

## ATTACHMENT A

### **UNREPRESENTED MANAGEMENT (NON-SWORN) EMPLOYEE TERMS**

Summary of Unit-Specific Provisions (October 1, 2023 – September 30, 2026)

- I. The compensation terms listed in items 1 through 8 apply to unrepresented management (non-sworn employees), except Elected Officials, City Manager, City Clerk and Director of Police Oversight, that have annual pay adjustments set by the provisions of Section 203 of the City Charter.
  1. General Salary Increases effective the first day of the pay period that includes the following dates:
    - a. 3 percent effective the pay period beginning November 18, 2023
    - b. 1 percent effective the first full pay period including October 1, 2024
    - c. 1 percent effective the first full pay period including October 1, 2025
  2. Salary Range – All classifications included in Appendix A will be appointed to a salary or salary range for their classification as outlined in Appendix B.
    - Positions that have not been designated to a salary or salary range will need to have this information established by the appropriate appointing authority and approved in the City Salary Resolution.
  3. 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 of their current permanent position, will receive an equity adjustment to meet the minimum salary established, in addition to the general salary increase.
  4. Deferred Compensation 401(a) Contribution - The City will make a deferred compensation contribution 401(a) on a pay period basis.
    - a. Classic CalPERS Members: The City will contribute a maximum of up to two percent (2%) of base salary\* for all qualified Classic CalPERS members.
    - b. Public Employees' Pension Reform Act (PEPRA) CalPERS Members:
      - 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.
      - 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.
      - 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.

5. Management Performance Appraisal Compensation Program – applies to eligible employees in accordance with Appendix F of the LBMA MOU.

6. 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).

7. 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:

- a. 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.
- b. 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.
- c. 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.

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

9. Transportation Allowance

The indicated classifications in the chart below shall be entitled to a transportation allowance, in accordance with Administrative Directive 4-2. Effective December 1, 2023, and paid the second paycheck in January 2024, transportation allowance will be issued as follows:

<b>ALLOWANCE TIER</b>	<b>CLASSIFICATION</b>	<b>Monthly Amount</b>
Tier 1 Department Head	ASST CITY MANAGER CITY ATTORNEY CITY AUDITOR CITY CLERK CITY MANAGER CITY MAYOR CITY PROSECUTOR DIRECTOR OF FINANCIAL MANAGEMENT DIRECTOR OF HUMAN RESOURCES DIRECTOR OF POLICE OVERSIGHT EXECUTIVE DIRECTOR – CIVIL SERVICE EXECUTIVE DIRECTOR – HARBOR GENERAL MANAGER – WATER (UTILITIES)	\$650.00
Tier 2 Deputy Director/Manager	ADMIN DEPUTY CITY MANAGER ASST CITY ATTORNEY ASST CITY CLERK ASST CITY PROSECUTOR ASST DIRECTOR – FINANCIAL MANAGEMENT ASST EXECUTIVE DIRECTOR – HARBOR ASST GENERAL MANAGER – WATER DEPUTY CITY AUDITOR DEPUTY CITY MANAGER DEPUTY DIRECTOR – HUMAN RESOURCES EXECUTIVE OFFICER TO THE BOARD MANAGING DIRECTOR MGR – BUDGET/PERFORMANCE MANAGEMENT MGR – LABOR RELATIONS & BENEFITS ADMIN	\$550.00
Tier 3 Chief of Staff / Administrator / Principal DCA	CHIEF OF STAFF – COUNCIL CHIEF OF STAFF – MAYOR CHIEF OF STAFF – PROSECUTOR LEGAL ADMINISTRATOR – ATTORNEY PRINCIPAL DEPUTY CITY ATTORNEY	\$450.00
Tier 4 Executive Support Staff	EXECUTIVE ASSISTANT	\$300.00

II. The benefit terms listed in items 10 through 12 shall apply to eligible unrepresented management employees as determined by the Human Resources Department:

10. Paid Time Benefits: Same Provisions as applicable to the LBMA MOU (Article III)

11. Benefits: Same Provisions as applicable to the LBMA MOU (Article IV)

12. Retirement: Same Provisions as applicable to the LBMA MOU (Article V)

**APPENDIX A**  
**Management – Unrepresented Classifications**

Occupation Code	Classification
F72NN	ADMIN DEPUTY CITY MANAGER
A04NN	ASST CITY ATTORNEY
A05NN	ASST CITY AUDITOR
D02NN	ASST CITY CLERK
A07NN	ASST CITY MANAGER
A08NN	ASST CITY PROSECUTOR
AT3NN	ASST DIRECTOR-FINANCIAL MGMT
N09NN	ASST EXECUTIVE DIRECTOR-HARBOR
M60NN	ASST GENERAL MANAGER-WATER
M93NN	ASST GENERAL MGR - OPERATIONS
AS3NN	CHIEF ASST CITY PROSECUTOR
NK3NN	CHIEF EXECUTIVE-HARBOR DEPT
L81NN	CHIEF OF STAFF-COUNCIL
L82NN	CHIEF OF STAFF-MAYOR
D25NN	CHIEF OF STAFF-PROSECUTOR
P01NN	CITY ATTORNEY
P02NN	CITY AUDITOR
P03NN	CITY CLERK
P04NN	CITY MANAGER
P12NN	CITY MAYOR
P05NN	CITY PROSECUTOR
EC7NN	DEPUTY CITY AUDITOR
A77NN	DEPUTY CITY MANAGER
AN8NN	DEPUTY DIRECTR-HUMAN RESOURCES
M62NN	DEPUTY GENERAL MANAGER
M85NN	DEPUTY GENERAL MGR - BUSINESS
M86NN	DEPUTY GENERAL MGR-OPERATIONS
A65NN	DIRECTOR OF FINANCIAL MGMT
A98NN	DIRECTOR OF HUMAN RESOURCES
AL8NN	DIRECTOR OF POLICE OVERSIGHT
A59NN	EXECUTIVE ASST/MAYOR & COUNCIL
AS6NN	EXECUTIVE ASST-CITY ATTORNEY
A88NN	EXECUTIVE DIRECTOR-CIVIL SVC
N88NN	EXECUTIVE DIRECTOR-HARBOR
N27NN	EXECUTIVE OFFICER TO THE BOARD
M56NN	GENERAL MANAGER-WATER
D23NN	LEGAL ADMINISTRATOR-ATTORNEY
N80NN	MANAGING DIRECTOR
A91NN	MGR-BUDGET/PERFORMANCE MGMT
AW2NN	MGR-LABOR RLTNS & BNFTS ADMIN
L83NN	PERFORMANCE MANAGEMENT OFFICER
AJ1NN	PRINCIPAL DEPUTY CITY ATTORNEY
L79NN	PROJECT DEVELOPMENT OFFICER

**APPENDIX B - MANAGEMENT – UNREPRESENTED – COMPENSATION**

Occupation Code	CLASSIFICATION	Salary Range
F72NN	ADMIN DEPUTY CITY MANAGER	\$198,000 - \$238,500
A04NN	ASST CITY ATTORNEY	\$220,000 - \$275,000
A05NN	ASST CITY AUDITOR	\$173,400 - \$214,200
D02NN	ASST CITY CLERK	\$127,850 - \$159,938
A07NN	ASST CITY MANAGER	\$229,000 - \$311,000
A08NN	ASST CITY PROSECUTOR	\$185,755 - \$258,805
AT3NN	ASST DIRECTOR-FINANCIAL MGMT	\$185,000 - \$225,000
M60NN	ASST GENERAL MANAGER-WATER	\$225,620 - \$321,338
M93NN	ASST GENERAL MGR - OPERATIONS	\$225,620 - \$321,338
AS3NN	CHIEF ASST CITY PROSECUTOR	\$194,104 - \$271,328
L81NN	CHIEF OF STAFF-COUNCIL	\$80,000 - \$115,000
L82NN	CHIEF OF STAFF-MAYOR	\$127,000 - \$177,407
D25NN	CHIEF OF STAFF-PROSECUTOR	\$127,000 - \$177,407
EC7NN	DEPUTY CITY AUDITOR	\$132,600 - \$183,600
A77NN	DEPUTY CITY MANAGER	\$198,000 - \$238,500
AN8NN	DEPUTY DIRECTR-HUMAN RESOURCES	\$185,000 - \$225,000
M62NN	DEPUTY GENERAL MANAGER	\$186,463 - \$265,568
M85NN	DEPUTY GENERAL MGR - BUSINESS	\$186,463 - \$265,568
M86NN	DEPUTY GENERAL MGR-OPERATIONS	\$186,463 - \$265,568
A65NN	DIRECTOR OF FINANCIAL MGMT	\$220,000 - \$265,000
A98NN	DIRECTOR OF HUMAN RESOURCES	\$220,000 - \$265,000
A59NN	EXECUTIVE ASST/MAYOR & COUNCIL	\$75,000 - \$105,000
AS6NN	EXECUTIVE ASST-CITY ATTORNEY	\$75,000 - \$105,000
M56NN	GENERAL MANAGER-WATER	\$273,000 - \$388,819
D23NN	LEGAL ADMINISTRATOR-ATTORNEY	\$125,000 - \$165,000
N80NN	MANAGING DIRECTOR	\$294,593 - \$347,260
A91NN	MGR-BUDGET/PERFORMANCE MGMT	\$170,000 - \$205,000
AW2NN	MGR-LABOR RLTNS & BNFTS ADMIN	\$170,000 - \$205,000
AJ1NN	PRINCIPAL DEPUTY CITY ATTORNEY	\$190,000 - \$240,000

	Miscellaneous - Salary	Salary (w/3% General Salary Increase)
N09NN	ASST EXECUTIVE DIRECTOR-HARBOR	\$377,589.80
A88NN	EXECUTIVE DIRECTOR-CIVIL SVC	\$252,205.21
N88NN	EXECUTIVE DIRECTOR-HARBOR	\$430,669.46
N27NN	EXECUTIVE OFFICER TO THE BOARD	\$199,411.48

	Unrepresented Management - Miscellaneous	Salary (TBD)*
NK3NN	CHIEF EXECUTIVE – HARBOR DEPT	-
L83NN	PERFORMANCE MANAGEMENT OFFICER	-
L79NN	PROJECT DEVELOPMENT OFFICER	-

\*Upon departmental need to fill these vacant positions, these classifications that have not been designated to a salary or salary range will need to have this information established by the appropriate appointing authority and approved in the City Salary Resolution.