation of such adjustments in compensation for the employees in each office or position of employment with the Water Department 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 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. 23. A. Each employee that qualifies under subsection "B" below shall

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be compensated at the rate established in the City Salary Resolution for each full hour of standby duty as defined in the Memorandum of Understanding between the City of Long Beach and the CESL or the Association.

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

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

Sec. 25. A. Employees 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, and who also participate at least twelve days per month in the Trip Reduction Incentive Program shall also be eligible for monthly awards drawings.

B. Employees who are eligible and who commute to work by any means

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other than a motorized vehicle (e.g. bicycle, walk, jog) and who also participate at least eight (8) days per month shall also be eligible for quarterly awards drawings.

Sec. 26. In addition to other compensation described herein, there shall be presented to each employee upon completion of ten years' service, fifteen years' service, twenty years' service, twenty-five years' service, thirty years' service, thirty-five years' service, forty years' service, and upon retirement a suitable service award. The Board shall also sponsor an annual luncheon honoring those employees who have completed twenty years' service and who have received state, national and other awards.

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

Sec. 28. Employees working in areas where hazards that may cause foot injuries exist shall wear safety footwear approved by the Water Department that meets or exceeds the American National Standard for Safety - Toe Footwear, Class 75, ANSI A41.1-1967.

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

a. Initial purchase of safety footwear;

b. Resole or repair for safety footwear based on an assessment of "fair wear and tear" by the Supervisor and Division Manager; or

c. Additional safety footwear purchased, when warranted, based on an assessment of "fair wear and tear" by the Supervisor and Division Manager.

Sec. 29. The Board may sponsor an annual Board/Staff Dinner for selected employees to review achievements of the previous year and capital projects planned for the next five years.

Sec. 30. The Board may sponsor other benefits, luncheons, dinners, and

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the like for special awards, strategic planning sessions, outstanding achievements, Metropolitan Water District of Southern California directors and managers, water and sewer related professional organizations, and the like.

Sec. 31. This Resolution shall be known as the "Water Department Salary Resolution" and may be so cited and referred to as such.

Sec. 32. All other resolutions and orders pertaining to the matters set forth herein are hereby rescinded.

Sec. 33. If the City Council, in its resolution approving the compensation 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 or approves compensation arising from various Memoranda of Understanding with the City's bargaining units, 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. 34. The Secretary of the Board of Water Commissioners shall certify to the passage of this Resolution, and it shall be deemed operative on July 8, 2008 or on the date on which this Resolution is approved by the City Council, whichever occurs later.

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I hereby certify that the foregoing Resolution was adopted by the Board of Water Commissioners of the City of Long Beach at its meeting held on June 26, 2008, by the following vote:

Ayes:	Commissioners:	ALLEN; BLANCO; CLARKE; TOWNSEND
Noes:	Commissioners:	NONE
Absent:	Commissioners:	CONLEY

Secretary

CERTIFIED AS A TRUE AND CORRECT COPY
SECRETARY TO THE BOARD OF WATER COMMISSIONERS
CITY OF LONG BEACH, CALIFORNIA
BY: [illegible]
DATE: 6/26/2008

JCP:abc A08-01795 (6/20/08)
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RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LONG BEACH APPROVING THE COMPENSATION FIXED BY THE BOARD OF WATER COMMISSIONERS OF THE CITY FOR OFFICERS AND EMPLOYEES IN THE WATER DEPARTMENT

WHEREAS, the Board of Water Commissioners of the City of Long Beach adopted Resolution No. WD-1244 on June 26, 2008, and has presented to the City Council for its consideration and approval the compensation fixed in that Resolution by the Board for officers and employees in the Long Beach Water Department;

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

Section 1. That pursuant to the provisions of Subsection (3) of Section 1403 of the City Charter, the compensation fixed by the Board of Water Commissioners of the City of Long Beach for officers and employees of the Long Beach Water Department as contained in Resolution WD-1244 is hereby approved.

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

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

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JCP:abc A08-01795 (6/25/08)
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I hereby certify that the foregoing Resolution was adopted by the City Council of the City of Long Beach at its meeting on _____, 2008, by the following vote:

Ayes: Councilmembers: _____

_____

_____

_____

Noes: Councilmembers: _____

_____

Absent: Councilmembers: _____

_____

_____

City Clerk

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