MEMORANDUM OF UNDERSTANDING

BETWEEN

THE CITY OF LONG BEACH

AND

THE LONG BEACH MANAGEMENT ASSOCIATION (LBMA)

OCTOBER 1, 2023 TO SEPTEMBER 30, 2026

Approved by City Council on December 19, 2023

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ARTICLE ONE
GENERAL PROVISIONS

Section I - Recognition, Purpose, Implementation

The Long Beach Management Association (LBMA) is hereby recognized as the exclusive representative for employees of the Long Beach Managers in the positions indicated in Appendix "A," and Appendix “B,” attached hereto and made a part hereof.

A. Purpose - The parties agree that the purpose of this Memorandum of Understanding (MOU) is:

1. To promote and provide harmonious relations, cooperation and understanding between the City of Long Beach (City) appointing authorities and the employees covered herein;

2. To provide an orderly and equitable means of resolving differences which may arise under this memorandum; and,

3. To set forth the full agreements of the parties reached as a result of meeting and conferring in good faith regarding matters within the scope of representation for employees represented by LBMA.

B. Intent - It is understood the intent of the MOU is to set forth a joint recommendation to be submitted by the parties to the City Council of the City of Long Beach for implementation, and shall not be binding unless and until the City Council:

1. Approves the provisions contained in this Memorandum;

2. Adopts the required ordinances and/or resolutions; and,

3. Appropriates the funds required to implement the provisions hereof.

C. Philosophy - It is further understood that:

1. The City’s goal is to provide residents with management leadership that can develop and implement high quality programs and services. The City’s compensation programs can be used to foster the attainment of the City’s mission, goals, and the directives of the City Council and the appointing authorities.

2. The City seeks to successfully attract, retain and motivate high quality management employees.

3. The City’s management compensation programs are designed to reward productivity, improve employee skills, increase customer satisfaction, and encourage effective resource utilization.

4. The City's management compensation system is intended to be internally equitable, competitive with marketplace practices consistent with budgetary constraints, and non-discriminatory in its design.

5. The performance appraisal plan is intended to help all employees to assess their effectiveness in meeting job standards while establishing goals and objectives that will lead to continuous improvement.

6. All employees represented by this agreement are "at will" employees who serve at the pleasure of their appointing authority.

Section II - Term

The term of this Memorandum shall commence October 1, 2023 and terminate at midnight on September 30, 2026.

Section III - City Rights Reserved

The City retains all rights not specifically limited by this Agreement, including, but not limited to, the exclusive right to:

A. Direct, supervise, hire, promote, suspend, discipline, discharge, transfer, assign, schedule, and retain employees.

B. Relieve employees from duties because of lack of work or funds, or under conditions where continued work would be inefficient or nonproductive.

C. Determine services to be rendered, operations to be performed, utilization of technology, and overall budgetary matters.

D. Determine the appropriate job duties and personnel by which government operations are to be conducted.

E. Determine issues of public policy and the overall mission of the City.

F. Maintain and improve the efficiency and effectiveness of government operations.

G. Take any necessary actions to carry out the mission of the City in situations of emergency.

H. All rights of management, powers, authority and functions, whether heretofore or hereinafter exercised, shall remain vested exclusively with the City. No third party neutral shall have the authority to diminish any of the rights of management which are included in this agreement, exclusive of a competent court having subject matter jurisdiction.

Section IV – Non-Discrimination

The provisions of this MOU shall be applied equally to all employees and no person shall be discriminated against or benefited in any manner that is inconsistent with the standards set forth in Federal and State statutes, or with any ordinance, resolution or policy of the City.

Section V - Peaceful Performance of City Service

The LBMA members fully support the business of the City to provide services to the citizens of Long Beach. They also support the actions of the appointing authority and stand ready to implement any of the appointing authority's directives.

It is mutually understood and agreed that participation by any employee in a strike or concerted work stoppage or slowdown terminates the employment relationship of those individuals involved, in the absence of specific written waiver of such termination by an authorized City official.

A. It is further understood and agreed that none of the parties hereto will participate in, encourage, assist or condone any strike, concerted work stoppage, cessation of work, slow-down, sit-down, stay-away, picketing or any other form of interference with or limitation of the peaceful performance of City services.

B. In the event that there occurs any strike, concerted work stoppage, cessation of work, slow-down, sit-down, stay-away, picketing or any other form of interference with or limitation of the peaceful performance of City services, the City, in addition to any other lawful remedies or disciplinary actions, may by action of the appointing authority cancel any or all payroll deductions, prohibit the use of bulletin boards, prohibit the use of City facilities, and prohibit access to former work or duty stations.

C. Neither the employee organization, nor any person acting in concert with them, will cause, sanction, or take part in any strike, walk-out, sit-down, slow-down, stoppage of work, picketing, retarding of work, abnormal absenteeism, withholding of services, or any other interference with the normal work routine. The provisions of this Article shall apply for the same term as this Agreement, or during any renewal or extension thereof. Violation of any provision of this MOU by the Recognized Employee Organization shall be cause for the City, at its sole option, to terminate this Agreement in addition to whatever other remedies may be to the City at law or in equity.

D. The City agrees that there shall be no general lockout of LBMA bargaining unit members.

Section VI – Association Composition

The Bargaining Unit composition represented by the Long Beach Management Association shall be that described in Appendix "A" and "Appendix "B". Any changes to the unit composition must be made in accordance with the provisions of the City's Employer-Employee Relations Resolution, common fair labor practices, and any applicable State and Federal Statutes.

Section VII – Association Dues

Upon receipt of a written voluntary authorization from the employee, the City shall deduct Association dues from the pay of represented employees. The City shall charge the employee organization five and one-half cents ($0.055) per deduction. The Association agrees to indemnity and holds the City harmless for any loss or damages, claims or causes of action arising from the operation of this provision of the agreement.

Section VIII – Association Communications

Department and public area bulletin boards will be made available for posting Association notices.

Section IX – Association Officers Responsibilities

The parties agree that from time to time, it will be necessary for the Board of Directors to meet and conduct the business of the Association. The Association will make every effort to conduct these meetings during non-office hours. The City will provide access to City facilities when they are available, i.e. community rooms. Opportunity for the Board to participate in these meetings will not be withheld so long as the work of the City is not adversely impacted.

Section X - Labor Cost Savings Reopener:

A. In the event the Mayor and Council declare an economic emergency; the parties agree to immediately begin to meet and confer to address possible measures to help ameliorate the fiscal crisis. The City shall notify LBMA in writing to request that this agreement be reopened, provided that such reopener is limited to achieving labor costs savings, such as furloughs, reduction in hours or changes to Article Two (Salary and Compensation), Article Three (Paid Time Off) and Article Four (Insurance Benefits). LBMA agrees that they shall meet with the City within one week of the written request and shall meet daily until agreement is reached or impasse is declared.

B. If the parties are unable to reach agreement on the reopener within 30 days of the written request to reopen, they agree to proceed to the impasse resolution process in accordance with the Meyers Milias Brown Act. If the Association requests factfinding regarding the impasse in negotiations, the parties will make their best efforts to agree upon an efficient, economical, and fair factfinding process. The parties agree that the factfinding panel will include a City representative and LBMA representative. The parties agree to select their respective panel members and the neutral factfinding panel chairperson within 5 days of the factfinding request. The parties agree to schedule the factfinding hearing within 15 days of the factfinding request, and to direct the panel to make its written recommendations as expeditiously as possible, and in no event later than 10 days after the date of the hearing.

C. In the event of a reopening ending in impasse, the City shall have the right to unilaterally implement the last, best and final offer upon completion of the impasse process. However, the item unilaterally changed cannot become part of the collective agreement unless and until the LBMA agrees.

ARTICLE TWO
SALARY AND COMPENSATION

Section I – Compensation

A. General Salary Increase

The Salary Resolution will be amended to provide for the following salary increases for all represented employees included in Appendix A on the effective dates indicated:

1. Effective the pay period beginning November 18, 2023, bargaining unit members shall receive a three percent (3%) general salary increase to the base wages.
2. Effective the first full pay period including, October 1, 2024, bargaining unit members shall receive a one percent (1%) general salary increase to the base wages.
3. Effective the first full pay period including, October 1, 2025, bargaining unit members shall receive a one percent (1%) general salary increase to the base wages.

B. Salary Groupings

1. All represented classifications included in Appendix A will be appointed to a Salary Grouping for their position as outlined in the Salary Grouping tables in Appendix D, which establishes the salary range for the position.

2. Positions that have not been designated to a salary grouping (Appendix E) and requests for new classifications will be recommended for a salary range/grouping and transportation allowance by the Department of Human Resources, or appropriate appointing authority, and discussed with the Association.

C. Equity Adjustment

Effective the first full pay period beginning December 2, 2023, employees whose base annual rate as of November 3, 2023, is less than the minimum salary for the assigned salary range/grouping of their current permanent position, will receive an equity adjustment to meet the minimum salary established, in addition to the general salary increase.

D. Deferred Compensation 401(a) Contribution

The City will make a deferred compensation contribution 401(a) on a per pay period basis for all permanent members of the Association included in Appendix A.

1. Classic CalPERS Members:

    a. The City will contribute a maximum of up to two percent (2%) of base salary* for all qualified Classic CalPERS members.

2. Public Employees' Pension Reform Act (PEPRA) CalPERS Members:

    a. Effective the second full pay period following City Council adoption, the City contribution will increase from two percent (2%) to three percent (3%) of base salary* for all qualified PEPRA CalPERS members.

    b. Effective the first full pay period including October 1, 2024, the City contribution will increase from three percent (3%) to four percent (4%) of base salary* for all qualified PEPRA CalPERS members.

    c. Effective the first full pay period including October 1, 2025, the City contribution will increase from four percent (4%) to five percent (5%) of base salary* for all qualified PEPRA CalPERS members.

*Excluding skill pays, special pays, etc.

The deferred compensation 401(a) program must comply with all applicable IRS and City of Long Beach Deferred Compensation plan requirements and rules.

E. Management Performance Appraisal Compensation Program

1. The Management Performance Appraisal Compensation Program applies to eligible employees in accordance with program guidelines as outlined in Appendix F.

2. Employees who receive an overall rating of "Successful Performance, "Superior Performance," or "Exemplary Performance" in the current annual performance rating period, shall receive compensation awarded in accordance with program guidelines.

F. Management Compensation Review

During the term of this Agreement, the parties agree to continue meeting to review and make improvements to the salary schedule, which may include the use of consulting firms to help develop appropriate benchmarks and review salary groupings.

G. Exceptional Performance Incentives

Represented employees who have demonstrated exceptional performance beyond established goals and objectives for their position may be considered for a Performance Incentive Award. Consideration for such awards will be based upon the recommendation of the department head. In accordance with the Salary Resolution, awards may be granted in the form of a lump sum bonus payment or a merit increase added to the employee's base rate, up to the maximum salary for their position as outlined in Appendix D, if they are assigned to a grouping with a minimum/maximum salary range.

These awards will be based on the availability of funds, and consideration of budget

constraints. They will be awarded based on the sole discretion of the appointing authority.

H. One Time Non-Pensionable Payment

Effective the second pay period following City Council adoption, all eligible employees will receive a one-time non-pensionable payment of one-thousand six-hundred dollars ($1,600).

I. Retention Pay

Effective the pay period that begins on January 27, 2024, or the third pay period following City Council adoption, whichever comes later, the City will provide a one-time non-pensionable retention payment to eligible employees as follows:

1. Three thousand dollars ($3,000) for employees with ten (10) years or more of adjusted service with the City of Long Beach, as of January 26, 2024

2. Four thousand dollars ($4,000) for employees with fifteen (15) years or more of adjusted service with the City of Long Beach, as of January 26, 2024.

3. Five thousand dollars ($5,000) for employees with twenty (20) years or more of adjusted service with the City of Long Beach, as of January 26, 2024.

Section II – Acting Pay

An employee will be eligible for an Acting Appointment when they are designated by the Department Head or Appointing Authority to perform the principal duties of a higher position for a temporary period of ten (10) or more consecutive business days. The employee shall receive temporary acting pay, retroactive to the first Saturday following the date they were designated to perform the duties, once approved by the City Manager or appointing authority, equivalent to a ten percent (10%) salary adjustment or the minimum of the salary range for the position, whichever is greater, provided that in no case shall the rate for that period exceed the maximum rate of the higher-paying position.

The City Manager or designee and/or Appointing Authority shall review and approve the appropriateness of the Acting Appointment for management positions. Employees will revert to their previously established hourly rate following the expiration of the Acting Appointment. The following are exclusions during a temporary Acting Pay assignment:

- Compensation for Acting appointments may not be applicable when designated to perform the duties of a position that is in the same or lower salary range, as the incumbent's current position. Determinations will be made on a case-by-case basis.

- Non-management employees designated to a temporary Acting Pay management assignment are only eligible for the rates of compensation designated herein, however are not eligible for any other benefits or incentives applicable pursuant to this Memorandum of Understanding.

- Acting Pay temporary assignments shall not exceed 960 hours, unless approved by the Department of Human Resources, to ensure compliance with CalPERS.

Section III –Transportation Allowance

Managers shall be entitled to a transportation allowance in accordance with Administrative Regulation 4-2.

Effective December 1, 2023, and paid the second paycheck in January 2024, transportation allowance will be issued as follows:

Position(s)	Monthly Amount
Department Head	$650.00
Deputy Director/Manager/Director (Harbor/Utilities):	$550.00
Division Officer/Superintendent	$450.00
Asst. to Executive / Executive Assistant / Executive Secretary	$300.00

Section IV – Severance Pay

In the event a bargaining unit member's position is eliminated as a result of a reduction in force, and that member has not been offered a reasonable (within fifteen percent (15%) of current salary) alternative management position with the City, the City shall pay to the bargaining unit member severance compensation. The amount of this compensation shall be calculated at one week of base pay for every full year of City service with a maximum allowance of sixteen (16) weeks of severance pay. Health insurance coverage shall continue for six (6) full months after the month in which the bargaining unit member is terminated or retires as a result of the reduction in force.

The bargaining unit member will not be eligible for this benefit if they are terminated for cause, resigns in lieu of termination, or voluntarily separates service from the City.

Section V – Supervisory Differential

During the term of this Agreement only, the parties agree to a Supervisory Differential as specified in this MOU section (Non-Sworn Management).

1. The City will ensure a 5.50% salary differential exists between a bargaining unit member and subordinates who directly report to them.

2. This provision shall apply to a bargaining unit member that is a bona fide supervisor over employee(s) in a subordinate class. For the purposes of this section, "bona fide supervisory employee" means a full-time, regularly assigned supervisor with full

administrative and technical authority to assign, review and approve work of their subordinates. This differential shall not apply where bargaining unit members do not possess the same professional credentials required of the subordinates they supervise (e.g. a non-safety manager supervising safety personnel, or a manager who does not possess a Professional Engineers (PE) License supervising licensed Engineers).

3. The rates to be compared in determining the supervisory differential shall be the maximum base salary rates of ranges prescribed for the authorized and allocated classes of the subordinate and the base rate of the bona fide supervisor, excluding any overtime, skill pays, incentive pays, bonuses, or working condition differentials of the subordinates. Within 30 days of notification of a situation described by this section, the Human Resources Director shall investigate the situation and shall notify the Appointing Authority whenever a supervisory differential shall be paid pursuant to this Section. The determination of the Human Resources Director shall be final and binding.

Section VI – Fair Labor Standards Act Requirements (FLSA)

During the term of this Agreement, the City will be reviewing its FLSA and overtime policies, ordinances and resolutions. During the term of the Agreement, the parties agree to meet and confer over changes to the FLSA-related policies, ordinances, and resolutions as required by the Meyers-Milias-Brown Act. LBMA retains the right to negotiate to the fullest extent permitted by the law.

ARTICLE THREE
PAID TIME OFF

Section I – Vacation Leave

Permanent full-time employees will earn vacation in accordance with the chart below:

Service Years Completed	Hours Accrued per pay period	Annual Accrual	Vacation Maximum Accrual*	Temporary Vacation Maximum Accrual*
Upon hire through 4 years, 5 months	3.70	96.2	288.6	384.8
4 years, 6 months through 11 years, 5 months	4.62	120.1	360.4	480.5
11 years, 6 months through 13 years, 5 months	4.93	128.2	384.5	512.7
13 years, 6 months through 17 years, 5 months	5.24	136.2	408.7	545.0
17 years, 6 months through 18 years, 5 months	5.54	144.0	432.1	576.2
18 years, 6 months through 19 years, 5 months	5.85	152.1	456.3	608.4
19 years, 6 months or more	6.16	160.2	480.5	640.6

***Temporary 4-year Vacation Maximum – 1/1/2021 – 1/7/2027**

A. The City has a three (3) year - vacation accrual maximum based on years of service completed. As a result of COVID – 19, the City will temporarily add an additional year to total a four (4) year vacation maximum cap. The temporary cap shall be effective January 1, 2021 and shall expire January 7, 2027. The vacation cap will revert to three (3) year maximum effective January 8, 2027. See the above chart for illustration purposes.

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

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

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

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

F. 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.

G. Time above the accrual maximum on January 8, 2027: Employees over the three (3) year accrual maximum on January 8, 2027 will not accrue any additional vacation leave until their accruals fall below their three (3) year accrual maximum. For example, an employee with five (5) years of service and 400 vacation accruals on 1/8/27, will not be

eligible to accrue vacation until they are below the maximum of 360.4 vacation accruals.

H. Upon retirement, each bargaining unit member may have 75% of their outstanding vacation leave balance converted to sick leave. This leave may be used under the same terms and conditions as all other accumulated sick leave. It is the intent that this conversion does not create a taxable event. If such conversion is subsequently found to create tax consequences, the parties agree that this provision shall be discontinued.

Section II: Vacation Accrual for Prior Service

A. An employee's vacation accrual may be adjusted upon hire to provide the employee with credit for previous full-time employment at a public service agency. The candidate will submit documentation in writing (proof of current vacation accrual rate at previous qualifying employer, etc.) which shall be verified by the employee's Department and submitted in a memorandum for approval by the Human Resources Department. This adjustment to the accrual rates and the corresponding accrual caps shall be effective the first full pay period following approval by the Human Resources Director.

B. Credit for public service shall only be given for completed years of service as a full – time permanent employee. Full-time service is defined as working 2080 hours per year.

C. Vacation accrual caps shall apply to the designated annual hourly accrual rate.

D. Public Service credit shall not apply to any other benefits.

E. The employee has the responsibility to prove certification of previous public service from the employee's s previous employer(s), if so requested.

F. A public service agency may be defined as a Federal, State, City, County, or Special District agency that provides programs, goods, or services. A public agency is not defined as a not-for-profit organization or non-governmental organization.

G. Military veterans will be eligible if they have at least 5 years of active supervisory military experience that ended within 5 years of beginning employment with the City of Long Beach. For the purposes of this section, supervisory military experience must at least include time spent as a Non-Commissioned or Commissioned Officer.

H. A current employee may request that prior public experience count towards an adjustment to the employee's vacation accrual rate. In order to receive this adjustment, the employee will submit documentation in writing (proof of vacation accrual rate at previous qualifying employer, etc.) which shall be verified by the employee's Department and submitted in a memorandum for approval by the Human Resources Department. This adjustment to the accrual rates and the corresponding accrual caps shall be effective the first full pay period following approval by the Human Resources Director.

Section III: Personal Holiday Accrual Maximum

A maximum personal holiday accrual for eligible permanent full-time employees applies as follows:

Personal Holiday Hours	Hours Advanced	Hours Accrued Per Pay Period	Accrual Maximum
Regular/ Holiday Schedule	32.0	1.24	64.0

A. All employees on a regular or other holiday schedule will receive four (4), eight-hour (8) personal holiday days, which will be advanced on the first accrual period of each calendar year (32.0 total hours). The personal holiday accrual is capped at sixty-four (64) hours. Although hours are advanced, employees are responsible for accruing said hours which will be at a rate of 1.24 hours per full pay period of paid time.

B. Employees hired after the first accrual period of the year will be credited with 1.24 personal holiday hours for each full pay period of paid time. Thereafter, each January, they shall be advanced four (4) personal holidays (32 hours) in accordance with the language above.

C. Should an employee be at or near the accrual maximum on the first pay period of January (when hours are advanced), the employee will only receive hours up to the maximum. No additional personal holiday hours will be granted until January of the following year.

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

E. Employees who leave the City having taken personal holiday leave prior to accruing it will have their separation pay debited proportionally.

F. Cash payment for any properly authorized and/or accumulated unused personal holiday time off shall be made only upon an employee's termination of employment with the City or when an employee is on a leave of absence pending the approval of an application for ordinary or service-connected disability retirement which has been filed by the employee or by the City on behalf of the employee. The amount of such additional compensation to be paid shall be computed by multiplying the employee's adjusted hourly rate of compensation for the position held by said employee by the number of accrued and unused personal holiday hours to which the employee is entitled. In the event the application for ordinary or service-connected disability retirement is disapproved, the employee shall not be entitled to any holiday or unused portion thereof, for which a lump sum payment has been received.

Section IV – In-Lieu Holiday Accrual Maximum

A maximum in lieu holiday accrual for eligible permanent full-time employees applies as follows:

A. All employees on an in-lieu holiday schedule will be advanced fifteen (15) eight- hour in

lieu holidays (120 hours total) on the first accrual period of January of each year. The advanced in-lieu holiday hours will be accrued at the rate of 4.62 hours per full pay period of paid time. The in-lieu holiday accrual is capped at two hundred and forty (240) 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 forty (240) hours.

Employees hired after the first accrual period of the year will be credited with 4.62 in lieu holiday hours for each full pay period of paid time. Thereafter, each January, they shall be advanced in lieu holiday hours in accordance with the language above.

In Lieu Holiday Hours Advanced (Start of year)	Hours Accrued per Pay Period	In Lieu Holiday Maximum Accrual
120.0	4.62	240.0

B. The advanced in-lieu holiday hours may be used upon receipt; however, the hours will need to be accrued each pay period throughout the year. Employees who leave the city having taken in-lieu holiday leave prior to accruing it, will have their separation pay debited proportionately. Conversely, employees having accrued in-lieu holiday hours that are unused upon separation shall have their final pay credited proportionately.

C. Use of in lieu holiday leave is subject to supervisor and/or department head approval.

D. All safety employees on a four-ten (4/10) schedule will receive 15 ten-hour in lieu holidays (150 hours total) on the first pay period of January of each year. The in-lieu holiday accrual is capped at three hundred (300) 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 three-hundred (300) 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	150.0	5.77	300.0

E. All safety employees on a platoon (24-hour) schedule will receive 15 twelve-hour in lieu holidays (180 hours total) on the first pay period of January of each year. The in-lieu holiday accrual is capped at three-hundred and sixty (360) 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 three-hundred and sixty (360) hours.

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

Section V– Sick Leave

Permanent, full-time employees covered by this MOU shall earn a maximum of twelve (12) days [ninety-six (96) hours] of sick leave per year, with unlimited accrual.

Accrual Type	Hours Accrued per pay period	Annual Accrual
Sick Leave	3.70	96.2

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~~,~~ or injured child (of any age), parent, spouse, domestic partner, parent-in-law, grandparent, grandchild, siblings, or a designated person, in accordance with the California Family Rights Act (CFRA).

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 covered by STD or LTD, if applicable, whether the donations are requested to cover a personal or family-related illness.

Section VI – Bereavement Leave

A. All employees who have been employed for at least 30 days before the leave commences, may take five (5) unpaid bereavement leave days per occurrence 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/domestic partner, grandparent, grandchildren, stepchildren, step parents, step siblings, foster child or domestic partner as defined by State law.

C. An employee requesting bereavement leave due to death or critical illness of an immediate family member, may be required to provide documentation of the death or critical illness of a family member within 30 days of the first day of the leave. Documentation includes, but is not limited to, a death certificate, medical documentation (for critical illness, where death appears imminent), a published obituary, or written verification of death, burial, or memorial services from a mortuary, funeral home, burial society, crematorium, religious institution, or governmental agency.

D. Bereavement leave must be taken within three (3) months of immediate family member death, and the leave does not have to be taken consecutively.

E. Permanent Full-Time employees shall be eligible for up to three (3) paid bereavement leave days per eligible family member death or critical illness (where death appears imminent), with a maximum of three (3) occurrences in a calendar year.

F. Effective January 1, 2024, Permanent Full-Time employees shall be eligible for up to five (5) paid bereavement leave days per eligible family member death or critical illness (where death appears imminent), with a maximum of three (3) paid occurrences in a calendar year (up to 15 maximum paid days).

1. Permanent Full-Time may use any other accrued leave for additional occurrences of bereavement leave for death or critical illness (where death appears imminent), including Sick Leave, Vacation, Personal or In-Lieu Holiday, Executive Leave, etc.

2. Employees with insufficient accrued leave for use in conjunction with Bereavement Leave can take unpaid Authorized Leave (AL).

G. Any paid or unpaid absence related to bereavement leave (including absences for critical illness where death appears imminent) should be coded on timecards using tracking code, BA.

Section VII – Holidays

A. The following eleven days shall be observed as Holidays:

New Year's Day	January 1
Martin Luther King Day	Third Monday in January
Washington's Birthday	Third Monday in February
Memorial Day	Last Monday in May
Juneteenth	June 19
Independence Day	July 4
Labor Day	First Monday in September
Election Day	First Tuesday following November 1st*
Thanksgiving	Fourth Thursday/Friday in November
Christmas Day	December 25
Personal Holiday Leave	(4 days/ 32.0 Hours)

1. Every day appointed by the President of the United States or the Governor of the State of California to be a public holiday, and by the City Council of the City of Long Beach to be a City holiday.

2. 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 typically worked on that day.

3. Employees on alternate work schedules may be required to eligible leave accruals, such as Vacation or Personal Leave for each holiday that falls on a workday totaling more than 8 hours.

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

5. 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. The employee's regular day off shall not change and should remain as the regular day off as usual on the timesheet. The employee will code and observe the holiday (OH) on a different day within the same workweek on the timesheet.

Section VIII – Executive Leave

Employees represented herein shall be granted forty (40) hours of executive leave on January 1 of each calendar year by the proper appointing authority. Additional executive leave to a maximum of forty (40) additional hours may be granted at the sole discretion of the appointing authority. Such additional leave, if awarded, shall be based on a manager's demonstrated performance during the preceding fiscal year. Determinations regarding the award of such leave shall be made during January of each year. Executive leave shall not accrue from one year to the next. Nor shall there be any pay off of executive leave upon separation from the City for any reason.

Section IV – Jury Duty

Employees will be eligible for up to 80 hours of paid jury time each calendar year.

Section X – Paid Parental Leave

The City provides one hundred and sixty (160) hours of Paid 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 one hundred and sixty (160) hours taken intermittently or consecutively, at the employee's discretion, concurrently with FMLA/CFRA/PDL, as applicable, 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 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 one hundred sixty (160) hours of Paid Parental Leave at employees adjusted hourly rate of pay.
- Paid Parental Leave will be taken as one hundred sixty (160) hours intermittently or consecutively, at the employee's discretion, concurrently with FMLA/CFRA/PDL, as applicable.
- Paid Parental Leave will be paid on regularly scheduled pay dates.
- Approved Paid Parental Leave may start up to two 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 one hundred sixty (160) hours of paid parental leave will begin on the first day of paid parental leave used, and in no event shall exceed one hundred sixty (160) hours 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 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 one hundred sixty (160) hours 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 one hundred sixty (160) hours of Paid Parental Leave.

Requests for Paid Parental Leave

- The employee must provide their 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 Resource Department forms and provide all documentation as required by the Human Resource 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 impact on operations. The parties will agree to meet and discuss modifications to the program to address unforeseen fiscal and/or operational impacts.

ARTICLE FOUR

INSURANCE BENEFITS

Section I – Health, Dental, Vision and Life Insurance

I. Permanent Full-Time Employees

A. 1. The City shall contribute by way of obligation for health, dental and life insurance benefits, the maximum amounts for tiered enrollment (single, two-party, and family coverage) based on City Council approval of the annual benefits package for employees in permanent full-time positions.

2. 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 1st during the term of this Agreement, and thereafter, increases in the costs for the health, dental and life insurance plans selected by employees shall be borne by the employee per the manner set forth below. The portion of this increase paid by the employee shall be added to the existing payroll deductions for the applicable coverage tier, and 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 $25 whichever is less, over the rates in effect in the prior year for the plan options selected.

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

3. If the employee's portion is in excess of their cap ($25 for single or two-party coverage or $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.

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

C. Benefit Eligibility Date

1. 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.

2. 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.

3. 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.

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

D. Health Insurance Advisory Committee (HIAC).

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

2. Each year the Health Insurance Advisory Committee meets monthly to review the status and solvency of the health, dental, vision 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.

3. The Health Insurance Advisory Committee will recommend to the City Manager the benefits for the various plans during the term of this agreement. Every effort should be made to have these recommendations to the City Manager by August 15th of each year. The City Manager will consider these recommendations prior to making their 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 LBMA of their recommendations in writing at least seven (7) calendar days before they submit them to the City Council for approval.

Section II – 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 and dental insurance benefits as follows:

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

B. For the surviving children until age 26.

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

Section III – Continuation of Health Insurance for Surviving Spouse

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 continued payments by the City on the basic health insurance plan premium for the spouse and/or eligible dependents providing:

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

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

Said premiums shall continue until:

A. The spouse remarries.

B. The 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).

C. 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 plan underwritten by the City's indemnity insurance carrier.

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

Section IV – Short-term/Long-term Disability Benefits

A. Eligible employees will receive short-term and long-term disability benefits. The City will pay the full cost of the annual premiums unless the employee desires to pay said premiums for tax purposes.

B. The City employer-paid short-term disability plan maximum weekly benefit is $1,500 and the long-term disability plan maximum monthly benefit is $7,000.

Section V – Life Insurance

In addition to the life insurance currently provided all full-time City employees, Association employees will be provided a total of three (3) times their annual salary up to $500,000 per year of term life insurance. The City will pay the full cost of the annual premiums. The City will provide employees the ability to purchase increased coverage at their own expense based on conditions established by the insurance carrier. If such increased coverage is offered, it shall be in increments designated by the City.

Section VI – Annual Physical Exam

Employees covered hereunder are eligible to receive an annual physical examination at City expense through the City-provided program.

ARTICLE FIVE

RETIREMENT

Section I –Retirement

A. Continuation of Retirement Benefits

1. For CalPERS miscellaneous members of the bargaining unit employed in those classification 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 Employees' Retirement System contract in effect for each of these tiers on the effective date of this Agreement.

   Public Employees' Pension Reform Act (PEPRA)

   Employees hired on or after January 1, 2013 who are new members to the CalPERS miscellaneous plan shall receive the new miscellaneous retirement formula of 2 percent at 62 pension benefits in accordance with California Government Code section 7522.60.

2. For CalPERS safety members of the bargaining unit employed in those classifications set forth in Appendix A on the effective date of the Agreement, the City will continue to provide 3 percent at 50 pension benefits to Tier I and Tier II employees in accordance with the Public Employees' Retirement System contract in effect for each of these Tiers on the effective date of this Agreement. Effective October 1, 2011, the City shall contribute to PERS on behalf of each bargaining unit member covered by this Agreement, zero percent (0%) of their nine percent (9%) employee contribution. Employees hired between October 1, 2011 and December 31, 2012 shall be provided a new retirement formula of 2.0 percent @ 50 (2.7 percent @ 55). These employees shall contribute from their annual salary an employee contribution of 9 percent to CalPERS. Final compensation for employees hired on or after October 1, 2011 will be calculated based on a three-year average.

   PEPRA

   Those CalPERS safety employees hired on or after January 1, 2013, who are new members to CalPERS shall receive the new retirement safety formula of 2.7 percent @ 57 in accordance with Government Code section 752.

B. Cost Sharing by Sworn Classic CalPERS Members

   Effective with the start of the first full pay period of FY 2019-20, Classic safety employees will contribute three percent (3.0%) percent of compensation earnable toward the City's required employer contribution to CalPERS, via payroll deductions

pursuant to California Government Code Section 20516(f), This cost sharing contribution will be in addition to the 9 percent statutory employee contribution already paid by the employee, and will increase the employee's contribution to a total of 12.0 percent.

1. During the term of this MOU, the City shall initiate a CalPERS contract amendment, as soon as administratively possible to change the 3 percent cost sharing under Government Code section 20516(f), to cost sharing of 3 percent of compensation earnable, pursuant to Government Code Section 20516(a) for all employees listed in Appendix B, except for Marine Safety Chief. The Marine Safety Chief, under the Local Safety (Other) plan will have the 3 percent cost sharing under Government Code section 201516(f) converted to cost sharing, pursuant to Government Code Section 20516(a) to the extent allowed by CalPERS and any balance remaining if any, will be continue as cost sharing pursuant to Government Code section 20516(f).

   The change to cost sharing under Government Code section 20516(a) will be effective upon the conclusion by the City and CalPERS of the CalPERS contract amendment process. The total Classic member contribution shall remain at 12 percent of compensation earnable (9 percent statutory employee contribution plus 3 percent cost sharing).

2. The CalPERS contract amendment process has an employee election requirement for this amendment. Following the adoption of a Resolution of Intention for the contract amendment, CalPERS will conduct a secret ballot election as required by applicable law prior to approving the CalPERS contract amendment.

   a. If the employees vote in favor of the employee contribution rate change and CalPERS approves the amendment, then as a result of the change to Government Code section 20516(a) cost sharing, prospective employee cost sharing contributions will be credited to each member's account as normal member contributions.

   b. In the event employees do not vote in favor of the CalPERS contract amendment contribution rate change during the secret ballot election or if for some other reason CalPERS will not approve the contract amendment, Classic members will continue paying the three percent (3%) of compensation earnable toward the employer's contribution rate, as cost sharing pursuant to Government Code section 20516(f). However, in that event, the cost sharing contributions will not be credited to each member's account by CalPERS and will not be made on a pre-income tax basis, unless otherwise provided by law.

   c. The employee cost sharing contributions will be made on a pre-income tax basis as allowed under Internal Revenue Service Code Section 414(h)(2) or as otherwise provided by law.

3. It is the intention of the parties that the Classic member cost sharing contributions shall continue beyond the term of this MOU, and until otherwise amended through the normal collective bargaining process.

4. The Long Beach Management Association acknowledges and agrees that if this MOU expires without a successor MOU in place, the cost sharing contributions shall continue in the same manner as they were prior to expiration of the MOU.

5. If, for any reason, the cost sharing provisions of this MOU are not enforceable, whether by operation of law, a ruling by a court or administrative proceeding, or otherwise, the parties agree to re-open the MOU solely to collectively bargain over the effects of this change.

6. Because Classic CalPERS members have voluntarily agreed to contribute an additional 3 percent toward the City's pension costs, both parties agree that members have reached the maximum employee contribution of 12 percent allowed under Government Code Section 20516.5(b). Both parties agree that imposition of any additional member contribution is not currently permitted, as specified in Government Code section 20516.5(c).

ARTICLE SIX

EMPLOYMENT CONDITIONS

Section I – Employee Parking

Employee parking will be made available without charge. If SCAQMD subsequently promulgates regulations in conflict with this provision, the City will meet and confer with the Association regarding any required changes.

Section II – Tuition Reimbursement

Management employees shall be eligible for tuition reimbursement as established by City policy and practice.

Section III – Management Rotation Program

Managers selected for the management professional development rotation program shall be given adequate prior notice. At a minimum, such notice shall consist of a written communication notifying the manager of the reassignment delivered no less than 10 working days before the new assignment takes effect. This provision is in no way intended to restrict an appointing authority's discretion to make immediate reassignments, if necessary, to respond to operational requirements and emergencies.

Section VII – Execution of Agreement.

IN WITNESS WHEREOF the parties have caused this Memorandum of Understanding to be executed this 19th day of December, 2023

THE LONG BEACH MANAGEMENT ASSOCIATION

Eric Winterset
President, Long Beach Management Association

Michael Goldschmidt, Long Beach Management Association

Jeffrey Hardin, Long Beach Management Association

Ryan LeBaron, Long Beach Management Association

Rachel Rock, Long Beach Management Association

Marc Wright, Long Beach Management Association

CITY OF LONG BEACH

Thomas B. Modica
City Manager

Linda F. Tatum
Assistant City Manager

Joe Ambrosini
Director of Human Resources

Sandra Aguilar
Acting Chief of Labor Relations

Sarah Del Campo
Personnel Analyst, Labor Relations

Sunita Shelly
Personnel Analyst, Labor Relations

APPROVED AS TO FORM:

Gary J. Anderson, Assistant
City Attorney

APPENDIX A

LBMA POSITIONS REPRESENTED

ACCOUNTING OFFICER
ACCOUNTING OPERATIONS OFFICER
ADMIN ASSISTANT-CITY MANAGER
ADMIN OFFICER-AIRPORT
ADMIN OFFICER-CIVIL SERVICE
ADMIN OFFICER-COMMUNITY DEVEL
ADMIN OFFICER-DEVELOPMENT SVCS
ADMIN OFFICER-ENGINEERING
ADMIN OFFICER-LIBRARY SERVICES
ADMIN OFFICER-POLICE
ADMIN OFFICER-PUBLIC WORKS
ADMINISTRATIVE OFFICER
ADMINISTRATIVE OFFICER-WATER
ADMINISTRATIVE SVCS OFFICER
ADVANCE PLANNING OFFICER
AIRPORT ENGINEERING OFFICER
AIRPORT OPERATIONS OFFICER
AIRPORT PUBLIC AFFAIRS OFFICER
ASSISTANT CITY CONTROLLER
ASSISTANT CITY ENGINEER
ASSISTANT DIRECTOR-FINANCE
ASSISTANT TO THE CITY MANAGER
ASST CHIEF OF POLICE
ASST CITY TRAFFIC ENGINEER
ASST DIR OF TENANT SERVICES
ASST DIR SEC-HOMELAND SECURITY
ASST DIR-COMMNCTNS/COMM RELTNS
ASST DIR-CONSTRUCTION MGMT
ASST DIRECTOR OF MAINTENANCE
ASST DIRECTOR-BUSINESS DEVEL
ASST DIRECTOR-FINANCIAL MGMT
ASST DIRECTOR-HUMAN RESOURCES
ASST DIRECTOR-INFORMATION MGMT
ASST DIRECTOR-REAL ESTATE
ASST DIR-ENGINEERING DESIGN
ASST DIR-ENVIRONMENTAL PLNG
ASST DIR-PROGRAM MANAGEMENT
ASST DIR-SECURITY OPERATIONS
ASST DIR-SECURITY SUPPORT
ASST EXEC DIR-WORKFORCE DEVEL
ASST EXECUTIVE OFF-THE BOARD
ASST FIRE CHIEF
ASST TO CHIEF EXECUTIVE
ASST TO THE CITY MANAGER-ADMIN
ASST TO EXECUTIVE DIRECTOR
ASST TO THE CITY MGR-SPCL PROJ
BUDGET ANALYSIS OFFICER
BUDGET MANAGEMENT OFFICER
BUILDING INSPECTIONS OFFICER
BUSINESS DEVELOPMENT OFFICER
BUSINESS INFO TECH OFFICER
BUSINESS SERVICES OFFICER
CAPITAL PROGRAMS EXECUTIVE
CHIEF HARBOR ENGINEER
CHIEF INFO SECURITY OFFICER
CHIEF INFORMATION OFFICER
CHIEF OF POLICE
CHRON DIS/INJRY PREV OFFICER
CITY CLERK BUREAU MANAGER
CITY CONTROLLER
CITY ENGINEER
CITY HEALTH OFFICER
CITY TRAFFIC ENGINEER
CITY TREASURER
CLINICAL SERVICES OFFICER
CODE ENFORCEMENT OFFICER
COMMERCIAL SERVICES OFFICER
COMM DIS SURVLNC/CNTROL OFFICER
COMMUNITY INFORMATION OFFICER
COMMUNITY IMPACT OFFICER
CONSTRUCTION SERVICES OFFICER
CONTRACT MANAGEMENT OFFICER
CONTROLS OPERATIONS OFFICER
CURRENT PLANNING OFFICER
CUSTOMER RELATIONS OFFICER
CUSTOMER SERVICES OFFICER
CYBER SECURITY OFFICER
DATA CENTER OFFICER
DEPARTMENT SAFETY OFFICER
DEPUTY CHIEF OF POLICE
DEPUTY DIRECTOR/CITY ENGINEER
DEPUTY DIRECTOR-AIRPORT
DEPUTY DIRECTOR-CIVIL SERVICE
DEPUTY DIRECTOR-DEVEL SVCS
DEPUTY DIR OF HEALTH/HUMAN SERVICES
DEPUTY DIRECTOR-PR&M
DEPUTY DIRECTOR-PUBLIC WORKS
DEPUTY DIRECTOR-TECH SVCS
DEPUTY EXECUTIVE DIRECTOR
DEPUTY EXECUTIVE OF-THE BOARD
DEPUTY FIRE CHIEF

DEPUTY GENERAL MGR-ENGINEERING
DIGITAL EQUITY/INCLUSION OFFICER
DIR-ECONOMIC DEVELOPMENT
DIRECTOR OF COMMUNICATIONS
DIRECTOR OF COMMUNITY DEVELPMT
DIRECTOR OF DEVELOPMENT SVCS
DIRECTOR OF ENGINEERING
DIRECTOR OF FINANCIAL MGMT
DIRECTOR OF HEALTH & HUMAN SVC
DIRECTOR OF INFORMATION MGMT
DIRECTOR OF LIBRARY SERVICES
DIRECTOR OF LONG BEACH AIRPORT
DIRECTOR OF MAINTENANCE
DIRECTOR OF OPERATIONS
DIRECTOR OF PRKS, REC & MARINE
DIRECTOR OF PUBLIC WORKS
DIRECTOR OF RISK MANAGEMENT
DIRECTOR OF SECURITY
DIRECTOR OF TECHNOLOGY SVCS
DIRECTOR OF WATER RESOURCES
DIRECTOR-ADMINISTRATION
DIRECTOR-BUSINESS DEVELOPMENT
DIRECTOR-CONSTRUCTION MGMT
DIRECTOR-DIS PREP/EMER COMM
DIRECTOR-ENERGY RESOURCES
DIRECTOR-ENGINEERING DESIGN
DIRECTOR-ENVIRONMENTAL PLNG
DIRECTOR-FINANCE
DIRECTOR-GOVERNMENT RELATIONS
DIRECTOR-PORT PLANNING
DIRECTOR-PROGRAM MANAGEMENT
DIRECTOR-PROJECT CONTROLS
DIRECTOR-REAL ESTATE
DIRECTOR-SURVEY
DIRECTOR-TEAM DEVELOPMENT
DIRECTOR-TENANT SVCS
DIRECTOR-TRANSPORTATION PLNG
DIRECTOR-WATER QUALITY/PROCESS
DIRECTOR-WATER/SEWER FIELD OPS
DIR-GOVERNMENT/PUBLIC AFFAIRS
DIR-HUMAN RESOURCES-HARBOR
DISASTER PREPAREDNESS OFFICER
DIVISION ENGINEER-OIL PROP
EMERGENCY MEDICAL SVCS OFFICER
EMPLOYMENT SVCS OFCR-CIVIL SVC
ENERGY SERVICES OFFICER
ENVIRONMENTAL HLTH OPS OFFICER
EXEC ASST TO ASST CTY MGR
EXEC ASST TO CITY MANAGER
EXEC ASST-BOARD OF WATER COMM
EXEC ASST-BD OF WTR COMM/GM
EXEC DIR-RGNL WRKFRC INVST BRD
EXECUTIVE ASSISTANT
EXECUTIVE SECRETARY-HARBOR
EXECUTIVE SECRETARY-WATER
FACILITIES MANAGEMENT OFFICER
FINANCIAL SERVICES OFFICER
FINANCIAL SYSTEMS OFFICER
FIRE CHIEF
FLEET FINANCE OFFICER
FORENSIC SCIENCE SVCS ADMINSTR
GAS PIPELINE COMPLIANCE OFCR
GENERAL SUPT OF OPERATIONS
GENERAL SUPT-DEVELOPMENT SVCS
GENERAL SUPT-FLEET SERVICES
GRANTS ACCOUNTING OFFICER
GRANTS/CONTRACTS MGMT OFFICER
HOMELESS ADMIN OPS OFFICER
HOMELESS PROGRAMS OFFICER
HOMELESS SERVICES OFFICER
HOUSING DEVELOPMENT OFFICER
HOUSING OPERATIONS OFFICER
HOUSING OPS PROGRAM OFFICER
HUMAN DIGNITY OFFICER
HUMAN RESOURCES OFFICER
HR SYSTEM MANAGER
INFORMATION SYSTEMS OFFICER
INFRASTRUCTURE SYSTEMS OFFICER
JAIL ADMINISTRATOR
LABOR COMPLIANCE OFFICER
LABORATORY SERVICES OFFICER
LIBRARY YOUTH SERVICES OFFICER
MANAGER OF ACCOUNTING
MANAGER OF MASTER PLANNING
MANAGER OF PORT PROJECTS
MANAGER – PERSONNEL OPERATIONS
MANAGER-BUSINESS DEVELOPMENT
MANAGER-CEQA/NEPA PRACTICES
MANAGER-PORT PLANNING
MANAGER-PROCUREMENT
MANAGER-PROJECT CONTROLS
MANAGER-REVENUE
MANAGER-SECURITY OPERATIONS
MANAGER-TECHNICAL SECURITY
MANAGER-TENANT SERVICES
MANAGER-TRANSPORTATION DEVEL
MANAGER – TRANSPORTATION PROJ MGT
MARINE SAFETY CHIEF
MARKETING OFFICER
MGR-ADMIN & FINANCIAL SERVICES

MGR-ADMINISTRATION
MGR-AIR QUALITY PRACTICES
MGR-AIRPORT OPERATIONS
MGR-ANIMAL CARE SERVICES
MGR-AUTOMATED SERVICES
MGR-BRANCH LIBRARY SVCS
MGR-BUDGET & RATES
MGR-BUS DEVELOPMENT
MGR-BUSINESS APPLICATIONS
MGR-BUSINESS INFORMATION SVCS
MGR-BUSINESS OPERATIONS
MGR-BUSINESS RELATIONS
MGR-CANNABIS OVERSIGHT
MGR-CITY SAFETY
MGR-CODE ENFORCEMENT
MGR-COLLECTIVE IMPACT
MGR-COMMUNICABLE DIS/EMR RES
MGR-COMM&GOVERNMENTAL AFFAIRS
MGR-COMMERCIAL SERVICES
MGR-COMMUNITY HEALTH
MGR-CONTRACT COMPLIANCE
MGR-CTZNS' POLICE COMPLNT COMM
MGR-CUSTOMER SERVICE-TECH SVC
MGR-CYBER INFORMATION SECURITY
MGR-ECONOMIC DEVELOPMENT
MGR-ECONOMICS/FUNDING
MGR-ELECTRIC GENERATION
MGR-EMERGENCY MANAGEMENT
MGR-ENGINEERING
MGR-ENGINEERING & CONSTRUCTION
MGR-ENGINEERING TECHNOLOGY
MGR-ENTERPRISE INFO SVCS
MGR-ENVIRONMENTAL HEALTH
MGR-ENVIRONMENTAL REMEDIATION
MGR-ENVIRONMENTAL SERVICES
MGR-FACILITIES MAINTENANCE
MGR-FINANCIAL CONTROLS
MGR-FINANCIAL PLNG &
ANALYSIS MGR-FLEET SERVICES
MGR-GAS & OIL OPERATIONS
MGR-GAS SERVICES
MGR-GOVERNMENT AFFAIRS
MGR-GRANTS ADMINISTRATION
MGR-HARBOR GRANTS
MGR-HARBOR MARINE
MGR-HOMELESS SERVICES
MGR-HOUSING AUTHORITY
MGR-HOUSING/NEIGHBORHOOD SVCS
MGR-HUMAN SERVICES
MGR-INFORMATION SERVICES
MGR-INFRASTRUCTURE MAINTENANCE
MGR-INFRASTRUCTURE OPERATIONS
MGR-INTERMODAL OPERATIONS
MGR-LABOR COMPLIANCE ADMIN
MGR-MAIN LIBRARY SVCS
MGR-MAINTENANCE ADMINISTRATION
MGR-MAINTENANCE OPERATIONS
MGR-MARINE OPERATIONS
MGR-NETWORK OPERATIONS
MGR-OFFICE OF INNOVATION
MGR-OPERATIONS & ADMIN
MGR-OPERATIONS SUPPORT
MGR-PLANNING & DEVELOPMENT
MGR-PLANNING BUREAU
MGR-PREVENTIVE HEALTH
MGR-PRK PLANNING & PARTNERSHIP
MGR-PROJECT DEVELOPMENT
MGR-PROPERTY SERVICES
MGR-PUBLIC SERVICE
MGR-RECREATION SERVICES
MGR-RISK & OCCUP HEALTH SVCS
MGR-SAFETY/BUSINESS CONTINUITY
MGR-SECURITY & EMERGENCY PREP
MGR-SECURITY OPS-GRANTS/ADMIN
MGR-SECURITY OPS-TRAINING
MGR-SEWER OPERATIONS
MGR-SPECIAL EVENTS & FILMING
MGR-STRATEGIC PLAN/LAND USE
MGR-SUPPORT SERVICES
MGR-SUPPORT SERVICES-HEALTH
MGR-SUSTAINABLE PRACTICES
MGR-TECH ENGAGEMENT/SUPPORT
MGR-TECH INFRASTRUCTURE SVCS
MGR-TECH STRATEGY/ARCHITECTURE
MGR-TRAFFIC & TRANSPORTATION
MGR-TRANSPORTATION DEVELOPMENT
MGR-WATER TREATMENT
MGR-UTILITIES
MGR-WATER QUALITY
MGR-WATER QUALITY PRACTICES
MGR-WATER RESOURCES
MGR-WATER SERVICES
NEIGHBORHOOD IMPRVMNT OFFICER
NEIGHBORHOOD RESOURCES OFFICER
NOISE ABATEMENT OFFICER
NURSING SERVICES OFFICER
NUTRITION SERVICES OFFICER
OCCUPATIONAL HLTH SVCS OFFICER
OFFICE SERVICES OFFICER

PARTNERSHIP OFFICER
PARK DEVELOPMENT OFFICER
PAYROLL OFFICER
PEOPLE AND CULTURE OFFICER
POLICE ADMIN BUREAU CHIEF
POLICE COMMANDER
POLICE OVERSIGHT OFFICER
POLICE RECORDS ADMINISTRATOR
PORT ADMINISTRATIVE OFFICER
PROJECT MANAGEMENT OFFICER
PUBLIC AFFAIRS OFFCR-CITY MGR
PUBLIC AFFAIRS OFFICER
PUBLIC HEALTH EMER MGMT OFFICER
PUBLIC INFORMATION OFFICER
PURCHASING AGENT
RCRTMNT/SLCTN OFCR-CIVIL SVC
REAL ESTATE OFFICER
RECREATION SUPERINTENDENT
RECYCLING & SUSTAINABILITY OFF
RESOURCE CONNECTIONS OFF
REVENUE MANAGEMENT OFFICER
RISK MANAGEMENT OFFICER
RISK MANAGER
SERRF OPERATIONS OFFICER
SPECIAL PROJ OFFICER-WATER
SPECIAL PROJECTS OFF-HOUSING
SPECIAL PROJECTS OFFICER
SR DIRECTOR
SUPPORT PROJECTS OFFICER
STRM WTR/ENVRN CMPLNC OFFICER
SUPT-ADMIN SERVICES
SUPT-AIRPORT SECURITY
SUPT-ANIMAL CONTROL
SUPT-BUILDING AND SAFETY
SUPT-ENGINEERING
SUPT-FLEET ACQUISITION
SUPT-FLEET MAINTENANCE
SUPT-FLEET OPERATIONS
SUPT-OPERATIONS
SUPT-PARK MAINTENANCE
SUPT-PERSONNEL & TRAINING
SUPT-PIPELINE MAINTENANCE
SUPT-REFUSE
SUPT-REFUSE & STREET SWEEPING
SUPT-SEWER OPERATIONS
SUPT-STREET MAINTENANCE
SUPT-STREET SWEEPING
SUPT-TOWING & LIEN SALES
SUPT-TRAINING
SUPT-WATER CONSTRUCTION
SUPT-TRAFFIC OPERATIONS
TECHNICAL SUPPORT OFFICER
TECHNOLOGY PARTNERSHIP OFFICER
TELECOMMUNICATIONS OFFICER
TRANSPORTATION PLANNING OFF
TREASURY OPERATIONS OFFICER UTILITY SERVICES OFFICER
VIDEO COMMUNICATIONS OFFICER
WASTE MANAGEMENT OFFICER
WIRELESS COMMUNICATIONS OFCR
WORKFORCE DEVELOPMENT OFFICER

APPENDIX B

LIST OF SWORN CLASSIFICATIONS

ASSISTANT FIRE CHIEF

CHIEF OF FIRE

CHIEF OF POLICE

DEPUTY CHIEF OF POLICE

DEPUTY FIRE CHIEF

MARINE SAFETY CHIEF

POLICE COMMANDER

APPENDIX C

PAY RATE SCHEDULE SUMMARY
LONG BEACH MANAGEMENT ASSOCIATION

Refer to pay rates in the City's current approved salary schedule.

APPENDIX D

LONG BEACH MANAGEMENT ASSOCIATION SALARY GROUPINGS

General City			
Director/Department Head $220,000 - $265,000			
AV8NN	DIR-ECONOMIC DEVELOPMENT	A96NN	DIRECTOR OF PRKS, REC & MARINE
A44NN	DIRECTOR OF DEVELOPMENT SVCS	A67NN	DIRECTOR OF PUBLIC WORKS
AD5NN	DIRECTOR OF HTH & HUMAN SVC	A66NN	DIRECTOR OF TECHNOLOGY SVCS
A26NN	DIRECTOR OF LIBRARY SERVICES	AU7NN	DIRECTOR-DIS PREP/EMER COMM
A34NN	DIRECTOR OF LB AIRPORT	A50NN	DIRECTOR-ENERGY RESOURCES
Deputy Director $185,000 - $225,000			
A24NN	CITY ENGINEER	E16NN	DEP DIRECTOR-ECONOMIC DEVEL
AW3NN	DEP DIR OF HEALTH & HUMAN SVCS	EH2NN	DEPUTY DIRECTOR-PR&M
EH1NN	DEPUTY DIRECTOR-AIRPORT	AL9NN	DEPUTY DIRECTOR-PUBLIC WORKS
A89NN	DEPUTY DIRECTOR-CIVIL SERVICE	AT7NN	DEPUTY DIRECTOR-DEVEL SVCS
Manager - Schedule I $170,000 - $205,000			
AD8NN	CITY CONTROLLER	F88NN	MGR-ENTERPRISE INFO SVCS
A64NN	CITY TREASURER	AR4NN	MGR-GAS & OIL OPERATIONS
AU1NN	EXEC DIR-RGNL WRKFC INVST BRD	AR2NN	MGR-PLANNING BUREAU
AP1NN	MGR-BUSINESS INFORMATION SVCS	AP4NN	MGR-TECH INFRASTRUCTURE SVCS
BG6NN	MGR-CUST SERVICE-TECH SVC	AQ1NN	POLICE ADMIN BUREAU CHIEF
L50NN	MGR-ELECTRIC GENERATION	B82NN	SUPT-BUILDING AND SAFETY
L52NN	MGR-ENVIRONMENTAL SERVICES		
Manager - Schedule II $140,000 - $185,000			
AV3NN	ASSISTANT CITY CONTROLLER	AG5NN	MGR-COMMUNITY HEALTH
AL6NN	CITY CLERK BUREAU MANAGER	AF7NN	MGR-ENVIRONMENTAL HEALTH
KA2NN	DIVISION ENGINEER-OIL PROP	A78NN	MGR-FLEET SERVICES
AR9NN	GENERAL SUPT OF OPERATIONS	L75NN	MGR-GOVERNMENT AFFAIRS
AT6NN	GEN SUPT-DEVELOPMENT SVCS	AD2NN	MGR-HOMELESS SERVICES
AB2NN	MGR - ECONOMIC DEVELOPMENT	AM3NN	MGR-HOUSING AUTHORITY
AN3NN	MGR-ADMIN & FINANCIAL SERVICES	AF8NN	MGR-HOUSING/NBHD SVCS
AM7NN	MGR-ADMINISTRATION	BG4NN	MGR-MAIN LIBRARY SVCS
BI3NN	MGR-AIRPORT OPERATIONS	AC9NN	MGR-MAINTENANCE OPERATIONS
AR7NN	MGR-ANIMAL CARE SERVICES	A41NN	MGR-MARINE OPERATIONS
AP8NN	MGR-AUTOMATED SERVICES	AA3NN	MGR - PEOPLE AND OPERATIONS
AU4NN	MGR-BRANCH LIBRARY SVCS	AI8NN	MGR-PREVENTIVE HEALTH

AG9NN	MGR-BUSINESS OPERATIONS	F79NN	MGR-PRK PLANNING & PARTNERSHIP
C70NN	MGR-BUSINESS RELATIONS	AR3NN	MGR-PROJECT DEVELOPMENT
AA1NN	MGR-BUSINESS SYSTEMS PARTNER	AB9NN	MGR-PROPERTY SERVICES
BF1NN	MGR-CITY SAFETY	A45NN	MGR-PUBLIC SERVICE
EH6NN	MGR-CODE ENFORCEMENT	AH0NN	MGR-RECREATION SERVICES
EH8NN	MGR-COLLECTIVE IMPACT	AU2NN	MGR-RISK & OCCUP HEALTH SVCS
A87NN	MGR-COMMERCIAL SERVICES	L68NN	MGR-SPECIAL EVENTS & FILMING
Officer-Citywide Support $120,000-$170,000			
AV2NN	BUDGET ANALYSIS OFFICER	F76NN	PAYROLL OFFICER
AQ3NN	BUSINESS INFO TECH OFFICER	F84NN	PUBLIC AFFAIRS OFFCR-CITY MGR
A82NN	EMPLOY SVCS OFCR-CIVIL SVC	BA9NN	PURCHASING AGENT
AM6NN	FINANCIAL SYSTEMS OFFICER	CB1NN	REVENUE MANAGEMENT OFFICER
A99NN	HUMAN RESOURCES OFFICER	AN4NN	TREASURY OPERATIONS OFFICER
F91NN	INFORMATION SYSTEMS OFFICER	AM2NN	VIDEO COMMUNICATIONS OFFICER
Officer - Schedule I $135,000 - $170,000			
E92NN	ADVANCE PLANNING OFFICER	AV9NN	CURRENT PLANNING OFFICER
AU6NN	AIRPORT ENGINEERING OFFICER	BB9NN	DATA CENTER OFFICER
AV4NN	AIRPORT OPERATIONS OFFICER	F71NN	FORENSIC SCIENCE SVCS ADMINSTR
L72NN	BUDGET MANAGEMENT OFFICER	L59NN	HOUSING OPERATIONS OFFICER
B50NN	BUILDING INSPECTIONS OFFICER	BB3NN	POLICE RECORDS ADMINISTRATOR
AS9NN	CITY TRAFFIC ENGINEER	L57NN	PROJECT MANAGEMENT OFFICER
AJ3NN	CLINICAL SERVICES OFFICER	AP6NN	TELECOMMUNICATIONS OFFICER
AH5NN	CONSTRUCTION SERVICES OFFICER		
Administrative Officer/Financial Services Officer $115,000-$160,000			
A60NN	ADMIN OFFICER-AIRPORT	A73NN	ADMIN OFFICER-PUBLIC WORKS
AD6NN	ADMIN OFFICER-CIVIL SERVICE	L40NN	ADMINISTRATIVE OFFICER
AI0NN	ADMIN OFFICER-DEVEL SVCS	M08NN	ADMINISTRATIVE OFFICER-WATER
A70NN	ADMIN OFFICER-LIBRARY SERVICES	BH1NN	FINANCIAL SERVICES OFFICER
BF4NN	ADMIN OFFICER-POLICE	AC8NN	FLEET FINANCE OFFICER
Superintendent $115,000 - $150,000			
BE1NN	RECREATION SUPERINTENDENT	B48NN	SUPT-PARK MAINTENANCE
AR6NN	SUPT-AIRPORT SECURITY	AK5NN	SUPT-STREET MAINTENANCE
B25NN	SUPT-ANIMAL CONTROL	BC2NN	SUPT-STREET SWEEPING
L63NN	SUPT-FLEET ACQUISITION	L47NN	SUPT-TOWING & LIEN SALES
L64NN	SUPT-FLEET MAINTENANCE	CA4NN	SUPT-TRAFFIC OPERATIONS

Officer - Schedule II $105,000 - $150,000			
B09NN	ACCOUNTING OPERATIONS OFFICER	B73NN	HOUSING OPS PROGRAM OFFICER
AE6NN	AIRPORT PUBLIC AFFAIRS OFFICER	EH7NN	LABOR COMPLIANCE OFFICER
AC5NN	BUSINESS SERVICES OFFICER	F83NN	MGR-CANNABIS OVERSIGHT
KA7NN	CODE ENFORCEMENT OFFICER	F85NN	MGR-CTZNS' POLICE COMPLNT COMM
L70NN	COMMUNITY INFORMATION OFFICER	BH9NN	NEIGHBORHOOD IMPRVMNT OFFICER
L41NN	CUSTOMER RELATIONS OFFICER	AV5NN	NOISE ABATEMENT OFFICER
AC7NN	CUSTOMER SERVICES OFFICER	B33NN	NURSING SERVICES OFFICER
L42NN	DEPARTMENT SAFETY OFFICER	AN1NN	NUTRITION SERVICES OFFICER
AM1NN	DISASTER PREP OFFICER	F90NN	PARTNERSHIP OFFICER
AD7NN	ENVIR HLTH OPS OFFICER	EH4NN	PUBLIC AFFAIRS OFFICER
B51NN	FACILITIES MANAGEMENT OFFICER	AG2NN	PUBLIC INFORMATION OFFICER
C49NN	GRANTS ACCOUNTING OFFICER	AM4NN	REAL ESTATE OFFICER
G09NN	HOMELESS PROGRAMS OFFICER	BI6NN	WORKFORCE DEVEL OFFICER
AI4NN	HOUSING DEVELOPMENT OFFICER		
Special Projects Officer $110,000 - $148,000			
L60NN	SPECIAL PROJECTS OFFICER		
Assistant to an Executive $105,000 - $145,000			
R15NN	ASSISTANT TO THE CITY MANAGER	NA3NN	ASST TO EXECUTIVE DIRECTOR
Executive Secretary $80,000 - $115,000			
D83NN	EXEC ASST TO CITY MANAGER	D82NN	EXEC ASST TO ASST CTY MGR
MG7NN	EXEC ASST-BD OF WTR COMM & GM	MG5NN	EXECUTIVE SECRETARY-WATER
N39NN	EXECUTIVE SECRETARY-HARBOR		
Executive Assistant $75,000 - $105,000			
D94NN	EXECUTIVE ASSISTANT		
General City - Miscellaneous Salary			
AD4NN	CITY HEALTH OFFICER	$236,965	
SWORN SAFETY			
Chief of Police $294,117 - $309,000			
A23NN	CHIEF OF POLICE		

Deputy Chief of Police $ 263,177			
B15NN	DEPUTY CHIEF OF POLICE		
Police Commander $244,816			
BA8NN	POLICE COMMANDER		
Fire Chief $290,765-$305,000			
A49NN	FIRE CHIEF		
Deputy Fire Chief $ 258,331			
B20NN	DEPUTY FIRE CHIEF		
Assistant Fire Chief $240,308			
A18NN	ASST FIRE CHIEF		
Marine Safety Chief $215,612			
B61NN	MARINE SAFETY CHIEF		
LONG BEACH UTILITIES			
Utilities Director (Schedule I) $164,000-$225,000			
M46NN	DIRECTOR OF ENGINEERING	MF6NN	DIRECTOR-WATER/SEWER FIELD OPS
M58NN	DIRECTOR OF OPERATIONS	L51NN	MGR-ENGINEERING & CONSTRUCTION
M72NN	DIRECTOR OF WATER RESOURCES	B28NN	MGR-INFORMATION SERVICES
MF7NN	DIR-WATER QUALITY/PROCESS		
Utilities Director (Schedule II) $145,000-$192,000			
MF2NN	DIRECTOR-FINANCE	L61NN	SUPT-ENGINEERING
M88NN	MGR-ENGINEERING		
Utilities Manager (Schedule I) $120,000-$168,000			
B30NN	LABORATORY SERVICES OFFICER	M78NN	MGR-SEWER OPERATIONS
MF9NN	MGR-BUDGET AND RATES	MG2NN	MGR-SUPPORT SERVICES
B55NN	MGR-GAS SERVICES	MG3NN	MGR-WATER CONSTRUCTION
MF1NN	MGR-SEC & EMERGENCY PREP	M49NN	MGR-WATER SERVICES
Utilities Superintendent/Officer $103,000-$135,000			
BI9NN	ENERGY SERVICES OFFICER	L46NN	SUPT-PIPELINE MAINTENANCE
EG1NN	GAS PIPELINE COMPLIANCE OFCR	BG9NN	UTILITY SERVICES OFFICER
AG8NN	SUPT-OPERATIONS		

ASSISTANT/DIRECTOR - HARBOR			
Harbor Director $210,000-$255,000			
NA4NN	CHIEF INFORMATION OFFICER	NB7NN	DIRECTOR-GOVERNMENT RELATIONS
N92NN	DIRECTOR OF COMMUNICATIONS	NE5NN	DIRECTOR-PORT PLANNING
N18NN	DIRECTOR OF MAINTENANCE	NF4NN	DIRECTOR-PROCUREMENT
NB6NN	DIRECTOR OF RISK MANAGEMENT	NE4NN	DIRECTOR-PROGRAM MANAGEMENT
NA5NN	DIRECTOR OF SECURITY	NH2NN	DIRECTOR-PROJECT CONTROLS
N22NN	DIRECTOR-BUSINESS DEVEL	N61NN	DIRECTOR-REAL ESTATE
ND9NN	DIRECTOR-CONSTRUCTION MGMT	NK6NN	DIRECTOR-SURVEY
NE1NN	DIRECTOR-ENGINEERING DESIGN	NJ5NN	DIRECTOR-TENANT SVCS
NE2NN	DIRECTOR-ENVIRONMENTAL PLNG	N77NN	DIR-HUMAN RESOURCES-HARBOR
N59NN	DIRECTOR-FINANCE		
Harbor Assistant Director $190,000-$235,000			
NG6NN	ASST DIRECTOR-BUSINESS DEVEL	N05NN	ASST DIRECTOR OF MAINTENANCE
NB8NN	ASST DIR-COMMS/COMM RLTNS	NK9NN	ASST DIRECTOR-PORT PLANNING
NH4NN	ASST DIR-CONSTRUCTION MGMT	NF7NN	ASST DIRECTOR - PROCUREMENT
NH5NN	ASST DIR-ENGINEERING DESIGN	NH6NN	ASST DIR-PROGRAM MANAGEMENT
NE7NN	ASST DIR-ENVIRONMENTAL PLNG	N62NN	ASST DIRECTOR-REAL ESTATE
NB4NN	ASSISTANT DIRECTOR-FINANCE	NB9NN	ASST DIR SEC-HOMELAND SEC
NB5NN	ASST DIRECTOR-HR	NH7NN	ASST DIR-SECURITY OPERATIONS
ND7NN	ASST DIRECTOR-INFORMATION MGMT	NB1NN	ASSISTANT DIRECTOR - SURVEY
MANAGER - HARBOR			
Harbor Manager (Schedule I) $170,000-$208,000			
NH9NN	MANAGER-CEQA/NEPA PRACTICES	NJ2NN	MGR-HARBOR MARINE
NH8NN	MANAGER-PROJECT CONTROLS	NK5NN	MGR-INTERMODAL OPERATIONS
NI1NN	MANAGER-TECHNICAL SECURITY	NG5NN	MGR-NETWORK OPERATIONS
NE9NN	MGR-AIR QUALITY PRACTICES	NF1NN	MGR-SECURITY OPS-TRAINING
NG4NN	MGR-BUSINESS APPLICATIONS	ND6NN	MGR-SUSTAINABLE PRACTICES
NF8NN	MGR-ENVR REMEDIATION	NM6NN	MGR-TECH STRATEGY/ARCH
NG7NN	MGR-FINANCIAL PLNG & ANALYSIS	NG3NN	MGR-WATER QUALITY PRACTICES
NG2NN	MGR - HBR CONST INSPCT/QUAL CTRL		
Harbor Manager (Schedule II) $140,000-$185,000			
NE8NN	DEP EXECUTIVE OFF-THE BOARD	NM3NN	MGR-HARBOR GRANTS
ND4NN	ENVIRONMENTAL OFFICER	ND5NN	MGR-INFRASTRUCTURE MAINT

NC6NN	MANAGER OF ACCOUNTING	NJ3NN	MGR-LABOR COMPLIANCE ADMIN
NM7NN	MANAGER-HUMAN RESOURCES	NM1NN	MGR-MAINTENANCE ADMINISTRATION
NK7NN	MANAGER-REVENUE	NL1NN	MGR-REAL ESTATE
NH0NN	MANAGER-SECURITY OPERATIONS	NL2NN	MGR-RIGHT OF WAY
NI2NN	MGR-BUSINESS DEVELOPMENT	NC7NN	MGR-SAFETY/BUSINESS CONTINUITY
NL3NN	MGR - COMMS/CMTY RELATIONS	NF9NN	MGR-SECURITY OPS-GRANTS & ADMN
NC8NN	MGR-CONTRACT COMPLIANCE	N57NN	MGR-STRATEGIC PLAN & LAND USE
NM9NN	MGR-ECONOMICS & FUNDING	ND1NN	MGR - SURVEY
NC9NN	MGR-FACILITIES MAINTENANCE	NF2NN	MGR-UTILITIES
Harbor Officer $130,000-$175,000			
NG1NN	OFFICER-DEI AND PROCUREMENT	NJ8NN	PORT FINANCE OFFICER
NI7NN	PORT ADMINISTRATIVE OFFICER		
Harbor - Miscellaneous Salary			
NJ7NN	CAPITAL PROGRAMS EXECUTIVE	$343,197.00	
ND8NN	SR DIRECTOR	$252,445.00	
NL9NN	CHIEF INFO SECURITY OFFICER	$211,564.00	

APPENDIX E

UNGROUPED POSITIONS

Upon departmental need to utilize any of the occupation codes/titles herein, and requests for new classifications will be recommended for a salary range/grouping and transportation allowance by the Department of Human Resources, or appropriate appointing authority, and discussed with the Association.

A01NN	ACCOUNTING OFFICER	AB3NN	MARKETING OFFICER
A02NN	ADMIN ASSISTANT-CITY MANAGER	AD1NN	MGR-COMM SVCS-SR SVCS/SPEC PRG
A94NN	ADMIN OFFICER-COMMUNITY DEV	E17NN	MGR-COMM&GOVERNMENTAL AFFAIRS
AF2NN	ADMIN OFFICER-ENGINEERING	F95NN	MGR-COMMUNICABLE DIS & EMR RES
A79NN	ADMINISTRATIVE SVCS OFFICER	F96NN	MGR-DIGITAL SERVICES BUREAU
AS8NN	ASSISTANT CITY ENGINEER	AB2NN	MGR-ECONOMIC DEVELOPMENT
A03NN	ASST CHIEF OF POLICE	AE1NN	MGR-ENGINEERING SERVICES
AV7NN	ASST CITY TRAFFIC ENGINEER	NJ1NN	MGR-ENGINEERING TECHNOLOGY
NN1NN	ASST DIR OF TENANT SERVICES	AU8NN	MGR-FINANCIAL CONTROLS
BI4NN	ASST EXEC DIR-WORKFORCE DEVEL	NM8NN	MGR-INFRASTRUCTURE OPERATIONS
R16NN	ASST TO THE CITY MANAGER-ADMIN	F80NN	MGR-OFFICE OF INNOVATION
R17NN	ASST TO THE CITY MGR-SPCL PROJ	AF3NN	MGR-OPERATIONS & ADMIN
AB7NN	BUSINESS ASSISTANCE OFFICER	AI9NN	MGR-OPERATIONS SUPPORT
AC3NN	BUSINESS DEVELOPMENT OFFICER	L53NN	MGR-PLANNING & DEVELOPMENT
L73NN	BUSINESS DEVELOPMENT OFFICER	B35NN	MGR-SUPPORT SERVICES-HEALTH
N10NN	CHIEF HARBOR ENGINEER	F97NN	MGR-TECH ENGAGEMENT & SUPPORT
AW8NN	CHRONIC DISEASE & INJURY OFCR	CA3NN	MGR-TRAFFIC & TRANSPORTATION
F93NN	COMMERCIAL SERVICES OFFICER	M90NN	MGR-WATER QUALITY
AW7NN	COMMUN DISEASE SUV & CTRL OFCR	M98NN	MGR-WATER RESOURCES
AW6NN	COMMUNITY IMPACT OFFICER	M50NN	MGR-WATER TREATMENT
AG7NN	CONTRACT MANAGEMENT OFFICER	AM8NN	NEIGHBORHOOD RESOURCES OFFICER
AU9NN	CONTROLS OPERATIONS OFFICER	BF2NN	OCCUPATIONAL HLTH SVCS OFFICER
EH3NN	CYBER SECURITY OFFICER	AI7NN	OFFICE SERVICES OFFICER
AS7NN	DEPUTY DIRECTOR/CITY ENGINEER	L55NN	PARK DEVELOPMENT OFFICER
F86NN	DEPUTY DIRECTOR-TECH SVCS	AT1NN	PUBLIC HEALTH EMERG MGMT OFCR
NB3NN	DEPUTY EXECUTIVE DIRECTOR	AJ6NN	PUBLIC INFORMATION OFFICER
MF4NN	DEPUTY GENERAL MGR-ENGINEERING	A97NN	RCRTMNT/SLCTN OFCR-CIVIL SVC
A38NN	DIRECTOR OF COMMUNITY DEVELPMT	L58NN	RECYCLING & SUSTAINABILITY OFF
MF5NN	DIRECTOR-ADMINISTRATION	AW9NN	RESOURCE CONNECTIONS OFFICER
NE4NN	DIRECTOR-PROGRAM MANAGEMENT	BG5NN	RISK MANAGER
NJ4NN	DIRECTOR-TEAM DEVELOPMENT	BI7NN	SERRF OPERATIONS OFFICER
MC1NN	DIR-GOVERNMENT/PUBLIC AFFAIRS	M99NN	SPECIAL PROJ OFFICER-WATER
DA7NN	EMERGENCY MEDICAL SVCS OFFICER	AB4NN	SPECIAL PROJECTS OFF-COMM DEV
E91NN	ENVIRONMENTAL PLANNING OFFICER	AJ8NN	SPECIAL PROJECTS OFF-HOUSING
M97NN	EXEC ASST-BOARD OF WATER COMM	CA2NN	STRM WTR/ENVRN CMPLNC OFFICER
AN2NN	FINANCIAL SVCS OFFICER-COM DEV	AJ0NN	SUPPORT PROJECTS OFFICER
I63NN	GENERAL SUPT-FLEET SERVICES	AG6NN	SUPT-ADMIN SERVICES
AW5NN	GRANTS & CONTRACTS MGMT OFCR	L44NN	SUPT-FLEET OPERATIONS
AW4NN	HOMELESS ADMIN OPS OFFICER	B44NN	SUPT-REFUSE
L74NN	HUMAN DIGNITY OFFICER	L48NN	SUPT-REFUSE & STREET SWEEPING
AH1NN	JAIL ADMINISTRATOR	F89NN	SUPT-TRAINING
BG2NN	LIBRARY YOUTH SERVICES OFFICER	AN7NN	TECHNICAL SUPPORT OFFICER

NC1NN	MANAGER OF PORT PROJECTS	AF9NN	TRANSPORTATION PLANNING OFF
NA7NN	MANAGER-PORT PLANNING	AF0NN	WASTE MANAGEMENT OFFICER
NI6NN	MANAGER-PROCUREMENT	B53NN	WIRELESS COMMUNICATIONS OFCR
NL0NN	MANAGER-TENANT SERVICES		

APPENDIX F

Management Performance Appraisal – Compensation Program

The City of Long Beach is committed to attracting, encouraging, and retaining high performing employees by offering competitive compensation and rewarding individual performance. The City's Management Performance Appraisal (MPA) uses the annual performance planning and evaluation process to establish and evaluate approved goals, objectives and competencies in seven (7) key categories. MPA – Compensation is awarded based on employee performance as demonstrated through achievement of individual goals, demonstration of required competencies. This process is intended to reward an employee, who receives an overall rating in the MPA rating categories of ***Superior Performance, Exemplary Performance, or Successful Performance*** during an annual performance rating period. The Pay-For Performance shall be administered without regard to political affiliation, race, color, national origin, sex, age, disability or religion.

PURPOSE

The purpose of the MPA – Compensation Program is to ensure consistency, transparency, and fairness in the process of awarding an MPA covered employee performance-based compensation.

I. SCOPE

The MPA – Compensation Program applies to members of the management bargaining unit who have been appointed to a management position for at least six months.

II. DEFINITIONS

A. **Budget Allocation-** In the event of a fiscal crisis, the City Manager reserves the right to suspend all MPA – Compensation Program salary increases for the bargaining unit for the duration of a fiscal year.

B. **MPA - Salary Increase -** A performance-based salary increase will be granted to the employee's base salary (as defined in V. A. below) on an annual basis. The eligible management employee must have been rated in an eligible rating category during the established appraisal period. Under no circumstances will an employee's salary exceed the maximum annual salary for an employee's assigned classification range.

C. **MPA - Incentive Payment -** A performance-based incentive payment will be provided to the employee as a one-time bonus (as defined in V. A. below). The eligible management employee must have been rated in an eligible rating category during the established appraisal period.

D. **MPA Rating Categories**

- **Exemplary Performance-**Consistently demonstrates the highest level of performance of a quality and/or quantity that provides superior results and makes additional contributions and suggestions. An "Exemplary" rating is rare and reserved for employees who continue to excel in every area or for those who have consistently gone considerably above and beyond standard expectations to achieve the highest level of results.

- **Superior Performance-**Frequently demonstrates high levels of performance in terms of quality or quantity and occasionally makes contributions that are above and beyond what is expected. A “Superior” rating is an indication of job performance that is often above what is expected. This category shall generally represent the majority of high performing employees.

- **Successful Performance-** Is successful in meeting job expectations, performing all duties in a manner that meets Successful performance standards established for the job. Makes ongoing and significant contributions and is dependable. A “Successful” rating is an indication of good performance.

- **Needs Improvement-**Performance is below the minimum standards of the position. A Performance Improvement Plan or substandard performance documentation must accompany this rating including a time frame for improvement. The incumbent receiving an overall rating of “Improved Performance Required” will be required to develop a Performance Improvement Plan (PIP) and will be evaluated again after a period of 90 days.

III. ELIGIBILITY

Management employees (non-sworn), Chief of Police, and Fire Chief achieving the established performance ratings are eligible, and may receive the MPA – Compensation if:

A. The employee must have a current completed performance or goal setting plan on file. This requirement will be effective for the FY24 rating period.
B. MPA Goal setting sections must be completed identifying the next rating period’s objectives. The goal setting plan should be completed as part of the FY23 MPA process and thereafter on an annual basis for the subsequent rating period.
C. Employees must have been in the management classification for at least six months prior to September 30th to be eligible.
D. The employee has demonstrated meritorious performance by attaining an overall rating of ***Successful Performance, Superior Performance*** or ***Exemplary Performance*** in the current annual performance rating period.
E. Employees receiving an, “Improved Performance Required”, rating in any category or subcategory shall not be eligible for any MPA Compensation.

IV. RESTRICTIONS

A. A MPA salary increase shall not place an employee above the maximum salary range for their assigned classification. Employees receiving a Successful, Superior or Exemplary performance rating that are at, or near, the maximum pay rate of their assigned salary range, may receive an earned salary increase only up to the maximum salary range for their assigned classification. However, all employees shall be eligible to receive the MPA Incentive Payment.
B. Management employees designated to a miscellaneous salary are ineligible for a MPA salary increase, but shall be eligible to receive the MPA one-time incentive payment.
C. Employees serving in an Acting Pay designated assignment are not eligible to receive a MPA Salary increase for performance related to the temporary assignment. Exceptions will be reviewed on a case-by-case basis.

V. AWARD AMOUNTS

A. MPA compensation shall be awarded according to the following table:

PERFORMANCE RATING	**MPA - SALARY INCREASE**	**MPA – INCENTIVE PAYMENT**
Exemplary Performance	3% + MPA incentive payment	$3,000* Time Incentive Payment
Superior Performance	2% + MPA incentive payment	$3,000* One Time Incentive Payment
Successful Performance	Not Eligible	$3,000* One Time Incentive Payment
Improved Performance Required	Not Eligible	Not Eligible

*Employees at the maximum of their assigned salary range, or those in a miscellaneous salary range are eligible to receive the MPA incentive payment.

B. The MPA – Compensation program established herein, is separate and apart from the City's Management Merit Increase and Performance Incentive Compensation programs for distinguished and outstanding performance can be awarded in conjunction with the MPA – Compensation Program. The maximum performance-based incentives are listed below and are determined on a Fiscal Year (FY) basis.
   - Merit Increase: 7% max per FY
   - Performance Incentive Bonus: Up to $3,500 per FY

VI. ADMINISTRATION

A. The MPA- Compensation Program will coincide with the fiscal year October 1st through September 30th of each year.
B. Following the close of the previous fiscal year (September 30th), Supervisors will have until December 31st to complete the MPA.

C. The Human Resources Department will send Departments a 90-day reminder prior to the end of the fiscal year.
D. “Exemplary” ratings shall be reviewed by the Human Resources Department prior to final approval.
E. All Departments shall submit a MPA Report, which shall be supported by the corresponding MPA and completed HR-1 to the Department of Human Resources. The report shall include a list of employees eligible for an MPA Salary Increase (current salary, increase amount, and revised salary), and/or MPA- Incentive award amounts, if applicable.
F. Eligible Management employees without an MPA completed by the assigned supervisor by December 31st will result in the employee receiving a two percent (2%) salary increase and a three thousand dollar ($3,000) one-time incentive payment effective back to the first full pay period in October.
G. MPA salary increases will be processed effective the first full pay period in October.
H. Absent extenuating circumstances, evaluations are due for completion by December 31st each year. These situations should be documented in the department’s submitted MPA report, if applicable.
I. Management Performance Appraisals for Fiscal Year 23 must be completed by February 29, 2024. Eligible employees will receive MPA Compensation for the FY23 MPA effective the first full pay period following City Council adoption of the new Memorandum of Understanding.
J. For the Fiscal Year 24 MPA rating period and moving forward, MPA Compensation will be subject to the specified annual timeline.

APPENDIX G

SWORN MANAGEMENT PROVISIONS

Long Beach Police – Sworn Management

A. Specialty Pay

Sworn Management staff of the Police Department shall be eligible for the same Marksmanship pay and Physical Fitness/Wellness pay provided to other sworn non-management employees of the department.

B. Supervisory Differential

Effective November 18, 2023, specialty pays (including POST Certificate pay, Education Pay, Longevity) for Assistant Chief, Deputy Chief, and Police Commander will be removed from the assigned rate of pay, in support of implementation of the supervisory differential for sworn management ranks.

1. Effective November 18, 2023, Police Commander base rate of pay will be set at 5.5% supervisory differential of Police Lieutenant at maximum potential adjusted rate (highest rate for longevity, education, specialized assignment, POST certificate, bilingual pay and any other skill pay as set forth by the POA MOU, excluding fitness and marksmanship pay), and/or including general salary increases, whichever is higher.

2. Effective November 18, 2023, Deputy Chief base rate of pay will be set at 7.5% supervisory differential of Police Commander, and/or including general salary increases, whichever is higher.

3. Effective November 18, 2023, Police Chief base rate of pay will be set at 10% supervisory differential of Police Deputy Chief, and/or including general salary increases, whichever is higher.

4. Subsequent to implementation of the supervisory differential, as indicated, the department will ensure to submit salary adjustment requests, where applicable, to ensure maintaining the minimum supervisory differential as prescribed herein.

Supervisory Differential	Supervisory Differential Relationship
10%	Police Chief with Deputy Chief
7.5%	Deputy Chief with Police Commander
5.5%	Police Commander at maximum potential adjusted hourly rate of Police Lieutenant

Long Beach Fire – Sworn Management

A. Specialty Pay

Sworn Management staff of the Fire Department (including Marine Safety Chief) shall be eligible for the same Physical Fitness/Wellness pay provided to other sworn non-management employees of the department represented by FFA or LGA.

B. Supervisory Differential

Effective November 18, 2023, specialty pays (including Education Pay, Longevity) for Deputy Chief, Assistant Chief and Marine Safety Chief will be removed from the assigned rate of pay, in support of implementation of the supervisory differential for sworn management ranks.

1. Effective November 18, 2023, Assistant Chief base rate of pay will be set at 5.5% supervisory differential of Battalion Chief at maximum potential adjusted rate (highest rate for longevity, education, specialized assignment, working condition differential, and any other skill pay as set forth by the FFA MOU, excluding Wellness pay), and/or including general salary increases, whichever is higher.
2. Effective November 18, 2023, Marine Safety Chief base rate of pay will be set at 5.5% supervisory differential of Marine Safety Captain (*Marine Safety Battalion Chief*) at maximum potential adjusted rate (highest rate for longevity, education, specialized assignment, working condition differential, bilingual pay, and any other skill pay as set forth by the LGA MOU, excluding wellness pay), and/or including general salary increases, whichever is higher.
3. Effective November 18, 2023, Deputy Chief base rate of pay will be set at 7.5% supervisory differential of Assistant Chief / Marine, Safety Chief, and/or including general salary increases, whichever is higher.
4. Effective November 18, 2023, Fire Chief base rate of pay will be set at 10% supervisory differential of Deputy Chief, and/or including general salary increases, whichever is higher.
5. Subsequent to implementation of the supervisory differential, as indicated, the department will ensure to submit salary adjustment requests, where applicable, to ensure maintaining the minimum supervisory differential as prescribed herein.

Supervisory Differential	**Supervisory Differential Relationship**
10%	Fire Chief with Deputy Chief
7.5%	Deputy Chief with Assistant Chief/Marine Safety Chief
5.5%	Assistant Chief at maximum potential adjusted hourly rate of Battalion Chief
5.5%	Marine Safety Chief at maximum potential adjusted hourly rate of Marine Safety Captain *(Marine Safety Battalion Chief)*

C. Police Sworn POST Management Certificate Pay

a. Chief of Police who possess a California Commission on Police Officer Standards and Training (POST) Management Certificate shall receive $900 per month in additional compensation.

APPENDIX H

2023 LETTER OF AGREEMENT BETWEEN THE CITY OF LONG BEACH AND THE LONG BEACH MANAGEMENT ASSOCIATION (LBMA)

LONG BEACH FIRE DEPARTMENT COMMAND STAFF WELLNESS PAY

This Letter of Agreement is entered between the City of Long Beach ("City") and the Long Beach Management Association hereinafter called "LBMA" (collectively "the Parties").

Whereas the City wishes to memorialize in the LBMA Memorandum of Understanding (MOU) the wellness pays for sworn Fire management employees represented by LBMA.

WHEREAS the parties met and agreed upon the changes to this provision in preceding LBMA MOUs and the changes will be incorporated upon the ratification of the successor LBMA MOU.

NOW THEREFORE, the Parties agree to the following:

A. Effective January 1, 2009, Fire Chief, Deputy Chief, and Assistant Chief are eligible to participate in the Wellness Program. Employees who have fully participated during the prior calendar year will receive $100 per month in the subsequent year. Employees must requalify each year.

B. Effective January 1, 2010, Fire Chief, Deputy Chief, and Assistant Chief who achieve the agreed upon benchmarks or better will receive an additional $100 per month. Employees must requalify each year.

C. This Letter of Agreement shall not change any Memorandum of Understanding provisions other than as outlined above.

_____	_____
SANDRA AGUILAR	ERIC WINTERSET
Acting Chief of Labor Relations	President
City of Long Beach	Long Beach Management Association