MEMORANDUM OF UNDERSTANDING

BETWEEN

THE CITY OF LONG BEACH

AND

THE ASSOCIATION OF LONG BEACH EMPLOYEES (ALBE)

SKILLED & GENERAL BASIC UNIT

OCTOBER 1, 2019 TO SEPTEMBER 30, 2023

Approved by City Council on March 17, 2020

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ARTICLE ONE
MEMORANDUM OF UNDERSTANDING

Section I – Parties to Memorandum of Understanding

This Memorandum of Understanding ("MOU") is made and entered into by and between the City of Long Beach, a Municipal Corporation ("City"), and the Association of Long Beach Employees ("Association") pursuant to Government Code Sections 3500 et seq.

Section II – Recognition

The City hereby recognizes the Association as the exclusive representative for those employees employed by the City in the classifications referenced in Appendix A of this MOU, subject to the applicable provisions of the law.

Section III – Purpose

It is the purpose of this MOU to promote and provide for harmonious relations, cooperation, and un derstanding between the City and the employees covered herein, to provide an orderly and equitable means of resolving any misunderstandings or differences which may arise under this MOU; and to set forth the understanding of the parties reached as a result of good faith negotiations.

Section IV – Nondiscrimination

A. The parties mutually recognize and agree to fully protect the rights of all employees to join and participate in the activities of the Association or to have the Association represent them in their employment relations with the City. It is further agreed that nothing herein shall prohibits an employee from representing himself/herself individually or appearing on their own behalf with the City. No employee shall be intimidated, coerced, restrained, or discriminated against because of the exercise of these rights.

B. The provisions of this MOU shall be applied equally to all employees, and no person shall be benefited or discriminated against in any manner which is inconsistent with the standards set forth in federal and California statutes or with any ordinance, resolution, or rule of the City. Alleged violations of this Section (IV-B) are not grievable under the Grievance Procedure. An employee may pursue alleged discrimination through procedures established by the Department of Human Resources or Civil Service and shall be entitled to pursue California or federal statutory rights.

Section V – Employee Organizational Rights and Responsibilities

A. Dues and Benefit Deductions Program

1. During the term of this MOU, upon receipt of an executed voluntary written authorization, the City shall deduct Association dues and benefit program premiums from the pay of employees represented by the Association. The form for this purpose shall be provided by the City and the amounts to be deducted for Association dues and benefit program premiums shall be certified to the City by the designated Association official. The City shall charge the Association for each employee five and one-half cents ($.055) per deduction for Association dues and five and one-half cents ($.055) per deduction for all other deductions. The dues are based on 26.1 pay periods per year. The supplemental insurance premium deductions shall be based on 24 pay periods per year. The City will accept and modify any deductions regarding dues/fees and insurance premiums upon electronic request from the Association on the form approved by the City by 4:00pm PST on the Wednesday before the end of each pay period.

2. The Association hereby agrees to indemnify and hold the City harmless for any loss or damages, claims, or causes of action, arising from the operation of this provision of the Agreement.

3. The City shall have no obligation to modify the manner in which it currently makes deductions on behalf of the Association.

4. The parties agree that ALBE may re-open the agreement upon request to discuss maintenance of membership provisions following a final decision on the merits by a court of competent jurisdiction, inclusive of appeals, if any.

B. Association Employee Representative (Association Officers, Shop Stewards, and Site Representatives)

A current list of Association employee representatives (Association Officers, Shop Stewards, and Site Representatives) and the bureau(s)/department(s) and/or bargaining unit which they represent, shall be submitted to the Director of Human Resources (“Director”). Any changes to this list shall be submitted with the same required information as stated above, to the Director within ten (10) working days following such changes.

C. Notification of Job Classification Changes or Creation of New Job Classifications

The City shall notify the Association and provide a copy of any proposed changes in the duty statements for existing classifications represented by the Association as far in advance as possible but not less than ten (10) working days prior to consideration

by the Civil Service Commission. The City shall notify the Association and provide a copy of proposed duty statements for any proposed new classification to be represented by the Association as far in advance as possible but not less than ten (10) working days prior to consideration by the Civil Service Commission .The parties shall meet and confer in accordance with provisions of the Government Code regarding the impact of the proposed duty statement changes or new classifications and attempt to reach agreement prior to consideration by the Civil Service Commission. In the event agreement is not reached, either party may address the Civil Service Commission on the matter. Per Government Code section 3505, meet and confer in good faith means that a public agency, or such representatives as it may designate, and representatives of recognized employee organizations, shall have the mutual obligation personally to meet and confer promptly upon request by either party and continue for a reasonable period of time in order to exchange freely information, opinions, and proposals, and to endeavor to reach agreement on matters within the scope of representation.

D. Notification of Changes in Work Rules

Whenever written departmental work rules, regulations, or policies are established, or changes made in existing department work rules affecting conditions of employment, the City shall provide the Association reasonable notice as far in advance as possible but not less than ten (10) working days prior to placing the new rules, or changes in such existing rules, into effect and where requested, meet and confer in good faith. These notices of changes are not intended to impede the normal day-to-day operation, but are intended to improve communication between the Association, the City, and the employees.

E. Representational Time-Off

1. Pursuant to relevant Government Code Sections, the City shall allow a reasonable number of Association employee representatives (Association Officers, Shop Stewards, and Site Representatives), and/or employees, as needed, reasonable time off without loss of compensation or other benefits while formally meeting and conferring with representatives of the City on matters within the scope of representation as defined in the Government Code, or as may be required under Article VII, Grievance Procedure.

2. Each fiscal year, the Association shall receive a bank of 500 release hours to be used for general Association business. The Association or President shall provide the Human Resources Director with a monthly accounting of how this time is being used listing name, department, date, and work hours used, rounded off to 12-minute increments. Employees requesting release time must provide notice and receive prior approval. Approval will not be unreasonably withheld except for operational demands. Sufficient advance notice is required if the request for time off exceeds one (1) workday.

F. Reimbursement of Release Hours

1. During the term of this agreement, in addition to the 500 hours allotted to the Association from the City, the bargaining unit shall reimburse the City for additional release hours requested up to a maximum of 1000 release hours each fiscal year.

2. The Association shall reimburse the City for the full cost of wages and roll-up costs related to wages (i.e. pension, benefits, FICA, Medicare, etc.) for any release hours used over 500 hours total, each fiscal year up to a maximum of 1000 hours.

3. The Association will submit payment within thirty (30) business days from the invoice date.

4. The Association may request time off for Association employee representatives (Association Officers, Shop Stewards, and Site Representatives) for up to a maximum of thirty (30) calendar days, provided that reasonable notice is provided and the request will not interfere with operational demands.

G. Bulletin Boards

A reasonable number of bulletin boards will be provided upon which the Association may post notices of official Association business which may include recreational and social affairs, notices of meetings, benefit programs, trips, elections, appointments, and results of elections, excerpts from the Salary Resolution and Personnel Ordinance, bulletins of employee rights, notices of City Council and Civil Service Commission actions, notices of employer/employee-relations updates, and reports of grievance and arbitration matters, provided that any notice must be on official Association-identified paper and a copy sent to the Director. Each item to be posted shall have a remove-by-date, except for those items designated by the Association for permanent posting. No department shall arbitrarily remove said posting without consent of the Association (except for dated material). In any event, no posting shall contain any material defamatory or derogatory about any City employee or elected official, and no campaign information shall be posted except for the internal Association elections. City management shall have the right, upon notice to the Association, to immediately remove such information from circulation or posting. At the time of distribution the Association shall provide a copy of the information to the Human Resources Director or designee.

H. Work Access and Distribution of Notices

1. Definitions

a. “Working or work locations” are those areas where actual work duties are performed.

b. “Non-working or non-work locations” are those areas where most employees are free to use the area for non-work activities.

c. “Working time” or “working hours” refer to periods when employees are performing actual job duties which do not include employees’ own time such as before shift starts, break periods, lunch or at after completion of shift.

2. Association Access to Work Locations During Working Hours:

a. Authorized Association representatives, (Association Business Representatives, Association Officers, Shop Stewards, and Site Representatives), pursuant to Article One Section V-B, shall be given access to work locations during working hours to conduct investigations in connection with Association grievances, and to observe working conditions in connection with Association grievances, so long as it is not unreasonably disruptive of normal working operations.

b. The Association representative(s) desiring access to a work location during working hours shall state the purpose of their visit and request authorization of the department head or designee(s) within a reasonable amount of time before the intended visit unless the parties mutually agree to waive notice.

c. Reasonable notice shall be defined as twenty-four (24) hours in advance, whenever possible. However, it is not unreasonable to give less notice when the situation merits immediate access.

d. If the request is denied, an alternative to the requested time will be provided. Management may deny access if it feels it will unreasonably interfere with work.

e. The Association agrees that its representatives will not purposely interfere with the operations of departments or any facility thereof or attempt to access work areas or facilities that were not authorized. The Association representative must advise management when the employee has arrived on site.

3. The Association shall give to all Department Heads with employees in this unit, and to the Director, a written list of all authorized representatives, which shall be kept current by the Association. Access to work locations will only be granted to representatives on the list.

4. The City shall give the Association the contact information of the Department Head or designee for purposes of notification.

5. Authorized Association representatives may have access to conference rooms and/or City facilities during non-working hours, subject to availability, with seventy-two (72) hours advance-notice and the approval of the Department Head (or designee) and the Director of Human Resources (or designee) for purposes of conducting union business meetings. Exceptions to the seventy-two (72) hour requirement may be granted by the Director of Human Resources (or designee).

6. The Association agrees that, except as specifically provided by the Employer-Employee Relations Resolution or provisions of this MOU, employees shall not be permitted to engage in Union activity during time in which they are being compensated by the City.

7. The Association will not distribute on City premises or at City work sites information which Association representatives know to be or have reason to believe is false or defamatory. City management shall have the right, upon notice to the Association, to immediately remove such information from circulation or posting. At the time of distribution, the Association shall provide a copy of the information to the Human Resources Director or designee.

I. Representational Information

The City shall provide the Association with the following information, unless an employee notifies the City in writing that the employee does not want the information released.

1. A monthly electronic report which shall list the following information for each employee:

   Name, phone number, occupation code and title, Association membership dues amount, department/bureau, division, home address, birth date, age, sex, part-time/full-time, bargaining unit code, original date of employment, monthly salary equivalent, and a total for all other Association deductions. The City shall provide the Association, at their request, two additional runs of this listing (hardcopy) and electronic report in any fiscal year.

2. A bi-weekly listing (electronic report) of dues and all other deductions.

J. Investigations

An employee required to attend an investigatory interview with the employee's supervisor(s) is entitled to Association representation where the employee has a reasonable basis to believe that he or she may be disciplined as a result of the meeting. The employee must request Association representation. The right to Association representation does not apply to an investigatory meeting concerning another employee's conduct, where the employee questioned at the meeting is a

witness to the incident or has possible knowledge of the incident. The right to Association representation does not apply in coaching and mentoring sessions, where the employee is given work performance direction, assistance or guidance from their supervisors. For non-investigatory meetings, the City shall comply with all applicable laws, including the Meyers-Millais-Brown Act, Government Code section 3500 et seq.

Section VI –New Employee Orientation and Employee Information

A. Purpose

Pursuant to Government Code Sections 3555-3559, the City shall allow the Association access to New Employee Orientations (hereinafter, NEOs) and access to certain employee information provided to the Association by the City.

B. Application

This shall apply to classifications as outlined in Appendix A for which the Association is the recognized employee organization. New employees include newly-hired employees whose positions are permanent, temporary, full-time, part-time, seasonal or as-needed and regardless of whether the newly hired employee was previously employed by the City.

C. Notice and Access

1. Written Notice: The City shall provide the Association written notice of, and access to, NEOs as set forth in this agreement. It is the City's intent that NEOs take place as promptly as possible after the first day of employment. However, the City reserves the right to make any changes to any scheduled dates, times, locations and arrangements provided to the Association for any NEOs. The City will notify the Association of any changes.

2. Single Point of Contact: The Association agrees to provide the City a single point of contact (hereinafter, Association NEO Coordinator) and the City agrees to provide the Association with a single point of contact for the Citywide NEOs sponsored by the Human Resources Department (hereinafter, Citywide NEO Coordinator) and a separate single point of contact for each Department sponsored NEO (hereinafter, Department NEO Coordinator) which will be updated by the Association and the City on an as-needed basis.

3. Citywide NEOs: the Association NEO Coordinator will be notified of Citywide NEOs. New employees will be scheduled by their respective Department NEO Coordinator to attend a Citywide NEO, sponsored by the Department of Human Resources. The Citywide NEOs will be scheduled monthly for every other month and any Citywide NEO may be canceled and/or rescheduled at

the discretion of the Citywide NEO Coordinator. The Citywide NEO Coordinator shall provide written notice by email to the Association NEO Coordinator with the bi-annual schedule that includes the specific dates, times and location for the Citywide NEOs no less than ten (10) business days prior to the first scheduled Citywide NEO, except that a shorter notice may be provided in a specific instance where there is an urgent need critical to the employer's operations that was not reasonably foreseeable. The Association NEO Coordinator shall respond by email to the Citywide NEO Coordinator within five (5) days for the City to make any reasonable arrangements requested by the Association to attend the scheduled Citywide NEOs provided that the requested arrangements can be accommodated by the City based upon availability.

4. Department NEOs: New employees will be scheduled to attend their Department NEO by their respective Department NEO Coordinator. Each Department NEO Coordinator shall provide written notice by email to the Association NEO Coordinator no less than ten (10) business days prior to their respective Departmental NEOs, except that a shorter notice may be provided in a specific instance where there is an urgent need critical to the employer's operations that was not reasonably foreseeable. Any Department NEO may be canceled and/or rescheduled at the discretion of the respective Department NEO Coordinator.

5. Association Access and Presentation at NEOs: At the request of the Association, the Association shall be allowed twenty (20) minutes to meet with their represented new employees who are present at the Department NEO. The right of the Association to meet with newly-hired employees is limited to only those employees whose classifications fall within the Association's bargaining unit.

6. The new employees attending the NEO, including meeting with the Association, shall be paid on City time if attending during their regularly scheduled work shift. Employees will not be paid overtime for attending the NEO.

7. The Association's access to new employees will occur after the City's presentation, unless an alternate time is mutually-agreed upon between the Association and Department NEO Coordinator. At all NEOs, the Association shall limit its presentation to a general introduction to its organization, history, by-laws, benefits of membership and to answer questions from the new employees.

8. The Association shall be entitled to distribute informational packets and to sign up members during its twenty (20) minute presentation. At all NEOs, the Association shall not engage in campaigning on behalf of an individual running

for public elected office, ballot measures, or other topics that would be considered beyond general discussion of the benefits of Association membership.

9. The Association NEO Coordinator may request the release of one (1) ALBE represented employee to serve as an ALBE Association representative for the purpose of meeting with new ALBE represented employees during a scheduled Department NEO. The release is subject to approval and will not be unreasonably withheld with the exception of an impact to a Department's operation demands. The requested release will only be approved for the employee's regularly scheduled work hours.

10. The employee shall be paid one (1) scheduled hour at the base hourly rate to include travel time during regularly scheduled work hours. Employees will not be paid to attend the NEO on their off day off or outside of their regularly scheduled work hours. Employees will not be paid overtime to attend the NEO.

11. All said Association release requests shall be made to the Labor Relations Manager, or designee, no less than five (5) business days in advance of the scheduled Department NEO. At all NEOs, the Association shall not disrupt the City's presentation and/or any of the other Association's presentations.

12. The City may make announcements during any NEO to ensure that there are no disruptions during the presentations by the City, the Association, other Associations, or any other individuals.

13. Audio/Visual Equipment: The Association shall be provided access to City equipment if available, to be used in their orientation to employees at both the Department NEO & City NEO.

D. Employee Data Information

City Reports to Association: The City shall provide the Association with the information subject to the limitations contained in California Government Code Section 3558, on newly-hired employees to the extent it is made available to the City.

E. Hold Harmless

The Association agrees to hold the City harmless for any disputes that arise between the Association and any represented employee over the application of this Agreement.

Section VII – City Obligations and Responsibilities

A. City Obligations

The City reserves, retains, and is vested with all rights to manage the City. The constitutional, statutory, charter, or inherent rights, powers, authority, and functions shall remain exclusively vested with the City pursuant to Government Code Section 3500 et seq. These rights include but are not limited to the following:

1. To manage the City.

2. To determine the necessity, organization, and standards to implement any service or activity conducted by the City.

3. To recruit, select, hire, evaluate, promote, and discipline.

4. To determine and/or change the City facilities, methods, technology, equipment, and apparatus.

5. To determine and/or change the size and composition of the City workforce and assign work to employees.

6. To determine the issues of public policy and the overall mission of the City.

7. To maintain order and efficiency in City facilities and operations.

8. To establish and promulgate and/or modify rules and regulations, policies and procedures related to safety and health in the City, and to require compliance therewith.

9. In the case of an emergency (act of God, war, or riot), suspend the provisions of this Agreement.

10. All rights, powers, authority, and functions of management, whether heretofore or hereinafter exercised, shall remain vested exclusively with the City.

11. Contracting, Outsourcing or In-Sourcing

    The City agrees to comply with the provisions of the Meyers-Milias-Brown Act, Government Code Section 3500 et. seq., before it contracts out work or transfers out work to non-bargaining unit employees where the work is regularly performed by bargaining unit employees. The City also agrees to comply with the provisions of Section 1806 of the Long Beach City Charter.

B. Definition of City Obligations

The intent of the parties to this MOU is that the contractual attempt to define City obligations and responsibilities does not, and is in no way intended to, diminish the rights of the Association.

The Association reserves, retains, and is vested with all rights applicable under California and/or federal law or as contained in this MOU.

Section VIII – Amendments to Personnel Policies and Procedures and Department Rules and Regulations

It is understood and agreed that there exists within the City, in written form, Personnel Policies and Procedures and Departmental Rules and Regulations. Except as specifically modified by this MOU, these rules, regulations, and Policies and Procedures, and any subsequent amendments thereto, shall be in full force and effect during the term of this MOU. Before any new or subsequent amendments to these Personnel Policies and Procedures or Departmental Rules and Regulations, directly affecting wages, hours, and terms and conditions of employment are implemented, the City shall meet with the Association regarding the changes in accordance with Government Code Sections 3500 et seq. Nothing provided herein shall prevent the City from implementing rules and regulations provided it has met with the Association as required by law. Employee wages and fringe benefits will not be reduced unless agreed to by the Association.

Each Department shall post on its bulletin board information on the links to the Civil Service and Human Resources Departments of the City where current information on the employee-employer relationship can be obtained through the Internet.

Upon written or electronic request of the Association, any such information not found on, or linked to, the Internet, shall be provided to the Association either electronically or posted on the Internet within 10 business days of the request. Any request for an extension to respond shall not be unreasonably denied.

If an employee's regularly assigned essential job duties are significantly impacted by the introduction of new technology, the impacted employee shall receive appropriate training on the new equipment or new technology.

If technological change results in a reduction in force of employees covered by this Agreement, the City will make reasonable efforts to provide retraining and/or alternate job placement within the City for all affected incumbent employees.

Section IX – Peaceful Performance of City Services

For the life of the Agreement, the Association, its officers, and/or members agree that they will not cause, condone, or participate in any concerted effort which affects the performance

of their assigned duties and responsibilities. This shall include the withholding of services or other interference with City operations, including compliance with the request of other employees and/or labor organizations to engage in said activities.

The City may take whatever action is deemed appropriate provided it does not violate any employee's rights under applicable statutes.

In the event of any concerted effort, the President or authorized representative of the Association shall, within twenty-four (24) hours, publicly disavow such conduct and request the employees to return to work and attempt to bring about prompt resumption of normal operations. The Association shall notify the City within twenty-four (24) hours after the commencement of such work interruption as to the measures taken to comply with these provisions.

This Section shall not be interpreted to limit an employee's statutory or constitutional rights.

ARTICLE TWO
SALARIES AND COMPENSATION

Section I – Classifications – Pay Rates – Salary Increases

A. Listing of Classifications and Rates of Pay

The classifications and rates of pay for positions in this unit for the term of this agreement (October 1, 2019 through September 30, 2023) are set forth in Appendix A and B, and appropriate sections of the Salary Resolution. The Salary Resolution and Appendix A will be amended to provide for salary increases for all represented employees in the pay period that include the following dates:

1. 4% - 2/01/2020

2. 2% - 10/01/2021

B. Effective the pay period that includes September 30, 2021, all permanent full-time represented classifications (excluding non-career employees) shall receive a one-time ad-hoc payment of fifteen hundred dollars ($1500.00). This ad hoc payment shall not become part of the Salary Schedule and shall not be the basis of any future wage increases.

Section II – Equity Adjustments Classifications – Pay Rates – Salary Increases

A. Effective the first day of the second full pay period following Council adoption, the following classifications shall receive a one and a half percent (1.5%) equity adjustment:

1. Cement Finisher I
2. Gas Pipeline Welder/Layout Ftr.
3. General Maintenance Assistant
4. Harbor Maintenance Mechanic I
5. Harbor Maintenance Mechanic II
6. Maintenance Assistant I
7. Maintenance Assistant II
8. Maintenance Assistant III
9. Maintenance Assistant III-NC
10. Maintenance Assistant II-NC
11. Maintenance Assistant I-NC
12. Maintenance Planner II
13. Motor Sweeper Operator
14. Office Services Assistant II
15. Office Services Assistant III
16. Offset Press Operator I
17. Offset Press Operator II
18. Painter I
19. Painter II
20. Parking Meter Technician I
21. Parking Meter Technician II
22. Plumber
23. Telemetering Instrument Tech I
24. Telemetering Instrument Tech II
25. Water Treatment Operator I
26. Water Treatment Operator II
27. Water Treatment Operator III
28. Water Treatment Operator IV

Effective the first day of the first full pay period following Council ratification, or the pay period that includes February 1, 2020 the City shall provide a ten percent (10%) special pay adjustment to the following classifications:

1. Water Utility Mechanic I
2. Water Utility Mechanic II
3. Water Utility Mechanic III

Effective the first day of the first full pay period that includes October 1, 2020, the following classifications shall receive a one percent (1.0%) equity adjustment:

1. Animal License Inspector-NC
2. Carpenter
3. Equipment Mechanic I
4. Equipment Mechanic II
5. Equipment Operator I
6. Equipment Operator II
7. Gardener II
8. Gas Field Service Rep I
9. Gas Field Service Rep II
10. Senior Equipment Operator
11. Welder

Effective the pay period that includes October 1, 2020, the City shall provide a ten percent (10%) special pay adjustment to the following classifications:

1. Water Utility Mechanic I
2. Water Utility Mechanic II
3. Water Utility Mechanic III

Effective the first day of the first full pay period that includes October 1, 2021, the following classifications shall receive a two percent (2.0%) equity adjustment:

1. Electrician
2. Equipment Operator III
3. Gas Construction Worker I
4. Gas Construction Worker II
5. Gas Construction Worker III
6. Gas Field Service Rep III
7. Gas Field Technician I
8. Gas Field Technician II
9. Gas Field Technician III
10. Traffic Painter I
11. Traffic Painter II
12. Vector Control Specialist II

Effective the first day of the first full pay period that includes October 1, 2022, the following classifications shall receive a one and a half percent (1.5%) equity adjustment:

1. Electrician
2. Gas Construction Worker I
3. Gas Construction Worker II
4. Gas Construction Worker III
5. Gas Field Technician I
6. Gas Field Technician II
7. Gas Field Technician III
8. Maintenance Assistant I
9. Maintenance Assistant II
10. Maintenance Assistant III
11. Maintenance Assistant III-NC
12. Maintenance Assistant II-NC
13. Maintenance Assistant I-NC
14. Senior Equipment Operator

Effective the first day of the first full pay period that includes October 1, 2022, the following classifications shall receive a two percent (2%) equity adjustment:

1. Equipment Mechanic I
2. Equipment Mechanic II
3. Equipment Operator I
4. Equipment Operator II
5. Equipment Operator III
6. Garage Service Attendant I
7. Garage Service Attendant II
8. Garage Service Attendant II-Towing

B. The provisions of Article Two, Section I and Section II shall not be subject to Article Seven, Grievance Procedures, of the MOU.

C. The parties agree to re-open the MOU, at the City's option if the City determines that it is facing a fiscal hardship such that the City Council adopts a measure to utilize Measure B "rainy day" funds. "Fiscal Hardship" is defined in the City of Long Beach Municipal Code Section 3.94.030C. The parties agree that any changes to the MOU will be based on mutual agreement.

Section III - Salary Step / Performance Increases

All salary step increases will become effective on the first day of the pay period in which the employee's anniversary date occurs, unless there is a postponement. In the event of a postponement, the effective date of the step increase will be the first day of the pay period in which the increase is authorized. Step increases will be based on performance as set forth below:

A. Step Advancement

Subject to satisfactory performance, as set forth in Section B below, after an employee has served an initial six (6)-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 (6)-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 (6)-month period of satisfactory performance of employment the salary of such employee shall be at the applicable pay rate designated as 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 the employee's successive completion of a one (1)-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, the employee's pay rate thereafter, shall, upon the employee's successful completion of a one-year period of employment at that pay rate, be at the next successively higher applicable Pay Rate Step.

B. Performance System

As set forth in A above, an employee will advance to the next step of the salary schedule if the employee receives an overall Meets Job Requirements rating on the Employee Performance Appraisal form developed and administered by the Civil Service Department. The rating will be based on the most recently completed Employee Performance Appraisal form. Employee appraisals are not arbitrary or capricious. All parties desire consistency in the appraisal process throughout the City. Performance that may result in ratings below "meets job requirements" should be discussed with the employee as needed throughout the rating period and should also be shared with the employee in a timely manner.

In the event the employee does not receive an overall Meets Job Requirements rating, the employee will not advance to the next successive step. No later than six (6)-months after the original date the step increase was due, the employee will be re-evaluated. If the employee receives an overall Meets Job Requirements rating, the employee shall be advanced to the next successive step. The employee will receive their next step increase in accordance with the provisions of item A above, i.e., either six (6)-months or one (1) year. In the event the employee does not receive an overall Meets Job Requirements rating; the employee will remain on their current step until such time they receive a new evaluation and a Meets Job Requirements rating.

If an employee's Performance Appraisal form is not completed within thirty (30) calendar days after the step increase is due, the employee will advance to the next step retroactive to the first day of the pay period that includes the date the step increase was scheduled.

C. Appeal Process

If an employee does not receive a step increase because of the employee's performance rating, the employee may appeal the rating as follows:

1. A complaint shall be presented in writing directly by the employee to the immediate supervisor within ten (10) working days from the date the employee signs or refuses to sign the Employee Appraisal form, which acknowledges that the employee has read and reviewed the rating. The immediate supervisor will respond back to the employee in writing within ten (10) working days from the date of the complaint was received.

2. If the employee is dissatisfied with the results of the supervisor's written response, the employee may appeal the matter to the Department Head or designee, ten (10) working days from the written response from the supervisor regarding the rating. The Department Head or designee will respond to the employee within ten (10) working days from receipt of the complaint.

3. If the employee is dissatisfied with the response from the Department Head or designee, the employee may appeal by written request to the Director of Human Resources within ten (10) working days from the date of decision by the Department Head.

4. If the matter is submitted to the Director of Human Resources or designee, within twenty (20) working days after the receipt of the written request from the employee, the employee shall review and may conduct investigations and hearings on the matter. Employees called as witnesses will be released from duty as needed.

5. The findings of the Director of Human Resources or designee shall be transmitted only to the parties to the dispute within ten (10) working days from the date of the hearing or proceeding. The decision of the Director of Human Resources or designee shall be final and binding upon all parties and is not subject to the grievance procedure.

6. In all the above steps, the employee is entitled to the same representation as provided for in the grievance procedure.

7. The timelines set forth this provision may be extended by mutual agreement of the parties, and such agreement shall not be unreasonably withheld.

Section IV – Overtime

A. FLSA Overtime

FLSA Overtime for all work performed in the excess of forty (40) hours per week will be paid at the regular hourly rate or compensation accrued at one and one-half times.

B. MOU Overtime

During the term of this Agreement, the City shall pay MOU overtime under this section by crediting sick leave, personal or in lieu holiday leave, etc. as hours worked. Hours charged to vacation leave shall be excluded and not be considered when determining premium pay under the provisions of this MOU.

C. Compensatory Time Off (CTO)

1. Employees working overtime will be eligible to accrue Compensatory Time Off (CTO) in lieu of receiving overtime compensation for each hour of overtime worked. CTO is earned at one and a half (1.5) hours for each hour worked. CTO may be accrued up to a maximum of forty (40) expanded hours.

2. Banked overtime credits shall not exceed 40.0 expanded hours for any employee at any one time.

(26.67 straight time hours x 1 ½ = 40)

3. Employees will be paid for all accrued CTO annually with the final pay period of each fiscal year or in the pay period immediately preceding a general salary increase. Should an employee promote to a classification with a higher base hourly rate of pay, all accrued CTO will be paid as compensation to the employee in the pay period prior to promotion.

4. An employee wishing to use accrued CTO shall provide the City with reasonable notice of such request. "Reasonable notice" is defined as at least two weeks' notice. If reasonable notice is provided, the employee's request will not be denied unless it would be unduly disruptive to the department to grant the request. A request to use CTO with less than two weeks' notice may still be granted within the discretion of the supervisor or manager responsible for considering the request.

5. Management retains the sole discretion in granting the request to accrue CTO or paying it has overtime worked.

D. Special Provision for the Energy Resources Department and Water Department

Employees in the following eligible classifications that are required to work overtime will be permitted to bank an additional 26.67 hours (40 hours expanded) at the sole discretion of the General Manager of the Water Department or the Director of Energy Resources. The maximum bank for these classifications shall not exceed eighty (80) hours. The eligible classifications are as follows:

1. Water Utility Mechanic I-III (Water Dept. Only)
2. Gas Construction Worker I-III (Energy Resources Dept. Only)
3. Senior Equipment Operator (Water Dept. And Energy Resources Dept.)

The banked overtime is intended to be available for, but not limited to, the following special circumstance:

When an employee who, after working a regular shift is directed to continue working on an extended shift and at the conclusion of this shift the employee would not have a ten (10) hour break before the start of the next day's work shift, the employee may deduct from previously banked hours which when combined with the hours before the start of the employee's next shift would provide a break of ten (10) hours.

E. During the term of this Agreement, the City will be reviewing its overtime policies, ordinances and resolutions. During such time, the parties agree to meet and confer over changes to City overtime policies, overtime ordinances and overtime resolutions as required by the Meyers Milias Brown Act. The Association retains the right to negotiate any changes to the fullest extent permitted by the law.

Section V – Skill Pay

All employees in the classifications listed in Appendix C, who also meet the requirements for said skill pay, shall receive additional compensation at the designated rates.

Section VI – Night Shift Differential

Night shift differential shall be compensated at one dollar and twenty-five cents ($1.25) per hour.

Night shift differential shall be paid to any permanent full-time employee whose regular schedule requires the employee to work between the hours of 6:00 p.m. and 6:00 a.m. provided that either:

A. The employee works fifty percent (50%) or more of the regularly scheduled shift between the hours of 6:00 p.m. and 6:00 a.m. These employees shall be eligible to be paid the additional rate established by this Section for each hour worked during the entire work 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 (8) or more non-continuous work hours in a single day, separated by a break of at least three (3) non-working hours during the shift. The 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.; or

C. Employees who work a twelve (12)-hour shift that begins or ends at midnight shall be paid Night Shift Differential for only those hours worked between the hours of 6:00 p.m. and 6:00 a.m.

Section VII – Higher Classification Pay

Employees who are required to perform the full range of duties in a vacant higher classification or grade level position, up to and including division manager, shall be paid an additional one dollar and sixty cents ($1.60) per hour providing the following conditions are met:

A. 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.

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

C. The employee receiving higher classification pay will be required to record the title of the vacant higher classification or grade, and in the case of a temporary vacancy, the name of the employee who holds the higher classification position, and the reason for the temporary higher classification assignment. This documentation of the higher classification assignment information on the employee's time card is required for auditing purposes.

D. The temporary appointment to the higher classification must be approved by the Department Head or his or her designee, in writing.

Section VIII – Mileage Reimbursement

A. A City employee may be assigned a City-owned vehicle only when total mileage incurred on City business exceeds five hundred (500) miles per month.

An assigned City-owned vehicle may be driven to and garaged at home only if the employee is required to respond in an emergency-equipped vehicle to after-hours emergency call-outs.

B. Any City employee whose official duties require intermittent or routine transportation and is not authorized use of a City vehicle, will be authorized to use his or her personal vehicle for the performance of official duties and shall be reimbursed by the City at the current IRS mileage rate. Any employee who drives three hundred (300) or more miles in any calendar month in the performance of his or her duties shall be reimbursed at the current IRS mileage rate plus an additional ten cents ($0.10) per mile. If an employee's annual monthly mileage average in a calendar year is equal to or over three hundred (300) miles per month, reimbursement of the additional ten cents ($0.10) per mile shall be paid at the end of the calendar year for those months that were paid at the lower rate. Employees will not receive additional compensation for those miles already paid at the higher rate.

C. Mileage reimbursement will be authorized only for employees who do not have access to departmental or dispatch pools of City-owned vehicles.

D. With the approval of the City Manager or other appointing authority, employees may be authorized to use and be reimbursed for public bus or taxi transportation. Employees subject to emergency calls but who do not have access to City-owned vehicle during off-duty hours, may be authorized to be reimbursed as specified above for the use of their own vehicles or for the actual cost of public transportation.

E. Mileage reimbursement shall be administered in accordance with Administrative Regulation 4-2 Employee Transportation Authorization and Control.

Section IX – Call Back

A. An employee shall be eligible for call-back pay when all of the following conditions are met:

1. The employee is unexpectedly ordered to return to work because of unanticipated work requirements and does, in fact, return to work.

2. The order to return to work is given following termination of the employee's normal shift and his/her departure from his/her work location.

3. Such return to work occurs within more than two (2) hours prior to the established starting time of the employee's next shift.

B. Compensation for call-backs during each twenty-four (24) hour period shall be the greater of:

1. Three (3) hours at the rate of time and one-half (1½); or

2. Each hour or fraction thereof worked from the time of the call-back to the time the employee leaves home to the time employee returns home at the rate of time and one-half (1½).

C. Any employee who accepts such a call-out between the hours of 10:00 p.m. and 6:00 a.m. that is subsequently cancelled before the employee leaves home shall receive 30 minutes of pay at the employee's regular rate of pay.

D. Employees who are called back to work after completion of their regular work shift and have left the work location that are able to take action to resolve an after-hours situation via phone or other electronic means without reporting to duty, shall receive fifteen (15) minutes' minimum at time and one-half (1½) the employee's regular rate of pay or actual time engaged, whichever is greater. This provision will only apply for work done that is specifically related to the call back request, and not for general work duties that can be done during normal working hours

Section X – In-Lieu Compensation

In lieu of insurance benefits, employees holding permanent part-time positions (as defined in the Personnel Ordinance), shall, for every one hundred and seventy-four (174.0) hours worked by such permanent part-time employee, be paid four hundred and forty dollars ($440), unless the employee chooses to enroll in one of the City's health plans.

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 XI – Bilingual Pay

Skill pay(s) for regular and frequent use of certified oral and/or written bilingual skills apply to all represented classifications.

Employees are eligible to receive bilingual skill pay if both of the following conditions are met:

A. The employee has certified oral and/or written bilingual capacity in English and an additional eligible language. Eligible languages include Spanish, Khmer, Tagalog, Vietnamese, Samoan, American Sign Language or other languages designated by the City Manager, or other appointing authority; and

B. The employee is assigned to a position that has been determined by a Department Head to benefit from bilingual ability, and to have frequent or significant interactions with the public for the majority of the employee's regular, daily course of duty. Bilingual skill pay will be provided for employees who have skills in American Sign Language when their interaction with the public is in person, face-to-face.

Employees who meet all the criteria shall be paid an additional seventy cents ($0.70) per hour. The program shall be governed by the procedures outlined in the Personnel Policy and Procedure regarding Skill Pay.

Bilingual pay shall also be paid on a per diem basis to those who are certified by Civil Service and use said bilingual skills of a language deemed necessary by the City Manager or other appointing authority and the Department Head on an as-needed basis. When an employee is not regularly assigned to use bilingual skills and uses on an as-needed basis the employee shall be compensated at a per diem rate. The per diem rate shall be the hourly rate of the bilingual pay, seventy cents ($0.70), times the number of hours an employee works in a day. The per diem shall only be paid for each work day the employee actually uses their bilingual skills to interact with the public.

ARTICLE THREE

PAID TIME OFF BENEFITS

Section I – Vacation

Vacation Allowance

Service Completed	Equivalent Vacation Days Earned Per Year
Upon hire through 4 years, 5 months (12 months through 53 months)	12
4 years, 6 months through 11 years, 5 months (54 months through 137 months)	15
11 years, 6 months through 13 years, 5 months (138 months through 161 months)	16
13 years, 6 months through 17 years, 5 months (162 months through 209 months)	17
17 years, 6 months through 18 years, 5 months (210 months through 221 months)	18
18 years, 6 months through 19 years, 5 months (222 months through 233 months)	19
19 years, 6 months or more (234 months or more)	20

Section II – Sick Leave

A. Sick Leave Credits

Employees covered by this MOU will be entitled to earn a maximum of twelve (12) days [ninety-six (96) hours] of sick leave per year as provided under the current Personnel Ordinance. Accrual for sick leave credit will be prorated for employees who work less than full-time in a permanent part-time position.

Employees who are ineligible to earn sick leave (i.e. non-career employees), will be credited one (1) hour of sick leave for every thirty (30) hours worked after ninety (90) days of employment, up to a maximum accrual of forty-eight (48) hours. A maximum amount of twenty-four (24) hours can be used by the employee for the diagnosis, care or treatment of a health condition, or for an employee who is the victim of

domestic violence, sexual assault or stalking. Up to twelve (12) hours of the twenty-hour (24)-hour maximum can be used to cover absences taken to care for family illness.

B. Use of Sick Leave for Doctor or Dental Appointments or Family Illness

In addition to the usage of sick leave hours, when an employee is personally ill or disabled, the employee shall be entitled to use a maximum of one-half (1/2) of the earned sick leave per calendar year for absence from duty for personal doctor or dental appointments or to attend to the employee's ill or injured child, parent, spouse, registered domestic partner, parent-in-law or siblings.

C. Effective January 1, 2021, the City will expand the usage of sick leave accruals as follows:

In conjunction with a protected and/or extended medical leave of absence (i.e. FMLA, PDL, CFRA, etc.) in addition to the usage of sick leave accruals, when an employee is personally ill or disabled, the employee shall be entitled to use any available earned sick leave accruals for an absence from duty for personal medical appointments or to attend to their ill, eligible family member.

Catastrophic Leave donations for eligible employees will only be allowed in circumstances where an employee has exhausted all available leave accruals, and are no longer receiving STD or LTD benefits, if applicable, whether the donations are requested to cover a personal or family-related illness.

D. Continuation of Health Insurance for Surviving Spouse and/or Eligible Dependents of a Retired Employee

The accumulated unused sick leave that has been designated for continuance of health insurance coverage by an employee who has retired shall, upon the death of the retired employee, be utilized for the purpose of continual payment by the City of the basic health insurance plan premium for the spouse and/or eligible dependents providing:

1. The employee has an effective retirement date of July 1, 1983 or later; or

2. The retired employee did not predecease the surviving eligible dependent prior to July 1, 1983.

Said premium payment shall continue until:

1. The spouse remarries.

2. A dependent child reaches age twenty- six (26), unless the child is considered a disabled dependent as recognized by the City's medical insurance carrier(s).

3. The spouse becomes eligible for Medicare at which time and in the same manner as those retirees and dependents subject to Section 2.11 of the Personnel Ordinance, the premium payment will be adjusted to pay for the Medicare supplement or Medicare Advantage plan underwritten by the City's health insurance carrier(s).

4. There is insufficient accumulated unused sick leave to pay the required monthly premium.

E. Medical Certification

The application of the medical certification procedure contained in Article Two, "Sick Leave Privileges" of the Personnel Ordinance shall be subject to the grievance procedure in Article Seven of this MOU.

Section IV – Bereavement Leave

A. Permanent full-time and Permanent part-time employees may be allowed to be absent from duty for a period not to exceed three (3) scheduled work days and will receive full compensation during such absence upon the necessity for his or her absence, and with the consent of the employee's department head, in the case of death, or of critical illness where death appears imminent of such employee's immediate family member.

B. An immediate family member shall be defined as the employee's: spouse, child, parent including in loco parentis, sibling, parents or siblings of spouse, grandparent, grandchildren, step children, step parents, step siblings, foster child or domestic partner as defined by State law.

C. An employee requesting paid bereavement leave due to death or critical illness of immediate family member, may be required to furnish satisfactory evidence of such death or critical illness to the Department head.

D. Bereavement leave must be taken within 60 days of immediate family member death.

E. Employees shall be eligible for three (3) paid bereavement leave days per eligible family member death, with a maximum of three (3) occurrences in a calendar year.

F. In addition to approved paid bereavement leave, eligible members under Section 1 above, may also use up to three (3) days of accrued sick leave, per occurrence, for the death or critical illness of each eligible family member.

G. Temporary, Seasonal and Non-Career employees are not eligible for paid bereavement leave.

Section V – Holidays

A. New Year's Day – January 1
Martin Luther King Jr. Day – 3rd Monday in January
Washington's Birthday – 3rd Monday in February
Memorial Day – Last Monday in May
Independence Day – July 4
Labor Day – First Monday in September
Election Day – First Tuesday in November (Refer to item B)
Thanksgiving – Fourth Thursday and Fourth Friday in November
Christmas Day – December 25
Personal Holiday Leave – (32.0 hours)

B. Effective the first full pay period of calendar year 2021, subject to agreement with all other bargaining units and approval by City Council, the City will provide one additional City observed Holiday (first Tuesday after November 1st) to eligible permanent full-time and permanent part-time employees.

C. Also included is every day appointed by the President of the United States or the Governor of the State of California to be a public holiday, or by the City Council of the City of Long Beach to be a City holiday.

D. Holidays are paid based on eight (8) hour work days on the day the holiday is observed regardless of the number of regular work hours on that day.

E. Employees that start employment after the first of the calendar year will receive holidays prospectively for the remainder of the year.

F. Employees on 9/80 work schedules may be required to apply an hour of eligible leave from their leave accruals for each holiday that falls on a 9-hour work day.

G. Alternatively, supervisors may give their employees the option of working an additional hour during the workweek when the holiday is observed, not the pay period, in lieu of using qualified leave time.

H. If any of the foregoing holidays fall on an employee's regularly scheduled day off (E.g., weekend or RDO), the employee may take an alternate day off, for the holiday, within the same work week.

I. For covered employees, not on a holiday in-lieu schedule, four personal holidays will be credited on January 1 of each calendar year. Employees hired after January 1 will be credited with 1.24 personal holiday hours for each full pay period of paid time. Thereafter, each January, they shall receive four personal holidays (32 hours).

J. Employees who leave the City having taken/not taken their personal holiday leave prior to earning it; will have their separation pay debited/credited proportionately. For example, if an employee has taken all four personal holidays and retires on June 1, the employee shall owe the City two (2) days' pay for the two (2) personal holidays taken but not earned.

K. Employees on in-lieu schedules will continue to receive 13 holidays per year. Personal holiday leave will be requested by employees in the same manner as vacation and/or compensatory time off.

L. Permanent part-time employees shall be eligible to accrue personal holiday leave at the rate of two (2.0) hours for every one hundred and seventy-four (174) hours of regular paid hours.

Section VI – Jury Service

Employees receiving a jury summons will be provided paid release time up to eighty (80) hours per calendar year when required to serve jury duty. Employees must inform their supervisor immediately to accommodate work schedule changes. Employees who are on jury service will have their work schedule 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 two (2) hours prior to the completion of the shift, must report back to work. Jury service is subject to the provisions of the City's Personnel Policies and Procedures.

Section VII – Standby Pay

A. Employees who are released from active duty but who are required by their departments to leave notice where they can be reached and be available to return to active duty when required by the department shall be said to be on standby duty.

B. Standby duty shall, whenever possible, be assigned to employees on a voluntary basis. When voluntary assumption of standby duty by employees is insufficient to meet the needs of the department, then such duty will be assigned on a rotational basis whenever possible within affected work units.

C. Standby duty requires that employees so assigned shall be ready to respond within thirty (30) minutes, be reached by telephone or other communicating devices, and refrain from activities which might impair their ability to perform assigned duties. Employees not obligated to remain on standby have no obligation to meet these requirements. Employees accepting standby assignments not able to meet the above criteria due to distance must make prior arrangements with management before accepting the standby assignments.

D. Standby duty shall be compensated at two dollars ($2.00) per hour for each full hour of standby duty.

ARTICLE FOUR
BENEFITS

Section I – Health, Dental and Life Insurance

A. The City shall contribute up to the maximum amounts indicated below for employees in permanent full-time positions (or permanent part-time positions) enrolled in health, dental and life insurance benefits,

Effective December 1, 2019 - $1958.78 per month

Employees may change benefit coverage during open enrollment. A change in benefit coverage may result in a change in the employee payroll deduction. The employee payroll deduction will be based on the City's annual rate schedule and will include any increases incurred up to the date of the change.

B. Effective every January 1, 2020 and every January 1st thereafter during the term of the agreement, increases in costs for the health, dental and life insurance plans shall be borne by the employee in the manner set forth below. The portion of this increase paid by the employee shall be added to the existing payroll deductions for that coverage, but will not exceed the following amounts:

1. Employees with the single or two-party plan health coverage shall pay thirty percent (30%) of the increase or an additional twenty-five dollars ($25) whichever is less, over the rates in effect in the prior year for the plan options selected.

2. Employees with the family plan health coverage shall pay thirty percent (30%) of the increase or thirty dollars ($30), whichever is less, over the rates then in effect in the prior year for the plan options selected.

3. If the employee's portion is in the excess of their cap twenty-five dollars ($25) for single or two-party coverage or thirty dollars ($30) for family], the increase over the cap will be carried forward to the next year and added to the employee's portion of the next year's increase until the carryover amount is exhausted, or the increase equals the cap, whichever is less.

   The carryover of the remaining employee portion over the cap will continue forward each year, maintaining respective caps, until the carryover amount is exhausted by adding it to the employee's portion.

Any new plans developed and offered to City employees will have an appropriate shared cost structure developed.

Section II – Benefits Eligibility Date

A. Employees will become eligible and may enroll into eligible benefits plans effective the first (1st) of the month following their hire date and submittal of enrollment documents.

B. Benefit enrollment forms must be received by the Department of Human Resources Benefits Division by the end of the month of the employee's hire date for benefits to become effective 1st of the following month.

C. If enrollment forms are not received by the end of the month of the date of hire, the employee's enrollment date will default to the 1st of the month following 30 days of employment. If forms are not received timely, the employee (only) will be enrolled into the 1-party PPO plan for health, dental and vision coverage.

D. Benefit deductions are processed a month in advance of coverage, so new employees will have retroactive deductions reflected on paychecks.

Section III – City Health Insurance Advisory Committee (HIAC)

A. The parties agree to work through the HIAC to mitigate employee benefit program cost increases. The Association shall maintain one representative on the City's Health Insurance Advisory Committee (HIAC). The representative shall be enrolled in one of the City's health plans.

Each year the Health Insurance Advisory Committee meets to review the status and solvency of the health, dental and life insurance plans. The Committee reviews plan costs and makes recommendations to the City Manager on plan changes, benefit levels, and addition or deletion of plans.

The Health Insurance Advisory Committee will recommend to the City Manager the benefits for the various plans through the term of this agreement. Every effort should be made to have these recommendations to the City Manager annually by August of each year. The City Manager will consider these recommendations prior to making his final recommendations to the City Council for any changes to plan design. If the City Manager's recommendations to the City Council differ from the recommendations received from the HIAC, the City Manager will advise the Association of his recommendations in writing at least seven (7) calendar days before he submits them to the City Council for approval.

B. Additional Life (Voluntary) Insurance Option

In addition to the employer-paid life insurance currently provided to all full-time City employees, the City will provide employees covered by this MOU the ability to purchase increased term life insurance coverage at their own expense based on conditions established by the insurance carrier.

Section IV – On-the-Job Death Benefit

If an employee is a victim of violence in the workplace and is killed on the job, the City shall continue to provide health insurance, dental insurance and vision insurance benefits as follows:

A. For the surviving spouse until the employee's marriage, death, or Medicare eligibility, whatever occurs first.

B. For the surviving children until age twenty-six (26).

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

Section V – Long-Term (LTD) and Short-Term (STD) Disability Insurance

A. Short-Term Disability

Effective January 1, 2021, the City shall provide a Short-Term Disability (STD) Plan to employees in the unit that provides disability payments to employees. The plan includes the following provisions under Class 3 as identified in the plan document:

1. Seven (7) calendar day elimination period. Disability payments begin on the 8th day.

2. Payments shall not exceed 50% of the employee's salary up to $1,000 per week.

3. Maximum duration is twenty-six weeks (180 days or 6 months) of STD payments.

4. The premium will be paid by the City. The benefit is taxable to the employee.

5. Disability payments are not provided for workers' compensation injuries when Total Temporary Disability (TTD) or 4850 workers' compensation benefits are being paid.

6. Requires employees to exhaust sick leave accruals first.

B. Long-Term Disability

Effective January 1, 2021, the City shall provide a Long-Term Disability (LTD) Plan to employees in the unit that provides disability payments to as follows:

1. Disability payments will commence on the 181st day of the illness or injury.

2. Payments shall not exceed a total of 50% of the employee's salary or a maximum of $4,000 per month (whichever is less) and will be coordinated in accordance with provisions as provided under the LTD plan.

3. The maximum benefit period for an individual under class 3 provisions is eighteen (18) months.

4. The premium will be paid by the City. The benefit is taxable to the employee.

5. In addition to the basic LTD plan provided by the City, the employee may elect to enroll in a supplemental LTD plan at the employee's cost, which provides supplemental LTD payments equal to 66.67% of the employee's salary up to a maximum of $12,000 per month, will be coordinated in accordance with provisions as provided under the LTD plan.

6. Requires employees to exhaust sick leave accruals first.

The City will secure the STD & LTD provider via a contractual agreement. Should the City be unable to secure renewal of these plans, the plan benefits may change.

ARTICLE FIVE

RETIREMENT AND WORKERS' COMPENSATION

Section I – Retirement

A. Continuation of CalPERS Retirement Benefits

For employees in the bargaining unit employed in the classifications set forth in Appendix A on the effective date of the Agreement, the City will continue to provide 2.7 percent at 55 pension benefits to employees hired prior to September 30, 2006, or 2.5 percent at 55 pension benefits to employees hired after September 30, 2006 but prior to January 1, 2013 (also applicable to employees hired on or after January 1, 2013, as a classic CalPERS member), in accordance with the Public Employee's Retirement System contract in effect for each of these tiers on the effective date of this Agreement.

B. Public Employees' Pension Reform Act (PEPRA)

Employees hired on or after January 1, 2013 who are new members to CalPERS shall receive the new miscellaneous retirement formula of 2 percent at 62 pension benefits in accordance with California Government Code section 7522 (PEPRA).

Section II – Workers' Compensation

A. Any bargaining unit employee, including an employee of the Harbor Department and Water Department, who is compelled to be absent from duty with the City because of temporary total disability resulting from injury or illness arising out of and occurring in the course and scope of employment with the City, which is properly certified by a duly authorized physician, shall not be compensated his or her regular salary or wages from the City for all regularly scheduled work hours during the first three (3) calendar days of the absence following the injury or illness unless:

1. Employee is hospitalized.

2. The duration of the injury or illness is greater than fourteen (14) consecutive days.

3. The injury or illness is the first occurrence of temporary total disability during the fiscal year.

4. The injury or illness has been determined by the Workers' Compensation Office to be a recurring injury or illness and employee has not been compensated for the first three (3) calendar days of said absence following said injury or illness.

Sick leave, banked overtime, vacation, or holiday credited hours may be used by the employee for the first three (3) unpaid calendar days of injury or illness, provided the employee has earned and is entitled to these credited hours. Thereafter, if the employee is compelled to be absent from duty with the City because of a duly certified temporary total disability, the employee shall be entitled to receive compensation for a period not to exceed the employee's full-time work status or a total of fifty-one (51) weeks and four (4) calendar days whichever is less. However, in no event will the minimum time be less than ninety (90) calendar days. The amount will be equal to seventy-five percent (75%) of his or her regular salary or wages from the City less any workers' compensation temporary disability benefits due the employee under any applicable provisions of California or federal workers' compensation laws. The amount shall be subject to any deductions or withholdings required by California or federal laws.

B. The terms "regular salary" or "wages" as used in Section A shall mean the employee's base hourly rate, including any skill pay for skill to which the employee was regularly assigned and performing at the time of his or her injury or illness, but the term "regular salary" shall not include any overtime, night shift differential, or higher classification pay.

ARTICLE SIX

OTHER BENEFITS AND EMPLOYMENT CONDITIONS

Section I – Employee Parking

A. Employee parking shall be provided without charge on City property or a City operated facility on a space-available basis.

B. The City shall abide by the above provisions unless said provisions are in conflict with regulations promulgated by the Air Quality Management District (AQMD). In said event, the City shall meet and confer with the Association regarding the impact of any required changes.

Section II – Rest and Meal Periods

A. Each employee shall be entitled to take one fifteen (15) minute rest period for each four (4) hours of work performed by such employee in a work day, which insofar as practicable shall be in the middle of each work period. Rest periods may not be combined with meal periods; nor may they be moved to the beginning or end of the work day. Rest periods may be scheduled by the department and time taken shall be counted as time worked.

Management reserves the right to suspend the rest period or any portion thereof during an emergency. Any rest period so suspended or not taken at the time permitted shall not be accumulated or carried over from one day to any subsequent day, or compensated for in any form.

B. Unless otherwise determined by the department, each workday of five hours or more shall include a meal period of not less than thirty (30) minutes to be taken approximately mid-point during the workday, as practicable. The meal period may be scheduled by the department. The meal period shall not be considered hours of work except at work sites where the employee continues to work during the meal period.

The minimum free from duty period between shifts for Association represented employees shall be no less than eight (8) hours, except where a longer rest period is mandated by law. Employees on standby, call back or on voluntary overtime are excluded from the minimum free from duty period

These requirements will be waived during an emergency as determined by the City Manager, Department Head, (e.g. Chief Executive, Chief of Police, Department Director, Executive Director, Fire Chief, General Manager) or their designee.

Section III – Personnel Files

An employee or the employee's Association representative (Association Officers or Shop Stewards) with written consent of the employee, shall be entitled to review all of the employee's existing personnel folders upon request.

The employee shall, in advance, be advised of, entitled to read and challenge, all statements written by the employee's supervisor, division head, bureau head, or department head, of the employee's work performance or conduct, if such statement is to be placed in the employee's file. An employee may submit a written rebuttal, which contest the written statements made about the employee. The written rebuttal shall be placed in the employee's personnel file. Rebuttals must be submitted within twenty (20) working days of the employee receipt of the written reprimand. Written reprimands are not subject to the Grievance Procedure.

At the employee's written request, written reprimands may be sealed if no further disciplinary action directly relating to the original written reprimand has been taken against the employee within three (3) years following the issuance of the memoranda. Disciplinary actions, including written reprimands, that involve violations of the City's harassment, discrimination, retaliation, violence or theft in the work place policies shall not be sealed under any circumstances.

Any item that is sealed shall be removed from access from personnel except the Department Head or designee. If the employee believes this section is being misinterpreted or misapplied, or if there is material in the personnel file that should be removed or sealed, the employee may file a grievance pursuant to Article Seven. However, the grievance resolution shall be final and binding at the Department of Human Resources level unless there is some other alleged violation of the MOU within the grievance.

Written reprimands shall be served on an affected employee within a reasonable period of time and not later than ninety (90) days after the manager discovers the incident(s) which supports the written reprimand. Any day the employee is off work due to sick, vacation, holiday, bereavement or CTO leave shall be excluded from the ninety (90) day limit. Notwithstanding the foregoing, the City may extend the ninety (90) day period in cases requiring significant investigation. If an employee believes the reprimand was not served in a reasonable time, the employee can only appeal the timeliness of the service to the Director of Human Resources or designee. The decision of the Director of Human Resources or designee is final and not subject to arbitration.

Section IV – Selection Criteria for Graded Positions

It is understood that there exists distinguishing characteristics between graded levels within classifications. It is also recognized that selection criteria utilized for the selection of individuals to these graded levels may vary throughout the City. In order to promote equal opportunity for advancement, the City and the Association agree to work together in an

attempt to correct any deficiencies in the selection process on an on-going basis, and to seek dissemination of notices of such vacancies, when appropriate.

Section V – Transfer/Reassignment/Change of Shifts

The City will provide reasonable notice whenever possible in the event of an involuntary transfer or reassignment to another work shift or work location that could impact the employee's travel and/or child-care arrangements. Reasonable notice is not required as a result of discipline, disability, or acts beyond management's control.

Non-career and Seasonal employee(s) who are scheduled to work, and show up for their scheduled assignment, will receive a minimum of two (2) hours of pay at the base hourly rate if said employee(s) are denied from working scheduled hours for that day. The City has the right to have the employee stay and work for the minimum hours of compensation under this Article.

Section VI – Accident Review

Employees who are involved in accidents and are being questioned, where the results of the investigation may lead to discipline, are entitled to representation at each level of the accident review process. If the employee requests representation, an Association representative shall be permitted to attend.

Section VII – Labor/Management Meetings

A. Purpose

In order to achieve and maintain a mutually beneficial relationship through continuing communications, the City and the Association do hereby establish a Joint Labor/Management Committee. The purpose of the Committee is to discuss, explore, study and resolve problems referred to it by the parties of this Agreement. The Committee, by mutual agreement, shall be authorized to make recommendations on those problems that have been discussed, explored and studied, and make recommendations for implementation.

In order to have an open discussion, the Committee shall have no authority to change, delete or modify any of the terms of the MOU, nor to settle any grievance being processed under a different article of the MOU. When mutually agreed upon, the Committee's discussions will not be publicized.

B. Committee Participants

Association: President of Association, or his designee and/or a maximum of two (2) employee representatives of the Association.

City: Department Level Management (i.e. Administrative Officer) and/or a maximum of two (2) designated management representatives, who are not represented by the Association.

The Labor Relations Manager or designee shall attend these meetings upon request by either party.

Substitutes may be chosen by mutual consent, but it is recognized that a continuity of membership is desirable. The two (2) Association representatives and the two (2) designated management representatives may be rotated every twelve (12) months.

Each party is permitted to have present an expert or experts (a reasonable number) in order to facilitate the resolution of problems.

C. Conduct of Meetings

Meetings shall be held as needed, but not more frequently than once a month. Additionally, the meetings shall be no more than one (1) hour in length, unless the nature of business warrants extension thereof. However, interim meetings may be held if mutually agreed to by the Committee.

A list of discussion topics shall be submitted to both parties forty-eight (48) hours prior to the meetings. Topics not disclosed in advance of the meeting shall not be discussed, but rather shall be placed on the following month's agenda. Emergency items may be added by mutual consent. The combined list of discussion topics shall be prepared by the Administrative Officer and shall include a brief description of each item to be discussed. Designation of the first topic discussed at each meeting will be alternated between the parties every month. Discussion of additional agenda topics will be alternated until the allotted time has been exhausted or there are no additional items to discuss.

D. General Guidelines

1. It is not the intent of LMC Committees to serve as a substitute for other specific administrative, judicial, or quasi-judicial agencies.

2. No grievances being processed under another part of the MOU shall be discussed and no bargaining shall take place.

3. Topics that could lead to grievances may be discussed.

4. Alternative types of uniforms and equipment shall be addressed during these meetings.

5. Each topic shall be discussed fully and action reached before proceeding to another topic. Topics requiring further study may be tabled. When mutually satisfactory decisions are not reached, the parties may pursue such topics in any other manner that is lawful.

6. The parties, by mutual agreement, may make recommendations on issues that have been discussed.

7. Each party shall be responsible for maintaining their own records of these meetings.

Section VIII – Education Assistance

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

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 IX – Training Program

The City and the Association recognize the advantages of job related training for City employees and agree to work together to identify increased funding that will aid in the technical and professional development of Association members. The City will work with the Association in identifying, applying for, and administering any such training assistance funding. This cooperation will extend to creating equitable opportunities for training and attendance at training. In all instances the application of this language will be subject to departmental staffing requirements.

Section X –Termination of Unclassified (including Non-Career) Employment

When an unclassified, as-needed, temporary or seasonal, employee is terminated, the employee will be provided an opportunity to meet with a management employee, and an Association Representative upon the employee's request, to discuss the reason for the termination unless the termination is due to the end of an as-needed, temporary or seasonal assignment, a reduction in hours, or the elimination of the position.

Section XI – Work Schedules/Hours of Work

A. Increments of time reporting.

Hours worked shall be accounted for in increments of six (6) minutes. Overtime shall be earned, credited and paid or taken off (compensatory time off) in increments of six (6) minutes. No overtime credit shall be allowed for a period of less than six (6) minutes.

B. Work Schedule Alternatives

Bargaining Unit members work a seven day FLSA work week (168 recurring hours).

1. 5/40 Work Schedule

The 5/40 work schedule shall be defined as working five (5) eight (8) hour days per work week with a one-hour lunch during each work shift, totaling a forty (40) hours work week. A shorter lunch hour can be approved by the City Manager or appropriate appointing authority, if it is determined to be operationally advantageous. Employees working the 5/40 shall have a FLSA work week designated as beginning at 12:01 a.m. on Saturday through 12:00 a.m. on Friday

2. 9/80 Work Schedule

For employees working a 9/80, work schedule the FLSA work week shall begin exactly in the middle of their 8-hour shift on the day of the week which constitutes their alternate day off. Effective the first full pay period following approval by City Council or upon implementation of LBCOAST, the guidelines for 9/80 schedules will be as follows:

i. The standard work scheduled is five days per week, eight hours per day.

ii. Participation in the 9/80 work schedule is optional. No employee is required nor will they be compelled to participate.

iii. Each department has the right to establish rules for administering the 9/80 work schedule and the right to return any employee to the regular 8 hour per day schedule.

iv. A 9/80 consists of a total of eight (8), nine (9)-hour days, one (1), eight (8)-hour day, four (4) days off, and one (1) additional day off, in a two-week period. Therefore, the employee is working 80 hours over nine (9) days. The additional day off is called the employees Regular Day Off (RDO**).**

v. Participation in a 9/80 Work Schedule is a benefit, not a right and is voluntary for employees whose departments have decided to offer the 9/80

work schedule. Employees must meet their departments' conditions for being granted a 9/80 work schedule.

vi. Employees may only request to change their 9/80 work schedule once every six (6) months unless approved by the Department head or designee.

vii. 9/80 work schedules will be limited to four schedules available for non-24 hour facilities. They include:

1st Friday of the Pay Period as the Regular Day Off

2nd Friday of the Pay Period as the Regular Day Off

1st Monday of the Pay Period as the Regular Day Off

2nd Monday of the Pay Period as the Regular Day Off

viii. Only alternating Fridays or Mondays may be designated as a Regular Day Off. All Tuesdays, Wednesdays and Thursdays are 9- hour work days. The other alternating Monday or Friday will be considered the eight (8)-hour work day.

ix. Once the designated regular day off is selected, it cannot be changed, swapped, or traded unless approved with a request to change the 9/80 schedule as noted above.

x. Upon Departmental approval, employees may flex time within the work week with the exception of their Regular Day Off. Employees may not flex time on their Regular Day Off or 8-hour day.

xi. Hours for a 9/80 employee will be assigned by the department.

xii. The alternating eight (8)-hour day/regular day off must begin and end at the same time each work week.

xiii. Work Schedules may be changed by the department to accommodate providing service to the community. A change in regular work hours requires a minimum of ten (10) days' notice.

3. 4/10 Work Schedule

The 4/10 work schedule shall be defined as working four (4) ten (10) hour days each week plus a one-hour lunch during each work shift, totaling a forty (40) hour work week. The assigned 4/10 work schedule must be in compliance with the requirements of FLSA and other applicable laws. A shorter lunch hour can be approved by the City Manager or the appropriate appointing authority,

if it is determined to be operationally advantageous. The 4/10 work schedule shall not reduce service to the public, departmental effectiveness, productivity and/or efficiency or increase overall City costs as determined by the City Manager or the appropriate appointing authority. Employees working the 4/10 shall have a FLSA work week designated as beginning at 12:01 a.m. on Saturday through 12:00 a.m. on Friday

4. Other Work Schedules

Other work schedule alternatives may be approved by the City Manager or the appropriate appointing authority, if it is determined to be operationally advantageous and does not exceed forty (40) hours of scheduled work in the defined FLSA work week. Other approved work schedules shall not reduce service to the public, departmental effectiveness, productivity and/or efficiency or increase overall City costs as determined by the City Manager or the appropriate appointing authority.

C. Work Schedule Approvals

Alternative Work Schedules (work schedules other than the traditional 5/40 work schedule) must be approved by the City Manager or the appropriate appointing authority. The City may change an employee's designated work schedule (i.e., 9/80, 5/80, 4/10 or other schedule) with seven (7) calendar days' notice.

D. Alternative Work Schedules and Premium Pay

Back-up assignments associated with an alternative work schedule are not justification for higher-class pay unless otherwise specified in this agreement or other personnel policy. An alternative work schedule should not increase requirements for over-time pay.

Section XII – Boot Allowance

The current boot allowance of up to $250.00 per year for required footwear shall include orthotics and footwear accessories provided the total shall not exceed a maximum of $250.00 per year. If the required footwear becomes unserviceable before the one-year period expires, they shall be replaced at the department's discretion.

Section XIII – Clean Up Time

Employees shall be afforded fifteen minutes of personal clean-up time prior to the conclusion of their regular work shifts, and shall suffer no interruption of pay during the authorized clean-up time. In no event, however, shall this practice result in the payment of overtime.

Section XIV – Vehicle, Equipment and Uniform Purchase

Employee input regarding the selection, rental, or purchase of new vehicles, equipment, and/or uniform items, shall be sought from unit members. Management, however, reserves the right to make the final decision on the selection, rental, and purchase of new vehicles, equipment, and/or uniform items.

Section XV – Motor Sweeper Operator – Inclement Weather

For purposes of working, employees in the Motor Sweeper Operator classification, on rainy or inclement days (other than normally-assigned duties), the Superintendent-Street Sweeping will assign the necessary number of employees utilizing a voluntary sign-up system. In the event that more employees than are required, volunteer to work, the most senior employees in the classification shall be entitled to work the assignments. Failure to obtain the necessary volunteers will result in the Superintendent – Street Sweeping assigning worthwhile duties. The definition of worthwhile duties will be a subject for the labor/management meetings. However, it is understood that there will be no involuntary assignment of Motor Sweeper Operators to work on the Refuse trucks.

Section XVI – Career Development

The City and Association representatives of the Department of Public Works will continue to work toward the implementation of a formal career development program through the Labor-Management meetings.

Section XVII – Motor Sweeper Operator – Vacation Split Option

Motor Sweeper Operators in the Street Sweeping Division shall have the option of either taking all of their vacation at one time or splitting their vacation once during a calendar year.

Section XVIII – City License for Electricians/Plumbers

The City will either waive or reimburse employees in the above classifications if required to have a City business license to do their City job. However, no waiver or reimbursement will be made if the employee has a collateral employment request to do work in the City of Long Beach in the employee's profession.

Section XIX– Garage Service Attendants – Towing

Employees in the above classification who operate tow trucks shall be provided with a fixed lock box on the vehicle for depositing fees collected in the field.

ARTICLE SEVEN

GRIEVANCE PROCEDURE

Section I – Definition

A. A grievance is a complaint by the Association or one or more employees concerning the application or interpretation of this MOU, the Personnel Ordinance, the Salary Resolution, written departmental rules and regulations, and policy and procedure manuals governing personnel practices or working conditions between the City and the Association.

B. Matters excluded from consideration under the grievance procedure:

1. Position classification and grade designations;

2. Items otherwise expressly excluded under this MOU;

3. Nothing in this procedure shall be deemed to supersede the authority of the Civil Service Commission;

4. The loss of skill pay, due to a change of assignment, work or duties.

C. If an employee alleges that their rights protected by Title VII of the Civil Rights Act are being violated, the resolution of such may only be pursued by the appropriate quasi-judicial agency that is authorized to provide remedial relief. However, any complaint within the definition of a grievance as set forth above (except Article One, Section IV-B) that specifically relates to this MOU, may be pursued under this Article.

Section II – Grievance Presentation

Employees shall have the right to present their own grievance or do so through their Association representative (Association Officers, Shop Stewards, and Site Representatives) or Association staff. Grievances may also be presented by a group of employees or by the Association.

Section III – Grievance Forms

Grievance forms can be obtained from the City or the Association. Grievances shall be processed on standard forms provided by the Department of Human Resources and shall contain information which:

A. Identifies the aggrieved;

B. Contains the specific nature of the grievance;

C. Indicates the time or place of its occurrence, if known;

D. States the Article(s) of the MOU, including Personnel Ordinance and Salary Resolution, written departmental rules and regulations, and policy and procedure manuals, if applicable, which have been violated, misinterpreted, or misapplied;

E. Indicates the persons contacted at the informal stage; and

F. States the corrective action desired.

Section IV – Time Off for Processing Grievances

A. Informal – The processing of a grievance at the informal stage shall be considered as City business. However, such processing shall be at reasonable times so as not to disrupt the normal working processes of the division, bureau, or department.

B. Formal – The processing of a grievance at the formal stage, except filling out the form and the initial filing, shall be considered as City business; the employee and their representative (limited to one City employee) shall receive time off from regularly-scheduled duty hours to participate in the grievance procedure and arbitration at Steps I through V, without loss of pay for the time so spent.

Section V – Cost of Witnesses at Grievance/Arbitration

The cost of witnesses called by either party shall be borne by the party who requests the witnesses. The cost of witnesses called by both parties shall be shared equally by both parties. City employees called as witnesses, on duty at the time, shall receive time off from duty to participate in the grievance/arbitration, without loss of pay for the time so spent. City employees called as witnesses, not on duty at the time, may receive compensation by the party or parties who request the witnesses.

Section VI – Number of Witnesses at Arbitration

Calling of witnesses by either party shall be done with reasonable amount of constraint. Approximately three or four witnesses may be called by each party. In the event that more witnesses are desired by either party, the arbitrator shall make the final decision as to the number of witnesses permitted by each party.

Section VII – Extension of Time Limits

Failure by management to reply to the employee's grievance within the time limits specified automatically grants to the employee the right to process the grievance to the next level.

If an employee fails to appeal from one level to the next within the time limits established in this grievance procedure, the grievance shall be considered settled on the basis of the last decision, and the grievance shall not be subject to further appeal or reconsideration.

All time period specified in this procedure may be extended by mutual written consent of the aggrieved employee(s), Association staff, or Association representative (Association Officers, Shop Stewards, and Site Representatives) and the designated management representative.

Section VIII – Informal Procedure

Within ten (10) working days of the occurrence or knowledge of the matter which causes the complaint, the employee may discuss the complaint with their immediate supervisor, unless the supervisor is the subject of the grievance. The Association's presence may be requested by either party. Employees shall be encouraged to discuss complaints with their immediate supervisor in an attempt to resolve the grievance at the lowest possible step.

Within ten (10) working days of the discussion with the employee, the supervisor shall verbally reply to the employee's complaint. If the employee is dissatisfied or if the supervisor fails to respond, the employee shall have access to the formal grievance process.

For Water and Harbor Departments only, an aggrieved employee shall discuss the matter with their immediate supervisor up to the division head.

Section IX – Formal Procedure

The Association has the right to be present if invited by the grievant at any formal grievance meeting concerning a grievance that directly involves the interpretation or application of the specific terms and provisions of this MOU. However, no settlement that interprets the agreement shall be made without the Association's knowledge and input.

Step One – First Level Division/Bureau Head

A. Within ten (10) working days of the occurrence or knowledge of the matter which causes the grievance, or within ten (10) working days of the supervisor's response (or lack of response) at the informal level, if this option was exercised, the Association, group of employees, or employee may file a formal written grievance. The grievant(s) shall submit one (1) copy of the grievance to the Division/Bureau head.

B. Within ten (10) working days, the Division/Bureau head shall schedule a meeting and give their decision, in writing, to the grievant(s) and to the Association representative, if one was present at the meeting.

Step Two – Department Head/Designee

A. Within ten (10) working days of the response from the first level, the grievant, if dissatisfied, may submit to the Department Head a copy of the first step response

and a copy of the grievance. A meeting shall be held by the Department Head. An Association representative shall be present if requested by grievant(s).

B. Within ten (10) working days, the Department Head shall give their decision, in writing, to the grievant(s) and to the Association representative, if one was present at the meeting.

For Water and Harbor Departments only, substitute Administrative Officer or equivalent for Department Head/designee.

Step Three – Human Resources Department Head/Designee

A. Within ten (10) working days of the response from the second level, the grievant, if dissatisfied, may submit, to the Director of Human Resources or designee a copy of the second step response and a copy of the grievance. A meeting shall be held by the Director of Human Resources or designee. An Association representative shall be present if requested by grievant(s).

B. Within ten (10) working days, the Director of Human Resources or designee shall give their decision in writing, to the grievant(s) and to the Association representative, if one was present at the meeting.

For Water and Harbor Departments only, substitute Department Head for the Director of Human Resources or designee

Step Four – City Manager

A. Within 10 working days of the response from the third level, the grievant(s), if dissatisfied, may submit to the City Manager copy of the third step response and a copy of the grievance. A meeting will be scheduled by the City Manager. An Association representative shall be present if requested by grievant(s).

B. Within 10 working days, the City Manager shall give their decision, in writing, to the grievant(s) and to the Association representative, if one was present at the meeting.

For Water and Harbor Departments only, substitute Department Head for City Manager.

Step Five – Arbitration

If the City Manager (Water or Harbor Department Head) does not satisfactorily dispose of the complaint, only the Association may, within ten (10) working days, request that the matter be submitted to arbitration. The person designated by the Department of Human Resources shall meet with the Association representative to determine what issue(s) the Association desires to submit to arbitration. If agreement is reached as to the specific issue(s), the so agreed issue shall be reduced to writing, and the submission agreement shall be submitted to arbitration. If the parties cannot agree on the specific issue(s), then

each may submit its own statement, and the Arbitrator shall consider and decide only the specific issue(s) submitted to him/her in writing by the City and the Association and shall have no authority to make a decision on any other issue(s) not so submitted.

If the matter is submitted to arbitration, the Arbitrator shall hold a hearing as soon as practicable, and the following shall apply:

1. The parties shall meet and attempt to jointly select an Arbitrator. If they are unable to make a joint selection in a period of time not to exceed ten (10) calendar days, either party may request a panel of five (5) arbitrators from the American Arbitration Association;

2. Upon receipt of the panel from the American Arbitration Association, the parties shall meet within ten (10) working days, at which time the parties shall determine the Arbitrator by the alternate strike method. A coin flip will determine the party to strike first;

3. Employees called as witnesses shall be released from duty as needed;

4. The rules of conduct of proceedings shall be according to those procedures utilized by the American Arbitration Association;

5. The findings of the Arbitrator shall be transmitted only to the parties to the dispute or their representatives;

6. Each party shall bear the expenses of presenting its own case;

7. Costs of making a stenographic record shall be borne equally;

8. Seventy-five per cent (75%) of the Arbitrator's fee shall be paid by the party whose position was not supported by the Arbitrator's findings. The Arbitrator shall be empowered to allocate or apportion the fee if questions exist as to whose position was supported.

9. The Arbitrator shall have no authority to modify, amend, revise, add to, or subtract from any of the terms or conditions of this MOU.

10. The Arbitrator shall be without power to make decisions contrary to or inconsistent with federal or California law, the City Charter, City Ordinances, and Resolutions. The City shall take no action to resolve the dispute in its favor by amending its Ordinances or Resolutions related to the issue(s) in dispute during the duration of this MOU.

11. Following the conclusion of the hearing, the decision of the Arbitrator rendered in accordance with the foregoing shall be final and binding upon the Association, the City and any employees involved in the grievance. Any dispute regarding the legal

effect of the Arbitrator's decision may be pursued by either party in the manner legally available.

ARTICLE EIGHT

SAFETY

Section I – Safety Committee

The Risk Manager and City Safety Officer will meet quarterly with one (1) Association representative and three (3) employee representatives on employee safety issues. An agenda for the meeting, including all items to be addressed, will be submitted by the Association in writing one month in advance of the meeting. Meetings will be scheduled at mutually agreeable times and locations.

Section II – Safety Training

Employees will be provided safety training pursuant to statutory regulations appropriate to the requirements of the job. Requisite training will be identified by departments and the City Safety Officer

Section III – Safety Protocol

A. Safety clothing and devices currently provided by the City shall continue to be provided, as long as the need exists; the Association will encourage all employees in the Unit to utilize said safety clothing and devices to the fullest extent possible.

B. The City will make every reasonable effort to provide safe working conditions. The Association will encourage all employees in the unit to perform their work in a safe manner. Each employee should be alert to unsafe practices, equipment and conditions, and should report any hazardous condition promptly to the employee's immediate supervisor. The supervisor must:

1. Correct and eliminate the hazardous condition if correction or elimination thereof is within the authority and capability of the supervisor; or

2. Safeguard a hazardous condition in such a manner as to preclude injury to personnel and/or property damage, and promptly report the nature and location of the hazardous condition to the next level of supervision designated by departmental management for said purpose, if elimination of the hazardous condition is not within the immediate supervisor's capability.

3. If elimination of the hazardous condition is not within the capability of the second level of supervision to correct, the employee shall promptly report the problem to the next designated level of supervision or inform the Departmental Safety Officer about the problem.

C. If the procedures for handling a reported hazardous condition are not initiated, or if initiated, fail to affect a satisfactory solution of the problem within a reasonable time,

the employee or the employee's representative may call the City Safety Office and report such hazard.

Unresolved complaints hereunder may be referred to the State Safety Engineer for processing under the CAL/OSHA rules and regulations.

ARTICLE NINE

GENERAL PROVISIONS

Section I – Conclusiveness of Agreement

The parties acknowledge that, during the negotiations which resulted in this MOU, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining regarding the employees covered by this MOU. The understandings and agreements arrived at by the parties hereto, after the exercise of that right and opportunity, are fully set forth in this MOU.

It is the intent of the parties hereto that the provisions of this MOU shall supersede all prior MOUs between the parties. This MOU is not intended to cover any matter preempted by federal or California law or City Charter.

Section II – Support of Agreement

By entering into this MOU, the City and the Association have arrived at a final understanding through the meet and confer process. Accordingly, it is agreed that the City and the Association will support this MOU for its term.

Section III – Separability

This MOU is subject to all applicable federal and California laws. If any provision of this MOU is in conflict or inconsistent with such applicable provisions of federal or California laws or is found to be inoperative, void, or invalid by a court of competent jurisdiction, inclusive of appeals, if any, such provision shall be suspended and superseded by such applicable federal and California laws and court decisions. All other provisions of this MOU shall remain in full force and effect for the duration of this MOU.

At the request of either party, the parties agree to meet and confer, where applicable, within thirty (30) calendar days from notice thereof regarding any changes necessitated by the invalidation procedures referenced above.

Section IV – Ratification and Implementation

Representatives of management for the City of Long Beach and representatives of the Association have met on a number of occasions and have conferred in good faith exchanging proposals concerning wages, hours, fringe benefits, and other terms and conditions of employment of employee members represented by the Association.

The management representatives and the representatives of the Association have reached an understanding which was ratified by the Association membership. This MOU constitutes a mutual recommendation to be jointly submitted to the City Council for adoption. After the

City Council acts, by majority vote, to formally approve this MOU, the City Council shall enact the necessary amendments to all City ordinances including the Personnel Ordinance and the Salary Resolution consistent with this MOU.

The Association shall be provided copies of all proposed amendments to all applicable City ordinances including the Personnel Ordinance and the Salary Resolution prior to submission to the City Council for enactment.

Section V – Term and Renegotiation

The term of this MOU shall commence immediately upon ratification by the parties, or on October 1, 2019, whichever occurs earlier. This MOU shall remain in effect through September 30, 2023. All provisions of this contract shall expire on the termination date unless extended by mutual agreement in writing.

In the event either party desires to negotiate the provisions of a successor MOU, that party shall serve upon the other, during the period from April 15, 2023 to May 15, 2023, its written request to commence negotiations. Negotiations shall begin no later than thirty (30) days from date of receipt of notice unless extended by mutual agreement between the parties to this MOU.

Section VI – Execution of Agreement

IN WITNESS WHEREOF the parties have caused this Memorandum of Understanding to be executed this 19th day of June, 2020.

THE ASSOCIATION OF LONG BEACH EMPLOYEES:

Pat Lavin
Business Manager/Financial Secretary, IBEW Local 47

Colin Lavin
Assistant Business Manager, IBEW Local 47

Dick Reed
Assistant Business Manager, IBEW Local 47

Terrance Bynum
Business Representative, IBEW Local 47

Mike Clark
President, ALBE

Jose Silva
Vice President, ALBE

Danilo Landaverde
Board Member, ALBE

Manuel Quintero
Board Member, ALBE

Samuel Olaez
Board Member, ALBE

CITY OF LONG BEACH:

Tom Modica
~~Acting~~ City Manager

Alejandrina Basquez
Director of Human Resources

Irma Rodriguez Moisa
Chief Negotiator, AALRR

Dana Anderson
Labor Relations Manager

Gary Anderson
Principal Deputy City Attorney

Christian Cambridge
Administrative Analyst III

APPENDIX "A"
LISTING OF CLASSIFICATIONS

BARGAINING	CLASSIFICATION
SKILLED & GENERAL SVCS – BASIC	
	ANIMAL LICENSE INSPECTOR-NC
	ASST TRAFFIC SIGNAL TECH I
	ASST TRAFFIC SIGNAL TECH II
	AUTOMATIC SPRINKLER CNTRL TECH
	BODY & FENDER MECH-PAINTER I
	BODY & FENDER MECH-PAINTER II
	BUILDING MAINTENANCE ENGINEER
	CARPENTER
	CARPENTER-NC
	CEMENT FINISHER I
	CEMENT FINISHER II
	COMMERCIAL DIVER I
	COMMERCIAL DIVER II
	ELECTRICIAN
	ELECTRICIAN-NC
	ELECTRONIC COMMUNCATN TECH I
	ELECTRONIC COMMUNCATN TECH II
	ELECTRONIC COMMUNCATN TECH III
	EQUIPMENT MECHANIC I
	EQUIPMENT MECHANIC II
	EQUIPMENT MECHANIC II-NC
	EQUIPMENT MECHANIC I-NC
	EQUIPMENT OPERATOR I
	EQUIPMENT OPERATOR II
	EQUIPMENT OPERATOR III
	EQUIPMENT OPERATOR III-NC
	EQUIPMENT OPERATOR II-NC
	EQUIPMENT OPERATOR I-NC
	GARAGE SERVICE ATTENDANT I
	GARAGE SERVICE ATTENDANT II
	GARAGE SERVICE ATTENDANT I-NC
	GARAGE SERVICE ATTENDENT I-NC
	GARDENER I
	GARDENER II
	GARDENER I-NC
	GAS CONSTRUCTION WORKER I
	GAS CONSTRUCTION WORKER II
	GAS CONSTRUCTION WORKER III

APPENDIX "A"

BARGAINING	CLASSIFICATION

SKILLED & GENERAL SVCS – BASIC

OFFICE SERVICES ASST III
OFFSET PRESS OPERATOR I
GAS FIELD SERVICE REP I
GAS FIELD SERVICE REP II
GAS FIELD SERVICE REP III
GAS FIELD SVC REP I-NC
GAS FIELD TECHNICIAN I
GAS FIELD TECHNICIAN II
GAS FIELD TECHNICIAN III
GAS INSTRUMENT TECHNICIAN I
GAS INSTRUMENT TECHNICIAN II
GAS MEASUREMENT ASSISTANT
GAS ORIFICE METER TECH
GAS PIPELINE WLDR/LAYOUT FTR
GENERAL MAINTENANCE ASSISTANT
GENERAL MAINTENANCE ASST-NC
GROUNDSKEEPER II-NC
GROUNDSKEEPER I-NC
HARBOR MAINT MECHANIC I
HARBOR MAINT MECHANIC II
HARBOR MAINT MECHANIC II-NC
HARBOR MAINT MECHANIC I-NC
HELICOPTER MECHANIC
LOCKSMITH
MACHINIST
MAINTENANCE AIDE I
MAINTENANCE AIDE II
MAINTENANCE AIDE II-NC
MAINTENANCE AIDE I-NC
MAINTENANCE ASSISTANT I
MAINTENANCE ASSISTANT II
MAINTENANCE ASSISTANT III
MAINTENANCE ASST III-NC
MAINTENANCE ASST II-NC
MAINTENANCE ASST I-NC
MAINTENANCE PLANNER I
MAINTENANCE PLANNER II
MECHANIC-HARBOR
MESSENGER/MAIL CLERK I-NC

APPENDIX "A"

BARGAINING

SKILLED & GENERAL SVCS – BASIC

MOTOR SWEEPER OPERATOR
MOTOR SWEEPER OPERATOR-NC
OFFICE SERVICES ASST I
OFFICE SERVICES ASST II
OFFSET PRESS OPERATOR II
PAINTER I
PAINTER II
PAINTER I-NC
PARKING METER TECHNICIAN I
PARKING METER TECHNICIAN II
PARKING METER TECHNICIAN I-NC
PETROLEUM OPERATIONS COORD I
PETROLEUM OPERATIONS COORD II
PLASTERER
PLUMBER
PLUMBER-NC
PORT SENIOR CRANE OPERATOR
POWER EQUIP RPR MECHANIC I
POWER EQUIP RPR MECHANIC II
POWER EQUIP RPR MECHANIC III
SENIOR EQUIPMENT OPERATOR
STORM DRAIN MAINT CREW LEADER
STORM DRAIN MAINT CRW MEMBER I
STORM DRAIN MAINT CRW MEMBR II
STORM DRAIN PLANT MECHANIC
TELEMETERING INSTRUMNT TECH I
TELEMETERING INSTRUMNT TECH II
TRAFFIC PAINTER I
TRAFFIC PAINTER II
TRAFFIC SIGNAL TECHNICIAN I
TRAFFIC SIGNAL TECHNICIAN II
TREE TRIMMER I
TREE TRIMMER II
UTILITIES SYSTEMS OPERATOR
VECTOR CONTROL SPECIALIST I
VECTOR CONTROL SPECIALIST II
WATER TREATMENT OPERATOR I
WATER TREATMENT OPERATOR II
WATER TREATMENT OPERATOR III
WATER TREATMENT OPERATOR IV

APPENDIX "A"

BARGAINING

SKILLED & GENERAL SVCS – BASIC

WATER UTILITY MECHANIC I
WATER UTILITY MECHANIC II
WATER UTILITY MECHANIC III
WATER UTILITY MECHANIC I-NC
WATER UTILITY WORKER I-NC
WELDER

APPENDIX "B"

PAY RATES AND STEP SCHEDULE

LONG BEACH EMPLOYEES ASSOCIATION
MOU TERM: OCTOBER 1, 2019 – SEPTEMBER 30, 2023

Salary Schedule for Represented Positions
Effective: Rate as of October 1, 2019

Steps Schedule:

Classification	Salary Range	STEP 1[1]	STEP 2[1]	STEP 3[1]	STEP 4[1]	STEP 5[1]	STEP 6[1]	STEP 7[1]
Animal License Inspector-NC	H29	$13.218	-	-	-	-	-	-
Animal License Inspector-NC	H31	$14.225	-	-	-	-	-	-
Animal License Inspector-NC	H33	$15.418	-	-	-	-	-	-
Asst Traffic Signal Tech I	430	$20.463	$21.487	$22.738	$24.085	$25.245	$26.554	$27.904
Asst Traffic Signal Tech II	470	$22.717	$23.854	$25.245	$26.554	$27.904	$29.333	$30.849
Automatic Sprinkler Cntrl Tech	440	$21.116	$22.170	$23.459	$24.687	$25.908	$27.203	$28.587
Body & Fender Mech-Painter I	480	$23.317	$24.484	$25.908	$27.203	$28.587	$30.092	$31.639
Body & Fender Mech-Painter II	500	$24.482	$25.703	$27.203	$28.587	$30.092	$31.639	$33.287
Building Maintenance Engineer	560	$28.478	$29.901	$31.639	$33.287	$34.986	$36.772	$38.699
Carpenter	480	$23.317	$24.484	$25.908	$27.203	$28.587	$30.092	$31.639
Carpenter-NC	M47	$22.415	$23.537	$24.904	$26.148	$27.479	$28.925	$30.415
Cement Finisher I	430	$20.463	$21.487	$22.738	$24.085	$25.245	$26.554	$27.904
Cement Finisher II	450	$21.678	$22.761	$24.085	$25.245	$26.554	$27.904	$29.333
Commercial Diver I	610	$32.271	$33.885	$35.855	$37.747	$39.673	$41.708	$43.912
Commercial Diver II	640	$34.831	$36.574	$38.699	$40.678	$42.797	$45.039	$47.401
Electrician	500	$24.482	$25.703	$27.203	$28.587	$30.092	$31.639	$33.287
Electrician-NC	M52	$23.530	$24.711	$26.148	$27.479	$28.925	$30.415	$31.995
Electronic Communcatn Tech I	520	$25.730	$27.015	$28.587	$30.092	$31.639	$33.287	$34.986
Electronic Communcatn Tech II	540	$27.079	$28.433	$30.092	$31.639	$33.287	$34.986	$36.772
Electronic Communcatn Tech III	580	$29.958	$31.455	$33.287	$34.986	$36.772	$38.699	$40.678
Equipment Mechanic I	480	$23.317	$24.484	$25.908	$27.203	$28.587	$30.092	$31.639
Equipment Mechanic II	500	$24.482	$25.703	$27.203	$28.587	$30.092	$31.639	$33.287
Equipment Mechanic II-NC	M50	$22.967	$24.115	$25.521	$26.828	$28.197	$29.655	$31.173
Equipment Mechanic I-NC	M46	$21.839	$22.932	$24.269	$25.521	$26.828	$28.197	$29.655
Equipment Operator I	370	$17.624	$18.505	$19.581	$20.558	$21.591	$22.738	$24.085
Equipment Operator II	410	$19.431	$20.400	$21.591	$22.738	$24.085	$25.245	$26.554
Equipment Operator III	440	$21.116	$22.170	$23.459	$24.687	$25.908	$27.203	$28.587
Equipment Operator III-Nc	M37	$20.297	$21.312	$22.549	$23.729	$24.904	$26.148	$27.479
Equipment Operator II-Nc	M31	$18.679	$19.612	$20.756	$21.856	$23.151	$24.269	$25.521
Equipment Operator I-Nc	M21	$16.940	$17.787	$18.824	$19.761	$20.756	$21.856	$23.151
Garage Service Attendant I	370	$17.624	$18.505	$19.581	$20.558	$21.591	$22.738	$24.085
Garage Service Attendant II	390	$18.501	$19.426	$20.558	$21.591	$22.738	$24.085	$25.245
Garage Service Attendant I-NC	M21	$16.940	$17.787	$18.824	$19.761	$20.756	$21.856	$23.151
Garage Svc Attendant II – Towing (T)	410	$19.431	$20.400	$21.591	$22.738	$24.085	$25.245	$26.554
Gardener I	360	$17.188	$18.048	$19.100	$20.062	$21.076	$22.138	$23.459
Gardener II	390	$18.501	$19.426	$20.558	$21.591	$22.738	$24.085	$25.245
Gardener I-NC	M20	$16.522	$17.351	$18.361	$19.283	$20.259	$21.278	$22.549

Effective: Rate as of October 1, 2019

Classification	Salary Range	STEP 1[1]	STEP 2[1]	STEP 3[1]	STEP 4[1]	STEP 5[1]	STEP 6[1]	STEP 7[1]
Gas Construction Worker I	410	$19.431	$20.400	$21.591	$22.738	$24.085	$25.245	$26.554
Gas Construction Worker II	430	$20.463	$21.487	$22.738	$24.085	$25.245	$26.554	$27.904
Gas Construction Worker III	500	$24.482	$25.703	$27.203	$28.587	$30.092	$31.639	$33.287
Gas Field Service Rep I	390	$18.501	$19.426	$20.558	$21.591	$22.738	$24.085	$25.245
Gas Field Service Rep II	430	$20.463	$21.487	$22.738	$24.085	$25.245	$26.554	$27.904
Gas Field Service Rep III	482	$24.099	$25.302	$26.773	$28.119	$29.548	$31.088	$32.693
Gas Field Svc Rep I-NC	M24	$17.355	$18.222	$19.283	$20.259	$21.278	$22.549	$23.729
Gas Field Technician I	520	$25.730	$27.015	$28.587	$30.092	$31.639	$33.287	$34.986
Gas Field Technician II	550	$27.763	$29.151	$30.849	$32.430	$34.133	$35.855	$37.747
Gas Field Technician III	570	$29.186	$30.643	$32.430	$34.133	$35.855	$37.747	$39.673
Gas Instrument Technician	500	$24.482	$25.703	$27.203	$28.587	$30.092	$31.639	$33.287
Gas Instrument Technician I	500	$24.482	$25.703	$27.203	$28.587	$30.092	$31.639	$33.287
Gas Instrument Technician II	550	$27.763	$29.151	$30.849	$32.430	$34.133	$35.855	$37.747
Gas Measurement Assistant	470	$22.717	$23.854	$25.245	$26.554	$27.904	$29.333	$30.849
Gas Orifice Meter Tech	490	$23.896	$25.091	$26.554	$27.904	$29.333	$30.849	$32.430
Gas Pipeline Wldr/Layout Ftr	560	$28.478	$29.901	$31.639	$33.287	$34.986	$36.772	$38.699
General Maintenance Assistant	410	$19.431	$20.400	$21.591	$22.738	$24.085	$25.245	$26.554
General Maintenance Asst-NC	M31	$18.679	$19.612	$20.756	$21.856	$23.151	$24.269	$25.521
Groundskeeper II-NC	M13	$15.342	$16.108	$17.049	$17.906	$18.824	$19.761	$20.756
Groundskeeper I-NC	M07	$13.936	$14.635	$15.490	$16.269	$17.049	$17.906	$18.824
Harbor Maint Mechanic I	440	$21.116	$22.170	$23.459	$24.687	$25.908	$27.203	$28.587
Harbor Maint Mechanic II	470	$22.717	$23.854	$25.245	$26.554	$27.904	$29.333	$30.849
Harbor Maint Mechanic II-NC	M46	$21.839	$22.932	$24.269	$25.521	$26.828	$28.197	$29.655
Harbor Maint Mechanic I-NC	M37	$20.297	$21.312	$22.549	$23.729	$24.904	$26.148	$27.479
Helicopter Mechanic	580	$29.958	$31.455	$33.287	$34.986	$36.772	$38.699	$40.678
Locksmith	480	$23.317	$24.484	$25.908	$27.203	$28.587	$30.092	$31.639
Machinist	490	$23.896	$25.091	$26.554	$27.904	$29.333	$30.849	$32.430
Maintenance Aide I	230	$12.540	$13.171	$13.934	$14.642	$15.329	$16.112	$16.923
Maintenance Aide II	260	$13.498	$14.170	$14.995	$15.719	$16.492	$17.292	$18.191
Maintenance Aide II-NC	M03	$12.973	$13.624	$14.416	$15.112	$15.855	$16.623	$17.487
Maintenance Aide I-NC	M01	$0.000	$12.411	$13.136	$13.798	$14.444	$15.186	$15.950
Maintenance Assistant I	290	$14.501	$15.227	$16.112	$16.923	$17.737	$18.628	$19.581
Maintenance Assistant II	330	$15.961	$16.760	$17.737	$18.628	$19.581	$20.558	$21.591
Maintenance Assistant III	360	$17.188	$18.048	$19.100	$20.062	$21.076	$22.138	$23.459
Maintenance Asst III-NC	M20	$16.522	$17.351	$18.361	$19.283	$20.259	$21.278	$22.549
Maintenance Asst II-NC	M13	$15.342	$16.108	$17.049	$17.906	$18.824	$19.761	$20.756
Maintenance Asst I-NC	M07	$13.936	$14.635	$15.490	$16.269	$17.049	$17.906	$18.824
Maintenance Planner I	540	$27.079	$28.433	$30.092	$31.639	$33.287	$34.986	$36.772
Maintenance Planner II	580	$29.958	$31.455	$33.287	$34.986	$36.772	$38.699	$40.678
Mechanic-Harbor	480	$23.317	$24.484	$25.908	$27.203	$28.587	$30.092	$31.639
Messenger/Mail Clerk I-NC	M08	$14.266	$14.979	$15.855	$16.623	$17.487	$18.361	$19.283
Motor Sweeper Operator	450	$21.678	$22.761	$24.085	$25.245	$26.554	$27.904	$29.333
Motor Sweeper Operator-NC	M38	$20.802	$21.843	$23.113	$24.323	$25.526	$26.801	$28.165

Effective: Rate as of October 1, 2019

Classification	Salary Range	Hourly Pay Rate[1]						
		STEP 1[1]	STEP 2[1]	STEP 3[1]	STEP 4[1]	STEP 5[1]	STEP 6[1]	STEP 7[1]
Office Services Asst I	310	$15.233	$15.993	$16.923	$17.737	$18.628	$19.581	$20.558
Office Services Asst II	340	$16.371	$17.187	$18.191	$19.100	$20.062	$21.076	$22.138
Office Services Asst III	370	$17.624	$18.505	$19.581	$20.558	$21.591	$22.738	$24.085
Offset Press Operator I	390	$18.501	$19.426	$20.558	$21.591	$22.738	$24.085	$25.245
Offset Press Operator II	420	$19.927	$20.918	$22.138	$23.459	$24.687	$25.908	$27.203
Painter I	440	$21.116	$22.170	$23.459	$24.687	$25.908	$27.203	$28.587
Painter II	460	$22.219	$23.326	$24.687	$25.908	$27.203	$28.587	$30.092
Painter I-NC	M37	$20.297	$21.312	$22.549	$23.729	$24.904	$26.148	$27.479
Parking Meter Technician I	420	$19.927	$20.918	$22.138	$23.459	$24.687	$25.908	$27.203
Parking Meter Technician II	470	$22.717	$23.854	$25.245	$26.554	$27.904	$29.333	$30.849
Parking Meter Technician I-NC	M31	$18.679	$19.612	$20.756	$21.856	$23.151	$24.269	$25.521
Petroleum Operations Coord I	740	$45.039	$47.290	$50.047	$52.619	$55.357	$58.272	$61.299
Petroleum Operations Coord II	777	$48.413	$50.834	$53.798	$56.567	$59.510	$62.639	$65.889
Plasterer	480	$23.317	$24.484	$25.908	$27.203	$28.587	$30.092	$31.639
Plumber	500	$24.482	$25.703	$27.203	$28.587	$30.092	$31.639	$33.287
Plumber-NC	M52	$23.530	$24.711	$26.148	$27.479	$28.925	$30.415	$31.995
Port Senior Crane Operator	540	$27.079	$28.433	$30.092	$31.639	$33.287	$34.986	$36.772
Power Equip Rpr Mechanic I	430	$20.463	$21.487	$22.738	$24.085	$25.245	$26.554	$27.904
Power Equip Rpr Mechanic II	460	$22.219	$23.326	$24.687	$25.908	$27.203	$28.587	$30.092
Power Equip Rpr Mechanic III	500	$24.482	$25.703	$27.203	$28.587	$30.092	$31.639	$33.287
Senior Equipment Operator	510	$25.113	$26.370	$27.904	$29.333	$30.849	$32.430	$34.133
Storm Drain Maint Crew Leader	440	$21.116	$22.170	$23.459	$24.687	$25.908	$27.203	$28.587
Storm Drain Maint Crw Member I	380	$18.052	$18.958	$20.062	$21.076	$22.138	$23.459	$24.687
Storm Drain Maint Crw Membr II	400	$18.967	$19.914	$21.076	$22.138	$23.459	$24.687	$25.908
Storm Drain Plant Mechanic	440	$21.116	$22.170	$23.459	$24.687	$25.908	$27.203	$28.587
Telemetering Instrumnt Tech I	490	$23.896	$25.091	$26.554	$27.904	$29.333	$30.849	$32.430
Telemetering Instrumnt Tech II	550	$27.763	$29.151	$30.849	$32.430	$34.133	$35.855	$37.747
Traffic Painter I	400	$18.967	$19.914	$21.076	$22.138	$23.459	$24.687	$25.908
Traffic Painter II	420	$19.927	$20.918	$22.138	$23.459	$24.687	$25.908	$27.203
Traffic Signal Technician I	570	$29.186	$30.643	$32.430	$34.133	$35.855	$37.747	$39.673
Traffic Signal Technician II	610	$32.271	$33.885	$35.855	$37.747	$39.673	$41.708	$43.912
Tree Trimmer I	400	$18.967	$19.914	$21.076	$22.138	$23.459	$24.687	$25.908
Tree Trimmer II	430	$20.463	$21.487	$22.738	$24.085	$25.245	$26.554	$27.904
Utilities Systems Operator	450	$21.678	$22.761	$24.085	$25.245	$26.554	$27.904	$29.333
Vector Control Specialist I	420	$19.927	$20.918	$22.138	$23.459	$24.687	$25.908	$27.203
Vector Control Specialist II	460	$22.219	$23.326	$24.687	$25.908	$27.203	$28.587	$30.092
Water Treatment Operator I	450	$21.678	$22.761	$24.085	$25.245	$26.554	$27.904	$29.333
Water Treatment Operator II	540	$27.079	$28.433	$30.092	$31.639	$33.287	$34.986	$36.772
Water Treatment Operator III	590	$30.716	$32.255	$34.133	$35.855	$37.747	$39.673	$41.708
Water Treatment Operator IV	630	$33.972	$35.671	$37.747	$39.673	$41.708	$43.912	$46.218

Effective: Rate as of October 1, 2019

Classification	Salary Range	Hourly Pay Rate[1]						
		STEP 1[1]	STEP 2[1]	STEP 3[1]	STEP 4[1]	STEP 5[1]	STEP 6[1]	STEP 7[1]
Water Utility Mechanic I	410	$19.431	$20.400	$21.591	$22.73	$24.085	$25.245	$26.554
Water Utility Mechanic II	430	$20.463	$21.487	$22.738	$24.085	$25.245	$26.554	$27.904
Water Utility Mechanic III	491	$24.701	$25.935	$27.443	$28.821	$30.288	$31.866	$33.511
Water Utility Mechanic I-NC	M31	$18.679	$19.612	$20.756	$21.856	$23.151	$24.269	$25.521
Water Utility Worker I-NC	M28	$18.234	$19.145	$20.259	$21.278	$22.549	$23.729	$24.904
Welder	490	$23.896	$25.091	$26.554	$27.904	$29.333	$30.849	$32.430

[1] Hourly payrates are rounded to the nearest thousandth.
*Pay rates may vary slightly due to rounding.
(T) Terminal Classification

APPENDIX "B"

PAY RATES AND STEP SCHEDULE

LONG BEACH EMPLOYEES ASSOCIATION
MOU TERM: OCTOBER 1, 2019 – SEPTEMBER 30, 2023

Salary Schedule for Represented Positions
Effective: Pay period including February 1, 2020, 4.0% General Wage Increase &
10% Special Pay (Selected Classifications)

Steps Schedule:

Classification	Salary Range	STEP 1[1]	STEP 2[1]	STEP 3[1]	STEP 4[1]	STEP 5[1]	STEP 6[1]	STEP 7[1]
Animal License Inspector-NC	H29	$13.747	-	-	-	-	-	-
Animal License Inspector-NC	H31	$14.794	-	-	-	-	-	-
Animal License Inspector-NC	H33	$16.035	-	-	-	-	-	-
Asst Traffic Signal Tech I	430	$21.282	$22.346	$23.648	$25.048	$26.255	$27.616	$29.020
Asst Traffic Signal Tech II	470	$23.626	$24.808	$26.255	$27.616	$29.020	$30.506	$32.083
Automatic Sprinkler Cntrl Tech	440	$21.961	$23.057	$24.397	$25.674	$26.944	$28.291	$29.730
Body & Fender Mech-Painter I	480	$24.250	$25.463	$26.944	$28.291	$29.730	$31.296	$32.905
Body & Fender Mech-Painter II	500	$25.461	$26.731	$28.291	$29.730	$31.296	$32.905	$34.618
Building Maintenance Engineer	560	$29.617	$31.097	$32.905	$34.618	$36.385	$38.243	$40.247
Carpenter	480	$24.250	$25.463	$26.944	$28.291	$29.730	$31.296	$32.905
Carpenter-NC	M47	$23.312	$24.478	$25.900	$27.194	$28.578	$30.082	$31.632
Cement Finisher I	430	$21.282	$22.346	$23.648	$25.048	$26.255	$27.616	$29.020
Cement Finisher II	450	$22.545	$23.671	$25.048	$26.255	$27.616	$29.020	$30.506
Commercial Diver I	610	$33.562	$35.240	$37.289	$39.257	$41.260	$43.376	$45.668
Commercial Diver II	640	$36.224	$38.037	$40.247	$42.305	$44.509	$46.841	$49.297
Electrician	500	$25.461	$26.731	$28.291	$29.730	$31.296	$32.905	$34.618
Electrician-NC	M52	$24.471	$25.699	$27.194	$28.578	$30.082	$31.632	$33.275
Electronic Communcatn Tech I	520	$26.759	$28.096	$29.730	$31.296	$32.905	$34.618	$36.385
Electronic Communcatn Tech II	540	$28.162	$29.570	$31.296	$32.905	$34.618	$36.385	$38.243
Electronic Communcatn Tech III	580	$31.156	$32.713	$34.618	$36.385	$38.243	$40.247	$42.305
Equipment Mechanic I	480	$24.250	$25.463	$26.944	$28.291	$29.730	$31.296	$32.905
Equipment Mechanic II	500	$25.461	$26.731	$28.291	$29.730	$31.296	$32.905	$34.618
Equipment Mechanic II-NC	M50	$23.886	$25.080	$26.542	$27.901	$29.325	$30.841	$32.420
Equipment Mechanic I-NC	M46	$22.713	$23.849	$25.240	$26.542	$27.901	$29.325	$30.841
Equipment Operator I	370	$18.329	$19.245	$20.364	$21.380	$22.455	$23.648	$25.048
Equipment Operator II	410	$20.208	$21.216	$22.455	$23.648	$25.048	$26.255	$27.616
Equipment Operator III	440	$21.961	$23.057	$24.397	$25.674	$26.944	$28.291	$29.730
Equipment Operator III-NC	M37	$21.109	$22.164	$23.451	$24.678	$25.900	$27.194	$28.578
Equipment Operator II-NC	M31	$19.426	$20.396	$21.586	$22.730	$24.077	$25.240	$26.542
Equipment Operator I-NC	M21	$17.618	$18.498	$19.577	$20.551	$21.586	$22.730	$24.077
Garage Service Attendant I	370	$18.329	$19.245	$20.364	$21.380	$22.455	$23.648	$25.048
Garage Service Attendant II	390	$19.241	$20.203	$21.380	$22.455	$23.648	$25.048	$26.255
Garage Service Attendant I-NC	M21	$17.618	$18.498	$19.577	$20.551	$21.586	$22.730	$24.077
Garage Svc Att II – Towing (T)	410	$20.208	$21.216	$22.455	$23.648	$25.048	$26.255	$27.616
Gardener I	360	$17.876	$18.770	$19.864	$20.864	$21.919	$23.024	$24.397
Gardener II	390	$19.241	$20.203	$21.380	$22.455	$23.648	$25.048	$26.255
Gardener I-NC	M20	$17.183	$18.045	$19.095	$20.054	$21.069	$22.129	$23.451

Effective: Pay period including February 1, 2020

Classification	Salary Range	STEP 1[1]	STEP 2[1]	STEP 3[1]	STEP 4[1]	STEP 5[1]	STEP 6[1]	STEP 7[1]
Gas Construction Worker I	410	$20.208	$21.216	$22.455	$23.648	$25.048	$26.255	$27.616
Gas Construction Worker II	430	$21.282	$22.346	$23.648	$25.048	$26.255	$27.616	$29.020
Gas Construction Worker III	500	$25.461	$26.731	$28.291	$29.730	$31.296	$32.905	$34.618
Gas Field Service Rep I	390	$19.241	$20.203	$21.380	$22.455	$23.648	$25.048	$26.255
Gas Field Service Rep II	430	$21.282	$22.346	$23.648	$25.048	$26.255	$27.616	$29.020
Gas Field Service Rep III	482	$25.063	$26.314	$27.844	$29.244	$30.730	$32.332	$34.001
Gas Field Svc Rep I-NC	M24	$18.049	$18.951	$20.054	$21.069	$22.129	$23.451	$24.678
Gas Field Technician I	520	$26.759	$28.096	$29.730	$31.296	$32.905	$34.618	$36.385
Gas Field Technician II	550	$28.874	$30.317	$32.083	$33.727	$35.498	$37.289	$39.257
Gas Field Technician III	570	$30.353	$31.869	$33.727	$35.498	$37.289	$39.257	$41.260
Gas Instrument Technician	500	$25.461	$26.731	$28.291	$29.730	$31.296	$32.905	$34.618
Gas Instrument Technician I	500	$25.461	$26.731	$28.291	$29.730	$31.296	$32.905	$34.618
Gas Instrument Technician II	550	$28.874	$30.317	$32.083	$33.727	$35.498	$37.289	$39.257
Gas Measurement Assistant	470	$23.626	$24.808	$26.255	$27.616	$29.020	$30.506	$32.083
Gas Orifice Meter Tech	490	$24.852	$26.095	$27.616	$29.020	$30.506	$32.083	$33.727
Gas Pipeline Wldr/Layout Ftr	560	$29.617	$31.097	$32.905	$34.618	$36.385	$38.243	$40.247
General Maintenance Assistant	410	$20.208	$21.216	$22.455	$23.648	$25.048	$26.255	$27.616
General Maintenance Asst-NC	M31	$19.426	$20.396	$21.586	$22.730	$24.077	$25.240	$26.542
Groundskeeper II-NC	M13	$15.956	$16.752	$17.731	$18.622	$19.577	$20.551	$21.586
Groundskeeper I-NC	M07	$14.493	$15.220	$16.110	$16.920	$17.731	$18.622	$19.577
Harbor Maint Mechanic I	440	$21.961	$23.057	$24.397	$25.674	$26.944	$28.291	$29.730
Harbor Maint Mechanic II	470	$23.626	$24.808	$26.255	$27.616	$29.020	$30.506	$32.083
Harbor Maint Mechanic II-NC	M46	$22.713	$23.849	$25.240	$26.542	$27.901	$29.325	$30.841
Harbor Maint Mechanic I-NC	M37	$21.109	$22.164	$23.451	$24.678	$25.900	$27.194	$28.578
Helicopter Mechanic	580	$31.156	$32.713	$34.618	$36.385	$38.243	$40.247	$42.305
Locksmith	480	$24.250	$25.463	$26.944	$28.291	$29.730	$31.296	$32.905
Machinist	490	$24.852	$26.095	$27.616	$29.020	$30.506	$32.083	$33.727
Maintenance Aide I	230	$13.042	$13.698	$14.491	$15.228	$15.942	$16.756	$17.600
Maintenance Aide II	260	$14.038	$14.737	$15.595	$16.348	$17.152	$17.984	$18.919
Maintenance Aide II-NC	M03	$13.492	$14.169	$14.993	$15.716	$16.489	$17.288	$18.186
Maintenance Aide I-NC	M01	$0.000	$12.907	$13.661	$14.350	$15.022	$15.793	$16.588
Maintenance Assistant I	290	$15.081	$15.836	$16.756	$17.600	$18.446	$19.373	$20.364
Maintenance Assistant II	330	$16.599	$17.430	$18.446	$19.373	$20.364	$21.380	$22.455
Maintenance Assistant III	360	$17.876	$18.770	$19.864	$20.864	$21.919	$23.024	$24.397
Maintenance Asst III-NC	M20	$17.183	$18.045	$19.095	$20.054	$21.069	$22.129	$23.451
Maintenance Asst II-NC	M13	$15.956	$16.752	$17.731	$18.622	$19.577	$20.551	$21.586
Maintenance Asst I-NC	M07	$14.493	$15.220	$16.110	$16.920	$17.731	$18.622	$19.577
Maintenance Planner I	540	$28.162	$29.570	$31.296	$32.905	$34.618	$36.385	$38.243
Maintenance Planner II	580	$31.156	$32.713	$34.618	$36.385	$38.243	$40.247	$42.305
Mechanic-Harbor	480	$24.250	$25.463	$26.944	$28.291	$29.730	$31.296	$32.905
Messenger/Mail Clerk I-NC	M08	$14.837	$15.578	$16.489	$17.288	$18.186	$19.095	$20.054
Motor Sweeper Operator	450	$22.545	$23.671	$25.048	$26.255	$27.616	$29.020	$30.506
Motor Sweeper Operator-NC	M38	$21.634	$22.717	$24.038	$25.296	$26.547	$27.873	$29.292

Effective: Pay period including February 1, 2020

Classification	Salary Range	Hourly Pay Rate[1]						
		STEP 1[1]	STEP 2[1]	STEP 3[1]	STEP 4[1]	STEP 5[1]	STEP 6[1]	STEP 7[1]
Office Services Asst I	310	$15.842	$16.633	$17.600	$18.446	$19.373	$20.364	$21.380
Office Services Asst II	340	$17.026	$17.874	$18.919	$19.864	$20.864	$21.919	$23.024
Offset Press Operator II	370	$18.329	$19.245	$20.364	$21.380	$22.455	$23.648	$25.048
Office Services Asst III	390	$19.241	$20.203	$21.380	$22.455	$23.648	$25.048	$26.255
Offset Press Operator I	420	$20.724	$21.755	$23.024	$24.397	$25.674	$26.944	$28.291
Painter I	440	$21.961	$23.057	$24.397	$25.674	$26.944	$28.291	$29.730
Painter II	460	$23.108	$24.259	$25.674	$26.944	$28.291	$29.730	$31.296
Painter I-Nc	M37	$21.109	$22.164	$23.451	$24.678	$25.900	$27.194	$28.578
Parking Meter Technician I	420	$20.724	$21.755	$23.024	$24.397	$25.674	$26.944	$28.291
Parking Meter Technician II	470	$23.626	$24.808	$26.255	$27.616	$29.020	$30.506	$32.083
Parking Meter Technician I-NC	M31	$19.426	$20.396	$21.586	$22.730	$24.077	$25.240	$26.542
Petroleum Operations Coord I	740	$46.841	$49.182	$52.049	$54.724	$57.571	$60.603	$63.751
Petroleum Operations Coord II	777	$50.350	$52.867	$55.950	$58.830	$61.890	$65.145	$68.525
Plasterer	480	$24.250	$25.463	$26.944	$28.291	$29.730	$31.296	$32.905
Plumber	500	$25.461	$26.731	$28.291	$29.730	$31.296	$32.905	$34.618
Plumber-NC	M52	$24.471	$25.699	$27.194	$28.578	$30.082	$31.632	$33.275
Port Senior Crane Operator	540	$28.162	$29.570	$31.296	$32.905	$34.618	$36.385	$38.243
Power Equip Rpr Mechanic I	430	$21.282	$22.346	$23.648	$25.048	$26.255	$27.616	$29.020
Power Equip Rpr Mechanic II	460	$23.108	$24.259	$25.674	$26.944	$28.291	$29.730	$31.296
Power Equip Rpr Mechanic III	500	$25.461	$26.731	$28.291	$29.730	$31.296	$32.905	$34.618
Senior Equipment Operator	510	$26.118	$27.425	$29.020	$30.506	$32.083	$33.727	$35.498
Storm Drain Maint Crew Leader	440	$21.961	$23.057	$24.397	$25.674	$26.944	$28.291	$29.730
Storm Drain Maint Crw Member I	380	$18.774	$19.716	$20.864	$21.919	$23.024	$24.397	$25.674
Storm Drain Maint Crw Membr II	400	$19.726	$20.711	$21.919	$23.024	$24.397	$25.674	$26.944
Storm Drain Plant Mechanic	440	$21.961	$23.057	$24.397	$25.674	$26.944	$28.291	$29.730
Telemetering Instrumnt Tech I	490	$24.852	$26.095	$27.616	$29.020	$30.506	$32.083	$33.727
Telemetering Instrumnt Tech II	550	$28.874	$30.317	$32.083	$33.727	$35.498	$37.289	$39.257
Traffic Painter I	400	$19.726	$20.711	$21.919	$23.024	$24.397	$25.674	$26.944
Traffic Painter II	420	$20.724	$21.755	$23.024	$24.397	$25.674	$26.944	$28.291
Traffic Signal Technician I	570	$30.353	$31.869	$33.727	$35.498	$37.289	$39.257	$41.260
Traffic Signal Technician II	610	$33.562	$35.240	$37.289	$39.257	$41.260	$43.376	$45.668
Tree Trimmer I	400	$19.726	$20.711	$21.919	$23.024	$24.397	$25.674	$26.944
Tree Trimmer II	430	$21.282	$22.346	$23.648	$25.048	$26.255	$27.616	$29.020
Utilities Systems Operator	450	$22.545	$23.671	$25.048	$26.255	$27.616	$29.020	$30.506
Vector Control Specialist I	420	$20.724	$21.755	$23.024	$24.397	$25.674	$26.944	$28.291
Vector Control Specialist II	460	$23.108	$24.259	$25.674	$26.944	$28.291	$29.730	$31.296
Water Treatment Operator I	450	$22.545	$23.671	$25.048	$26.255	$27.616	$29.020	$30.506
Water Treatment Operator II	540	$28.162	$29.570	$31.296	$32.905	$34.618	$36.385	$38.243
Water Treatment Operator III	590	$31.945	$33.545	$35.498	$37.289	$39.257	$41.260	$43.376
Water Treatment Operator IV	630	$35.331	$37.098	$39.257	$41.260	$43.376	$45.668	$48.067

Effective: Pay period including February 1, 2020

Classification	Salary Range	Hourly Pay Rate[1]						
		STEP 1[1]	STEP 2[1]	STEP 3[1]	STEP 4[1]	STEP 5[1]	STEP 6[1]	STEP 7[1]
Water Utility Mechanic I**	411	$22.229	$23.338	$24.700	$26.012	$27.553	$28.880	$30.378
Water Utility Mechanic II**	431	$23.410	$24.581	$26.012	$27.553	$28.880	$30.378	$31.922
Water Utility Mechanic III**	491	$28.258	$29.670	$31.395	$32.971	$34.649	$36.455	$38.337
Water Utility Mechanic I-NC	M31	$19.426	$20.396	$21.586	$22.730	$24.077	$25.240	$26.542
Water Utility Worker I-NC	M28	$18.963	$19.911	$21.069	$22.129	$23.451	$24.678	$25.900
Welder	490	$24.852	$26.095	$27.616	$29.020	$30.506	$32.083	$33.727

[1] Hourly payrates are rounded to the nearest thousandth.
*Pay rates may vary slightly due to rounding.
**Received Special Pay
(T) Terminal Classification

APPENDIX "B"

PAY RATES AND STEP SCHEDULE

LONG BEACH EMPLOYEES ASSOCIATION
MOU TERM: OCTOBER 1, 2019 – SEPTEMBER 30, 2023

Salary Schedule for Represented Positions
Effective: Second Pay Period following Council Adoption, 1.5% Equity Increase,
$0.25 Skill Pay Roll Up (Selected Classifications), & New Classifications

Steps Schedule:

Classification	Salary Range	Hourly Pay Rate[1]						
		STEP 1[1]	STEP 2[1]	STEP 3[1]	STEP 4[1]	STEP 5[1]	STEP 6[1]	STEP 7[1]
Cement Finisher I	432	$21.601	$22.681	$24.003	$25.424	$26.649	$28.030	$29.455
Electrical & Instrmntn Tech I***	591	$32.424	$34.048	$36.031	$37.849	$39.846	$41.879	$44.027
Electrical & Instrmntn Tech II***	620	$33.093	$34.748	$36.772	$38.699	$40.678	$42.797	$45.039
Gas Pipeline Wldr/Layout Ftr	561	$30.061	$31.563	$33.399	$35.137	$36.931	$38.817	$40.851
General Maintenance Assistant	412	$20.511	$21.534	$22.792	$24.003	$25.424	$26.649	$28.030
Harbor Maint Mechanic I	441	$22.290	$23.403	$24.763	$26.059	$27.348	$28.715	$30.176
Harbor Maint Mechanic II	471	$23.980	$25.180	$26.649	$28.030	$29.455	$30.964	$32.564
Maintenance Assistant I	290	$15.307	$16.074	$17.007	$17.864	$18.723	$19.664	$20.669
Maintenance Assistant II	330	$16.848	$17.691	$18.723	$19.664	$20.669	$21.701	$22.792
Maintenance Assistant III	362	$18.144	$19.052	$20.162	$21.177	$22.248	$23.369	$24.763
Maintenance Asst III-NC	M23	$17.441	$18.316	$19.381	$20.355	$21.385	$22.461	$23.803
Maintenance Asst II-NC	M14	$16.195	$17.003	$17.997	$18.901	$19.871	$20.859	$21.910
Maintenance Asst I-NC	M09	$14.710	$15.448	$16.352	$17.174	$17.997	$18.901	$19.871
Maintenance Planner II	581	$31.623	$33.204	$35.137	$36.931	$38.817	$40.851	$42.940
Motor Sweeper Operator	451	$22.883	$24.026	$25.424	$26.649	$28.030	$29.455	$30.964
Office Services Asst II	340	$17.281	$18.142	$19.203	$20.162	$21.177	$22.248	$23.369
Office Services Asst III	371	$18.604	$19.534	$20.669	$21.701	$22.792	$24.003	$25.424
Offset Press Operator I	391	$19.530	$20.506	$21.701	$22.792	$24.003	$25.424	$26.649
Offset Press Operator II	421	$21.035	$22.081	$23.369	$24.763	$26.059	$27.348	$28.715
Painter I	441	$22.290	$23.403	$24.763	$26.059	$27.348	$28.715	$30.176
Painter II	461	$23.455	$24.623	$26.059	$27.348	$28.715	$30.176	$31.765
Parking Meter Technician I	421	$21.035	$22.081	$23.369	$24.763	$26.059	$27.348	$28.715
Parking Meter Technician II	471	$23.980	$25.180	$26.649	$28.030	$29.455	$30.964	$32.564
Plumber	501	$25.843	$27.132	$28.715	$30.176	$31.765	$33.399	$35.137
Telemetering Instrumnt Tech I	492	$25.225	$26.486	$28.030	$29.455	$30.964	$32.564	$34.233
Telemetering Instrumnt Tech II	551	$29.307	$30.772	$32.564	$34.233	$36.030	$37.848	$39.846
Water Treatment Operator I	451	$22.883	$24.026	$25.424	$26.649	$28.030	$29.455	$30.964
Water Treatment Operator II	541	$28.585	$30.014	$31.765	$33.399	$35.137	$36.931	$38.817
Water Treatment Operator III**	590	$32.678	$34.302	$36.284	$38.102	$40.100	$42.133	$44.280
Water Treatment Operator IV**	630	$36.115	$37.908	$40.100	$42.133	$44.280	$46.607	$49.042

[1] Hourly payrates are rounded to the nearest thousandth.
*Pay rates may vary slightly due to rounding.
**Equity & Skill Pay Roll Up
***New Classification

APPENDIX "B"

PAY RATES AND STEP SCHEDULE

LONG BEACH EMPLOYEES ASSOCIATION
MOU TERM: OCTOBER 1, 2019 – SEPTEMBER 30, 2023

Salary Schedule for Represented Positions

Effective: Pay period including October 1, 2020, 1.0% Equity Increase, 10% Special Pay (Selected Classifications)

Steps Schedule:

Classification	Salary Range	Hourly Pay Rate[1]						
		STEP 1[1]	STEP 2[1]	STEP 3[1]	STEP 4[1]	STEP 5[1]	STEP 6[1]	STEP 7[1]
Animal License Inspector-NC	TBD	$13.884	-	-	-	-	-	-
Animal License Inspector-NC	TBD	$14.942	-	-	-	-	-	-
Animal License Inspector-NC	TBD	$16.195	-	-	-	-	-	-
Carpenter	TBD	$24.493	$25.718	$27.213	$28.574	$30.027	$31.609	$33.234
Equipment Mechanic I	TBD	$24.493	$25.718	$27.213	$28.574	$30.027	$31.609	$33.234
Equipment Mechanic II	TBD	$25.716	$26.998	$28.574	$30.027	$31.609	$33.234	$34.964
Equipment Operator I	TBD	$18.512	$19.437	$20.568	$21.594	$22.680	$23.884	$25.298
Equipment Operator II	TBD	$20.410	$21.428	$22.680	$23.884	$25.298	$26.518	$27.892
Gardener II	TBD	$19.433	$20.405	$21.594	$22.680	$23.884	$25.298	$26.518
Gas Field Service Rep I	TBD	$19.433	$20.405	$21.594	$22.680	$23.884	$25.298	$26.518
Gas Field Service Rep II	TBD	$21.495	$22.569	$23.884	$25.298	$26.518	$27.892	$29.310
Senior Equipment Operator	TBD	$26.379	$27.699	$29.310	$30.811	$32.404	$34.064	$35.853
Water Utility Mechanic I**	411	$24.452	$25.672	$27.170	$28.613	$30.308	$31.768	$33.416
Water Utility Mechanic II**	431	$25.751	$27.039	$28.613	$30.308	$31.768	$33.416	$35.114
Water Utility Mechanic III**	491	$31.084	$32.637	$34.535	$36.268	$38.114	$40.101	$42.171
Welder	TBD	$25.101	$26.356	$27.892	$29.310	$30.811	$32.404	$34.064

[1] Hourly payrates are rounded to the nearest hundredth.
*Pay rates may vary slightly due to rounding.
**Received Special Pay

APPENDIX "B"

PAY RATES AND STEP SCHEDULE

LONG BEACH EMPLOYEES ASSOCIATION
MOU TERM: OCTOBER 1, 2019 – SEPTEMBER 30, 2023

Salary Schedule for Represented Positions
Effective: Pay period including October 1, 2021, 2.0% General Wage Increase,
2% Equity Increase (Selected Classifications)

Steps Schedule:

Classification	Salary Range	STEP 1[1]	STEP 2[1]	STEP 3[1]	STEP 4[1]	STEP 5[1]	STEP 6[1]	STEP 7[1]
Animal License Inspector-NC	TBD	$14.16	-	-	-	-	-	-
Animal License Inspector-NC	TBD	$15.24	-	-	-	-	-	-
Animal License Inspector-NC	TBD	$16.52	-	-	-	-	-	-
Asst Traffic Signal Tech I	430	$21.71	$22.79	$24.12	$25.55	$26.78	$28.17	$29.60
Asst Traffic Signal Tech II	470	$24.10	$25.30	$26.78	$28.17	$29.60	$31.12	$32.72
Automatic Sprinkler Cntrl Tech	440	$22.40	$23.52	$24.88	$26.19	$27.48	$28.86	$30.32
Body & Fender Mech-Painter I	480	$24.74	$25.97	$27.48	$28.86	$30.32	$31.92	$33.56
Body & Fender Mech-Painter II	500	$25.97	$27.27	$28.86	$30.32	$31.92	$33.56	$35.31
Building Maintenance Engineer	560	$30.21	$31.72	$33.56	$35.31	$37.11	$39.01	$41.05
Carpenter	TBD	$24.98	$26.23	$27.76	$29.15	$30.63	$32.24	$33.90
Carpenter-NC	M47	$23.78	$24.97	$26.42	$27.74	$29.15	$30.68	$32.26
Cement Finisher I	432	$22.03	$23.13	$24.48	$25.93	$27.18	$28.59	$30.04
Cement Finisher II	450	$23.00	$24.14	$25.55	$26.78	$28.17	$29.60	$31.12
Commercial Diver I	610	$34.23	$35.94	$38.03	$40.04	$42.09	$44.24	$46.58
Commercial Diver II	640	$36.95	$38.80	$41.05	$43.15	$45.40	$47.78	$50.28
Electrical & Instrmntn Tech I	591	$33.07	$34.73	$36.75	$38.61	$40.64	$42.72	$44.91
Electrical & Instrmntn Tech II	620	$33.75	$35.44	$37.51	$39.47	$41.49	$43.65	$45.94
Electrician**	TBD	$26.49	$27.81	$29.43	$30.93	$32.56	$34.23	$36.02
Electrician-NC	M52	$24.96	$26.21	$27.74	$29.15	$30.68	$32.26	$33.94
Electronic Communcatn Tech I	520	$27.29	$28.66	$30.32	$31.92	$33.56	$35.31	$37.11
Electronic Communcatn Tech II	540	$28.73	$30.16	$31.92	$33.56	$35.31	$37.11	$39.01
Electronic Communcatn Tech III	580	$31.78	$33.37	$35.31	$37.11	$39.01	$41.05	$43.15
Equipment Mechanic I	TBD	$24.98	$26.23	$27.76	$29.15	$30.63	$32.24	$33.90
Equipment Mechanic II	TBD	$26.23	$27.54	$29.15	$30.63	$32.24	$33.90	$35.66
Equipment Mechanic II-NC	M50	$24.36	$25.58	$27.07	$28.46	$29.91	$31.46	$33.07
Equipment Mechanic I-NC	M46	$23.17	$24.33	$25.74	$27.07	$28.46	$29.91	$31.46
Equipment Operator I	TBD	$18.88	$19.83	$20.98	$22.03	$23.13	$24.36	$25.80
Equipment Operator II	TBD	$20.82	$21.86	$23.13	$24.36	$25.80	$27.05	$28.45
Equipment Operator III**	TBD	$22.85	$23.99	$25.38	$26.71	$28.03	$29.43	$30.93
Equipment Operator III-NC	M37	$21.53	$22.61	$23.92	$25.17	$26.42	$27.74	$29.15
Equipment Operator II-NC	M31	$19.81	$20.80	$22.02	$23.18	$24.56	$25.74	$27.07
Equipment Operator I-NC	M21	$17.97	$18.87	$19.97	$20.96	$22.02	$23.18	$24.56
Garage Service Attendant I	370	$18.70	$19.63	$20.77	$21.81	$22.90	$24.12	$25.55
Garage Service Attendant II	390	$19.63	$20.61	$21.81	$22.90	$24.12	$25.55	$26.78
Garage Service Attendant I-NC	M21	$17.97	$18.87	$19.97	$20.96	$22.02	$23.18	$24.56
Garage Svc Att II – Towing (T)	410	$21.64	$22.90	$24.12	$25.55	$26.78	$28.17	$21.64

Effective: Pay period including October 1, 2021

Classification	Salary Range	STEP 1[1]	STEP 2[1]	STEP 3[1]	STEP 4[1]	STEP 5[1]	STEP 6[1]	STEP 7[1]
Gardener I	360	$18.23	$19.15	$20.26	$21.28	$22.36	$23.48	$24.88
Gardener II	TBD	$19.82	$20.81	$22.03	$23.13	$24.36	$25.80	$27.05
Gardener I-NC	M20	$17.53	$18.41	$19.48	$20.46	$21.49	$22.57	$23.92
Gas Construction Worker I**	TBD	$21.02	$22.07	$23.36	$24.60	$26.06	$27.32	$28.73
Gas Construction Worker II**	TBD	$22.14	$23.25	$24.60	$26.06	$27.32	$28.73	$30.19
Gas Construction Worker III**	TBD	$26.49	$27.81	$29.43	$30.93	$32.56	$34.23	$36.02
Gas Field Service Rep I	TBD	$19.82	$20.81	$22.03	$23.13	$24.36	$25.80	$27.05
Gas Field Service Rep II	TBD	$21.92	$23.02	$24.36	$25.80	$27.05	$28.45	$29.90
Gas Field Service Rep III**	TBD	$26.08	$27.38	$28.97	$30.43	$31.97	$33.64	$35.37
Gas Field Svc Rep I-NC	M24	$18.41	$19.33	$20.46	$21.49	$22.57	$23.92	$25.17
Gas Field Technician I**	TBD	$27.84	$29.23	$30.93	$32.56	$34.23	$36.02	$37.85
Gas Field Technician II**	TBD	$30.04	$31.54	$33.38	$35.09	$36.93	$38.80	$40.84
Gas Field Technician III**	TBD	$31.58	$33.16	$35.09	$36.93	$38.80	$40.84	$42.93
Gas Instrument Technician	500	$25.97	$27.27	$28.86	$30.32	$31.92	$33.56	$35.31
Gas Instrument Technician I	500	$25.97	$27.27	$28.86	$30.32	$31.92	$33.56	$35.31
Gas Instrument Technician II	550	$29.45	$30.92	$32.72	$34.40	$36.21	$38.03	$40.04
Gas Measurement Assistant	470	$24.10	$25.30	$26.78	$28.17	$29.60	$31.12	$32.72
Gas Orifice Meter Tech	490	$25.35	$26.62	$28.17	$29.60	$31.12	$32.72	$34.40
Gas Pipeline Wldr/Layout Ftr	561	$30.66	$32.19	$34.07	$35.84	$37.67	$39.59	$41.67
General Maintenance Assistant	412	$20.92	$21.96	$23.25	$24.48	$25.93	$27.18	$28.59
General Maintenance Asst-NC	M31	$19.81	$20.80	$22.02	$23.18	$24.56	$25.74	$27.07
Groundskeeper II-NC	M13	$16.28	$17.09	$18.09	$18.99	$19.97	$20.96	$22.02
Groundskeeper I-NC	M07	$14.78	$15.52	$16.43	$17.26	$18.09	$18.99	$19.97
Harbor Maint Mechanic I	441	$22.74	$23.87	$25.26	$26.58	$27.89	$29.29	$30.78
Harbor Maint Mechanic II	471	$24.46	$25.68	$27.18	$28.59	$30.04	$31.58	$33.22
Harbor Maint Mechanic II-NC	M46	$23.17	$24.33	$25.74	$27.07	$28.46	$29.91	$31.46
Harbor Maint Mechanic I-NC	M37	$21.53	$22.61	$23.92	$25.17	$26.42	$27.74	$29.15
Helicopter Mechanic	580	$31.78	$33.37	$35.31	$37.11	$39.01	$41.05	$43.15
Locksmith	480	$24.74	$25.97	$27.48	$28.86	$30.32	$31.92	$33.56
Machinist	490	$25.35	$26.62	$28.17	$29.60	$31.12	$32.72	$34.40
Maintenance Aide I	230	$13.30	$13.97	$14.78	$15.53	$16.26	$17.09	$17.95
Maintenance Aide II	260	$14.32	$15.03	$15.91	$16.67	$17.50	$18.34	$19.30
Maintenance Aide II-NC	M03	$13.76	$14.45	$15.29	$16.03	$16.82	$17.63	$18.55
Maintenance Aide I-NC	M01	$0.00	$13.17	$13.93	$14.64	$15.32	$16.11	$16.92
Maintenance Assistant I	290	$15.61	$16.40	$17.35	$18.22	$19.10	$20.06	$21.08
Maintenance Assistant II	330	$17.18	$18.04	$19.10	$20.06	$21.08	$22.14	$23.25
Maintenance Assistant III	362	$18.51	$19.43	$20.57	$21.60	$22.69	$23.84	$25.26
Maintenance Asst III-NC	M23	$17.79	$18.68	$19.77	$20.76	$21.81	$22.91	$24.28
Maintenance Asst II-NC	M14	$16.52	$17.34	$18.36	$19.28	$20.27	$21.28	$22.35
Maintenance Asst I-NC	M09	$15.00	$15.76	$16.68	$17.52	$18.36	$19.28	$20.27
Maintenance Planner I	540	$28.73	$30.16	$31.92	$33.56	$35.31	$37.11	$39.01
Maintenance Planner II	581	$32.26	$33.87	$35.84	$37.67	$39.59	$41.67	$43.80
Mechanic-Harbor	480	$24.74	$25.97	$27.48	$28.86	$30.32	$31.92	$33.56
Messenger/Mail Clerk I-NC	M08	$15.13	$15.89	$16.82	$17.63	$18.55	$19.48	$20.46

Effective: Pay period including October 1, 2021

Classification	Salary Range	Hourly Pay Rate[1]						
		STEP 1[1]	STEP 2[1]	STEP 3[1]	STEP 4[1]	STEP 5[1]	STEP 6[1]	STEP 7[1]
Motor Sweeper Operator	451	$23.34	$24.51	$25.93	$27.18	$28.59	$30.04	$31.58
Motor Sweeper Operator-NC	M38	$22.07	$23.17	$24.52	$25.80	$27.08	$28.43	$29.88
Office Services Asst I	310	$16.16	$16.97	$17.95	$18.81	$19.76	$20.77	$21.81
Office Services Asst II	340	$17.63	$18.50	$19.59	$20.57	$21.60	$22.69	$23.84
Offset Press Operator II	371	$18.98	$19.92	$21.08	$22.14	$23.25	$24.48	$25.93
Office Services Asst III	391	$19.92	$20.92	$22.14	$23.25	$24.48	$25.93	$27.18
Offset Press Operator I	421	$21.46	$22.52	$23.84	$25.26	$26.58	$27.89	$29.29
Painter I	441	$22.74	$23.87	$25.26	$26.58	$27.89	$29.29	$30.78
Painter II	461	$23.92	$25.12	$26.58	$27.89	$29.29	$30.78	$32.40
Painter I-Nc	M37	$21.53	$22.61	$23.92	$25.17	$26.42	$27.74	$29.15
Parking Meter Technician I	421	$21.46	$22.52	$23.84	$25.26	$26.58	$27.89	$29.29
Parking Meter Technician II	471	$24.46	$25.68	$27.18	$28.59	$30.04	$31.58	$33.22
Parking Meter Technician I-NC	M31	$19.81	$20.80	$22.02	$23.18	$24.56	$25.74	$27.07
Petroleum Operations Coord I	740	$47.78	$50.17	$53.09	$55.82	$58.72	$61.82	$65.03
Petroleum Operations Coord II	777	$51.36	$53.92	$57.07	$60.01	$63.13	$66.45	$69.90
Plasterer	480	$24.74	$25.97	$27.48	$28.86	$30.32	$31.92	$33.56
Plumber	501	$26.36	$27.67	$29.29	$30.78	$32.40	$34.07	$35.84
Plumber-NC	M52	$24.96	$26.21	$27.74	$29.15	$30.68	$32.26	$33.94
Port Senior Crane Operator	540	$28.73	$30.16	$31.92	$33.56	$35.31	$37.11	$39.01
Power Equip Rpr Mechanic I	430	$21.71	$22.79	$24.12	$25.55	$26.78	$28.17	$29.60
Power Equip Rpr Mechanic II	460	$23.57	$24.74	$26.19	$27.48	$28.86	$30.32	$31.92
Power Equip Rpr Mechanic III	500	$25.97	$27.27	$28.86	$30.32	$31.92	$33.56	$35.31
Senior Equipment Operator	TBD	$26.91	$28.25	$29.90	$31.43	$33.05	$34.75	$36.57
Storm Drain Maint Crew Leader	440	$22.40	$23.52	$24.88	$26.19	$27.48	$28.86	$30.32
Storm Drain Maint Crw Member I	380	$19.15	$20.11	$21.28	$22.36	$23.48	$24.88	$26.19
Storm Drain Maint Crw Membr II	400	$20.12	$21.13	$22.36	$23.48	$24.88	$26.19	$27.48
Storm Drain Plant Mechanic	440	$22.40	$23.52	$24.88	$26.19	$27.48	$28.86	$30.32
Telemetering Instrumnt Tech I	492	$25.73	$27.02	$28.59	$30.04	$31.58	$33.22	$34.92
Telemetering Instrumnt Tech II	551	$29.89	$31.39	$33.22	$34.92	$36.75	$38.60	$40.64
Traffic Painter I**	TBD	$20.52	$21.55	$22.80	$23.95	$25.38	$26.71	$28.03
Traffic Painter II**	TBD	$21.56	$22.63	$23.95	$25.38	$26.71	$28.03	$29.43
Traffic Signal Technician I	570	$30.96	$32.51	$34.40	$36.21	$38.03	$40.04	$42.09
Traffic Signal Technician II	610	$34.23	$35.94	$38.03	$40.04	$42.09	$44.24	$46.58
Tree Trimmer I	400	$20.12	$21.13	$22.36	$23.48	$24.88	$26.19	$27.48
Tree Trimmer II	430	$21.71	$22.79	$24.12	$25.55	$26.78	$28.17	$29.60
Utilities Systems Operator	450	$23.00	$24.14	$25.55	$26.78	$28.17	$29.60	$31.12
Vector Control Specialist I	420	$21.14	$22.19	$23.48	$24.88	$26.19	$27.48	$28.86
Vector Control Specialist II**	TBD	$24.04	$25.24	$26.71	$28.03	$29.43	$30.93	$32.56
Water Treatment Operator I	451	$23.34	$24.51	$25.93	$27.18	$28.59	$30.04	$31.58
Water Treatment Operator II	541	$29.16	$30.61	$32.40	$34.07	$35.84	$37.67	$39.59
Water Treatment Operator III	590	$33.33	$34.99	$37.01	$38.86	$40.90	$42.98	$45.17
Water Treatment Operator IV	630	$36.84	$38.67	$40.90	$42.98	$45.17	$47.54	$50.02

Effective: Pay period including October 1, 2021

Classification	Salary Range	Hourly Pay Rate[1]						
		STEP 1[1]	STEP 2[1]	STEP 3[1]	STEP 4[1]	STEP 5[1]	STEP 6[1]	STEP 7[1]
Water Utility Mechanic I	411	$24.94	$26.19	$27.71	$29.19	$30.91	$32.40	$34.08
Water Utility Mechanic II	431	$26.27	$27.58	$29.19	$30.91	$32.40	$34.08	$35.82
Water Utility Mechanic III	491	$31.71	$33.29	$35.23	$36.99	$38.88	$40.90	$43.01
Water Utility Mechanic I-NC	M31	$19.81	$20.80	$22.02	$23.18	$24.56	$25.74	$27.07
Water Utility Worker I-NC	M28	$19.34	$20.31	$21.49	$22.57	$23.92	$25.17	$26.42
Welder	TBD	$25.60	$26.88	$28.45	$29.90	$31.43	$33.05	$34.75

[1] Hourly payrates are rounded to the nearest hundredth.
*Pay rates may vary slightly due to rounding.
**Received Equity Pay
(T) Terminal Classification

APPENDIX "B"

PAY RATES AND STEP SCHEDULE

LONG BEACH EMPLOYEES ASSOCIATION
MOU TERM: OCTOBER 1, 2019 – SEPTEMBER 30, 2023

Salary Schedule for Represented Positions

Effective: Pay period including October 1, 2022, 1.5% - 2% Equity Increase (Selected Classifications)

Steps Schedule:

1.5% Equity Increase

Classification	Salary Range	Hourly Pay Rate[1]						
		STEP 1[1]	STEP 2[1]	STEP 3[1]	STEP 4[1]	STEP 5[1]	STEP 6[1]	STEP 7[1]
Electrician	TBD	$26.89	$28.23	$29.87	$31.39	$33.05	$34.74	$36.56
Gas Construction Worker I	TBD	$21.34	$22.40	$23.71	$24.97	$26.45	$27.73	$29.16
Gas Construction Worker II	TBD	$22.47	$23.60	$24.97	$26.45	$27.73	$29.16	$30.64
Gas Construction Worker III	TBD	$26.89	$28.23	$29.87	$31.39	$33.05	$34.74	$36.56
Gas Field Service Rep III	TBD	$26.47	$27.79	$29.41	$30.89	$32.45	$34.15	$35.90
Gas Field Technician I	TBD	$28.26	$29.67	$31.39	$33.05	$34.74	$36.56	$38.42
Gas Field Technician II	TBD	$30.49	$32.01	$33.88	$35.62	$37.48	$39.38	$41.45
Gas Field Technician III	TBD	$32.05	$33.66	$35.62	$37.48	$39.38	$41.45	$43.57
Maintenance Assistant I	290	$15.84	$16.65	$17.61	$18.49	$19.39	$20.36	$21.40
Maintenance Assistant II	330	$17.44	$18.31	$19.39	$20.36	$21.40	$22.47	$23.60
Maintenance Assistant III	362	$18.79	$19.72	$20.88	$21.92	$23.03	$24.20	$25.64
Maintenance Asst III-NC	M23	$18.06	$18.96	$20.07	$21.07	$22.14	$23.25	$24.64
Maintenance Asst II-NC	M14	$16.77	$17.60	$18.64	$19.57	$20.57	$21.60	$22.69
Maintenance Asst I-NC	M09	$15.23	$16.00	$16.93	$17.78	$18.64	$19.57	$20.57
Senior Equipment Operator	TBD	$27.31	$28.67	$30.35	$31.90	$33.55	$35.27	$37.12

2% Equity Increase

Classification	Salary Range	Hourly Pay Rate[1]						
		STEP 1[1]	STEP 2[1]	STEP 3[1]	STEP 4[1]	STEP 5[1]	STEP 6[1]	STEP 7[1]
Equipment Mechanic I	TBD	$25.48	$26.76	$28.32	$29.73	$31.24	$32.89	$34.58
Equipment Mechanic II	TBD	$26.76	$28.09	$29.73	$31.24	$32.89	$34.58	$36.37
Equipment Operator I	TBD	$19.26	$20.23	$21.40	$22.47	$23.59	$24.85	$26.32
Equipment Operator II	TBD	$21.24	$22.30	$23.59	$24.85	$26.32	$27.59	$29.02
Equipment Operator III	TBD	$23.31	$24.47	$25.89	$27.24	$28.59	$30.02	$31.55
Garage Service Attendant I	TBD	$19.07	$20.02	$21.19	$22.25	$23.36	$24.60	$26.06
Garage Service Attendant II	TBD	$20.02	$21.02	$22.25	$23.36	$24.60	$26.06	$27.32
Garage Svc Attndnt II – Towing (T)	410	$21.02	$22.07	$23.36	$24.60	$26.06	$27.32	$28.73

[1] Hourly payrates are rounded to the nearest hundredth.
*Pay rates may vary slightly due to rounding.
(T) Terminal Classification

APPENDIX "C"
SKILL PAYS (GENERAL)

Effective: February 1, 2020

Skill Pay	Classifications	Rate
1. Annual PE Fusion Certification		
When certified and training in-house personnel and contractors for annual PE fusion certification	Gas Field Technician I Gas Field Technician II Gas Field Technician III Gas Construction Worker I Gas Construction Worker II Gas Construction Worker III Gas Pipeline Welder/Layout Fitter	$10.00 Per Diem
2. Tow Truck Operation		
When regularly assigned to work as a tow truck operator.	Garage Service Attendant I Garage Service Attendant II	$1.00 hourly
3. Fire Apparatus Mechanic		
When regularly assigned to work as a Mechanic on Fire Apparatus.	Garage Service Attendant I Garage Service Attendant II Equipment Mechanic I Equipment Mechanic II	$2.00 hourly
4. ASE Master Certification		
When regularly assigned to the maintenance and repair of City vehicles, or as supervisor to Equipment Mechanics within the Fleet Maintenance Division, and possessing one or two ASE Master certifications	Equipment Mechanic I Equipment Mechanic II	$1.10 hourly (one cert) $2.20 hourly (two certs)
5. COLB DOT Operator Certification - Journey		
When possessing the classification appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan certifications for journey level.	Gas Construction Worker II Gas Field Service Representative II Senior Equipment Operator Gas Pipeline Welder/Layout Fitter	$2.20 hourly
6. COLB DOT Operator Certification - Advanced		
When possessing the classification appropriate City of Long Beach Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan certifications for advanced level.	Gas Construction Worker III Gas Field Service Representative III	$0.66 hourly

APPENDIX "C"
SKILL PAYS (GENERAL)

Skill Pay	Classifications	Rate
7. Crane Certification		
When regularly assigned to and possessing certification for crane operation issued by an Accredited Certifying Entity per CCR Title 8 sec 5006.1.	Non-management classifications in the Skilled & General – Basic Bargaining Units	$0.62 hourly (one certification)
8. Meter Installation Certification (400 Meter)		
When possessing an Energy Resources meter installation/reinstallation certification for up to a 400 class meter.	Gas Construction Worker II Gas Field Service Representative II	$0.39 hourly
9. SoCal Gas Leakage Certification		
When possessing a SoCal Gas (or equivalent) Leakage Survey or Pressure Control certification, or Energy Resources Valve Inspection and Maintenance certification, or a NACE Basic Level certification.	Gas Construction Worker II	$0.55 hourly
10. Various Energy Resources Certifications		
When possessing an Energy Resources meter installation/reinstallation certification for commercial meters or multimeter sets of 5 or more, or a SoCal Gas (or equivalent) Leakage Survey certification, or an Energy Resources Pressure Control certification for 6" and above PC fittings, or a NACE Tester-level certification or a Fusion Trainer/Inspector certification from a gas pipeline industry recognized agency, or when performing DOT record-keeping for Valve Maintenance.	Gas Construction Worker III	$0.61 hourly
11. SoCal Gas Appliance Technology Certification		
When possessing a SoCal Gas (or equivalent) Appliance Technology certification, or a Regulator Technician certification.	Gas Field Service Representative II	$0.55 hourly
12. SoCal Gas Appliance Technology Certification		
When possessing an Energy Resources meter installation/reinstallation certification for commercial meters or multimeter sets of 5 or more, or a SoCal Gas (or equivalent) Appliance Technology certification or a Regulator Troubleshooting certification.	Gas Field Service Representative III	$0.61 hourly

APPENDIX "C"
SKILL PAYS (GENERAL)

Skill Pay	Classifications	Rate
13. Pipeline Welding Shop Lead Person		
When regularly assigned and performing duties as a pipeline welding shop lead person.	Gas Pipeline Welder/Layout Fitter	$0.77 hourly
14. FAA Inspection License		
When possessing a FAA-Issued Inspection Authorization License.	Helicopter Mechanic	$3.18 hourly
15. Custodial and/or Maintenance Supervision		
When supervising crews or contractors performing custodial and/or maintenance duties	Maintenance Assistant III	$0.55 hourly
16. Dual Axle Packing Unit Use		
When regularly assigned and/or performing on dual axle packing units with a capacity of 16 yards or more	Maintenance Assistant III	$1.33 hourly
17. Three-Wheeled Motor Sweeper Operation		
When regularly assigned and operating heavy equipment on a three-wheeled motor sweeper (T).	Motor Sweeper Operator	$0.28 hourly
18. Irrigation Systems Plumbing Specialist		
When regularly assigned and performing duties as irrigation systems plumbing specialist.	Plumber	$0.71 hourly
19. Cross Connection Tester Certificate		
When possessing a Los Angeles County Department of Health Cross Connection Tester Certificate.	Plumber	$0.50 hourly
20. Aerial Bucket Tree Trimming		
When regularly performing tree trimming duties from an aerial bucket (T).	Tree Trimmer I Tree Trimmer II	$0.39 hourly
21. Arborist Certification		
When possessing a current International Society of Arboriculture certification as a Certified Arborist.	Tree Trimmer I Tree Trimmer II	$0.55 hourly

APPENDIX "C"
SKILL PAYS (GENERAL)

Skill Pay	Classifications	Rate
22. Agricultural Pest Control Advisors License		
When required to possess an Agricultural Pest Control Advisors license and regularly assigned advisor duties	Equipment Operator II Gardener II	$0.554 hourly
23. Pesticide Applicators License		
When required to possess a Pesticide Applicator's license and regularly assigned Pesticide Applicator duties.	Gardener I Maintenance Assistant III	$0.554 hourly
24. Refuse Packer Truck Operator		
When regularly assigned and operating heavy equipment as a refuse packer truck operator for Public Works or Parks, Recreation and Marine department.	Maintenance Assistant II Maintenance Assistant III	$1.18 hourly
25. Class A License		
When driving a vehicle requiring a Class A license.	Garage Service Attendant I Garage Service Attendant II	$8.80 per diem
26. Meter Installation (300+ CU)		
When regularly assigned to installing meters of 300 or more cubic feet per hour capacity at ½-inch water column pressure drop or when installing district regulator stations.	Gas Field Service Representative II	$3.30 per diem
27. Lead Welder		
When regularly assigned and performing duties as a lead welder.	Welder	$4.95 per diem
28. Heights Over 40 ft.		
When required to work on ladders, mechanical devices, etc. placing employees at heights over 40 ft.	Classifications in the current Salary Resolution in the Skilled & General Bargaining Units (excludes Window Washers and Tree Trimmers)	$4.40 per diem

APPENDIX "C"
SKILL PAYS (GENERAL)

Skill Pay	Classifications	Rate
29. Irrigation Telemetry		
When regularly assigned and performing telemetry duties to monitor, adjust, and troubleshoot irrigation systems	Automatic Sprinkler Control Tech	$12.00 per diem
30. Pesticide Applicators License - Per Diem		
When possessing a Pesticide Applicator license and regularly assigned pesticide applicator duties.	Tree Trimmer I Tree Trimmer II	$4.43 per diem
31. Bilingual		
For use of certified oral and/or written bilingual skills.	Non-management classifications, in accordance with the MOU's for the CESL and the Association, assigned to a position that has been determined to benefit from bilingual ability, and to have frequent or significant interactions with the public for the majority of the employee's regular, daily course of duty.	$0.70 hourly

APPENDIX "C"
SKILL PAYS (HARBOR DEPARTMENT)

Skill Pay	Classifications	Rate
1. Crane Certification		
When regularly assigned to and possessing certification for crane operation issued by an Accredited Certifying Entity per CCR Title 8 sec 5006.1.	Senior Equipment Operator Equipment Operator I Equipment Operator II Equipment Operator III Harbor Maintenance Mechanic I Harbor Maintenance Mechanic II	$0.62 hourly (one cert) $1.23 hourly (two certs)
2. Pesticide Applicators License		
When required to possess a Pesticide Applicator's license and regularly assigned Pesticide Applicator duties.	Gardener I Gardener II Maintenance Assistant II Maintenance Assistant III Maintenance Assistant II (NC) Maintenance Assistant III (NC)	$0.554 hourly or $4.43 per diem
3. Locksmith		
When assigned and performing locksmith duties.	Maintenance Assistant I Maintenance Assistant II Maintenance Assistant III	$1.42 hourly
4. Port Custodial Supervision		
When supervising all custodial activities in Port.	Maintenance Assistant III	$1.50 hourly
5. Administrative Planner - Maintenance		
When regularly assigned Administrative Planner duties in Maintenance Division.	Senior Equipment Operator	$2.759 hourly
6. Maintenance Planner - Maintenance		
When regularly assigned to Maintenance Planner duties in the Maintenance Division.	Garage Service Attendant II	$5.364 hourly
7. Systems Planner - Maintenance		
When regularly assigned Systems Planner Duties in the Maintenance Division.	Gardener II	$9.126 hourly
8. Administrative Planner - Maintenance		
When regularly assigned Administrative Planner duties in Maintenance Division.	Harbor Maintenance Mechanic II	$2.046 hourly
9. Agricultural Pest Control Advisors License		
When required to possess an Agricultural Pest Control Advisors license and regularly assigned advisor duties	Gardener II	$0.554 hourly or $4.43 per diem

APPENDIX "C"
SKILL PAYS (HARBOR DEPARTMENT)

Skill Pay	Classifications	Rate
10. Heights Over 40 ft.		
When required to work on ladders, mechanical devices, etc. placing employees at heights over 40 ft.	Classifications in Skilled and General Services	$4.40 per diem

APPENDIX "C"
SKILL PAYS (WATER DEPARTMENT)

Skill Pay	Classifications	Rate
1. CNG Certification		
When maintenance responsibilities simultaneously include automobiles, medium/heavy trucks and construction equipment, and possessing a National Institute for Automotive Service Excellence/American College Testing (ASE) Automobile Technician Certificate of Completion and/or Light Vehicle Compressed Natural Gas Technician with one series certification.	Equipment Mechanic I Equipment Mechanic II	$0.22 hourly
2. ASE Master Certification		
When maintenance responsibilities simultaneously include automobiles, medium/heavy trucks and construction equipment, and possessing a National Institute for Automotive Service Excellence / American College Testing (ASE) Automobile Technician Certificate of Completion with any ASE Master Certification	Equipment Mechanic I Equipment Mechanic II	$1.10 hourly (one certification)
		$2.20 hourly (two certifications)
3. ASE Series Certifications		
When maintenance responsibilities simultaneously include automobiles, medium/heavy trucks and construction equipment, and possessing a National Institute for Automotive Service Excellence / American College Testing (ASE) Automobile Technician Certificate of Completion with one or more Automotive (A) or Truck (T) series certificate(s).	Equipment Mechanic I Equipment Mechanic II	$0.22 hourly (one A or T series certification)
		$0.39 hourly (three A or T series certifications)
		$0.50 hourly (six A or T series certifications)
4. Cross Connection Tester Certificate		
When possessing a Los Angeles County Department of Health Cross Connection Tester Certificate.	Water Utility Mechanic I Water Utility Mechanic II Water Utility Mechanic III	$0.50 hourly

APPENDIX "C"
SKILL PAYS (WATER DEPARTMENT)

Skill Pay	Classifications	Rate
5. Maintenance & Equipment Repair		
When regularly assigned and/or performing maintenance repair of power chain saws, blowers, lawn mowers, edgers, generators, and similar equipment within the Water Department.	Equipment Mechanic I Equipment Mechanic II	$0.77 hourly
6. CWEACSM Certificate		
When possessing a California Water Environment Association Collection System Maintenance (CWEACSM) Certificate.	Senior Equipment Operator Water Utility Mechanic I Water Utility Mechanic II Water Utility Mechanic III Water Treatment Operator I Water Treatment Operator II Water Treatment Operator III Water Treatment Operator IV	$0.22 hourly (Grade I) $0.39 hourly (Grade II) $0.50 hourly (Grade III) $0.66 hourly (Grade IV)
7. Distribution Operator Certificate		
When possessing a Department of Public Health Distribution Operator Certificate	Senior Equipment Operator Water Utility Mechanic I Water Utility Mechanic II Water Treatment Operator I	$2.20 hourly (Grade II) $2.48 hourly (Grade III) $2.75 hourly (Grade IV) $3.03 hourly (Grade V)
8. Water Treatment Certificate		
When possessing a Department of Public Health Water Treatment Certificate.	Water Utility Mechanic I Water Utility Mechanic II Water Utility Mechanic III Senior Equipment Operator Electrician	$0.22 hourly (Grade I) $0.39 hourly (Grade II)
9. Grade III Water Treatment Certificate		
When possessing a Grade III Department of Public Health Water Treatment Certificate.	Water Treatment Operator I Water Treatment Operator II	$0.50 hourly

APPENDIX "C"
SKILL PAYS (WATER DEPARTMENT)

Skill Pay	Classifications	Rate
10. Grade IV Water Treatment Certificate		
When possessing a Grade IV Department of Public Health Water Treatment Certificate.	Water Treatment Operator I Water Treatment Operator II Water Treatment Operator III	$0.66 hourly
11. Grade V Water Treatment Certificate		
When possessing a Grade V Department of Public Health Water Treatment Certificate.	Water Treatment Operator IV	$0.83 hourly
12. Distribution Operator Certificate		
When possessing a Department of Public Health Distribution Operator Certificate.	Water Treatment Operator II Water Utility Mechanic III	$0.28 hourly (Grade III) $0.55 hourly (Grade IV) $0.83 hourly (Grade V)
13. Welding - Structural Steel License		
When regularly performing specialized Water Department welding requiring a City of Los Angeles Certificate and Structural Steel License.	Welder	$0.77 hourly
14. Pesticide Applicators License		
When required to possess a Pesticide Applicator's license and regularly assigned Pesticide Applicator duties.	Gardener I Gardener II Maintenance Assistant II Maintenance Assistant III Equipment Operator	$0.554 hourly
15. LBWD Emergency Response Team		
When assigned to the LBWD Emergency Response Team (ERT) upon meeting and maintaining the Membership Requirements stated in the Long Beach Water Department Policy VI.2 – Section B.	Non-Management classifications	$0.50 hourly or $4.00 per diem

APPENDIX "C"
SKILL PAYS (WATER DEPARTMENT)

Skill Pay	Classifications	Rate
16. CCT Inspection Equipment		
When operating sanitary sewer main line closed circuit television video inspection equipment.	Water Utility Mechanic I Water Utility Mechanic II Water Utility Mechanic III	$4.40 per diem
17. CCT Inspection Equipment - Supervision		
When supervising operation of sanitary sewer lateral closed circuit television video inspection equipment.	Water Utility Mechanic I Water Utility Mechanic II Water Utility Mechanic III	$4.40 per diem
18. Repair, Exchange, Testing of Water Meters - Supervision		
When supervising or training subordinates in repair, testing, and exchange of large water meters (minimum three inch diameter).	Water Utility Mechanic I Water Utility Mechanic II Water Utility Mechanic III	$4.40 per diem
19. Shut Off/ Call Out		
When singularly assigned to off hours water/sewer emergency first response, with authority to shut off water service and/or call out emergency standby personnel.	Water Utility Mechanic I Water Utility Mechanic II Water Utility Mechanic III	$4.40 per diem
20. Water Distribution - Control Valves		
When exercising large water distribution control valves (over 12-inch diameter).	Water Utility Mechanic I Water Utility Mechanic II Water Utility Mechanic III	$4.40 per diem
21. Planner - Maintenance		
When regularly assigned Planner duties in Maintenance Division.	Gardener II	$4.579 per diem
22. Specialized Machine Shop Operations		
When regularly assigned and performing specialized Water Department Machine Shop Operations.	Machinist	$0.523 per hour
23. Crane Operation		
For crane operation	Non-management classifications in the current Salary Resolution assigned to and certified in crane operation.	$0.62 hourly (one cert) $1.23 hourly (two certs)
24. Distribution Operator Certificate		
When possessing a Department of Public Health Distribution Operator Certificate.	Water Treatment Operator III Water Treatment Operator IV	$0.25 hourly (Grade IV) $0.50 hourly (Grade V)

APPENDIX "D"

LETTER OF AGREEMENT BETWEEN THE CITY OF LONG BEACH AND THE ASSOCIATION OF LONG BEACH EMPLOYEES

PAID PARENTAL LEAVE

Subject to approval by City Council, the City of Long Beach proposes to implement the following paid parental leave policy effective the first full pay period of calendar year 2021 or upon implementation of the City's LB Coast HR system (whichever comes last):

The proposed policy institutes a new program offered by the City which provides 30 consecutive calendar days of Parental Leave at 100% of salary, for the birth, adoption or foster placement of a child, regardless of the gender, marital status or sexual orientation of the parent. Paid Parental Leave may be taken at any time during the twelve-month period immediately following the birth, adoption or placement of a child with the employee.

The leave must be taken in full day increments, and within one year of the date of birth/placement of the child. This type of absence is not charged against the employee's leave accruals.

Purpose/Objective

All full-time employees eligible for City health benefits are eligible for Paid Parental Leave, for up to 30 consecutive calendar days in the twelve-month period following the birth of a child, adoption of a child, or placement of a foster child in their home. Employees will be afforded the same level of benefit continuation for the period of time that the employee is on Paid Parental Leave as if the employee was on active work status.

The purpose of Paid Parental Leave is to enable the employee to care for and bond with a newborn or a newly adopted or newly placed child.

Eligibility

- Permanent full-time employees eligible for City health benefits; AND
- Employees that have completed six (6) months of full-time City service; AND
- Employees who are the parent of a newborn child; OR
- Employees who have adopted a child or who have had a foster child placed in their home (in either case, the child must be age 17 or younger).
- This benefit shall apply to life events occurring after the effective date of the Paid Parental Leave program.

Amount, Time Frame and Duration

- Employees will be eligible for up to 30 consecutive calendar days (160.0 hours) of Paid Parental Leave at employee's adjusted hourly rate of pay.

- Paid Parental Leave will be paid on regularly scheduled pay dates.
- Approved Paid Parental Leave may start up to two consecutive weeks prior to and at any time during the twelve-month period immediately following the birth, adoption or placement of a child with the employee.
- The 30 consecutive calendar days of Paid Parental Leave will begin on the first day of Paid Parental Leave used, and in no event shall exceed 30 calendar days within a 12-month period.
- Paid Parental Leave may not be used or extended beyond this twelve-month time frame.
- The City will allow employees to take Paid Parental Leave only in the smallest of increment equivalent to a one-day shift according to their regular work schedule (i.e., no partial days shall be taken under any circumstance).
- In no case will an employee receive more than 30 consecutive calendar days of Paid Parental Leave in a rolling 12-month period, regardless of whether more than one birth, adoption or foster care placement event occurs within that 12-month rolling time frame.
- City employees who are co-parents with another City employee, will each have an individual right to paid Parental Leave.

Coordination with Other Policies

- Paid Parental Leave taken under this policy will run concurrently with leave under the FMLA, CFRA and PDL.
- If a City holiday occurs while the employee is on Paid Parental Leave, such day will be charged as holiday pay and will not be counted against the employee's 30 consecutive calendar days of Paid Parental Leave.

Requests for Paid Parental Leave

- The employee must provide his or her supervisor and the Human Resources Department with notice of the request for leave at least 30 days prior to the proposed date of the leave (or if the leave was not foreseeable, as soon as possible).
- An employee who does not give 30 days' notice must explain why such notice was not practical.
- The employee must complete the necessary Human Resources Department forms and provide all documentation as required by the Human Resources Department to substantiate the request.
- Employees may request to start their Paid Parental Leave up to two weeks prior to the birth/placement of the child.

The City retains the right to review the Paid Parental Leave program at the end of the contract term to evaluate the program's. impact on operations. The parties will agree to meet and discuss modifications to the program to address unforeseen fiscal and/or operational impacts.

Applicable MOU Provision(s)

Upon implementation of Paid Parental Leave program, all parties agree to eliminate applicable provisions for the Preservation of Sick Leave (Vacation) During Extended Leave which states:

- *Whenever a permanent employee has requested an extended leave of absence (more than 30 days), the employee has the option to retain up to eighty-hours of sick leave/vacation/holiday pay in the system. However, previously scheduled vacation time may be preserved in addition to the 80-hour limit.*

This provision will be discontinued and removed from applicable Memorandum of Understanding and any other documents, or locations referenced.

APPENDIX "E"

LETTER OF AGREEMENT BETWEEN THE CITY OF LONG BEACH AND THE ASSOCIATION OF LONG BEACH EMPLOYEES

VACATION ACCRUAL MAXIMUM

Subject to approval by City Council, and agreement with all other bargaining units the vacation accrual maximum provision of the Salary Resolution and Personnel Ordinance 3.01 will be replaced with the following provision. The new vacation accrual maximum provision will take effect the first full pay period of calendar year 2021 or upon implementation of the City's LB Coast HR system (whichever comes first). The City will implement a maximum vacation accrual based on years of service completed as follows:

Service Years Completed	Hours Accrued per pay period	Annual Accrual	Vacation Maximum Accrual*
Upon hire through 4 years, 5 months	3.70	96.2	288.6
4 years, 6 months through 11 years, 5 months	4.62	120.1	360.4
11 years, 6 months through 13 years, 5 months	4.93	128.2	384.5
13 years, 6 months through 17 years, 5 months	5.24	136.2	408.7
17 years, 6 months through 18 years, 5 months	5.54	144.0	432.1
18 years, 6 months through 19 years, 5 months	5.85	152.1	456.3
19 years, 6 months or more	6.16	160.2	480.5

**Standard vacation accrual accruals only (not platoon schedule)*

A. New permanent full-time or permanent part-time employees may utilize accrued vacation hours upon completing six (6) months of employment.

B. Upon reaching the maximum accrual, employees will cease earning vacation until use of vacation brings the accrual below the maximum.

C. Employees will not be allowed to have negative vacation hours.

D. The use of vacation hours is subject to supervisor/department head approval per the current Salary Resolution, Personnel Ordinance, and Department policies.

E. Upon separation of employment or death, employees or their beneficiary will be paid for all accrued and unused vacation with their final paycheck, at the adjusted hourly rate of pay.

APPENDIX "F"

LETTER OF AGREEMENT BETWEEN THE CITY OF LONG BEACH AND THE ASSOCIATION OF LONG BEACH EMPLOYEES

PERSONAL HOLIDAY ACCRUAL MAXIMUM

Effective the first pay period of calendar year 2021 or upon implementation of the City's LB Coast HR system (whichever comes first), subject to approval by City Council and agreement with all other bargaining units, the City will implement a maximum personal holiday accrual for eligible permanent full-time and permanent part-time employees as follows:

PERSONAL HOLIDAY ACCRUAL

A. All employees on a regular or other holiday schedule will receive four personal holiday days (32.0 hours) based on an 8-hour schedule on the first pay period of January of each year. The personal holiday accrual is capped at sixty-four (64) hours.

B. Should an employee be at the accrual maximum on the first pay period of January (when hours are advanced), no additional personal holiday hours will be granted until January of the following year if the accrual is below sixty-four (64) hours.

Personal Holiday Hours	Personal Holiday Advanced (Start of year)	Personal Holiday Maximum Accrual
Regular/Other Schedule	32.0	64.0

*Accounting tracks on accrual basis at rate of 1.24 hours per pay period
**Employees will accrue prospectively if they are hired mid-year

C. Use of personal holiday time is subject to supervisor and/or department head approval.

D. At the time of separation from employment, earned but unused personal holiday hours will be paid to the employee with the final check at the employee's adjusted hourly rate of pay.

APPENDIX "G"

LETTER OF AGREEMENT BETWEEN THE CITY OF LONG BEACH AND THE ASSOCIATION OF LONG BEACH EMPLOYEES

IN LIEU HOLIDAY ACCRUAL MAXIMUM

Effective calendar year 2021 or upon implementation of the City's LBCOAST HR system (whichever comes first), subject to approval by City Council and agreement with all other bargaining units, the City will implement a maximum in lieu holiday accrual for eligible permanent full-time and permanent part-time employees as follows:

IN LIEU HOLIDAY ACCRUAL

A. All employees on a regular/other in lieu holiday schedule will receive fourteen (14) eight-hour in lieu holidays (112 hours total) on the first pay period of January of each year. The in-lieu holiday accrual is capped at two hundred and twenty-four (224) hours. Should an employee be at the accrual maximum on the first pay period of January (when hours are advanced), no additional in lieu hours will be granted until January of the following year if the accrual is below two hundred and twenty-four (224) hours.

In Lieu Holiday Hours	In Lieu Holiday Hours Advanced (Start of year)	Hours Accrued per pay period	In Lieu Holiday Maximum Accrual
Regular/Other Schedule	104.0	4.0	208.0
Effective 2021*	112.0	4.3	224.0

* Effective the first pay period of calendar year 2021

B. All employees on a four-ten (4/10) schedule will receive 14 ten-hour in lieu holidays (140 hours total) on the first pay period of January of each year. The in-lieu holiday accrual is capped at two-hundred and eighty (280) hours. Should an employee be at the accrual maximum on the first pay period of January (when hours are advanced), no additional in lieu hours will be granted until January of the following year if the accrual is below two-hundred and eighty (280) hours.

In Lieu Holiday Hours	In Lieu Holiday Hours Advanced (Start of year)	Hours Accrued per pay period	In Lieu Holiday Maximum Accrual
4/10 Schedule	130.0	5.0	260.0
Effective 2021*	140.0	5.3	280.0

* Effective the first pay period of calendar year 2021

C. Employees on any of the above in lieu holiday accrual schedules do not qualify for simultaneous personal holiday accruals.

APPENDIX "H"

LETTER OF AGREEMENT BETWEEN THE CITY OF LONG BEACH AND THE ASSOCIATION OF LONG BEACH EMPLOYEES

LEAD PAY REOPENER

During the term of the Memorandum of Understanding (MOU), the City and the Association of Long Beach Employees agree to engage in further discussions regarding lead worker assignments. No changes to the current term and conditions of employment may be made during the term of this MOU without the mutual agreement of the Association and the City.

APPENDIX "I"

LETTER OF AGREEMENT BETWEEN THE CITY OF LONG BEACH AND THE ASSOCIATION OF LONG BEACH EMPLOYEES

ONE TIME AD HOC PAYMENT

Effective the pay period that includes September 30, 2021, a one-time ad hoc lump sum payment of $1,500.00 to all permanent full-time represented classifications (excluding non-career positions) and outlined as follows:

1. The one-time ad hoc lump sum payment is in the sum of $1,500.00 only and is not considered regular compensation and does not include any compensation items such as, but not limited to skill pay, bonus pay, higher classification pay, bilingual pay, deferred compensation or overtime.

2. The one-time payment shall be an off-salary schedule payment; payment shall not be reflected on the City's pay or salary schedules; and payment shall not be the basis upon which future salary increases will be calculated.

3. The one-time ad hoc payment shall not be characterized as and shall not be reported to CalPERS as pensionable compensation or compensation earnable.

APPENDIX "J"

LETTER OF AGREEMENT BETWEEN THE CITY OF LONG BEACH AND THE ASSOCIATION OF LONG BEACH EMPLOYEES

GYMPASS PILOT PROGRAM

The voluntary gym membership pilot program, referred to as Gympass which provides employees access to multiple gyms and exercise activity studios for a single monthly fee, starting at $9.99 per month, to be paid directly to Gympass. Program implementation date to be within the 2020 calendar year.

APPENDIX "K"

LETTER OF AGREEMENT BETWEEN THE CITY OF LONG BEACH AND THE ASSOCIATION OF LONG BEACH EMPLOYEES

Water Treatment Operator III & IV

The Parties herby agree to the following:

1. Effective the second full pay period following Council ratification, the Grade III Department of Public Health Distribution Operator Certificate skill pay in the amount twenty-five cents ($0.25) per hour will be eliminated for the following classifications:

    - Water Treatment Operator III
    - Water Treatment Operator IV

2. Effective the second full pay period following Council ratification, a new salary range will be established for the classifications listed above. The new salary range will reflect an increase of twenty-five cents ($0.25) in each pay step in alignment with the elimination of the skill pay as indicated under item #1 above.

3. The transfer of the skill pay into the base hourly rate is intended to be cost neutral and will not result in an increase in pay.

APPENDIX "L"

LETTER OF AGREEMENT BETWEEN THE CITY OF LONG BEACH AND THE ASSOCIATION OF LONG BEACH EMPLOYEES

Electrical and Instrumentation Technician

The Parties herby agree to the following:

Effective the first day of the first pay period following Council ratification, the City shall establish the following classification, grade levels and range:

Proposed Classification	Range	ALBE Bargaining Unit
Electrical and Instrumentation Technician I	590	Skilled & General Services - Basic
Electrical and Instrumentation Technician II	620	Skilled & General Services - Basic

*Note: The classification will be submitted to the Civil Service Commission for adoption following approval from City Council.

LETTER OF AGREEMENT
ALBE MEMORANDUM OF UNDERSTANDING 10/12019 – 9/30/2023
ASSOCIATION/UNION LEAVE OF ABSENCE

The Memoranda of Understanding (MOU) between the City of Long Beach (City) and the Association of Long Beach Employees (ALBE) provides Representational Time-off for ALBE to conduct union business (Article One – Section V.E.).

This Letter of Agreement specifies that the City agrees to release one (1) Association/Union Employee Representative on a union leave of absence upon request, during the term of the MOU for a period of up to one (1) year, unless otherwise mutually agreed upon in writing. The parties agree to the following conditions with respect to the union leave of absence program:

1. Compensation shall be equal to full regular pay and benefits excluding any overtime that the Association/Union Employee Representative would earn while on a regular paid leave of absence. The employee shall not receive any specialty assignment pays or skill pays while on union leave.

2. Compensation shall include retirement fund contributions required of the public employer as an employer. The Association/Union Employee Representative shall earn full-service credit during the leave of absence and shall pay their member contributions to CalPERS.

3. The City shall not be responsible for any overtime compensation owed to the ALBE Association/Union Employee Representative accruing from Association/Union Activities.

4. The leave of absence, with full pay and benefits, shall be reported and compensated pursuant to California Government Code 3558.8.

5. The employee will be paid on an 80-hour per pay period basis in accordance with the City's Payroll Schedule.

6. The employee shall continue to accrue accruals at the normal rate while in a paid leave status and shall observe all City holidays. The employee is subject to the City's vacation and personal holiday/in lieu holiday accrual maximum provisions and accruals shall not be cashed out.

7. While on leave of absence, the Association/Union Employee Representative shall not conduct non-union business.

8. While on release time, the Association/Union Employee Representative shall not be on City time and accordingly the City shall not incur any liability, including but not limited to workers' compensation and tort liability, arising out of the employee's performance of Association/Union business.

9. The Association/Union shall indemnify and hold harmless the City of Long Beach, its officers and employees, from and against any and all damage to property or injuries to or death of any person or persons, including property and employees or agents of the city of Long Beach, and shall defend, indemnify and hold harmless the city of Long Beach, its officers and employees from any and all claims, demands, suits, actions or proceedings of any kind or nature, including but not limitation, workers compensation claims, resulting from or arising out of the negligent acts, errors, or omissions, or arising out of the intentional or malicious acts of the Association/Union Employee Representative.

10. The Association/Union shall reimburse the City for the full cost of wages and roll-up costs related to wages (i.e., pension, benefits, FICA, Medicare, etc.) for the leave of absence of the Association/Union Employee Representative.

11. The Association/Union will submit payment on a monthly basis within thirty (30) business days from the invoice date to Central Payroll.

12. The Association/Union has no obligation to use the leave of absence under this section for an employee and may terminate that release at any time, for any reason in writing within ten (10) business days. The employee will be reinstated effective the first day of the next full pay period.

13. The provisions of this section shall sunset upon expiration of this MOU unless extended by mutual agreement.

14. At the conclusion or termination of the leave of absence, the Association/Union Employee Representative shall have a right of reinstatement to the same position and work location held prior to the leave, or if not feasible, a substantially similar position without loss of seniority, rank, or classification. The reinstatement shall be effective the first day of the pay period following the notification of conclusion or termination of the leave of absence.

THE PARTIES AGREE TO THE ABOVE:

FOR THE ASSOCIATION OF LONG BEACH EMPLOYEES:

4/8/2022
Date

Colin Lavin
Business Manager, IBEW Local 47

FOR THE CITY OF LONG BEACH:

4/8/2022
Date

Dana Anderson
Manager of Labor Relations & Benefits Administration

4/13/2022

Date

Tom Modica
City Manager

April 11, 2022

Date

Charles Parkin, City Attorney
Approved to Form