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

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LONG BEACH CONFIRMING, READOPTING AND AMENDING PREVIOUSLY ADOPTED PROVISIONS, CREATING AND ESTABLISHING POSITIONS OF EMPLOYMENT, AND FIXING AND PRESCRIBING THE COMPENSATION FOR THE OFFICERS AND EMPLOYEES OF THE CITY OF LONG BEACH; AND RESCINDING RESOLUTION NO. RES-07-0171 OF THE CITY COUNCIL RELATING THERETO

WHEREAS, in accordance with the provisions of the City Charter, the City Council, in Resolution No. RES-07-0171, has created and established positions of employment and fixed and prescribed the salaries and compensation of the officers and employees of the City, commencing December 11, 2007; and

WHEREAS, it is now the desire of the City Council to confirm, readopt and amend the provisions of Resolution No. RES-07-0171, as amended, and to incorporate the confirmed, readopted and amended provisions into this resolution;

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

Section 1. Every person who has been or who hereafter may be duly appointed to an office or position of employment indicated herein, and who is qualified to hold and does hold such office or position from and after the date or dates that the pay rates and compensation prescribed herein shall become effective as hereinafter provided, or from the date of employment, whichever occurs later, shall receive as full compensation for his/her services, a biweekly salary based on one of the pay rates set forth in the Salary Schedules specified herein for his/her office or position, together with

such additional compensation, if any, as provided herein or by applicable ordinance. The method and manner of determination of the pay rate at which the compensation of each officer or employee (hereinafter collectively referred to as "employee" or "employees") shall be fixed as hereinafter provided. Except as otherwise specifically designated, the applicable pay rate indicated in the Salary Schedule in Section 2 hereof is intended to be and shall be the basis for determining each employee's biweekly salary.

Section 2. Pay rates for all offices and positions hereinafter referred to in Section 15 are set forth in Salary Schedules I and IA as set forth in this Section. The pay rates set forth in Salary Schedules I shall be operative on and after 12:01 a.m. of July 12, 2008. The pay rate set forth in Salary Schedule IA shall be operative on and after 12:01 a.m. of July 12, 2008.

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SALARY SCHEDULE I - EFFECTIVE APRIL 1, 2008
HOURLY / BIWEEKLY
EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
M01	9.800	10.291	10.891	11.440	11.977	12.591	13.225
	784.00	823.28	871.28	915.20	958.16	1,007.28	1,058.00
	1,704.00	1,790.00	1,894.00	1,990.00	2,083.00	2,190.00	2,300.00
M03	10.547	11.075	11.718	12.284	12.888	13.513	14.215
	843.76	886.00	937.44	982.72	1,031.04	1,081.04	1,137.20
	1,834.00	1,926.00	2,038.00	2,137.00	2,242.00	2,350.00	2,472.00
M07	11.330	11.897	12.591	13.225	13.859	14.556	15.302
	906.40	951.76	1,007.28	1,058.00	1,108.72	1,164.48	1,224.16
	1,971.00	2,069.00	2,190.00	2,300.00	2,410.00	2,532.00	2,661.00
M08	11.597	12.177	12.888	13.513	14.215	14.926	15.677
	927.76	974.16	1,031.04	1,081.04	1,137.20	1,194.08	1,254.16
	2,017.00	2,118.00	2,242.00	2,350.00	2,472.00	2,596.00	2,727.00
M10	11.903	12.497	13.225	13.859	14.556	15.302	16.064
	952.24	999.76	1,058.00	1,108.72	1,164.48	1,224.16	1,285.12
	2,070.00	2,174.00	2,300.00	2,410.00	2,532.00	2,661.00	2,794.00
M12	12.160	12.769	13.513	14.215	14.926	15.677	16.470
	972.80	1,021.52	1,081.04	1,137.20	1,194.08	1,254.16	1,317.60
	2,115.00	2,221.00	2,350.00	2,472.00	2,596.00	2,727.00	2,865.00
M13	12.472	13.094	13.859	14.556	15.302	16.064	16.873
	997.76	1,047.52	1,108.72	1,164.48	1,224.16	1,285.12	1,349.84
	2,169.00	2,277.00	2,410.00	2,532.00	2,661.00	2,794.00	2,935.00
M15	12.792	13.430	14.215	14.926	15.677	16.470	17.299
	1,023.36	1,074.40	1,137.20	1,194.08	1,254.16	1,317.60	1,383.92
	2,225.00	2,336.00	2,472.00	2,596.00	2,727.00	2,865.00	3,009.00
M17	13.099	13.754	14.556	15.302	16.064	16.873	17.767
	1,047.92	1,100.32	1,164.48	1,224.16	1,285.12	1,349.84	1,421.36
	2,278.00	2,392.00	2,532.00	2,661.00	2,794.00	2,935.00	3,090.00
M18	13.358	14.025	14.840	15.595	16.389	17.210	18.114
	1,068.64	1,122.00	1,187.20	1,247.60	1,311.12	1,376.80	1,449.12
	2,323.00	2,439.00	2,581.00	2,712.00	2,851.00	2,993.00	3,151.00
M19	13.635	14.318	15.153	15.897	16.725	17.567	18.461
	1,090.80	1,145.44	1,212.24	1,271.76	1,338.00	1,405.36	1,476.88
	2,372.00	2,490.00	2,636.00	2,765.00	2,909.00	3,055.00	3,211.00
M20	13.431	14.105	14.926	15.677	16.470	17.299	18.331
	1,074.48	1,128.40	1,194.08	1,254.16	1,317.60	1,383.92	1,466.48
	2,336.00	2,453.00	2,596.00	2,727.00	2,865.00	3,009.00	3,188.00
M21	13.771	14.459	15.302	16.064	16.873	17.767	18.820
	1,101.68	1,156.72	1,224.16	1,285.12	1,349.84	1,421.36	1,505.60
	2,395.00	2,515.00	2,661.00	2,794.00	2,935.00	3,090.00	3,273.00
M22	13.691	14.377	15.211	15.984	16.799	17.641	18.567
	1,095.28	1,150.16	1,216.88	1,278.72	1,343.92	1,411.28	1,485.36
	2,381.00	2,501.00	2,646.00	2,780.00	2,922.00	3,068.00	3,229.00
M24	14.109	14.814	15.677	16.470	17.299	18.331	19.290
	1,128.72	1,185.12	1,254.16	1,317.60	1,383.92	1,466.48	1,543.20
	2,454.00	2,577.00	2,727.00	2,865.00	3,009.00	3,188.00	3,355.00
M26	14.455	15.178	16.064	16.873	17.767	18.820	19.729
	1,156.40	1,214.24	1,285.12	1,349.84	1,421.36	1,505.60	1,578.32
	2,514.00	2,640.00	2,794.00	2,935.00	3,090.00	3,273.00	3,431.00
M27	14.563	15.292	16.184	16.993	17.883	18.948	19.875
	1,165.04	1,223.36	1,294.72	1,359.44	1,430.64	1,515.84	1,590.00
	2,533.00	2,660.00	2,815.00	2,956.00	3,110.00	3,296.00	3,457.00
M28	14.822	15.563	16.470	17.299	18.331	19.290	20.246
	1,185.76	1,245.04	1,317.60	1,383.92	1,466.48	1,543.20	1,619.68
	2,578.00	2,707.00	2,865.00	3,009.00	3,188.00	3,355.00	3,521.00

SALARY SCHEDULE I - EFFECTIVE APRIL 1, 2008
HOURLY / BIWEEKLY
EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
M30	15.420	16.191	17.133	18.005	18.913	20.053	21.084
	1,233.60	1,295.28	1,370.64	1,440.40	1,513.04	1,604.24	1,686.72
	2,682.00	2,816.00	2,980.00	3,132.00	3,290.00	3,488.00	3,667.00
M31	15.184	15.943	16.873	17.767	18.820	19.729	20.748
	1,214.72	1,275.44	1,349.84	1,421.36	1,505.60	1,578.32	1,659.84
	2,641.00	2,773.00	2,935.00	3,090.00	3,273.00	3,431.00	3,609.00
M34	15.570	16.350	17.299	18.331	19.290	20.246	21.255
	1,245.60	1,308.00	1,383.92	1,466.48	1,543.20	1,619.68	1,700.40
	2,708.00	2,844.00	3,009.00	3,188.00	3,355.00	3,521.00	3,697.00
M35	15.805	16.596	17.562	18.455	19.385	20.554	21.612
	1,264.40	1,327.68	1,404.96	1,476.40	1,550.80	1,644.32	1,728.96
	2,749.00	2,887.00	3,055.00	3,210.00	3,372.00	3,575.00	3,759.00
M36	15.992	16.791	17.767	18.820	19.729	20.748	21.809
	1,279.36	1,343.28	1,421.36	1,505.60	1,578.32	1,659.84	1,744.72
	2,781.00	2,920.00	3,090.00	3,273.00	3,431.00	3,609.00	3,793.00
M37	16.499	17.324	18.331	19.290	20.246	21.255	22.339
	1,319.92	1,385.92	1,466.48	1,543.20	1,619.68	1,700.40	1,787.12
	2,870.00	3,013.00	3,188.00	3,355.00	3,521.00	3,697.00	3,885.00
M38	16.912	17.757	18.789	19.774	20.751	21.786	22.896
	1,352.96	1,420.56	1,503.12	1,581.92	1,660.08	1,742.88	1,831.68
	2,941.00	3,088.00	3,268.00	3,439.00	3,609.00	3,789.00	3,982.00
M42	17.362	18.230	19.290	20.246	21.255	22.339	23.515
	1,388.96	1,458.40	1,543.20	1,619.68	1,700.40	1,787.12	1,881.20
	3,020.00	3,171.00	3,355.00	3,521.00	3,697.00	3,885.00	4,090.00
M46	17.753	18.641	19.729	20.748	21.809	22.922	24.107
	1,420.24	1,491.28	1,578.32	1,659.84	1,744.72	1,833.76	1,928.56
	3,088.00	3,242.00	3,431.00	3,609.00	3,793.00	3,987.00	4,193.00
M47	18.222	19.134	20.246	21.255	22.339	23.515	24.725
	1,457.76	1,530.72	1,619.68	1,700.40	1,787.12	1,881.20	1,978.00
	3,169.00	3,328.00	3,521.00	3,697.00	3,885.00	4,090.00	4,300.00
M50	18.670	19.604	20.748	21.809	22.922	24.107	25.341
	1,493.60	1,568.32	1,659.84	1,744.72	1,833.76	1,928.56	2,027.28
	3,247.00	3,410.00	3,609.00	3,793.00	3,987.00	4,193.00	4,408.00
M52	19.129	20.087	21.255	22.339	23.515	24.725	26.009
	1,530.32	1,606.96	1,700.40	1,787.12	1,881.20	1,978.00	2,080.72
	3,327.00	3,494.00	3,697.00	3,885.00	4,090.00	4,300.00	4,524.00
M62	20.628	21.661	22.922	24.107	25.341	26.673	28.020
	1,650.24	1,732.88	1,833.76	1,928.56	2,027.28	2,133.84	2,241.60
	3,588.00	3,767.00	3,987.00	4,193.00	4,408.00	4,639.00	4,873.00
M63	21.146	22.204	23.478	24.711	25.974	27.339	28.721
	1,691.68	1,776.32	1,878.24	1,976.88	2,077.92	2,187.12	2,297.68
	3,678.00	3,862.00	4,083.00	4,298.00	4,518.00	4,755.00	4,995.00
M66	21.696	22.781	24.107	25.341	26.673	28.020	29.494
	1,735.68	1,822.48	1,928.56	2,027.28	2,133.84	2,241.60	2,359.52
	3,774.00	3,962.00	4,193.00	4,408.00	4,639.00	4,873.00	5,130.00
M68	22.252	23.367	24.725	26.009	27.338	28.735	30.243
	1,780.16	1,869.36	1,978.00	2,080.72	2,187.04	2,298.80	2,419.44
	3,870.00	4,064.00	4,300.00	4,524.00	4,755.00	4,998.00	5,260.00
M78	24.484	25.709	27.206	28.579	30.086	31.620	33.245
	1,958.72	2,056.72	2,176.48	2,286.32	2,406.88	2,529.60	2,659.60
	4,258.00	4,472.00	4,732.00	4,971.00	5,233.00	5,500.00	5,782.00
M88	25.860	27.155	28.735	30.243	31.786	33.444	35.195
	2,068.80	2,172.40	2,298.80	2,419.44	2,542.88	2,675.52	2,815.60
	4,498.00	4,723.00	4,998.00	5,260.00	5,528.00	5,817.00	6,121.00

SALARY SCHEDULE I - EFFECTIVE APRIL 1, 2008
HOURLY / BIWEEKLY
EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
M90	26.548	27.874	29.494	31.000	32.590	34.313	36.116
	2,123.84	2,229.92	2,359.52	2,480.00	2,607.20	2,745.04	2,889.28
	4,617.00	4,848.00	5,130.00	5,392.00	5,668.00	5,968.00	6,282.00
N09	11.592	12.172	12.880	13.505	14.206	14.914	15.668
	927.36	973.76	1,030.40	1,080.40	1,136.48	1,193.12	1,253.44
	2,016.00	2,117.00	2,240.00	2,349.00	2,471.00	2,594.00	2,725.00
N16	12.809	13.451	14.235	14.958	15.693	16.501	17.336
	1,024.72	1,076.08	1,138.80	1,196.64	1,255.44	1,320.08	1,386.88
	2,228.00	2,340.00	2,476.00	2,602.00	2,729.00	2,870.00	3,015.00
N23	13.636	14.318	15.151	15.902	16.698	17.586	18.630
	1,090.88	1,145.44	1,212.08	1,272.16	1,335.84	1,406.88	1,490.40
	2,372.00	2,490.00	2,635.00	2,766.00	2,904.00	3,059.00	3,240.00
N29	14.873	15.617	16.525	17.353	18.387	19.343	20.297
	1,189.84	1,249.36	1,322.00	1,388.24	1,470.96	1,547.44	1,623.76
	2,587.00	2,716.00	2,874.00	3,018.00	3,198.00	3,364.00	3,530.00
N33	14.672	15.407	16.302	17.187	18.136	19.083	20.106
	1,173.76	1,232.56	1,304.16	1,374.96	1,450.88	1,526.64	1,608.48
	2,552.00	2,680.00	2,835.00	2,989.00	3,154.00	3,319.00	3,497.00
N41	16.955	17.804	18.840	19.775	20.787	21.926	22.974
	1,356.40	1,424.32	1,507.20	1,582.00	1,662.96	1,754.08	1,837.92
	2,949.00	3,097.00	3,277.00	3,439.00	3,615.00	3,814.00	3,996.00
N43	17.392	18.262	19.324	20.268	21.298	22.388	23.546
	1,391.36	1,460.96	1,545.92	1,621.44	1,703.84	1,791.04	1,883.68
	3,025.00	3,176.00	3,361.00	3,525.00	3,704.00	3,894.00	4,095.00
N45	19.540	20.517	21.707	22.773	23.930	25.161	26.459
	1,563.20	1,641.36	1,736.56	1,821.84	1,914.40	2,012.88	2,116.72
	3,399.00	3,568.00	3,775.00	3,961.00	4,162.00	4,376.00	4,602.00
N51	18.706	19.643	20.787	21.846	22.974	24.156	25.372
	1,496.48	1,571.44	1,662.96	1,747.68	1,837.92	1,932.48	2,029.76
	3,254.00	3,416.00	3,615.00	3,800.00	3,996.00	4,201.00	4,413.00
N53	19.168	20.128	21.298	22.388	23.546	24.768	26.049
	1,533.44	1,610.24	1,703.84	1,791.04	1,883.68	1,981.44	2,083.92
	3,334.00	3,501.00	3,704.00	3,894.00	4,095.00	4,308.00	4,531.00
N54	20.515	21.539	22.792	23.958	25.194	26.504	27.875
	1,641.20	1,723.12	1,823.36	1,916.64	2,015.52	2,120.32	2,230.00
	3,568.00	3,746.00	3,964.00	4,167.00	4,382.00	4,610.00	4,848.00
N55	21.537	22.615	23.930	25.161	26.459	27.833	29.273
	1,722.96	1,809.20	1,914.40	2,012.88	2,116.72	2,226.64	2,341.84
	3,746.00	3,933.00	4,162.00	4,376.00	4,602.00	4,841.00	5,091.00
N57	20.639	21.670	22.930	24.115	25.353	26.633	28.038
	1,651.12	1,733.60	1,834.40	1,929.20	2,028.24	2,130.64	2,243.04
	3,590.00	3,769.00	3,988.00	4,194.00	4,410.00	4,632.00	4,877.00
N60	20.149	21.156	22.388	23.546	24.768	26.049	27.403
	1,611.92	1,692.48	1,791.04	1,883.68	1,981.44	2,083.92	2,192.24
	3,504.00	3,680.00	3,894.00	4,095.00	4,308.00	4,531.00	4,766.00
N61	20.619	21.649	22.908	24.092	25.328	26.657	28.004
	1,649.52	1,731.92	1,832.64	1,927.36	2,026.24	2,132.56	2,240.32
	3,586.00	3,765.00	3,984.00	4,190.00	4,405.00	4,636.00	4,871.00
N63	20.678	21.710	22.974	24.156	25.372	26.713	28.075
	1,654.24	1,736.80	1,837.92	1,932.48	2,029.76	2,137.04	2,246.00
	3,596.00	3,776.00	3,996.00	4,201.00	4,413.00	4,646.00	4,883.00
N65	22.675	23.808	25.194	26.504	27.875	29.320	30.795
	1,814.00	1,904.64	2,015.52	2,120.32	2,230.00	2,345.60	2,463.60
	3,944.00	4,141.00	4,382.00	4,610.00	4,848.00	5,100.00	5,356.00

SALARY SCHEDULE I - EFFECTIVE APRIL 1, 2008
HOURLY / BIWEEKLY
EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
N67	24.430	25.649	27.145	28.510	30.016	31.539	33.200
	1,954.40	2,051.92	2,171.60	2,280.80	2,401.28	2,523.12	2,656.00
	4,249.00	4,461.00	4,721.00	4,959.00	5,221.00	5,486.00	5,774.00
N69	22.240	23.352	24.711	25.996	27.321	28.719	30.225
	1,779.20	1,868.16	1,976.88	2,079.68	2,185.68	2,297.52	2,418.00
	3,868.00	4,062.00	4,298.00	4,521.00	4,752.00	4,995.00	5,257.00
N70	23.617	24.795	26.242	27.586	29.008	30.514	32.098
	1,889.36	1,983.60	2,099.36	2,206.88	2,320.64	2,441.12	2,567.84
	4,108.00	4,313.00	4,564.00	4,798.00	5,045.00	5,307.00	5,583.00
N72	22.837	23.977	25.372	26.713	28.075	29.551	31.047
	1,826.96	1,918.16	2,029.76	2,137.04	2,246.00	2,364.08	2,483.76
	3,972.00	4,170.00	4,413.00	4,646.00	4,883.00	5,140.00	5,400.00
N73	23.855	25.049	26.504	27.875	29.320	30.795	32.407
	1,908.40	2,003.92	2,120.32	2,230.00	2,345.60	2,463.60	2,592.56
	4,149.00	4,357.00	4,610.00	4,848.00	5,100.00	5,356.00	5,637.00
N77	23.444	24.617	26.049	27.403	28.782	30.294	31.837
	1,875.52	1,969.36	2,083.92	2,192.24	2,302.56	2,423.52	2,546.96
	4,078.00	4,282.00	4,531.00	4,766.00	5,006.00	5,269.00	5,537.00
N80	25.235	26.497	28.038	29.469	31.017	32.587	34.273
	2,018.80	2,119.76	2,243.04	2,357.52	2,481.36	2,606.96	2,741.84
	4,389.00	4,609.00	4,877.00	5,126.00	5,395.00	5,668.00	5,961.00
N81	24.591	25.821	27.321	28.719	30.225	31.768	33.424
	1,967.28	2,065.68	2,185.68	2,297.52	2,418.00	2,541.44	2,673.92
	4,277.00	4,491.00	4,752.00	4,995.00	5,257.00	5,525.00	5,813.00
N83	24.642	25.874	27.383	28.779	30.291	31.823	33.468
	1,971.36	2,069.92	2,190.64	2,302.32	2,423.28	2,545.84	2,677.44
	4,286.00	4,500.00	4,763.00	5,005.00	5,268.00	5,535.00	5,821.00
N84	24.683	25.919	27.428	28.831	30.330	31.855	33.539
	1,974.64	2,073.52	2,194.24	2,306.48	2,426.40	2,548.40	2,683.12
	4,293.00	4,508.00	4,771.00	5,015.00	5,275.00	5,540.00	5,833.00
N87	25.270	26.534	28.075	29.551	31.047	32.654	34.371
	2,021.60	2,122.72	2,246.00	2,364.08	2,483.76	2,612.32	2,749.68
	4,395.00	4,615.00	4,883.00	5,140.00	5,400.00	5,679.00	5,978.00
N89	25.927	27.223	28.806	30.310	31.850	33.506	35.257
	2,074.16	2,177.84	2,304.48	2,424.80	2,548.00	2,680.48	2,820.56
	4,509.00	4,735.00	5,010.00	5,272.00	5,540.00	5,828.00	6,132.00
N92	26.597	27.928	29.551	31.047	32.654	34.371	36.167
	2,127.76	2,234.24	2,364.08	2,483.76	2,612.32	2,749.68	2,893.36
	4,626.00	4,857.00	5,140.00	5,400.00	5,679.00	5,978.00	6,290.00
N94	28.616	30.049	31.798	33.416	35.170	37.009	38.946
	2,289.28	2,403.92	2,543.84	2,673.28	2,813.60	2,960.72	3,115.68
	4,977.00	5,226.00	5,531.00	5,812.00	6,117.00	6,437.00	6,774.00
N96	29.297	30.762	32.552	34.221	36.032	37.923	39.895
	2,343.76	2,460.96	2,604.16	2,737.68	2,882.56	3,033.84	3,191.60
	5,096.00	5,350.00	5,662.00	5,952.00	6,267.00	6,596.00	6,939.00
S01	14.585	16.206	17.011	18.037	18.932	19.886	
	1,166.80	1,296.48	1,360.88	1,442.96	1,514.56	1,590.88	
	2,537.00	2,819.00	2,959.00	3,137.00	3,293.00	3,459.00	
S02	23.496	24.715	25.992	27.330	28.794		
	1,879.68	1,977.20	2,079.36	2,186.40	2,303.52		
	4,087.00	4,299.00	4,521.00	4,753.00	5,008.00		
S03	23.729						
	1,898.32						
	4,127.00						

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RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
S04	25.131						
	2,010.48						
	4,371.00						
S05	27.924	29.478	31.072	32.780	34.577		
	2,233.92	2,358.24	2,485.76	2,622.40	2,766.16		
	4,857.00	5,127.00	5,404.00	5,701.00	6,014.00		
S06	26.364	27.835	29.344	30.950	32.648		
	2,109.12	2,226.80	2,347.52	2,476.00	2,611.84		
	4,585.00	4,841.00	5,104.00	5,383.00	5,678.00		
S07	28.395	29.890	31.391	33.005	34.713		
	2,271.60	2,391.20	2,511.28	2,640.40	2,777.04		
	4,939.00	5,199.00	5,460.00	5,741.00	6,038.00		
S08	31.304	33.016	34.810	36.644	38.605		
	2,504.32	2,641.28	2,784.80	2,931.52	3,088.40		
	5,445.00	5,742.00	6,054.00	6,373.00	6,715.00		
S09	32.715	34.333	36.060	37.840	39.748		
	2,617.20	2,746.64	2,884.80	3,027.20	3,179.84		
	5,690.00	5,971.00	6,272.00	6,581.00	6,913.00		
S10	38.891						
	3,111.28						
	6,764.00						
S11	31.988	33.764	35.690	37.660	39.786		
	2,559.04	2,701.12	2,855.20	3,012.80	3,182.88		
	5,564.00	5,873.00	6,208.00	6,550.00	6,920.00		
S12	35.490	37.356	39.398	41.509	45.164		
	2,839.20	2,988.48	3,151.84	3,320.72	3,613.12		
	6,173.00	6,497.00	6,852.00	7,220.00	7,855.00		
S13	36.279	38.134	40.126	42.168	44.362		
	2,902.32	3,050.72	3,210.08	3,373.44	3,548.96		
	6,310.00	6,633.00	6,979.00	7,334.00	7,716.00		
S14	38.944	41.171	43.432	45.859	48.406		
	3,115.52	3,293.68	3,474.56	3,668.72	3,872.48		
	6,773.00	7,161.00	7,554.00	7,976.00	8,419.00		
S15	42.090	44.407	46.775	49.287	51.946		
	3,367.20	3,552.56	3,742.00	3,942.96	4,155.68		
	7,321.00	7,724.00	8,136.00	8,572.00	9,035.00		
S16	45.519	48.025	50.584	53.354	56.199		
	3,641.52	3,842.00	4,046.72	4,268.32	4,495.92		
	7,917.00	8,353.00	8,798.00	9,280.00	9,775.00		
010	14.696	16.329	17.140	18.173	19.075	20.037	
	1,175.68	1,306.32	1,371.20	1,453.84	1,526.00	1,602.96	
	2,556.00	2,840.00	2,981.00	3,161.00	3,318.00	3,485.00	
030	24.201	25.456	26.772	28.150	29.658		
	1,936.08	2,036.48	2,141.76	2,252.00	2,372.64		
	4,209.00	4,428.00	4,656.00	4,896.00	5,158.00		
045	24.798						
	1,983.84						
	4,313.00						
046	25.131						
	2,010.48						
	4,371.00						
050	27.924	29.478	31.072	32.780	34.577		
	2,233.92	2,358.24	2,485.76	2,622.40	2,766.16		
	4,857.00	5,127.00	5,404.00	5,701.00	6,014.00		

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RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
055	27.553	29.025	30.533	32.140	33.837		
	2,204.24	2,322.00	2,442.64	2,571.20	2,706.96		
	4,792.00	5,048.00	5,311.00	5,590.00	5,885.00		
060	29.247	30.787	32.333	33.995	35.754		
	2,339.76	2,462.96	2,586.64	2,719.60	2,860.32		
	5,087.00	5,355.00	5,624.00	5,913.00	6,219.00		
070	31.304	33.016	34.810	36.644	38.605		
	2,504.32	2,641.28	2,784.80	2,931.52	3,088.40		
	5,445.00	5,742.00	6,054.00	6,373.00	6,715.00		
080	33.696	35.363	37.142	38.975	40.940		
	2,695.68	2,829.04	2,971.36	3,118.00	3,275.20		
	5,861.00	6,151.00	6,460.00	6,779.00	7,121.00		
100	38.891						
	3,111.28						
	6,764.00						
105	31.988	33.764	35.690	37.660	39.786		
	2,559.04	2,701.12	2,855.20	3,012.80	3,182.88		
	5,564.00	5,873.00	6,208.00	6,550.00	6,920.00		
110	35.490	37.356	39.398	41.509	45.164		
	2,839.20	2,988.48	3,151.84	3,320.72	3,613.12		
	6,173.00	6,497.00	6,852.00	7,220.00	7,855.00		
120	37.367	39.278	41.330	43.433	45.693		
	2,989.36	3,142.24	3,306.40	3,474.64	3,655.44		
	6,499.00	6,832.00	7,188.00	7,554.00	7,947.00		
155	38.944	41.171	43.432	45.859	48.406		
	3,115.52	3,293.68	3,474.56	3,668.72	3,872.48		
	6,773.00	7,161.00	7,554.00	7,976.00	8,419.00		
170	42.090	44.407	46.775	49.287	51.946		
	3,367.20	3,552.56	3,742.00	3,942.96	4,155.68		
	7,321.00	7,724.00	8,136.00	8,572.00	9,035.00		
180	47.355	49.968	52.622	55.504	58.457		
	3,788.40	3,997.44	4,209.76	4,440.32	4,676.56		
	8,236.00	8,691.00	9,152.00	9,654.00	10,167.00		
185	45.519	48.025	50.584	53.354	56.199		
	3,641.52	3,842.00	4,046.72	4,268.32	4,495.92		
	7,917.00	8,353.00	8,798.00	9,280.00	9,775.00		
230	10.194	10.707	11.328	11.903	12.459	13.097	13.758
	815.52	856.56	906.24	952.24	996.72	1,047.76	1,100.64
	1,773.00	1,862.00	1,970.00	2,070.00	2,167.00	2,278.00	2,393.00
250	10.711	11.246	11.903	12.459	13.097	13.758	14.418
	856.88	899.68	952.24	996.72	1,047.76	1,100.64	1,153.44
	1,863.00	1,956.00	2,070.00	2,167.00	2,278.00	2,393.00	2,508.00
260	10.972	11.520	12.189	12.779	13.407	14.057	14.787
	877.76	921.60	975.12	1,022.32	1,072.56	1,124.56	1,182.96
	1,908.00	2,004.00	2,120.00	2,223.00	2,332.00	2,445.00	2,572.00
270	11.212	11.774	12.459	13.097	13.758	14.418	15.144
	896.96	941.92	996.72	1,047.76	1,100.64	1,153.44	1,211.52
	1,950.00	2,048.00	2,167.00	2,278.00	2,393.00	2,508.00	2,634.00
272	11.235	11.794	12.484	13.130	13.793	14.446	15.170
	898.80	943.52	998.72	1,050.40	1,103.44	1,155.68	1,213.60
	1,954.00	2,051.00	2,171.00	2,284.00	2,399.00	2,513.00	2,638.00
280	11.504	12.076	12.780	13.429	14.086	14.780	15.530
	920.32	966.08	1,022.40	1,074.32	1,126.88	1,182.40	1,242.40
	2,001.00	2,100.00	2,223.00	2,336.00	2,450.00	2,571.00	2,701.00

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RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
290	11.788	12.378	13.097	13.758	14.418	15.144	15.917
	943.04	990.24	1,047.76	1,100.64	1,153.44	1,211.52	1,273.36
	2,050.00	2,153.00	2,278.00	2,393.00	2,508.00	2,634.00	2,768.00
307	13.046	13.700	14.497	15.199	15.990	16.788	17.635
	1,043.68	1,096.00	1,159.76	1,215.92	1,279.20	1,343.04	1,410.80
	2,269.00	2,383.00	2,521.00	2,644.00	2,781.00	2,920.00	3,067.00
310	12.383	13.002	13.758	14.418	15.144	15.917	16.713
	990.64	1,040.16	1,100.64	1,153.44	1,211.52	1,273.36	1,337.04
	2,154.00	2,261.00	2,393.00	2,508.00	2,634.00	2,768.00	2,907.00
316	12.863	13.506	14.289	14.978	15.724	16.533	17.374
	1,029.04	1,080.48	1,143.12	1,198.24	1,257.92	1,322.64	1,389.92
	2,237.00	2,349.00	2,485.00	2,605.00	2,735.00	2,876.00	3,022.00
320	12.652	13.283	14.057	14.787	15.527	16.309	17.133
	1,012.16	1,062.64	1,124.56	1,182.96	1,242.16	1,304.72	1,370.64
	2,201.00	2,310.00	2,445.00	2,572.00	2,701.00	2,837.00	2,980.00
330	12.975	13.624	14.418	15.144	15.917	16.713	17.551
	1,038.00	1,089.92	1,153.44	1,211.52	1,273.36	1,337.04	1,404.08
	2,257.00	2,370.00	2,508.00	2,634.00	2,768.00	2,907.00	3,053.00
336	13.483	14.158	14.978	15.724	16.533	17.374	18.253
	1,078.64	1,132.64	1,198.24	1,257.92	1,322.64	1,389.92	1,460.24
	2,345.00	2,462.00	2,605.00	2,735.00	2,876.00	3,022.00	3,175.00
340	13.307	13.972	14.787	15.527	16.309	17.133	17.996
	1,064.56	1,117.76	1,182.96	1,242.16	1,304.72	1,370.64	1,439.68
	2,314.00	2,430.00	2,572.00	2,701.00	2,837.00	2,980.00	3,130.00
344	14.416	15.138	16.022	16.835	17.663	18.573	19.510
	1,153.28	1,211.04	1,281.76	1,346.80	1,413.04	1,485.84	1,560.80
	2,507.00	2,633.00	2,787.00	2,928.00	3,072.00	3,230.00	3,393.00
350	13.627	14.309	15.144	15.917	16.713	17.551	18.484
	1,090.16	1,144.72	1,211.52	1,273.36	1,337.04	1,404.08	1,478.72
	2,370.00	2,489.00	2,634.00	2,768.00	2,907.00	3,053.00	3,215.00
352	13.895	14.592	15.437	16.226	17.052	17.904	18.843
	1,111.60	1,167.36	1,234.96	1,298.08	1,364.16	1,432.32	1,507.44
	2,417.00	2,538.00	2,685.00	2,822.00	2,966.00	3,114.00	3,277.00
356	14.186	14.895	15.764	16.537	17.401	18.274	19.205
	1,134.88	1,191.60	1,261.12	1,322.96	1,392.08	1,461.92	1,536.40
	2,467.00	2,591.00	2,742.00	2,876.00	3,027.00	3,178.00	3,340.00
360	13.973	14.672	15.527	16.309	17.133	17.996	19.070
	1,117.84	1,173.76	1,242.16	1,304.72	1,370.64	1,439.68	1,525.60
	2,430.00	2,552.00	2,701.00	2,837.00	2,980.00	3,130.00	3,317.00
361	14.242	14.954	15.823	16.630	17.478	18.352	19.315
	1,139.36	1,196.32	1,265.84	1,330.40	1,398.24	1,468.16	1,545.20
	2,477.00	2,601.00	2,752.00	2,892.00	3,040.00	3,192.00	3,359.00
370	14.326	15.043	15.917	16.713	17.551	18.484	19.580
	1,146.08	1,203.44	1,273.36	1,337.04	1,404.08	1,478.72	1,566.40
	2,492.00	2,616.00	2,768.00	2,907.00	3,053.00	3,215.00	3,406.00
374	15.350	16.117	17.055	17.900	18.799	19.796	20.971
	1,228.00	1,289.36	1,364.40	1,432.00	1,503.92	1,583.68	1,677.68
	2,670.00	2,803.00	2,966.00	3,113.00	3,270.00	3,443.00	3,647.00
380	14.676	15.412	16.309	17.133	17.996	19.070	20.069
	1,174.08	1,232.96	1,304.72	1,370.64	1,439.68	1,525.60	1,605.52
	2,553.00	2,681.00	2,837.00	2,980.00	3,130.00	3,317.00	3,491.00
386	15.244	16.006	16.939	17.801	18.702	19.830	20.853
	1,219.52	1,280.48	1,355.12	1,424.08	1,496.16	1,586.40	1,668.24
	2,651.00	2,784.00	2,946.00	3,096.00	3,253.00	3,449.00	3,627.00

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RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
390	15.039	15.792	16.713	17.551	18.484	19.580	20.522
	1,203.12	1,263.36	1,337.04	1,404.08	1,478.72	1,566.40	1,641.76
	2,616.00	2,747.00	2,907.00	3,053.00	3,215.00	3,406.00	3,569.00
391	15.150	15.908	16.834	17.680	18.604	19.710	20.673
	1,212.00	1,272.64	1,346.72	1,414.40	1,488.32	1,576.80	1,653.84
	2,635.00	2,767.00	2,928.00	3,075.00	3,236.00	3,428.00	3,596.00
400	15.418	16.189	17.133	17.996	19.070	20.069	21.060
	1,233.44	1,295.12	1,370.64	1,439.68	1,525.60	1,605.52	1,684.80
	2,682.00	2,816.00	2,980.00	3,130.00	3,317.00	3,491.00	3,663.00
404	16.742	17.580	18.604	19.535	20.698	21.778	22.848
	1,339.36	1,406.40	1,488.32	1,562.80	1,655.84	1,742.24	1,827.84
	2,912.00	3,058.00	3,236.00	3,398.00	3,600.00	3,788.00	3,974.00
406	16.042	16.841	17.825	18.729	19.675	20.858	21.933
	1,283.36	1,347.28	1,426.00	1,498.32	1,574.00	1,668.64	1,754.64
	2,790.00	2,929.00	3,100.00	3,258.00	3,422.00	3,628.00	3,815.00
410	15.796	16.584	17.551	18.484	19.580	20.522	21.586
	1,263.68	1,326.72	1,404.08	1,478.72	1,566.40	1,641.76	1,726.88
	2,747.00	2,884.00	3,053.00	3,215.00	3,406.00	3,569.00	3,754.00
419	16.515	17.340	18.347	19.344	20.414	21.478	22.629
	1,321.20	1,387.20	1,467.76	1,547.52	1,633.12	1,718.24	1,810.32
	2,872.00	3,016.00	3,191.00	3,364.00	3,551.00	3,736.00	3,936.00
420	16.198	17.006	17.996	19.070	20.069	21.060	22.113
	1,295.84	1,360.48	1,439.68	1,525.60	1,605.52	1,684.80	1,769.04
	2,817.00	2,958.00	3,130.00	3,317.00	3,491.00	3,663.00	3,846.00
422	16.314	17.131	18.126	19.219	20.217	21.217	22.283
	1,305.12	1,370.48	1,450.08	1,537.52	1,617.36	1,697.36	1,782.64
	2,837.00	2,980.00	3,153.00	3,343.00	3,516.00	3,690.00	3,876.00
426	16.442	17.265	18.271	19.197	20.167	21.380	22.482
	1,315.36	1,381.20	1,461.68	1,535.76	1,613.36	1,710.40	1,798.56
	2,860.00	3,003.00	3,178.00	3,339.00	3,508.00	3,719.00	3,910.00
430	16.635	17.468	18.484	19.580	20.522	21.586	22.684
	1,330.80	1,397.44	1,478.72	1,566.40	1,641.76	1,726.88	1,814.72
	2,893.00	3,038.00	3,215.00	3,406.00	3,569.00	3,754.00	3,945.00
440	17.164	18.022	19.070	20.069	21.060	22.113	23.238
	1,373.12	1,441.76	1,525.60	1,605.52	1,684.80	1,769.04	1,859.04
	2,985.00	3,135.00	3,317.00	3,491.00	3,663.00	3,846.00	4,042.00
442	17.286	18.149	19.205	20.200	21.196	22.239	23.370
	1,382.88	1,451.92	1,536.40	1,616.00	1,695.68	1,779.12	1,869.60
	3,007.00	3,157.00	3,340.00	3,513.00	3,687.00	3,868.00	4,065.00
443	17.604	18.484	19.559	20.730	21.808	22.944	24.040
	1,408.32	1,478.72	1,564.72	1,658.40	1,744.64	1,835.52	1,923.20
	3,062.00	3,215.00	3,402.00	3,606.00	3,793.00	3,991.00	4,181.00
450	17.622	18.503	19.580	20.522	21.586	22.684	23.846
	1,409.76	1,480.24	1,566.40	1,641.76	1,726.88	1,814.72	1,907.68
	3,065.00	3,218.00	3,406.00	3,569.00	3,754.00	3,945.00	4,148.00
454	19.084	20.038	21.204	22.258	23.395	24.678	25.857
	1,526.72	1,603.04	1,696.32	1,780.64	1,871.60	1,974.24	2,068.56
	3,319.00	3,485.00	3,688.00	3,871.00	4,069.00	4,292.00	4,497.00
460	18.061	18.963	20.069	21.060	22.113	23.238	24.463
	1,444.88	1,517.04	1,605.52	1,684.80	1,769.04	1,859.04	1,957.04
	3,141.00	3,298.00	3,491.00	3,663.00	3,846.00	4,042.00	4,255.00
464	19.576	20.554	21.748	22.810	23.973	25.198	26.501
	1,566.08	1,644.32	1,739.84	1,824.80	1,917.84	2,015.84	2,120.08
	3,405.00	3,575.00	3,783.00	3,967.00	4,170.00	4,383.00	4,609.00

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RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
466	18.662	19.594	20.737	21.765	22.858	24.020	25.271
	1,492.96	1,567.52	1,658.96	1,741.20	1,828.64	1,921.60	2,021.68
	3,246.00	3,408.00	3,607.00	3,786.00	3,976.00	4,178.00	4,395.00
467	21.991	23.090	24.433	25.632	26.933	28.317	29.780
	1,759.28	1,847.20	1,954.64	2,050.56	2,154.64	2,265.36	2,382.40
	3,825.00	4,016.00	4,250.00	4,458.00	4,684.00	4,925.00	5,180.00
470	18.468	19.391	20.522	21.586	22.684	23.846	25.078
	1,477.44	1,551.28	1,641.76	1,726.88	1,814.72	1,907.68	2,006.24
	3,212.00	3,373.00	3,569.00	3,754.00	3,945.00	4,148.00	4,362.00
480	18.400	19.321	20.443	21.464	22.556	23.746	24.966
	1,472.00	1,545.68	1,635.44	1,717.12	1,804.48	1,899.68	1,997.28
	3,200.00	3,360.00	3,556.00	3,733.00	3,923.00	4,130.00	4,342.00
482	19.590	20.570	21.765	22.858	24.020	25.271	26.578
	1,567.20	1,645.60	1,741.20	1,828.64	1,921.60	2,021.68	2,126.24
	3,407.00	3,578.00	3,786.00	3,976.00	4,178.00	4,395.00	4,623.00
486	19.741	20.728	21.933	23.030	24.172	25.416	26.726
	1,579.28	1,658.24	1,754.64	1,842.40	1,933.76	2,033.28	2,138.08
	3,434.00	3,605.00	3,815.00	4,006.00	4,204.00	4,421.00	4,648.00
490	19.426	20.396	21.586	22.684	23.846	25.078	26.363
	1,554.08	1,631.68	1,726.88	1,814.72	1,907.68	2,006.24	2,109.04
	3,379.00	3,547.00	3,754.00	3,945.00	4,148.00	4,362.00	4,585.00
491	20.080	21.083	22.309	23.430	24.622	25.903	27.242
	1,606.40	1,686.64	1,784.72	1,874.40	1,969.76	2,072.24	2,179.36
	3,492.00	3,667.00	3,880.00	4,075.00	4,282.00	4,505.00	4,738.00
494	21.054	22.106	23.395	24.588	25.857	27.187	28.559
	1,684.32	1,768.48	1,871.60	1,967.04	2,068.56	2,174.96	2,284.72
	3,662.00	3,845.00	4,069.00	4,277.00	4,497.00	4,729.00	4,967.00
500	19.902	20.896	22.113	23.238	24.463	25.720	27.059
	1,592.16	1,671.68	1,769.04	1,859.04	1,957.04	2,057.60	2,164.72
	3,462.00	3,634.00	3,846.00	4,042.00	4,255.00	4,473.00	4,706.00
504	21.575	22.653	23.973	25.198	26.501	27.876	29.318
	1,726.00	1,812.24	1,917.84	2,015.84	2,120.08	2,230.08	2,345.44
	3,753.00	3,940.00	4,170.00	4,383.00	4,609.00	4,848.00	5,099.00
507	23.089	24.241	25.651	26.966	28.356	29.830	31.375
	1,847.12	1,939.28	2,052.08	2,157.28	2,268.48	2,386.40	2,510.00
	4,016.00	4,216.00	4,461.00	4,690.00	4,932.00	5,188.00	5,457.00
508	24.239	25.453	26.933	28.317	29.780	31.324	32.945
	1,939.12	2,036.24	2,154.64	2,265.36	2,382.40	2,505.92	2,635.60
	4,216.00	4,427.00	4,684.00	4,925.00	5,180.00	5,448.00	5,730.00
510	20.415	21.437	22.684	23.846	25.078	26.363	27.748
	1,633.20	1,714.96	1,814.72	1,907.68	2,006.24	2,109.04	2,219.84
	3,551.00	3,729.00	3,945.00	4,148.00	4,362.00	4,585.00	4,826.00
514	23.229	24.392	25.807	27.141	28.537	29.976	31.557
	1,858.32	1,951.36	2,064.56	2,171.28	2,282.96	2,398.08	2,524.56
	4,040.00	4,242.00	4,489.00	4,721.00	4,963.00	5,214.00	5,489.00
520	20.916	21.963	23.238	24.463	25.720	27.059	28.440
	1,673.28	1,757.04	1,859.04	1,957.04	2,057.60	2,164.72	2,275.20
	3,638.00	3,820.00	4,042.00	4,255.00	4,473.00	4,706.00	4,947.00
523	24.804	26.112	27.456	28.884	30.357		
	1,984.32	2,088.96	2,196.48	2,310.72	2,428.56		
	4,314.00	4,542.00	4,775.00	5,024.00	5,280.00		
524	22.678	23.810	25.198	26.500	27.875	29.318	30.841
	1,814.24	1,904.80	2,015.84	2,120.00	2,230.00	2,345.44	2,467.28
	3,944.00	4,141.00	4,383.00	4,609.00	4,848.00	5,099.00	5,364.00

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RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
527	23.204	24.365	25.784	27.116	28.505	30.003	31.518
	1,856.32	1,949.20	2,062.72	2,169.28	2,280.40	2,400.24	2,521.44
	4,036.00	4,238.00	4,485.00	4,716.00	4,958.00	5,218.00	5,482.00
530	21.462	22.534	23.846	25.078	26.363	27.748	29.149
	1,716.96	1,802.72	1,907.68	2,006.24	2,109.04	2,219.84	2,331.92
	3,733.00	3,919.00	4,148.00	4,362.00	4,585.00	4,826.00	5,070.00
534	23.277	24.442	25.863	27.192	28.563	30.072	31.605
	1,862.16	1,955.36	2,069.04	2,175.36	2,285.04	2,405.76	2,528.40
	4,049.00	4,251.00	4,498.00	4,729.00	4,968.00	5,230.00	5,497.00
540	22.013	23.113	24.463	25.720	27.059	28.440	29.893
	1,761.04	1,849.04	1,957.04	2,057.60	2,164.72	2,275.20	2,391.44
	3,829.00	4,020.00	4,255.00	4,473.00	4,706.00	4,947.00	5,199.00
547	25.520	26.796	28.356	29.830	31.375	33.000	34.661
	2,041.60	2,143.68	2,268.48	2,386.40	2,510.00	2,640.00	2,772.88
	4,439.00	4,661.00	4,932.00	5,188.00	5,457.00	5,740.00	6,029.00
550	22.569	23.698	25.078	26.363	27.748	29.149	30.685
	1,805.52	1,895.84	2,006.24	2,109.04	2,219.84	2,331.92	2,454.80
	3,925.00	4,122.00	4,362.00	4,585.00	4,826.00	5,070.00	5,337.00
554	27.495	28.869	30.550	32.088	33.785	35.497	37.366
	2,199.60	2,309.52	2,444.00	2,567.04	2,702.80	2,839.76	2,989.28
	4,782.00	5,021.00	5,314.00	5,581.00	5,876.00	6,174.00	6,499.00
560	23.151	24.307	25.720	27.059	28.440	29.893	31.459
	1,852.08	1,944.56	2,057.60	2,164.72	2,275.20	2,391.44	2,516.72
	4,027.00	4,228.00	4,473.00	4,706.00	4,947.00	5,199.00	5,472.00
564	25.031	26.283	27.813	29.260	30.751	32.325	34.020
	2,002.48	2,102.64	2,225.04	2,340.80	2,460.08	2,586.00	2,721.60
	4,354.00	4,571.00	4,837.00	5,089.00	5,348.00	5,622.00	5,917.00
567	25.806	27.096	28.675	30.144	31.697	33.342	35.074
	2,064.48	2,167.68	2,294.00	2,411.52	2,535.76	2,667.36	2,805.92
	4,488.00	4,713.00	4,987.00	5,243.00	5,513.00	5,799.00	6,100.00
570	23.725	24.911	26.363	27.748	29.149	30.685	32.250
	1,898.00	1,992.88	2,109.04	2,219.84	2,331.92	2,454.80	2,580.00
	4,126.00	4,333.00	4,585.00	4,826.00	5,070.00	5,337.00	5,609.00
574	25.708	26.992	28.563	30.072	31.605	33.265	34.949
	2,056.64	2,159.36	2,285.04	2,405.76	2,528.40	2,661.20	2,795.92
	4,471.00	4,695.00	4,968.00	5,230.00	5,497.00	5,786.00	6,079.00
577	26.848	28.191	29.830	31.375	33.000	34.661	36.474
	2,147.84	2,255.28	2,386.40	2,510.00	2,640.00	2,772.88	2,917.92
	4,670.00	4,903.00	5,188.00	5,457.00	5,740.00	6,029.00	6,344.00
580	24.353	25.570	27.059	28.440	29.893	31.459	33.068
	1,948.24	2,045.60	2,164.72	2,275.20	2,391.44	2,516.72	2,645.44
	4,236.00	4,447.00	4,706.00	4,947.00	5,199.00	5,472.00	5,751.00
582	27.915	29.346	30.842	32.461	34.116		
	2,233.20	2,347.68	2,467.36	2,596.88	2,729.28		
	4,855.00	5,104.00	5,364.00	5,646.00	5,934.00		
583	26.974	28.352	29.798	31.366	32.961		
	2,157.92	2,268.16	2,383.84	2,509.28	2,636.88		
	4,692.00	4,931.00	5,183.00	5,455.00	5,733.00		
584	26.385	27.706	29.318	30.842	32.396	34.097	35.833
	2,110.80	2,216.48	2,345.44	2,467.36	2,591.68	2,727.76	2,866.64
	4,589.00	4,819.00	5,099.00	5,364.00	5,635.00	5,930.00	6,232.00
590	24.970	26.221	27.748	29.149	30.685	32.250	33.906
	1,997.60	2,097.68	2,219.84	2,331.92	2,454.80	2,580.00	2,712.48
	4,343.00	4,561.00	4,826.00	5,070.00	5,337.00	5,609.00	5,897.00

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RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
593	30.375	31.896	33.488	35.164	36.920		
	2,430.00	2,551.68	2,679.04	2,813.12	2,953.60		
	5,283.00	5,548.00	5,825.00	6,116.00	6,421.00		
594	28.402	29.824	31.557	33.169	34.910	36.679	38.573
	2,272.16	2,385.92	2,524.56	2,653.52	2,792.80	2,934.32	3,085.84
	4,940.00	5,187.00	5,489.00	5,769.00	6,072.00	6,380.00	6,709.00
597	27.676	29.062	30.751	32.325	34.020	35.753	37.618
	2,214.08	2,324.96	2,460.08	2,586.00	2,721.60	2,860.24	3,009.44
	4,814.00	5,055.00	5,348.00	5,622.00	5,917.00	6,218.00	6,543.00
600	25.596	26.876	28.440	29.893	31.459	33.068	34.790
	2,047.68	2,150.08	2,275.20	2,391.44	2,516.72	2,645.44	2,783.20
	4,452.00	4,675.00	4,947.00	5,199.00	5,472.00	5,751.00	6,051.00
604	29.121	30.820	32.391	34.092	35.817	37.668	39.551
	2,329.68	2,465.60	2,591.28	2,727.36	2,865.36	3,013.44	3,164.08
	5,065.00	5,360.00	5,634.00	5,930.00	6,230.00	6,552.00	6,879.00
607	29.171	30.872	32.449	34.137	35.856	37.749	39.635
	2,333.68	2,469.76	2,595.92	2,730.96	2,868.48	3,019.92	3,170.80
	5,074.00	5,370.00	5,644.00	5,937.00	6,236.00	6,566.00	6,894.00
610	26.235	27.547	29.149	30.685	32.250	33.906	35.697
	2,098.80	2,203.76	2,331.92	2,454.80	2,580.00	2,712.48	2,855.76
	4,563.00	4,791.00	5,070.00	5,337.00	5,609.00	5,897.00	6,209.00
613	31.896	33.488	35.164	36.920	38.769		
	2,551.68	2,679.04	2,813.12	2,953.60	3,101.52		
	5,548.00	5,825.00	6,116.00	6,421.00	6,743.00		
614	28.425	30.078	31.658	33.260	34.984	36.821	38.663
	2,274.00	2,406.24	2,532.64	2,660.80	2,798.72	2,945.68	3,093.04
	4,944.00	5,231.00	5,506.00	5,785.00	6,085.00	6,404.00	6,725.00
620	26.903	28.248	29.893	31.459	33.068	34.790	36.614
	2,152.24	2,259.84	2,391.44	2,516.72	2,645.44	2,783.20	2,929.12
	4,679.00	4,913.00	5,199.00	5,472.00	5,751.00	6,051.00	6,368.00
623	29.503	31.055	32.635	34.336	36.134		
	2,360.24	2,484.40	2,610.80	2,746.88	2,890.72		
	5,131.00	5,401.00	5,676.00	5,972.00	6,285.00		
624	29.186	30.646	32.429	34.120	35.855	37.718	39.689
	2,334.88	2,451.68	2,594.32	2,729.60	2,868.40	3,017.44	3,175.12
	5,076.00	5,330.00	5,640.00	5,934.00	6,236.00	6,560.00	6,903.00
627	29.937	31.432	33.260	34.943	36.753	38.684	40.704
	2,394.96	2,514.56	2,660.80	2,795.44	2,940.24	3,094.72	3,256.32
	5,207.00	5,467.00	5,785.00	6,078.00	6,392.00	6,728.00	7,080.00
630	27.617	28.998	30.685	32.250	33.906	35.697	37.573
	2,209.36	2,319.84	2,454.80	2,580.00	2,712.48	2,855.76	3,005.84
	4,803.00	5,044.00	5,337.00	5,609.00	5,897.00	6,209.00	6,535.00
633	33.427	35.098	36.853	38.693	40.636		
	2,674.16	2,807.84	2,948.24	3,095.44	3,250.88		
	5,814.00	6,105.00	6,410.00	6,730.00	7,068.00		
634	29.942	31.439	33.265	34.949	36.760	38.693	40.714
	2,395.36	2,515.12	2,661.20	2,795.92	2,940.80	3,095.44	3,257.12
	5,208.00	5,468.00	5,786.00	6,079.00	6,394.00	6,730.00	7,081.00
640	28.316	29.732	31.459	33.068	34.790	36.614	38.534
	2,265.28	2,378.56	2,516.72	2,645.44	2,783.20	2,929.12	3,082.72
	4,925.00	5,171.00	5,472.00	5,751.00	6,051.00	6,368.00	6,702.00
644	33.819	35.789	37.613	39.584	41.653	43.836	46.028
	2,705.52	2,863.12	3,009.04	3,166.72	3,332.24	3,506.88	3,682.24
	5,882.00	6,225.00	6,542.00	6,885.00	7,245.00	7,624.00	8,006.00

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RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
645	32.709	34.379	36.174	38.066	40.065		
	2,616.72	2,750.32	2,893.92	3,045.28	3,205.20		
	5,689.00	5,979.00	6,292.00	6,621.00	6,968.00		
647	35.488	37.553	39.478	41.569	43.750	46.023	48.324
	2,839.04	3,004.24	3,158.24	3,325.52	3,500.00	3,681.84	3,865.92
	6,172.00	6,532.00	6,866.00	7,230.00	7,609.00	8,005.00	8,405.00
650	29.024	30.476	32.250	33.906	35.697	37.573	39.528
	2,321.92	2,438.08	2,580.00	2,712.48	2,855.76	3,005.84	3,162.24
	5,048.00	5,301.00	5,609.00	5,897.00	6,209.00	6,535.00	6,875.00
660	29.762	31.250	33.068	34.790	36.614	38.534	40.536
	2,380.96	2,500.00	2,645.44	2,783.20	2,929.12	3,082.72	3,242.88
	5,176.00	5,435.00	5,751.00	6,051.00	6,368.00	6,702.00	7,050.00
670	30.513	32.039	33.906	35.697	37.573	39.528	41.572
	2,441.04	2,563.12	2,712.48	2,855.76	3,005.84	3,162.24	3,325.76
	5,307.00	5,572.00	5,897.00	6,209.00	6,535.00	6,875.00	7,231.00
674	32.306	33.920	35.898	37.771	39.749	41.830	44.002
	2,584.48	2,713.60	2,871.84	3,021.68	3,179.92	3,346.40	3,520.16
	5,619.00	5,900.00	6,244.00	6,569.00	6,913.00	7,275.00	7,653.00
680	31.313	32.880	34.790	36.614	38.534	40.536	42.655
	2,505.04	2,630.40	2,783.20	2,929.12	3,082.72	3,242.88	3,412.40
	5,446.00	5,719.00	6,051.00	6,368.00	6,702.00	7,050.00	7,419.00
684	33.947	35.645	37.718	39.689	41.770	43.956	46.238
	2,715.76	2,851.60	3,017.44	3,175.12	3,341.60	3,516.48	3,699.04
	5,904.00	6,200.00	6,560.00	6,903.00	7,265.00	7,645.00	8,042.00
687	39.225	41.504	43.676	45.959	48.368	50.883	53.426
	3,138.00	3,320.32	3,494.08	3,676.72	3,869.44	4,070.64	4,274.08
	6,822.00	7,219.00	7,597.00	7,994.00	8,413.00	8,850.00	9,292.00
690	32.096	33.702	35.660	37.530	39.498	41.551	43.722
	2,567.68	2,696.16	2,852.80	3,002.40	3,159.84	3,324.08	3,497.76
	5,582.00	5,862.00	6,202.00	6,528.00	6,870.00	7,227.00	7,605.00
694	37.405	39.584	41.653	43.836	46.128	48.525	50.950
	2,992.40	3,166.72	3,332.24	3,506.88	3,690.24	3,882.00	4,076.00
	6,506.00	6,885.00	7,245.00	7,624.00	8,023.00	8,440.00	8,862.00
697	33.971	35.671	37.749	39.667	41.760	43.875	46.132
	2,717.68	2,853.68	3,019.92	3,173.36	3,340.80	3,510.00	3,690.56
	5,909.00	6,204.00	6,566.00	6,899.00	7,263.00	7,631.00	8,024.00
700	33.494	35.168	36.927	38.772	40.712	42.748	44.885
	2,679.52	2,813.44	2,954.16	3,101.76	3,256.96	3,419.84	3,590.80
	5,826.00	6,117.00	6,423.00	6,744.00	7,081.00	7,435.00	7,807.00
710	34.384	36.104	37.910	39.804	41.796	43.886	46.079
	2,750.72	2,888.32	3,032.80	3,184.32	3,343.68	3,510.88	3,686.32
	5,980.00	6,280.00	6,594.00	6,923.00	7,270.00	7,633.00	8,014.00
720	34.680	36.415	38.534	40.536	42.655	44.897	47.229
	2,774.40	2,913.20	3,082.72	3,242.88	3,412.40	3,591.76	3,778.32
	6,032.00	6,334.00	6,702.00	7,050.00	7,419.00	7,809.00	8,214.00
724	41.422	43.836	46.128	48.525	51.060	53.718	56.404
	3,313.76	3,506.88	3,690.24	3,882.00	4,084.80	4,297.44	4,512.32
	7,204.00	7,624.00	8,023.00	8,440.00	8,881.00	9,343.00	9,810.00
730	35.548	37.325	39.498	41.551	43.720	46.018	48.411
	2,843.84	2,986.00	3,159.84	3,324.08	3,497.60	3,681.44	3,872.88
	6,183.00	6,492.00	6,870.00	7,227.00	7,604.00	8,004.00	8,420.00
740	36.614	38.444	40.684	42.775	45.002	47.371	49.831
	2,929.12	3,075.52	3,254.72	3,422.00	3,600.16	3,789.68	3,986.48
	6,368.00	6,687.00	7,076.00	7,440.00	7,827.00	8,239.00	8,667.00

SALARY SCHEDULE I - EFFECTIVE APRIL 1, 2008
HOURLY / BIWEEKLY
EQUIVALENT MONTHLY RATES

RANGE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
747	39.588	41.569	43.989	46.253	48.659	51.221	53.879
	3,167.04	3,325.52	3,519.12	3,700.24	3,892.72	4,097.68	4,310.32
	6,885.00	7,230.00	7,651.00	8,045.00	8,463.00	8,909.00	9,371.00
750	37.530	39.407	41.702	43.846	46.125	48.555	51.075
	3,002.40	3,152.56	3,336.16	3,507.68	3,690.00	3,884.40	4,086.00
	6,528.00	6,854.00	7,253.00	7,626.00	8,022.00	8,445.00	8,883.00
757	42.608	45.086	47.411	49.876	52.501	55.229	57.989
	3,408.64	3,606.88	3,792.88	3,990.08	4,200.08	4,418.32	4,639.12
	7,411.00	7,842.00	8,246.00	8,675.00	9,131.00	9,606.00	10,086.00
760	38.691	40.626	42.655	44.897	47.229	49.591	52.070
	3,095.28	3,250.08	3,412.40	3,591.76	3,778.32	3,967.28	4,165.60
	6,729.00	7,066.00	7,419.00	7,809.00	8,214.00	8,625.00	9,056.00
764	47.219	49.969	52.465	55.087	57.844	60.736	63.770
	3,777.52	3,997.52	4,197.20	4,406.96	4,627.52	4,858.88	5,101.60
	8,213.00	8,691.00	9,125.00	9,581.00	10,061.00	10,564.00	11,091.00
770	40.846	42.891	45.034	47.399	49.863	52.356	54.974
	3,267.68	3,431.28	3,602.72	3,791.92	3,989.04	4,188.48	4,397.92
	7,104.00	7,460.00	7,833.00	8,244.00	8,673.00	9,106.00	9,562.00
777	39.356	41.324	43.733	45.986	48.377	50.920	53.563
	3,148.48	3,305.92	3,498.64	3,678.88	3,870.16	4,073.60	4,285.04
	6,845.00	7,187.00	7,606.00	7,998.00	8,414.00	8,856.00	9,316.00
787	43.794	45.982	48.659	51.221	53.879	56.692	59.646
	3,503.52	3,678.56	3,892.72	4,097.68	4,310.32	4,535.36	4,771.68
	7,617.00	7,998.00	8,463.00	8,909.00	9,371.00	9,860.00	10,374.00
940	57.578						
	4,606.24						
	10,014.00						
950	62.211						
	4,976.88						
	10,820.00						
960	83.529						
	6,682.32						
	14,528.00						
970	87.812						
	7,024.96						
	15,273.00						
980	108.029						
	8,642.32						
	18,789.00						
990	112.594						
	9,007.52						
	19,583.00						

SALARY SCHEDULE IA - EFFECTIVE APRIL 1, 2008

HOURLY PAY RATES

RANGE	RATE
H09	6.218
H11	7.321
H12	7.321
H13	7.148
H15	7.570
H16	7.700
H17	7.958
H18	7.992
H19	8.121
H20	8.255
H22	8.544
H23	8.659
H24	8.941
H25	9.226
H26	10.030
H27	10.042
H28	10.332
H29	10.746
H30	11.148
H31	11.565
H32	11.991
H33	12.535
H34	13.089
H35	13.771
H36	14.454
H37	15.270
H38	16.110
H39	16.794
H40	17.488
H41	19.290
H42	19.849
H43	21.255
H44	22.339
H45	23.514
H60	39.271
H61	47.126
H62	54.979
P16	8.012
P24	9.226
P25	9.687
P26	10.030
P27	10.171
P28	10.748
P32	11.871
P34	12.957
P36	14.311
P39	17.472

SALARY SCHEDULE

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

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

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

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

SALARY RANGE	EQUIVALENT MONTHLY SALARY RATE
E00	$2,500 to $25,000

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

IV. MEMBERS OF BOARDS AND COMMISSIONS - COMPENSATION RATE:

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

SALARY RANGE

D-11 $50.00 per each member for each meeting of the Board of Examiners, Appeals, and Condemnation, the Disabled Access Appeals Board, and the Housing Authority Board; not to exceed $250.00 per month. Absence in fact from a meeting of a Board or Commission, when duly authorized for the purpose of attending a professional conference, meeting, or other official City business, shall not be deemed to be an absence from such Board or Commission meeting for the purpose of this Salary Resolution.

D-12 Pursuant to Section 2.21.050 of the Long Beach Municipal Code, compensation for the City's representative to the Board of Directors of the Metropolitan Water District of Southern California shall be at the rate of $100.00 per day for any day that the representative/director attends a meeting of the MWD Board, a committee of the MWD Board or both, not to exceed $500.00 per calendar month.

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

V. ELECTED OFFICIALS:

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

Section 3. The biweekly salary of any employee of the City who is originally appointed to any office or position listed in or created and established in this resolution shall be at Pay Rate Step 1 of the Salary Range Number of the Salary Schedule designated herein for such office or position. In those cases where positions are designated by grade numbers, the biweekly salaries of such employees shall be computed based upon one of the pay rates designated for the grade thereof as shall be determined from time to time by the appropriate appointing authority. The City Council may, however, by resolution, specifically designate that the pay rate of any employee is fixed at some other pay rate included within said Salary Schedule, without limitation as to grade or numerical designation. The appropriate appointing authority may designate the initial Pay Rate Step or increment of any employee under his/her jurisdiction within the Salary Range established herein for said employee's position.

Section 4.

A. Except for the employees referenced in subsection 4.B and 4.C below, after an employee has served an initial six-month period of employment in a position at a pay rate designated as Pay Rate Step 1 in the Salary Schedule established by Section 2 of this resolution, the salary of such employee shall be at the applicable pay rate designated as Pay Rate Step 2; after a second six-month period of employment, the

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

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

C. Employees hired on or after April 1, 2001, who are covered by an existing Memorandum of Understanding with the International Association of Machinists and Aerospace Workers, the Long Beach Association of Confidential Employees, and the Long Beach Association of Engineering Employees, who, receive a Meets Job Requirements rating on the majority of the rating factors on the most recently completed Employee Performance Appraisal form, and who have served an initial six-month period of employment in a position at a pay rate designated as Pay Rate Step 1 in the Salary

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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.

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

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

Section 6.

A. Commencing on October 1, 2001, all employees in the positions of Lifeguard-Seasonal and Lifeguard-Hourly shall, be eligible for advancement to the next successively higher Pay Rate Step, as follows: For the purpose of computing eligibility for advancement from Pay Rate Step 1 to Pay Rate Step 2, an employee in the position of Lifeguard-Seasonal or Lifeguard-Hourly, must successfully complete the Lifeguard

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

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

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

Section 7. Subject to the City Council's power by resolution to set the pay rates of any employee at one of the pay rates established by resolution, in the event an employee is promoted from one position to another for which a higher pay rate is established by resolution, or is advanced from one grade to another in the same position for which a higher pay rate is established, or is transferred from one department to another without change of position or grade, the appropriate appointing authority shall designate the pay rate of such employee to be at one of the pay rates for such position or grade which will be not less than the pay rate received by such employee immediately prior to such promotion, advancement, transfer, or Salary Schedule change. Likewise, subject to such power of the City Council, in the event an employee is transferred, as

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prescribed by Civil Service Rules and Regulations for other than disciplinary reasons from one position to another position for which a lower pay rate is established, the appropriate appointing authority shall designate the pay rate of such employee to be at one of the pay rates prescribed for such position to which the employee is transferred. For the purpose of computing the "period of employment" under the provisions of this section, an employee of the City who has been reinstated to his/her former position pursuant to the provisions of Section 52 of the Civil Service Rules and Regulations shall be considered as having been in the continuous service of the City during the period said employee shall have served in the Armed Forces.

Section 8.

A. The provisions of this resolution relating to assignment of employees to Pay Rate Steps and to automatic pay step advancement shall not apply to employees in positions which have been assigned to an Executive or Professional Salary Range in Section 15 of this resolution. The level of compensation of employees in such positions shall be determined on a merit basis, and said employees shall be initially placed by the appropriate appointing authority at a level of compensation within the applicable Executive or Professional Salary Range which has been designated by this resolution for said employee's position. After such an employee has been initially placed at a level of compensation within the applicable Executive or Professional Salary Range, the appropriate appointing authority shall have the sole and exclusive discretion to increase or decrease said employee's level of compensation within the applicable Executive or Professional Salary Range assigned by this resolution for said employee's level of compensation within the applicable Executive or Professional Salary Range assigned by this resolution for said employee's position which the appointing authority shall determine to be the proper level of compensation as merited by the performance and demonstrated ability of said employee through an evaluation process; provided, however, that the sum total of all said percentage increases or decreases in compensation for any such employee shall not exceed seven percent during any fiscal year without approval of the

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City Council. Evaluation shall be no more than once in any six-month period.

B. In addition to and apart from any merit increase provided in Paragraph A., and except as provided for in Subsection 8.C., each officer or employee assigned to the Executive Salary Range (E00) 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 said Performance Incentive Compensation is paid and in further anticipation of continued distinguished and outstanding performance in subsequent periods.

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

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

At or near the commencement of the applicable fiscal year, the elected appointing authority or a designee shall establish a written performance plan for each employee selected to participate. The performance plan shall establish performance

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

Section 9.

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

Effective July 22, 2006, the City shall pay to the California Public Employees' Retirement System, on behalf of each employee represented by the Long Beach Association of Engineering Employees an amount equal to 6/8ths of each such individual employee's normal retirement contributions.

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

Effective April 1, 2007, the City shall pay to the California Public Employees' Retirement System, on behalf of each employee represented by the Long Beach Management Association (safety managers only), the Long Beach Police Officers' Association, the Long Beach Firefighters' Association Local 372, and the Long Beach Lifeguard Association an amount equal to 7/9ths of each such individual employee's

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normal retirement contributions.

Effective July 1, 2007, the City shall pay to the California Public Employees' Retirement System, on behalf of each employee represented by the City Attorneys' Association and the City Prosecutors' Association an amount equal to 6/8ths of each such individual employee's normal retirement contributions.

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

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

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

a. 3% at 50 retirement formula;

b. 5% cost of living provision;

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

d. Post-retirement Survivor Allowance.

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

a. 3% at 50 retirement formula;

b. 2% cost of living provision;

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

d. Post-retirement Survivor Allowance.

Should an employee represented by the Long Beach Police Officers' Association hired under Tier II, terminate prior to retirement and elect to receive his/her retirement contribution from CalPERS, it is intended that the City shall pay to the employee two percent (2%) of the employee's regular compensation for that service worked between April 21, 1990 through June 29, 2001. Regular compensation includes applicable wages, skill pay, incentive pay, etc., but does not include overtime, employer contributions to deferred compensation, or other forms of compensation not subject to CalPERS

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

a. 2.7% at 55 retirement formula;

b. 5% cost of living provision;

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

d. Post-retirement Survivor Allowance; and

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

a. 2.7% at 55 retirement formula;

b. 2.0% cost of living provision;

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

d. Post-retirement Survivor Allowance.

5. All eligible miscellaneous employees in positions represented by the IAM, the Long Beach Association of Confidential Employees, Long Beach Association of Engineering Employees, the City Attorneys Association, the City Prosecutors Association, the Long Beach Management Association and all other eligible miscellaneous City employees employed after September 30, 2006, shall be provided the opportunity for the following PERS retirement benefits:

a. 2.5% at 55 retirement formula;

b. 2.0% cost of living provision;

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

d. Post-retirement Survivor Allowance.

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

Section 11.

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

B. The "56-hour equivalent" pay rate per hour for Fire Department safety personnel, Marine Safety Sergeants, and Marine Safety Officers assigned to platoon duty shall be determined by dividing the biweekly pay rate established for each

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position including skill and incentive pay rates, if applicable, by one hundred and twelve.

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

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

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

Section 12. Every person holding any office or position of employment

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

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

Section 14.

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

B. An employee temporarily assigned to perform duties not ordinarily attached to his/her position, for the purpose of rehabilitation or the recovery from a medical condition that has been certified by the City Health Officer, pursuant to Section 63(5) of the Civil Service Rules and Regulations, will be compensated at the salary rate fixed and prescribed by this resolution for the position involving the duties to which temporary assignment has been made and at the step most closely approximating the

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pay rate of the employee immediately prior to the temporary assignment provided that in no event shall the pay rate for the temporary assignment exceed the employee's pay rate immediately prior to the temporary assignment.

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

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

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

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POSITION TITLES AND

ASSIGNED SALARY RANGE NUMBERS

Position Title	Salary Range No.
Accountant I	490
Accountant II	540
Accountant III	590
Accounting Clerk I	340
Accounting Clerk II	370
Accounting Clerk III	400
Accounting Operations Officer	E00
Accounting Technician	440
Administrative Aide I	430
Administrative Aide II	460
Administrative Analyst I	570
Administrative Analyst II	600
Administrative Analyst III	630
Administrative Assistant - City Manager	E00
Administrative Officer	E00
Administrative Officer - Airport	E00
Administrative Officer - Civil Service	E00
Administrative Officer - Commercial Services	E00
Administrative Officer - Community Development	E00
Administrative Officer – Development Services	E00
Administrative Officer - Engineering	E00
Administrative Officer - Fleet	E00
Administrative Officer - Gas (T)	E00
Administrative Officer - General Services	E00
Administrative Officer - Library Services	E00

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

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1	Assistant City Auditor	E00
2	Assistant City Clerk	E00
3	Assistant City Engineer	E00
4	Assistant City Manager	E00
5	Assistant City Prosecutor	E00
6	Assistant Community Development Analyst I	470
7	Assistant Community Development Analyst II	530
8	Assistant Fire Chief	E00
9	Assistant General Manager/Chief Gas Engineer	E00
10	Assistant Planner I	510
11	Assistant Planner II	570
12	Assistant to the City Manager	E00
13	Assistant Traffic Signal Technician I	430
14	Assistant Traffic Signal Technician II	470
15	Audit Analyst	B00
16	Audit Manager	C00
17	Auto Firefighter (R)	055
18	Automated Systems Officer	E00
19	Automatic Sprinkler Control Technician	440
20	Battalion Chief	185
21	Body and Fender Mechanic - Painter I	480
22	Body and Fender Mechanic - Painter II	500
23	Budget Management Officer	E00
24	Building Inspection Officer	E00
25	Building Maintenance Engineer	540
26	Building Services Supervisor	430
27	Business Development Officer	E00
28	Business Information Technology Officer	E00

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1	Business Information Systems Officer	E00
2	Business Services Officer	E00
3	Business Systems Specialist I	530
4	Business Systems Specialist II	570
5	Business Systems Specialist III	610
6	Business Systems Specialist IV	650
7	Business Systems Specialist V	690
8	Business Systems Specialist VI	730
9	Business Systems Specialist VII	770
10	Buyer I	540
11	Buyer II	610
12	Capital Project Coordinator (T)	640
13	Capital Project Coordinator I	640
14	Capital Project Coordinator II	660
15	Capital Project Coordinator III	690
16	Carpenter	480
17	Carpenter Supervisor	510
18	Case Manager I	250
19	Case Manager II	340
20	Case Manager III	380
21	Cement Finisher I	430
22	Cement Finisher II	450
23	Chief Assistant City Prosecutor	E00
24	Chief Building Inspector	684
25	Chief Clerk of Records (R)	090
26	Chief Construction Inspector	684
27	Chief Investigator	B00
28	Chief of Police	E00

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1	Chief of Staff-Council	E00
2	Chief of Staff-Mayor	E00
3	Chief of Staff-Prosecutor	B00
4	Chief Surveyor	674
5	City Attorney	980
6	City Auditor	960
7	City Clerk	950
8	City Clerk Analyst	630
9	City Clerk Assistant	390
10	City Clerk Bureau Manager	E00
11	City Clerk Specialist	560
12	City Controller	E00
13	City Engineer	E00
14	City Health Officer	E00
15	City Manager	990
16	City Prosecutor	970
17	City Safety Officer	E00
18	City Traffic Engineer	E00
19	City Treasurer/Revenue Officer	E00
20	Civil Engineer	644
21	Civil Engineering Assistant	514
22	Civil Engineering Associate	594
23	Claims Investigator/Representative I (T)	593
24	Clerk I	260
25	Clerk II	290
26	Clerk III	320
27	Clerk Supervisor	440
28	Clerk Typist I	320

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1	Clerk Typist II	350
2	Clerk Typist III	380
3	Clerk Typist IV	410
4	Clerk Typist V (T)	440
5	Code Enforcement Officer	E00
6	Combination Building Inspector	534
7	Combination Building Inspector Aide I	374
8	Combination Building Inspector Aide II	404
9	Commercial and Retail Development Officer	E00
10	Communication Specialist I	520
11	Communication Specialist II	560
12	Communication Specialist III	600
13	Communication Specialist IV	650
14	Communication Specialist V	690
15	Communication Specialist VI	730
16	Communication Specialist VII	770
17	Communications Center Coordinator	660
18	Communications Center Supervisor	590
19	Communications Officer	E00
20	Community Development Analyst I	570
21	Community Development Analyst II	600
22	Community Development Analyst III	630
23	Community Development Clerical Assistant I	320
24	Community Development Clerical Assistant II	350
25	Community Development Clerical Assistant III	380
26	Community Development Technician I	370
27	Community Development Technician II	400
28	Community Development Technician III	430

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1	Community Development Technician IV	460
2	Community Development Specialist I	470
3	Community Development Specialist II	530
4	Community Development Specialist III	570
5	Community Development Specialist IV	600
6	Community Development Specialist V	630
7	Community Information Officer	E00
8	Community Information Specialist I	350
9	Community Information Specialist II	390
10	Community Relations Assistant I (T)	370
11	Community Relations Assistant II (T)	460
12	Community Services Officer	E00
13	Community Services Supervisor	570
14	Community Services Supervisor II (T)	570
15	Community Worker	320
16	Construction Inspector I	534
17	Construction Inspector II	574
18	Construction Services Officer	E00
19	Contract Management Officer	E00
20	Contracts Officer (T)	E00
21	Contracts Officer - Fleet	E00
22	Corrosion Control Supervisor	584
23	Councilmanic Secretary	470
24	Counselor I	250
25	Counselor II	450
26	Criminalist I	590
27	Criminalist II	660
28	Criminalist III (T)	680

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1	Criminalist Supervisor	700
2	Cultural Program Supervisor	570
3	Curator	520
4	Customer Relations Officer	E00
5	Customer Service Representative I	330
6	Customer Service Representative II	360
7	Customer Service Representative III	400
8	Customer Services Officer	E00
9	Customer Services Supervisor I	480
10	Customer Services Supervisor II (T)	510
11	Customer Support Officer	E00
12	Data Administrative Officer	E00
13	Data Center Officer	E00
14	Data Processing Assistant	410
15	Data Security Administrator	E00
16	Department Librarian I	600
17	Department Librarian II	630
18	Department Safety Officer	E00
19	Deputy Chief of Police	E00
20	Deputy City Attorney	C00
21	Deputy City Auditor	E00
22	Deputy City Clerk I	530
23	Deputy City Clerk II	550
24	Deputy City Manager	E00
25	Deputy City Prosecutor	C00
26	Deputy City Prosecutor I	C00
27	Deputy City Prosecutor II	C00
28	Deputy City Prosecutor III	C00

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1	Deputy City Prosecutor IV	C00
2	Deputy Director – City Engineer	E00
3	Deputy Director - Civil Service	E00
4	Deputy Fire Chief	E00
5	Desktop Computing Officer	E00
6	Detention Officer I	430
7	Detention Officer II	490
8	Development Project Manager I	630
9	Development Project Manager II	660
10	Development Project Manager III	680
11	Director of Community Development	E00
12	Director of Development Services	E00
13	Director of Financial Management	E00
14	Director of Long Beach Airport	E00
15	Director of Long Beach Gas & Oil	E00
16	Director of Technology Services	E00
17	Director of Health and Human Services	E00
18	Director of Human Resources	E00
19	Director of Library Services	E00
20	Director of Parks, Recreation, and Marine	E00
21	Director of Public Works	E00
22	Director of Special Events	E00
23	Disaster Management Officer	E00
24	Diversity & Economic Opportunity Officer	E00
25	Division Engineer - Oil Properties	E00
26	Division Engineer - Public Works	E00
27	Election Employee	P-28, P-32, P-34, P-36
28	Election Supervisor	410

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1	Electrical Engineer	644
2	Electrical Engineering Associate	594
3	Electrical Inspector	534
4	Electrical Supervisor	550
5	Electrician	500
6	Electronic Communications Technician I	520
7	Electronic Communications Technician II	540
8	Electronic Communications Technician III	580
9	Emergency Medical Educator	680
10	Emergency Medical Education Coordinator	750
11	Emergency Medical Services Officer	E00
12	Emergency Preparedness Officer	E00
13	Employee Assistance Officer - Police	E00
14	Employee Services Assistant	600
15	Employment Services Officer - Civil Service	E00
16	Energy Conservation Officer	E00
17	Engineering Aide I	307
18	Engineering Aide II	344
19	Engineering Aide III	419
20	Engineering & Development Services Officer	E00
21	Engineering Technician I	464
22	Engineering Technician II	504
23	Environmental Health Specialist I	480
24	Environmental Health Specialist II	540
25	Environmental Health Specialist III	560
26	Environmental Health Specialist IV	590
27	Environmental Planning Officer (T)	E00
28	Environmental Service Supervisor I	440

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1	Environmental Service Supervisor II	500
2	Environmental Service Supervisor III	550
3	Environmental Specialist Associate	594
4	Epidemiologist	520
5	Epidemiologist - Supervisor	590
6	Equipment Mechanic I	480
7	Equipment Mechanic II	500
8	Equipment Operator I	370
9	Equipment Operator II	410
10	Equipment Operator III	440
11	Events Coordinator I	470
12	Events Coordinator II	530
13	Executive Assistant	E00
14	Executive Assistant – City Attorney	E00
15	Executive Assistant/Mayor and Council (T)	E00
16	Executive Director - Civil Service	E00
17	Executive Secretary - Confidential	B00
18	Executive Secretary to Assistant City Manager	E00
19	Executive Secretary to City Manager	E00
20	Facilities Management Officer	E00
21	Financial Services Officer	E00
22	Financial Services Officer - Community Development	E00
23	Financial Systems Officer	E00
24	Fingerprint Classifier	430
25	Fire Boat Operator	105
26	Fire Captain	155
27	Fire Chief	E00
28	Fire Engineer	105

Firefighter	055
Firefighter Trainee	B00
Fire Recruit	045
Fleet Finance Officer (T)	E00
Fleet Services Supervisor I	550
Fleet Services Supervisor II	620
Forensic Specialist I	530
Forensic Specialist II	580
Forensic Specialist Supervisor	630
Forensic Science Services Administrator	E00
Garage Service Attendant I	370
Garage Service Attendant II	390
Garage Service Attendant II – Towing	410
Garage Service Attendant III	450
Gardener I	360
Gardener II	390
Gas Construction Worker I	410
Gas Construction Worker II	430
Gas Construction Worker III	482
Gas Distribution Supervisor I	580
Gas Distribution Supervisor II	620
Gas Field Service Representative I	390
Gas Field Service Representative II	430
Gas Field Service Representative III	482
Gas Instrument Technician I	500
Gas Instrument Technician II	530
Gas Maintenance Supervisor I	580
Gas Maintenance Supervisor II	620

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1	Gas Marketing Engineer	E00
2	Gas Measurement Assistant	470
3	Gas Orifice Meter Technician I (T)	440
4	Gas Orifice Meter Technician II (T)	460
5	Gas Pipeline Welder/Layout Fitter	560
6	Gas Supply & Business Officer	E00
7	General Librarian	560
8	General Librarian I (T)	500
9	General Librarian II (T)	550
10	General Maintenance Assistant	410
11	General Maintenance Supervisor I	470
12	General Maintenance Supervisor II	510
13	General Superintendent - Fleet Services	E00
14	General Superintendent - Park/Marine Maintenance	E00
15	General Superintendent - Recreation	E00
16	General Superintendent of Operations	E00
17	Geographic Information Systems Analyst I	527
18	Geographic Information Systems Analyst II	564
19	Geographic Information Systems Analyst III	597
20	Geographic Information Systems Technician I	460
21	Geographic Information Systems Technician II	500
22	Geologist (T)	747
23	Geologist I	747
24	Geologist II	787
25	Grants Accounting Officer	E00
26	Handwriting Examiner - Miscellaneous	640
27	Handwriting Examiner - Safety	070
28	Hazardous Materials Specialist I	560

1	Hazardous Materials Specialist II	590
2	Hazardous Waste Coordinator	590
3	Hazardous Waste Operations Officer	E00
4	Health Educator I	310
5	Health Educator II	450
6	Helicopter Mechanic	580
7	Historic Sites Officer	E00
8	Homeless Services Officer	E00
9	Housing Aide I	350
10	Housing Aide II	380
11	Housing Assistance Coordinator	550
12	Housing Assistance Officer	E00
13	Housing Development Officer	E00
14	Housing Operations Officer	E00
15	Housing Rehabilitation Counselor	550
16	Housing Rehabilitation Officer (T)	E00
17	Housing Rehabilitation Supervisor I	580
18	Housing Rehabilitation Supervisor II	610
19	Housing Specialist I	400
20	Housing Specialist II	430
21	Housing Specialist III	460
22	Human Dignity Officer	E00
23	Human Resources Officer	E00
24	Human Services Officer	E00
25	Institutional Cook	390
26	Intelligence Analyst	610
27	Investigator I	593
28	Investigator - City Prosecutor	B00

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1	Investigator II	613
2	Investigator III	633
3	Investment Officer (T)	E00
4	Jail Administrator	E00
5	Lab Assistant I	360
6	Lab Assistant II	380
7	Lab Assistant III	420
8	Laboratory Assistant	360
9	Laboratory Services Officer	E00
10	Landscape Architect	604
11	Law Clerk	B00
12	Law Clerk - City Attorney	B00
13	Law Clerk - City Prosecutor	C00
14	Leasing Officer (T)	E00
15	Legal Administrative Assistant	B00
16	Legal Administrator - Attorney	E00
17	Legal Assistant (T)	B00
18	Legal Assistant I	460
19	Legal Assistant II	480
20	Legal Assistant III	530
21	Legal Assistant IV	550
22	Legal Assistant - Subrogation	B00
23	Legal Assistant - Supervisor	B00
24	Legal Office Assistant	386
25	Legal Records Assistant	356
26	Legal Office Specialist	406
27	Legal Records Supervisor	443
28	Legal Records Specialist	386

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1	Legal Records Management Coordinator	583
2	Legal Secretary I	386
3	Legal Secretary II	406
4	Legal Stenographer I	316
5	Legal Stenographer II	336
6	Legal Stenographer III	356
7	Legal Systems Support Specialist	B00
8	Legal Technologist-City Prosecutor	B00
9	Legislative Assistant	510
10	Liability Claims Assistant I	410
11	Liability Claims Assistant II	460
12	Library Aide	270
13	Library Circulation Supervisor	560
14	Library Clerk I	330
15	Library Clerk II	370
16	Library Clerk III	400
17	Library Clerk IV	430
18	Library Youth Services Officer	E00
19	License Inspector I	450
20	License Inspector II	470
21	Licensed Vocational Nurse	440
22	Lifeguard - Seasonal (T)	010
23	Locksmith	480
24	Machinist	490
25	Maintenance Aide I	230
26	Maintenance Aide II	260
27	Maintenance Assistant I	290
28	Maintenance Assistant II	330

1	Maintenance Assistant III	360
2	Maintenance Supervisor	500
3	Maintenance Supervisor I	470
4	Maintenance Supervisor II	510
5	Management Assistant	470
6	Manager - Accounting	E00
7	Manager - Administration	E00
8	Manager - Administration, Planning & Facilities	E00
9	Manager - Administrative and Financial Services	E00
10	Manager – Airport Operations	E00
11	Manager - Animal Care Services	E00
12	Manager - Automated Services	E00
13	Manager - Business Information Services	E00
14	Manager - Business Operations	E00
15	Manager - Business Operations & Gas Supply (T)	E00
16	Manager - Business Relations	E00
17	Manager - Commercial Services	E00
18	Manager - Community Enrichment	E00
19	Manager - Community Recreation	E00
20	Manager - Disaster Management	E00
21	Manager - Economic Development	E00
22	Manager - Electric Generation	E00
23	Manager - Energy Recovery	E00
24	Manager - Engineering Services (T)	E00
25	Manager - Engineering & Construction	E00
26	Manager - Environmental Health	E00
27	Manager - Environmental Services	E00
28	Manager - Facilities	E00

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

1	Manager - Public Works Operations	E00
2	Manager - Recreation Services	E00
3	Manager - Redevelopment	E00
4	Manager - Risk Management (T)	E00
5	Manager - Special Events & Filming	E00
6	Manager - Support Services	E00
7	Manager - Technology Infrastructure Services	E00
8	Manager - Telecommunications (T)	E00
9	Manager - Towing (T)	E00
10	Manager - Traffic and Transportation	E00
11	Manager - Workers' Compensation	E00
12	Manager - Workforce Development	E00
13	Marina Agent I	320
14	Marina Agent II	360
15	Marina Agent III	410
16	Marina Supervisor I	510
17	Marina Supervisor II	570
18	Marina Supervisor (T)	510
19	Marine Safety Captain	120
20	Marine Safety Chief	E00
21	Marine Safety Lieutenant	080
22	Marine Safety Officer	030
23	Marine Safety Sergeant	060
24	Marine Safety Sergeant - Boat Operator	060
25	Marketing Officer	E00
26	Master Mechanic (R)	185
27	Materials Inspector	514
28	Materials Testing Chemist	524

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1	Mechanical Engineer	644
2	Mechanical Engineering Associate	594
3	Mechanical Equipment Stock Clerk I	380
4	Mechanical Equipment Stock Clerk II	430
5	Mechanical Equipment Stock Clerk III	490
6	Mechanical Supervisor I (T)	530
7	Mechanical Supervisor	600
8	Medical Assistant I	250
9	Medical Assistant II	370
10	Medical Social Worker I	490
11	Medical Social Worker II	530
12	Members of Boards and Commissions	D-11
13	Messenger/Mail Clerk I (T)	300
14	Messenger/Mail Clerk II (T)	370
15	Microbiologist I	540
16	Microbiologist II	570
17	Microbiologist III	610
18	Microbiologist Supervisor	580
19	Microfilm Technician	420
20	Minute Clerk	410
21	Motor Sweeper Operator	450
22	Historic Preservation Officer	E00
23	Neighborhood Improvement Officer	E00
24	Neighborhood Resource Officer	E00
25	Neighborhood Services Specialist I	400
26	Neighborhood Services Specialist II	430
27	Neighborhood Services Specialist III	460
28	Noise Abatement Specialist I	500

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1	Noise Abatement Specialist II	530
2	Nurse I (T)	550
3	Nurse II (T)	570
4	Nurse Practitioner	670
5	Nursing Services Officer	E00
6	Nutrition Aide (T)	300
7	Nutrition Aide I	310
8	Nutrition Aide II	360
9	Nutrition Services Officer	E00
10	Occupancy Specialist I	390
11	Occupancy Specialist II	420
12	Occupancy Specialist III	450
13	Occupational Health Services Officer	E00
14	Office Manager - Prosecutor	B00
15	Office Services Assistant I	310
16	Office Services Assistant II	340
17	Office Services Assistant III	370
18	Office Services Officer	E00
19	Office Services Supervisor	500
20	Office Specialist - Prosecutor	B00
21	Office Systems Officer	E00
22	Offset Press Operator I	390
23	Offset Press Operator II	420
24	Oil Field Gauger I	504
25	Oil Field Gauger II	507
26	Oil Properties Accounting Officer	E00
27	Operations Officer - Building and Safety	E00
28	Outreach Worker I	260

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1	Outreach Worker II	380
2	Page (T)	H-16
3	Painter I	440
4	Painter II	460
5	Painter Supervisor	500
6	Paralegal	B00
7	Park Development Officer	E00
8	Park Maintenance Supervisor	500
9	Park Naturalist	470
10	Park Ranger I	440
11	Park Ranger II	500
12	Parking Control Checker I	370
13	Parking Control Checker II	400
14	Parking Control Supervisor	500
15	Parking Meter Technician I	420
16	Parking Meter Technician II	470
17	Parking Operations Officer	E00
18	Payroll/Personnel Assistant I	350
19	Payroll/Personnel Assistant II	380
20	Payroll/Personnel Assistant III	420
21	Payroll Specialist I	460
22	Payroll Specialist II	500
23	Performance Management Officer	E00
24	Personnel Analyst I	570
25	Personnel Analyst II	600
26	Personnel Analyst III	630
27	Personnel Analyst I - Civil Service	570
28	Personnel Analyst II - Civil Service	600

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1	Personnel Analyst III - Civil Service	630
2	Personnel Analyst I - Human Resources	570
3	Personnel Analyst II - Human Resources	600
4	Personnel Analyst III - Human Resources	630
5	Personnel Assistant (Conf.) I	430
6	Personnel Assistant (Conf.) II	460
7	Personnel Assistant (Conf.) III	500
8	Petroleum Engineer (T)	747
9	Petroleum Engineer I	747
10	Petroleum Engineer II	787
11	Petroleum Engineering Assistant	607
12	Petroleum Engineering Associate	697
13	Petroleum Engineering Associate I	607
14	Petroleum Engineering Associate II	697
15	Petroleum Engineering Technician	504
16	Petroleum Operations Coordinator I	750
17	Petroleum Operations Coordinator II	777
18	Photographer	470
19	Physicians Assistant	B00
20	Plan Checker - Electrical I	634
21	Plan Checker - Electrical II	674
22	Plan Checker - Fire Prevention I	634
23	Plan Checker - Fire Prevention II	674
24	Plan Checker - Mechanical I	634
25	Plan Checker - Mechanical II	674
26	Plan Checker - Plumbing I	634
27	Plan Checker - Plumbing II	674
28	Planner I	530

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1	Planner II	590
2	Planner III	640
3	Planner IV	670
4	Planner V	700
5	Planning Aide	440
6	Planning Officer	E00
7	Plasterer	480
8	Plumber	500
9	Plumber Supervisor	550
10	Plumbing Inspector	534
11	Police Administration Bureau Chief	E00
12	Police Captain (R)	180
13	Police Commander	E00
14	Police Community Relations Officer	E00
15	Police Corporal	100
16	Police Information & Technology Officer	E00
17	Police Inspector (R)	110
18	Police Lieutenant	170
19	Police Officer	050
20	Police Planning and Research Officer	E00
21	Police Property and Supply Clerk	430
22	Police Property and Supply Clerk I	430
23	Police Property and Supply Clerk II	500
24	Police Records Administrator	E00
25	Police Recruit	046
26	Police Sergeant	110
27	Police Services Specialist I	390
28	Police Services Specialist II	440

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1	Police Services Specialist III	480
2	Police Systems Supervisor	440
3	Police Woman (R)	050
4	Polygraph Examiner - Miscellaneous	640
5	Polygraph Examiner - Safety	070
6	Power Equipment Repair Mechanic I	430
7	Power Equipment Repair Mechanic II	460
8	Power Equipment Repair Mechanic III	500
9	Prevention Services Officer	E00
10	Principal Building Inspector	624
11	Principal Construction Inspector	624
12	Principal Deputy City Attorney	E00
13	Principal Geological Drafting Technician	624
14	Programmer	480
15	Programmer - Analyst I	520
16	Programmer - Analyst II	570
17	Programmer - Analyst III	610
18	Programmer - Analyst IV	650
19	Programmer - Analyst V	690
20	Programmer - Analyst VI	730
21	Program Specialist - City Manager	B00
22	Project Development Officer	E00
23	Project Management Officer	E00
24	Property Management Specialist I	460
25	Property Management Specialist II	520
26	Prosecutor Assistant	406
27	Prosecutor Assistant I	460
28	Prosecutor Assistant II	480

1	Prosecutor Assistant III	530
2	Prosecutor Assistant IV	550
3	Protection Aide	272
4	Public/Government Affairs Manager	E00
5	Public Health Associate I	250
6	Public Health Associate II	380
7	Public Health Associate III	540
8	Public Health Nurse I	570
9	Public Health Nurse II	590
10	Public Health Nurse III	610
11	Public Health Nurse Supervisor	640
12	Public Health Nutritionist I	500
13	Public Health Nutritionist II	550
14	Public Health Nutritionist III	600
15	Public Health Physician	C00
16	Public Health Professional I	550
17	Public Health Professional II	590
18	Public Health Professional III	620
19	Public Health Registrar	380
20	Public Information Officer	E00
21	Public Safety Dispatcher I	470
22	Public Safety Dispatcher II	500
23	Public Safety Dispatcher III	530
24	Public Safety Dispatcher IV	560
25	Public Works Supervisor	500
26	Purchasing Agent	E00
27	Real Estate Officer	E00
28	Real Estate Technician I	430

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1	Real Estate Technician II	460
2	Records Manager - City Clerk	580
3	Recreation Assistant	390
4	Recreation Leader/Specialist IX (T)	H-39
5	Recreation Leader/Specialist X (T)	H-40
6	Recreation Superintendent	E00
7	Recruitment Officer - Civil Service	E00
8	Recycling Specialist I	470
9	Recycling Specialist II	530
10	Recycling & Sustainability Officer	E00
11	Redevelopment Administrator	E00
12	Redevelopment Finance Officer (T)	E00
13	Redevelopment Project Officer	E00
14	Refuse Field Investigator	460
15	Refuse Operator I	380
16	Refuse Operator II	410
17	Refuse Operator III	440
18	Refuse Supervisor	520
19	Registered Nurse I	570
20	Registered Nurse II	590
21	Reprographics Assistant (T)	350
22	Revenue Management Officer	E00
23	Risk Manager	E00
24	Safety Specialist I	530
25	Safety Specialist I - Conf	530
26	Safety Specialist II	590
27	Safety Specialist II - Conf	590
28	School Guard	H-26, H-28

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1	Secretary	410
2	Secretary to the City Auditor	486
3	Secretary to the City Attorney	520
4	Secretary to the Executive Director - Civil Service	450
5	Secretary to the Mayor	590
6	Senior Accountant	630
7	Senior Animal Control Officer	490
8	Senior Architectural Engineer	694
9	Senior Auditor	B00
10	Senior Civil Engineer	694
11	Senior Combination Building Inspector	574
12	Senior Deputy City Attorney	D00
13	Senior Electrical Inspector	574
14	Senior Engineering Technician I	547
15	Senior Engineering Technician II	577
16	Senior Equipment Operator	510
17	Senior Geological Drafting Technician	567
18	Senior Geologist	787
19	Senior Legal Secretary I	443
20	Senior Legal Secretary II	466
21	Senior Mechanical Engineer	694
22	Senior Mechanical Inspector	574
23	Senior Minute Clerk	450
24	Senior Payroll/Personnel Assistant (T)	460
25	Senior Petroleum Engineer (T)	787
26	Senior Petroleum Engineering Associate (T)	747
27	Senior Plumbing Inspector	574
28	Senior Prosecutor Assistant	B00

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1	Senior Records Clerk	570
2	Senior Structural Engineer	687
3	Senior Survey Technician	508
4	Senior Surveyor	627
5	Senior Traffic Engineer	694
6	SERRF Operations Officer	E00
7	Special Investigator - City Manager	B00
8	Special Projects Officer	E00
9	Special Projects Officer - Engineering	E00
10	Special Projects Officer - Financial Management (T)	E00
11	Special Projects Officer - Housing	E00
12	Special Projects Officer - Public Service	E00
13	Special Projects Officer - Public Works	E00
14	Special Services Officer I	361
15	Special Services Officer II	426
16	Special Services Officer III	440
17	Special Services Officer IV	500
18	Special Services Officer V	560
19	Staff Auditor	B00
20	Stock and Receiving Clerk	330
21	Storekeeper I	380
22	Storekeeper II	430
23	Storm Drain Maintenance Crew Leader	440
24	Storm Drain Maintenance Crew Member I	380
25	Storm Drain Maintenance Crew Member II	400
26	Storm Drain Plant Mechanic	440
27	Storm Water/Environmental ComplianceOfficer	E00
28	Street Landscaping Supervisor I	500

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1	Street Landscaping Supervisor II	530
2	Street Maintenance Supervisor	500
3	Street Maintenance Supervisor I	500
4	Street Maintenance Supervisor II	540
5	Structural Engineer	647
6	Structural Engineer Associate	594
7	Student Worker	H-20
8	Superintendent - Administrative Services (T)	E00
9	Superintendent - Airport Operations	E00
10	Superintendent - Airport Security	E00
11	Superintendent - Building and Safety	E00
12	Superintendent - Electronics/Traffic Signals	E00
13	Superintendent - Engineering	E00
14	Superintendent - Engineering and Gas Systems Control	E00
15	Superintendent - Environmental Programs	E00
16	Superintendent - Facility Management	E00
17	Superintendent - Finance and Controls	E00
18	Superintendent - Fleet Acquisition	E00
19	Superintendent - Fleet Maintenance	E00
20	Superintendent - Fleet Operations	E00
21	Superintendent - Fleet Services (T)	E00
22	Superintendent - Gang Intervention	E00
23	Superintendent - Gas Distribution/Customer Service (T)	E00
24	Superintendent - Gas Distribution/Systems Maintenance (T)	E00
25	Superintendent - Golf Operations	E00
26	Superintendent - Marina Operations	E00
27	Superintendent - Meters & Regulators	E00
28	Superintendent - Park Maintenance	E00

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

1	Systems Support Specialist IV	650
2	Systems Support Specialist V	690
3	Systems Support Specialist VI	730
4	Systems Support Specialist VII	770
5	Systems Technician I	440
6	Systems Technician II	480
7	Systems Technician III	520
8	Systems Technician IV	570
9	Technical Aide	280
10	Technical Assistant	400
11	Technical Services Officer - Library Services (T)	E00
12	Technical Services Administrator	E00
13	Technical Support Officer	E00
14	Telecommunications Officer	E00
15	Tidelands Development Officer	E00
16	Traffic Engineer	644
17	Traffic Engineering Aide I	454
18	Traffic Engineering Aide II	494
19	Traffic Engineering Associate I	514
20	Traffic Engineering Associate II	594
21	Traffic Painter I	400
22	Traffic Painter II	420
23	Traffic Signal Coordinator	640
24	Traffic Signal Technician I	570
25	Traffic Signal Technician II	610
26	Transportation Planner I	620
27	Transportation Planner II	650
28	Transportation Planner III	680

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1	Transportation Planner IV	710
2	Transportation Planning Officer	E00
3	Transportation Programming Officer	E00
4	Transportation Programs Planner	620
5	Treasury Operations Officer	E00
6	Tree Trimmer I	400
7	Tree Trimmer II	430
8	Urban Design Officer	E00
9	Utilities Systems Operator	450
10	Utility Services Officer	E00
11	Vector Control Specialist I	420
12	Vector Control Specialist II	460
13	Video Communications Officer	E00
14	Victim's Advocate - City Prosecutor	B00
15	Visual Arts Specialist I	430
16	Visual Arts Specialist II	470
17	Voice and Data Communications Officer	E00
18	Waste Management Officer (T)	E00
19	Welder	490
20	Wireless Communications Officer	E00
21	Workers' Compensation Administrative Assistant	B00
22	Workers' Compensation Claims Assistant	410
23	Workers' Compensation Claims Examiner I	523
24	Workers' Compensation Claims Examiner II	582
25	Workers' Compensation Claims Examiner III	645
26	Workers' Compensation Medical Only Examiner	480
27	Workers' Compensation Office Assistant	350
28	Workforce Development Officer	E00

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Workforce Development Supervisor I	670
Workforce Development Supervisor II (T)	690
X-ray Technician	450
Youth Services Coordinator	E00
Zoning Officer	E00

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

NON-CAREER (NC) POSITION TITLES

AND ASSIGNED SALARY RANGE NUMBERS

Position Title	Salary Range No.
Accountant I - NC	M47
Accountant II - NC	M62
Accounting Clerk I - NC	M15
Accounting Clerk II - NC	M21
Accounting Clerk III - NC	M28
Administrative Analyst I - NC	M68
Administrative Analyst II - NC	M78
Administrative Analyst III-NC	M88

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Administrative Intern - NC	H-25, H-28, H-30, H-32, H-33, H-34, H-36, H-38, H-39, H-40, H-41, H-42, H-43, H-44, H-45
Admissions Attendant I - NC (T)	H-11, H-13, H-15, H-18
Admissions Attendant II - NC (T)	H-24, H-27, H-37
Admissions Attendant III - NC (T)	H-31, H-33, H-34, H-35, H-36, M15
Airport Operations Assistant I - NC	M17
Ambulance Operator - NC	H-25
Animal Control Officer I - NC	M27
Animal License Inspector - NC	H-29, H-31
Assistant Band Conductor - NC	H-61
Band Conductor - NC	H-62
Carpenter - NC	M47
Civil Engineer - NC	N94
Civil Engineering Assistant - NC	N57
Civil Engineering Associate - NC	N80
Clerical Aide I - NC	H-28, H-30, H-32
Clerical Aide II - NC	H-32, H-34, H-36
Clerk I - NC	M03
Clerk II - NC	M07
Clerk III - NC	M12
Clerk Typist I - NC	M12

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1	Clerk Typist II - NC	M17
2	Clerk Typist III - NC	M24
3	Combination Building Inspector - NC	N63
4	Combination Building Inspector Aide I - NC	N23
5	Combination Building Inspector Aide II - NC	N29
6	Community Worker - NC	M12
7	Computer Operator I - NC	M37
8	Customer Service Representative I - NC	M13
9	Customer Service Representative II - NC	M20
10	Data Entry Operator I - NC	M13
11	Data Entry Operator II - NC	M17
12	Electrician - NC	M52
13	Engineering Aide I - NC	N09
14	Engineering Aide II - NC	N16
15	Engineering Aide III - NC	N33
16	Engineering Technician I - NC	464
17	Engineering Technician II - NC	504
18	Equipment Mechanic I - NC	M46
19	Equipment Mechanic II - NC	M50
20	Equipment Operator I - NC	M21
21	Equipment Operator II - NC	M31
22	Equipment Operator III - NC	M37
23	Fire Safety Specialist - NC (non-safety)	055
24	Garage Service Attendant I - NC	M21
25	Gardener I - NC	M20
26	Gas Field Service Representative I - NC	M24
27	General Librarian I - NC	M66
28	Groundskeeper I - NC	M07

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Groundskeeper II - NC	M13
Identification Officer - NC	050
Identification Technician II - NC	M66
Institutional Cook - NC	M26
Laboratory Assistant - NC	M20
Library Aide - NC	H-18, H-20, H-22, H-24
Library Clerk I - NC	M13
Library Clerk II - NC	M21
Library Clerk III - NC	M28
Library Clerk IV - NC	M36
Licensed Vocational Nurse - NC	M36
Lifeguard - Hourly - NC	010, H-99
Maintenance Aide I - NC	M01
Maintenance Aide II - NC	M03
Maintenance Assistant I - NC	M07
Maintenance Assistant II - NC	M13
Maintenance Assistant III - NC	M20
Marine Aide - NC	M12
Medical Social Worker - NC	M47
Messenger/Mail Clerk I - NC	M08
Microbiologist - NC	M62
Microbiologist Trainee - NC	H-42
Motor Sweeper Operator - NC	M37
Musician - NC	H-60
Nurse I - NC	M62
Nurse II - NC	M66
Nurse Practitioner - NC	M88

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Nutrition Aide - NC	M10
Page - NC	H-16, H-18, H-20, H-22, H-24, H-26 H-28
Painter I - NC	M37
Park Ranger I - NC	M37
Parking Control Checker I - NC	M18
Parking Meter Technician I - NC	M31
Parking Operations Attendant I - NC	M07
Parking Operations Attendant II - NC	M12
Personnel Analyst I - NC	M68
Personnel Analyst II - NC	M78
Personnel Assistant I - NC	M42
Personnel Assistant II - NC	M52
Planner I - NC	M52
Planner II - NC	M68
Planning Aide - NC	M36
Plumber - NC	M52
Police Cadet - NC	H-36
Police Investigator - NC	050
Police Officer - NC	050
Police Services Specialist I - NC	M24
Pool Lifeguard I - NC	H-32
Pool Lifeguard II - NC	H-34
Principal Building Inspector - NC	N87
Public Health Nurse - NC	M66
Public Health Physician - NC	B00
Public Health Professional - NC	B00

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1	Public Safety Dispatcher I - NC	M42
2	Public Safety Dispatcher II - NC	M47
3	Recreation Leader/Specialist I - NC	H-20, 260
4	Recreation Leader/Specialist II - NC	H-22, 300
5	Recreation Leader/Specialist III - NC	H-25, 330
6	Recreation Leader/Specialist IV - NC	H-28, 360
7	Recreation Leader/Specialist V - NC	H-32
8	Recreation Leader/Specialist VI - NC	H-34
9	Recreation Leader/Specialist VII - NC	H-36
10	Recreation Leader/Specialist VIII - NC	H-38
11	Recreation Leader/Specialist IX - NC	H-39
12	Recreation Leader/Specialist X - NC	H-40
13	Refuse Operator I - NC	370
14	Refuse Operator II - NC	400
15	Special Services Officer I - NC	M22
16	Special Services Officer II - NC	M35
17	Senior Civil Engineer - NC	N94
18	Senior Combination Building Inspector - NC	N72
19	Senior Engineering Technician I - NC	547
20	Senior Engineering Technician II - NC	577
21	Structural Engineering Associate - NC	N80
22	Student Worker - NC	H20
23	Traffic Engineering Aide I - NC	N41
24	X-ray Technician I - NC	M37
25	Youth Trainee I - NC	H-99
26	Youth Trainee II - NC	H-20
27	Youth Trainee III - NC	H-24
28	Youth Trainee IV - NC	H-27

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

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

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herein shall be paid at a per diem rate, and said per diem skill 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.

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

	Position Title	Skill	Additional Compensation
1.	Non-management classifications in the current Salary Resolution represented by the IAM	For regular and frequent use of certified oral and/or written bilingual skills	$ 0.70 per hour or $ 5.60 per diem
2.	Non-management classifications represented by the Long Beach Association of Engineering Employees with a base hourly rate of $21.050 or lower and Long Beach Association of Confidential Employees for all classifications in which the top step hourly rates are equal to or less than Salary Range 560	For regular and frequent use of certified oral and/or written bilingual skills	$ 0.60 per hour or $ 4.80 per diem
3.	Police Officer, Police Corporal, Police Sergeant, Firefighter, Fire Captain, Fire Engineer, Marine Safety Sergeant, Marine Safety Sergeant-Boat Operator and Marine Safety Officer	For regular and frequent use of certified oral and/or written bilingual skills	$ 0.80 per hour or $ 6.40 per diem

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4.	Classifications in Skilled and General Services Bargaining Units	When required to work on ladders, mechanical devices, etc., placing employee at heights over 40 feet (excludes Window Washers and Tree Trimmers)	$ 4.00 per diem
5.	Animal Control Officer II	When regularly assigned and performing the duties of a Senior Animal Control Officer or an Animal Control Officer III during the Senior Animal Control Officer's or an Animal Control Officer III's regularly scheduled days off. This skill pay may not be combined with Higher Class Pay	$ 6.00 per diem
6.	Automatic Sprinkler Control Technician	When regularly assigned and performing telemetry duties to monitor, adjust, and troubleshoot irrigation systems	$12.00 per diem
7.	Clerk Supervisor, Clerk Typist I, II, III and V	When regularly assigned to and performing duties in the day shift of the Police Department Records Division	$ 0.30 per hour
		When regularly assigned to and performing duties in the swing shift of the Police Department Records Division	$ 0.60 per hour
		When regularly assigned to and performing duties in the night shift of the Police Department Records Division	$ 0.90 per hour
8.	Clerk Typist I, II and III	For regular and frequent use of certified short-hand skills	$ 0.30 per hour
		When regularly assigned to the Police Department Personnel Division. This Skill Pay may not be used in conjunction with Skill Pay #563	$ 0.70 per hour

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9.	Clerk Typist III	Employees of the Police in the Records Section when regularly assigned to and performing the duties of the Records Supervisor during the supervisor's regular days off	$ 6.40 per diem
10.	Carpenter Supervisor; Painter Supervisor; General Maintenance Supervisor II	When regularly assigned and performing as general supervisor of the Carpentry-Field, Carpentry-Shop, Paint and Welding sections	$ 2.00 per hour
11.	Carpenter Supervisor; Painter Supervisor; General Maintenance Supervisor II; Mechanical Supervisor; Electrical Supervisor; Plumber Supervisor	When regularly assigned and performing as supervisor of three or more sections in the Structural Division of the Public Service Bureau	$10.00 per diem
12.	Combination Building Inspector; Electrical Inspector; Plumbing Inspector; Combination Building Inspector Aide I and II; Senior Combination Building Inspector; Sr. Electrical Inspector; Sr. Plumbing Inspector; Sr. Mechanical Inspector; Principal Building Inspector; Chief Building Inspector	When registered by the International Conference of Building Officials and recertified on an annual basis in accordance with Planning and Building Department regulations ($0.50 per hour for one specialty certification, $0.75 for two, $1.00 for three, up to a maximum of $1.25 per hour for four special certifications)	$ 0.50 per hour $ 0.75 per hour $ 1.00 per hour $ 1.25 per hour
13.	Combination Building Inspector Aide I and II; Combination Building Inspector; Senior Combination Building Inspector; Principal Building Inspector; Senior Electrical Inspector; Senior Plumbing Inspector; Senior Mechanical Inspector	Counter plan checking	$ 5.60 per diem

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

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21.	Electrician	When regularly assigned and performing duties as a lead Electrician in the Traffic Signal Section	$ 0.50 per hour or $ 4.00 per diem
22.	Equipment Mechanic I and II	When regularly assigned to the maintenance and repair of City vehicles, and when possessing a current ASE certification as a Master Automotive and/or Master Medium/Heavy Truck Technician	$ 1.00 per hour for one certificate or $ 1.25 per hour for two certificates
23.	Equipment Operator III	When regularly assigned and performing dredge lever operator duties	$ 0.882 per hour or $ 7.056 per diem
		When possessing a certificate for crane operation issued by an accredited certifying entity per CCR Title I Section 5006.1 and regularly assigned and operating a mobile crane	$ 0.56 per hour
24.	Fleet Services Supervisor	When regularly assigned and performing as supervisor to Equipment Mechanics within the Fleet-Maintenance division and possessing a current ASE certification as a Master Automotive and/or Master Medium/Heavy Truck Technician	$ 1.000 per hour for one certificate or $ 1.250 per hour for two certificates Special Services
25.	Garage Service Attendant I and II	When driving a vehicle requiring a Class A license	$ 8.00 per diem
26.	Gardener I and II	When required to possess a Pesticide Applicator's license and regularly assigned Pesticide Applicator duties	$ 0.554 per hour or $ 4.43 per diem
27.	Gardener II; Park Crew Supervisor; Street Landscaping Supervisor I and II; Equipment Operator II	When required to possess an Agricultural Pest Control Advisor's license and regularly assigned advisor duties	$ 0.554 per hour or $ 4.43 per diem

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28.	Gas Construction Worker II; Gas Field Service Representative II	When possessing a Long Beach Gas & Oil meter installation/reinstallation certification for up to a 400 class meter	$ 0.350 per hour
29.	Gas Construction Worker II	When possessing a SoCal Gas (or equivalent) Leakage Survey or Pressure Control certification, or Long Beach Gas & Oil Valve Inspection and Maintenance certification, or a NACE Basic Level certification, or a Western States Fundamental Corrosion Course certificate	$ 0.500 per hour
30.	Gas Construction Worker II; Gas Field Service Representative II; Senior Equipment Operator	When possessing the classification - appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan certification for journey level	$ 2.000 per hour
31.	Gas Construction Worker III	When possessing the classification - appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan certification for journey level	$ 0.600 per hour
		When possessing a Leakage Survey certification, or a Long Beach Gas & Oil Pressure Control certification for 6" and above PC fittings, or a Basic and/or NACE Tester-level certification, or a Fusion Trainer/Inspector certification from a gas pipeline industry recognized agency, or when performing DOT recordkeeping for Valve Maintenance	$ 0.550 per hour

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32.	Gas Distribution Supervisor I and II	When possessing a Flow Computer Unit Operation and Maintenance and BTU Transmitter Operation and Maintenance certifications, or a SoCal Gas (or equivalent) Appliance Technology certification, or Regulator Troubleshooting certification	$ 0.200 per hour
33.	Gas Field Service Representative II		
		When regularly assigned to installing meters of 300 or more cubic feet per hour capacity at 1/2 inch water column pressure drop or when installing district regulator stations	$ 3.00 per diem
		When possessing a SoCal Gas (or equivalent) Appliance Technology certification, or a Regulator Technician certification, or a basic commercial meter installation certificate, or a basic multimeter set installation certificate	$ 0.500 per hour
34.	Gas Field Service Representative III	When possessing a Long Beach Gas & Oil an advanced commercial meter installation certificate, or an advanced multimeter set installation certificate, or a SoCal Gas (or equivalent) Appliance Technology certification or a Regulator Troubleshooting certification	$ 0.550 per hour
		When possessing the classification-appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan certification for advanced level	$ 0.600 per hour

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35.	Gas Maintenance Supervisor I	When certified and performing duties as a pipeline welder on an as-needed basis	$ 4.00 per diem
36	Gas Maintenance Supervisor I and II	When possessing a Fusion Trainer/Inspector certification from a gas pipeline industry-recognized agency or a NACE Basic and/or Tester-level certification, or a Gas Pipeline Welding Inspections certification from an API-certified welding instructor	$ 0.200 per hour
37.	General Maintenance Assistant (T)	When regularly performing specialized marina maintenance work	$ 0.635 per hour
38.	General Maintenance Supervisor II	When regularly assigned and performing as supervisor over skilled crafts	$ 1.00 per hour or $ 8.00 per diem
		When regularly assigned and performing as general supervisor over Marine and Facility Maintenance	$ 2.00 per hour or $16.00 per diem
39.	Helicopter Mechanic; Fleet Services Supervisor II	When possessing a FAA-issued Inspection Authorization License	$ 2.89 per hour
40.	Housing Specialist II	When regularly assigned as floater-trainer. Skill pay expires on September 30, 2003	$ 0.50 per hour
41.	Housing Specialist III	When regularly assigned to and performing the duties of trainer or portability specialist	$ 0.50 per hour

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42.	Lifeguard-Hourly NC; Lifeguard-Seasonal (T)	When certified as an Emergency Medical Technician (EMT) and re-certified as required by law, and having completed 1200 or more hours at Salary Range 010, Step 6	$ 0.668 per hour
		When regularly assigned and/or performing the duties of a deck hand	$ 0.432 per hour or $ 3.46 per diem
43.	Maintenance Assistant II and III	When performing as a refuse packer truck operator for the Public Works and Parks and Recreation Departments	$ 1.18 per hour or $ 9.44 per diem
44.	Maintenance Assistant III	When supervising crews or contractors performing custodial and/or maintenance duties	$ 0.500 per hour or $ 4.00 per diem
		When regularly assigned and/or performing lot cleaning crew leader duties	$ 0.44 per hour or $ 3.52 per diem
		When regularly assigned and/or performing pesticide applicator duties	$ 0.554 per hour or $ 4.43 per diem
		When performing fiber-glassing duties for Marine Bureau	$ 4.43 per diem
45.	Marine Safety Sergeant - Boat Operator; Marine Safety Sergeant; Marine Safety Officer	When certified and possessing a Coast Guard Operator's license and towing certificate	$ 0.863 per hour
		When regularly assigned and performing as a member of the dive team unless serving as Dive Master or SWRC	$ 0.719 per hour
		When regularly assigned and performing as the dive master	$ 1.007 per hour
		When regularly assigned and performing as the Swift Water Rescue Coordinator	$ 1.007 per hour

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46.	Material Inspector	When full qualified and assigned to perform deputy inspection work and while possessing a valid deputy inspector card	$ 2.80 per diem
47.	Marine Safety Officer; Lifeguard-Hourly-NC; Lifeguard-Seasonal (T)	When performing the duties of a Junior Lifeguard Instructor	$ 4.50 per diem
48.	Mechanical Supervisor II; Electrical Supervisor; Plumber Supervisor	When regularly assigned and performing as general supervisor of the HVAC, Electrical, Street Lighting and Plumbing sections	$ 1.00 per hour
49.	Motor Sweeper Operator (T)	When regularly assigned and operating a three-wheeled motor sweeper	$ 0.25 per hour
50.	Payroll/Personnel Assistant I, II, and III	When regularly assigned to the Police Department Personnel Division. This Skill Pay may not be used in conjunction with Skill Pay #563	$ 0.70 per hour
51.	Payroll/Personnel Assistant III	When supervising payroll and personnel functions at Police Department	$ 1.157 per hour or $ 9.256 per diem
52.	Personnel Analyst I-II	When assigned to and performing table customization, configuration and maintenance in the HRMS System	$12.00 per diem
53.	Personnel Assistant II	When regularly assigned and performing duties as a section lead person	$ 1.00 per hour
54.	Pipeline Welder	When regularly assigned and performing duties as a pipeline welding shop leadperson	$ 0.70 per hour
55.	Plan Checker	When appropriately certified in the discipline of plumbing, mechanical or electrical inspection and assigned to perform as a Plan Checker in more than one specialty area	$ 3.00 per diem

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

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64.	Senior Civil Engineer	When possessing a California Structural Engineers License and assigned to perform structural engineering plan checking	$ 5.00 per diem
65.	Senior Combination Building Inspector; Senior Electrical Inspector; Senior Plumbing Inspector; Senior Mechanical Inspector	When registered by the International Conference of Building Officials and recertified on an annual basis in accordance with Planning and Building Department regulations ($0.15 per hour for each ICBO specialty certification up to a maximum of $0.60 per hour)	$ 0.15 per hour $ 0.30 per hour $ 0.45 per hour $ 0.60 per hour
66.	Senior Engineering Technician I	When regularly assigned and performing architectural design	$ 9.70 per diem
67.	Senior Equipment Operator	When regularly assigned and operating the cutter head and suction B00m on a dredge boat	$ 0.437 per hour
68.	Senior Gas Field Service Representative (T)	When supervising meter setting operations in the field	$ 0.288 per hour
		When possessing a certificate for crane operation issued by an accredited certifying entity per CCR Title 8 Section 5006.1 and regularly assigned and operating a mobile crane	$ 0.56 per hour
69.	Special Services Officer I	When regularly assigned and performing in the Police Department's Traffic Division	$ 2.085 per hour
		When regularly assigned to the Long Beach Airport	$ 1.00 per hour

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70.	Special Services Officer II	When regularly assigned the responsibility of patrolling Marina slips and basins between the hours of 8:00 p.m. and 4:00 a.m.	$ 0.433 per hour
		When assigned to and performing as School Guard Supervisor	$ 4.00 per diem
		When regularly assigned to the Long Beach Airport	$ 1.00 per hour
71.	Special Services Officer III	When regularly assigned to the Police Department Marine Patrol and performing the duties of a Security Officer IV during the Security Officer IV's regularly scheduled days off. This skill pay may not be combined with Higher Class Pay	$ 4.54 per diem
		When regularly assigned to the Long Beach Airport	$ 1.00 per hour
72.	Special Services Officer III-IV (T), Detention Officer I-II	When assigned to and performing "jailer" duties	$ 1.50 per hour
		When regularly assigned to the Long Beach Airport	$ 1.00 per hour
73.	Street Maintenance Supervisor (T); Painter Supervisor	When regularly assigned and performing as general supervisor of the Traffic Painter/Marking and Security sections	$ 0.50 per hour
74.	Street Maintenance Supervisor; Street Landscaping Supervisor	When supervising Senior Equipment Operators	$ 1.350 per hour
75.	Supervising Custodian	When supervising contractors performing custodial and/or maintenance duties in the Library Services Department	$ 0.50 per hour
76.	Tree Trimmer I and II (T)	When regularly performing tree trimming duties from aerial bucket	$ 0.35 per hour

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77.	Tree Trimmer I, II (T) and Street Landscaping Supervisor, Park Maintenance Supervisor	When possessing a current International Society of Arboriculture certification as a Certified Arborist	$ 0.50 per hour
78.	Tree Trimmer I, II (T)	When possessing a Pesticide Applicator license and regularly assigned pesticide applicator duties	$ 4.43 per diem
79.	Welder	When regularly assigned and performing duties as a lead welder	$ 4.50 per diem
80.	Window Washer I and II (T)	When performing window washing duties from swinging or electric scaffolds or bosun chairs	$ 3.60 per diem
81.	Floor Warden as specified in the City's Safety & Health Manual	Employees who maintain current certification and are assigned as a Floor Warden in accordance with the Floor Warden Procedure of the City's Safety & Health Manual	$ 0.50 per hour or $ 4.00 per diem

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82.	Police Officer	Helicopter pilot	$ 3.305 per hour
		Helicopter observer	$ 1.580 per hour
		When performing on a two-wheeled motorcycle	$ 2.012 per hour
		When regularly assigned to a one-officer unit in Patrol between the hours of 1630 and 0730 an amount equal to 10% of their current top step of rank for each hour worked in a one-Officer unit.	
		When assigned by the Chief of Police to be Field Training Officer an amount equal to 10% of the current top step of Police Officer for each hour worked in that assignment. Field Training Officers will be assigned to train Police Officers during the 12 month probation period. However, for lateral transfers, said assignment period shall be determined by the Chief of Police.	
83.	Police Officer; Police Sergeant; Police Corporal; Police Lieutenant	When regularly assigned to and performing administrative and/or investigative duties in the Police Department as determined by the Chief of Police	$ 1.725 per hour
		When regularly assigned to and performing the duties of Boat Patrol Operators and in possession of a valid Coast Guard Operators License and Towing Certificate	$ 1.438 per hour
		When regularly assigned to and performing the duties of Boat Patrol Operations and in possession of a valid Basic Boat Operations certificate	$ 0.719 per hour

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84.	Police Sergeant	Helicopter pilot	$ 3.305 per hour
		When performing on a two-wheeled motorcycle	$ 2.012 per hour
85.	Police Corporal	When assigned to a one-officer unit in Patrol between the hours of 1630 and 0730 an amount equal to 10% of their current top step of rank for each hour worked in a one-Officer unit.	
		When assigned by the Chief of Police to be Field Training Officer an amount equal to 10% of the current top step of Police Corporal for each hour worked in that assignment. Field Training Officers will be assigned to train Police Officers during the 12 month probation period. However, for lateral transfers, said assignment period shall be determined by the Chief of Police	
86.	Firefighter, Fire Captain, Fire Engineer, Battalion Chief	When regularly assigned to a non-platoon schedule in Fire Prevention, Community Services, Support Services, Operations, Disaster Management, or Administration	$2.300 per hour
87.	Firefighter, Fire Captain Fire Engineer	When certified and permanently assigned to perform the full duties of an Arson Investigator	17% of top step Firefighter per hour

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When certified and permanently assigned to the Urban Search and Rescue (USAR) program station	6% of top step Firefighter per hour
When certified and assigned as qualified relief coverage to the USAR program	4.5% of top step Firefighter per hour
When certified and temporarily assigned from qualified relief to the USAR station	1.5% of top step Firefighter per diem
When certified and permanently assigned as an instructor and training coordinator at an USAR program station	2.5% of top step Firefighter per hour
When certified and permanently assigned to the Hazardous Materials (HAZMAT) program station	6% of top step Firefighter per hour
When certified and assigned as qualified relief coverage to the HAZMAT program	4.5% of top step Firefighter per hour
When certified and temporarily assigned from qualified relief to the HAZMAT station	1.5% of top step Firefighter per diem
When certified and permanently assigned as an instructor and training coordinator at an HAZMAT program station	2.5% of top step Firefighter per hour

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		When certified and permanently assigned to the Aircraft Rescue and Fire Fighting (ARFF) program station	5% of top step Firefighter per hour
		When certified and assigned as qualified relief coverage to the ARFF program	4.5% of top step Firefighter per hour
		When certified and temporarily assigned from qualified relief to the ARFF station	0.5% of top step Firefighter per diem
88.	Fire Boat Operator	When in possession of a valid 100-ton license and regularly assigned to operating a fire boat	$ 2.300 per hour
89.	Fire Captain	When certified and permanently assigned to a Rescue Boat, the Paramedic Coordinator, the Public Information Officer, the Training Captain, or the Fire Prevention Captain	6% of top step Firefighter per hour
		When certified and assigned as qualified relief for a Rescue Boat Captain	4.5% of top step Firefighter per hour
		When certified and temporarily assigned from qualified relief to work as a Rescue Boat Captain	1.5% of top step Firefighter per diem
90.	Firefighter	When licensed by the State of California and accredited by the local emergency services agency, and while fully trained and assigned to Paramedic duty	17% of top step Firefighter per hour

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91.	Fire Engineer	When regularly assigned to a fire boat as Fire Engineer	$ 0.920 per hour
		When regularly assigned to an apparatus other than a single function fire boat and in possession of the required California State Emergency Apparatus Operator's License	$ 0.173 per hour

Section 18. The method of computation of the amount of additional compensation to be paid to an employee for overtime worked shall be in accordance with and pursuant to the applicable definitions, conditions, and requirements of the Personnel Ordinance and in accordance with and pursuant to the Fair Labor Standards Act (FLSA), except that the additional compensation for overtime exempt from FLSA shall not include uncontrolled standby amounts in the computation.

Section 19. Subject to the requirements and conditions of Section 4.06 of the Personnel Ordinance relating to the availability of funds, every employee who shall consent to forego and shall forego the taking of any annual vacation or portion thereof at the request of his/her department head and also of the City Manager or other appropriate appointing authority as provided in the Personnel Ordinance shall be paid as additional compensation a sum computed by multiplying the hourly rate of compensation prescribed by this resolution for the position held by said employee by the number of vacation hours which the employee shall forego. For members of the Fire Department on platoon duty, compensation is computed by multiplying the number of vacation hours by two-thirds of the hourly rate. Work performed by the employee during said vacation period shall not be considered as overtime or "extra time worked" as provided in the Personnel Ordinance.

Section 20. Section 4.01(e) and (f) of the Personnel Ordinance permit certain City employees to be absent thirteen working days yearly with full pay, to be prorated monthly, in lieu of absence of the employee on the holidays enumerated in Section 1.05 of the Personnel Ordinance. Subject to the prior approval of the appropriate

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appointing authority, an employee may accumulate and carry over such properly authorized unused "in lieu of holiday" time off for no longer than the close of the second calendar year immediately following the calendar year in which such time off was earned. In the event that such accumulated "in lieu of holiday" time off is not taken as time off by the employee by the end of the second calendar year immediately following the calendar year in which it was earned, then such accumulated time off shall be forfeited by the employee and no compensation shall thereafter be paid therefore.

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

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

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

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

In addition to the immediate family members provided in Section 2.09 of the Personnel Ordinance, great-grandfather and great-grandmother are defined as immediate family members. Additionally, all unrepresented employees shall be entitled to the same domestic partner provisions for sick leave and bereavement leave as is contained in the Memorandum of Understanding with the International Association of Machinists.

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

A. One extra holiday per month, or

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

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

Section 21. Employees of the City of Long Beach with the position title of City Manager, City Clerk, Office Manager - City Prosecutor, and Management Assistant, and positions with the designated salary ranges of C00, D00, and E00, are hereby designated as being eligible to be granted executive leave by the appropriate appointing

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authority or department head, in accordance with and pursuant to the provisions of Section 4.10 of the City Personnel Ordinance. In addition to the five days granted to eligible employees in Section 4.10 of the Personnel Ordinance, the appointing authority may grant up to eighty additional hours executive leave per calendar year for management employees.

Section 22. In addition to the compensation provided by Section 15 hereof, a night shift differential of eighty cents ($0.80) per hour shall be paid to any permanent full-time employee in the IAM bargaining units whose regular schedule requires said employee to work between the hours of 6:00 p.m. and 6:00 a.m., provided that:

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

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

Section 23. Sworn personnel of the Police Department who may be called upon to use firearms in the performance of their duties and who on a qualifying schedule prescribed by the Chief of Police attain a required degree of proficiency in marksmanship shall receive additional compensation as herein provided.

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

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

Section 24. All Firefighters, Auto Firefighters (R), Fire Boat Operators, Fire Engineers, Fire Captains, Battalion Chiefs, Police Officers and Identification Officers (T) employed by the City shall be entitled to receive, in addition to the compensation set forth in this solution for such positions, an incentive payment under either one of the Incentive Pay Programs hereinafter provided for the Fire Department and the Police Department.

A. Police Department Incentive Pay Program I

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

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

B. Police Department Incentive Pay Program II

1. The amount of $0.604 per hour shall be paid as additional compensation to each Police Officer who has obtained a Peace Officer Standards and

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

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

C. Police Department - Education Pay

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

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

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

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

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

D. Fire Department Education Pay

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

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

3. The amount of $2.300 per hour shall be paid as additional compensation to each Firefighter and Auto Firefighter (R), Fire Engineer, Fire Boat Operator, Fire Captain, and Battalion Chief who has obtained a Masters of Arts or Masters of Science Degree in the fields and at the institutions described in 1 above.

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

E. Police Department Longevity Pay

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

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

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

4. LBPOA bargaining unit members hired as lateral Police Officers with prior law enforcement experience outside of California equivalent to the experience

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described in paragraph (3), are eligible for credit for longevity pay, as described in paragraphs (1) and (2) above, for each full month worked if they possess a Basic Course Waiver (BCW) issued by the California Commission on Peace Officer Standards and Training and the experience is determined to be equivalent by the Chief of Police.

5. LBPOA bargaining unit members who have prior law enforcement experience outside of the state of California, but who do not possess a Basic Course Waiver (BCW) may be eligible for credit for longevity pay as described in paragraphs (1) and (2) above for each full month worked if the Chief of Police determines that their experience is equivalent to that referred to in paragraph (3) above.

F. Fire Department Longevity Pay

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

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

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

4. LBFFA bargaining unit members hired with prior firefighting experience outside of California, including military firefighting service, equivalent to the experience described in paragraph (3), are eligible for credit for longevity pay, as described in paragraphs (1) and (2) above, for each full month worked if the experience

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and certification is determined to be equivalent by the Fire Chief.

Section 25.

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

1. The 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.

2. 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.

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

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

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

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

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

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classification or grade level.

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

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

Section 26. In lieu of coverage under the health insurance program provided by the City for employees holding permanent full-time positions, each employee in a permanent part-time position (as defined in the Personnel Ordinance), shall, for every one hundred and seventy-four hours worked by such permanent part-time employee be paid four hundred dollars effective October 1, 2003.

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

Section 27.

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

B. Employees assigned to Salary Range E00, the City Manager, the City Attorney, Senior Deputy City Attorney, Principal Deputy City Attorney, the City Prosecutor, the City Auditor, Deputy City Auditor, the Mayor, and the City Clerk shall receive, unless they elect an available alternative, as additional compensation life insurance benefits equal to three times their full annual salary to a maximum of five hundred thousand dollars, long- and short-term disability insurance, and in-hospital indemnity benefits. Proceeds of any life insurance benefits shall be payable to a

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beneficiary named by the person insured or, if none is named, to his/her estate.

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

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

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

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

1. For the surviving spouse until his/her remarriage, death, or Medicare

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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.

Section 28. Employees of the City, including employees of the Harbor Department and Water Department, shall receive as additional compensation such insurance benefits for bodily injury or death incurred by such employees while traveling on the official business of the City of Long Beach or its boards, commissions or committees as may be provided from time to time in a master policy or policies of travel insurance as may be obtained by the City pursuant to Section 3121 of the California Government Code.

Section 29. Pursuant to the provisions of Section 53240 of the California Government Code, an employee may receive the cost of replacing or repairing property such as eyeglasses, hearing aids, dentures, watches, or articles of clothing when loss or damage occurs in the line of duty and is not attributable to the employee's negligence. If the items are damaged beyond repair, the actual value of such items may be paid. The value of such items shall be determined as of the time of loss or damage. In the event of such loss or damage, the employee seeking recovery shall file a request for reimbursement in writing with his/her department head and the request shall be processed in accordance with the applicable administrative regulations of the City.

Section 30. Employees requiring transportation in connection with the performance of their duties for the City, may be assigned a City-owned vehicle by the City Manager or appropriate appointing authority; or, in the alternative, with the approval of the City Manager or appropriate appointing authority, an employee may receive, by way of reimbursement, the cost of transportation incurred in the performance of his/her duties. On and after October 1, 1999, reimbursement, at the discretion of the City Manager or appropriate appointing authority, may be paid to such employees upon the basis of any of the following computations:

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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 official City business;

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

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

3. A flat rate of One Hundred and twenty-five dollars per month plus ten cents per mile for all authorized mileage actually driven by the employee on official City business; provided, that in each instance, said employee procures and maintains in full force and effect, bodily injury and property damage insurance from a company or companies authorized to do business in the State of California, with minimum coverages as prescribed by the City Manager or the appropriate appointing authority at all times while said privately-owned vehicle is used for official City business. 4. A flat monthly allowance of Four Hundred and fifty dollars per month for elected officials of the City. Said monthly allowance shall constitute reimbursement for the expenditures and costs of operating and maintaining such vehicle, including its availability, as required for the performance of such official duties.

Section 31. An employee of the Long Beach Police Department who, with the authorization and at the request of the City Manger or the Chief of Police, furnishes a privately owned police service dog and uses said dog in connection with the performance of his/her patrol and law enforcement duties with the Police Department, may be paid in the amount and in the manner set forth herein as reimbursement of costs and expenses incurred by said employee in connection with furnishing said dog for use in the performance of his/her official duties with the City. Reimbursement may, at the discretion and with the approval of the City Manager or the Chief of Police, be paid to such

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employee as specified herein, provided that during the period for which reimbursement is paid hereunder:

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

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

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

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

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

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expenses.

Section 32. Employees of the City may, pursuant to and in accordance with the provisions of this resolution and the administrative rules, regulations and policies promulgated and issued by the City Manager, authorize deductions to be made from their salaries or wages for purposes authorized by the provisions of Article 6 of Chapter 1 of Division 4 of Title 1, and Articles 1, 1.5 and 2 of Chapter 2 of Part 1 of Division 2 of Title 5 of the California Government Code, except that such deductions for payment of dues or other services provided by any employee organization or association shall be only as provided by a valid existing contract between the City and said employee organization or association.

Section 33. Employees of the City may, pursuant to and in accordance with the provisions of this resolution and the Administrative Regulations issued by the City Manager, be awarded with additional compensation for suggestions made that result in measurable monetary savings to the City. Such awards shall not exceed ten percent of the anticipated first year savings after adoption of the suggestion; provided, however, that the maximum award shall not exceed five thousand dollars.

Section 34. Notwithstanding any other provision of this Salary Resolution, each appointing authority may, within his or her sole discretion, provide as a part of an employee's annual compensation, additional compensation to the employee for relocation and moving expenses actually and necessarily incurred to accept a position with the City of Long Beach, if the appointing authority determines that such additional compensation is required as a necessary inducement for the acceptance of employment with the City. Said additional compensation must be provided within three years from the employee's appointment date.

Section 35. Except as otherwise provided in this resolution and any other applicable Federal or State laws, rules and regulations, it is the intent of the City Council, by the adoption of this Salary Resolution, to prescribe the salaries and compensation of the employees of the City of Long Beach, including the implementation of such

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adjustments in salaries and compensation for the employees in each office or position of employment with the City as provided in any applicable Memorandum of Understanding which has heretofore been approved and adopted by the City Council, and in the event of any inconsistency or conflict between the provisions of this resolution and the applicable Memorandum of Understanding regarding such adjustments in compensation due to any inadvertence, oversight, or clerical error, it is intended that the provisions in such Memorandum of Understanding shall control and shall supersede the provisions of this resolution, and such adjustments to the salaries and compensation shall be deemed to have been correctly included herein, effective as of the applicable effective date, and such matters shall be subsequently corrected by appropriate action.

Section 36. Effective July 1, 1995, and every July 1 thereafter, the annual salary ranges of all elected officials will be adjusted in accordance with the provisions of Section 203 of the City Charter.

Section 37. On and after December 1, 2004, the City shall pay a maximum amount of seven hundred ninety six dollars per month toward the cost of health, dental, and life insurance benefits for each eligible employee represented by the IAM, the Long Beach Association of Confidential Employees, the Long Beach Association of Engineering Employees, the City Attorneys Association, the City Prosecutors Association, the Long Beach Firefighters Association, the Long Beach Police Officers Association, the Long Beach Lifeguard Association, and each eligible employee not represented by an employee organization.

Section 38. Effective on October 1, 1997, each employee designated as being represented by the IAM, the Long Beach Association of Confidential Employees, and the Long Beach Association of Engineering Employees, shall be compensated at a rate of seventy-five cents per hour for each full hour of standby duty as defined in the Memoranda of Understanding between the City and the aforementioned employee organizations.

Section 39. Permanent full-time or permanent part-time employees who

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are enrolled in an accredited job and/or career-related college or university study program during off-duty hours are eligible to receive tuition reimbursement in accordance with the following schedule:

Effective October 1, 1999:

Semester/Quarter Payment Schedule

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

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

Section 40. Effective January 1, 1998, the City shall contribute a six hundred dollar payment for mandatory enrollment in deferred compensation for every employee in a position represented by the City Attorneys Association, the City Prosecutors Association and the Long Beach Association of Confidential Employees. The amount of deferred compensation shall not be considered compensation for purposes of overtime, vacation, sick leave and other similar calculations. The City does not warrant, guarantee, or represent in any way that said contributions are not subject to State or Federal taxes in whole or in part.

Section 41. Management employees in the position of Superintendent - Marine Safety shall be eligible to participate in the same deferred compensation matching program as afforded to employees in professional classifications of the Long Beach Lifeguard Association.

Section 42. The compensation prescribed herein shall remain in effect until superseded by the City Council, to reflect adjustments in compensation provided for

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in applicable memoranda of understanding and as otherwise prescribed by the City Council for employees not covered by memoranda of understanding.

Section 43. Effective July 1, 1992, employees of the City, including employees of the Water Department, who are eligible and volunteer to participate in the City's Trip Reduction Incentive Program as prescribed by the City's Trip Reduction Plan and current Participation Guidelines are eligible for monthly award drawings if they participate at least twelve days per month.

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

Section 44. Employees who are laid off and eligible for benefits under the Consolidated Omnibus Budget Reconciliation Act (COBRA) shall have the premiums for the benefits they are entitled to under COBRA paid by the City for the first six months after their layoff.

Section 45. Employees in the Classification of Refuse Operator are eligible to participate in the Refuse Incentive Program. Employees may earn five dollars per hour (paid on a daily basis) for each additional load collected over and beyond the baseline load during the employees' regularly scheduled workday. Employees must meet the qualifying criteria, baseline loads, and exclusions defined under the Refuse Incentive Program.

Section 46. Employees in the Professional unit represented by the International Association of Machinists and Aerospace Workers, pursuant to and in accordance with this resolution and policies and procedures issued by the Director of Human Resources, shall be eligible for additional compensation of $200 per month when he/she attains a professional certification or license which: has been issued by a state or national recognized professional organization; is appropriate to the employees classification; exceeds the requirements for the position; is subject to periodic renewal through recertification, testing and continuing education; and has been authorized by the Director of Human Resources.

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Section 47. This resolution shall be known as the "Salary Resolution" and may be so cited and referred to as such.

Section 48. Resolution Number RES-07-0171 is hereby rescinded and superseded by this resolution.

Section 49. This resolution shall be deemed operative as of 12:01 a.m. on July 12, 2008, except as may otherwise be provided by specific provisions of this resolution, and the City Clerk shall certify the vote adopting this resolution.

I hereby certify that the foregoing resolution was adopted by the City Council of the City of Long Beach at its meeting of _____, 20___ by the following vote:

Ayes: Councilmembers: _____

_____

_____

_____

Noes: Councilmembers: _____

_____

Absent: Councilmembers: _____

_____

_____

City Clerk

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