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RESOLUTION NO. RES-24-0127

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LONG BEACH CONFIRMING, READOPTING AND AMENDING PREVIOUSLY ADOPTED PROVISIONS, CREATING AND ESTABLISHING POSITIONS OF EMPLOYMENT, AND FIXING AND PRESCRIBING THE COMPENSATION FOR THE OFFICERS AND EMPLOYEES OF THE CITY OF LONG BEACH

WHEREAS, in accordance with the provisions of the City Charter, the City Council, in Resolution No. RES-24-0054 adopted on April 16, 2024, amended, created and established positions of employment and fixed and prescribed the salaries and compensation of the officers and employees of the City, commencing on the first day of the pay period that includes April 16, 2024; and

WHEREAS, it is now the desire of the City Council to confirm, readopt, amend and restate the provisions of Resolution No. RES-24-0054, as amended, and to incorporate the confirmed, readopted and amended provisions into this resolution;

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

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**Section 1. TITLE**

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

**Section 2. ESTABLISHMENT OF OFFICES, POSITIONS AND COMPENSATION**

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

**Section 3. POSITION COMPENSATION DESIGNATION**

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

**Section 4. POSITION DUTIES**

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

**Section 5. ESTABLISHMENT OF PAY PERIODS AND PAY DAYS**

All salaries and wages provided in this resolution shall be computed and payable in

1 biweekly installments, and such installments shall be paid every other Friday in accordance  
2 with and in continuation of the schedule of biweekly pay periods and paydays.

3 **Section 6. EMPLOYMENT COMPENSATION**

4 Every person who has been or who hereafter may be duly appointed to an office or position  
5 of employment indicated herein, and who is qualified to hold and does hold such office or  
6 position from and after the date or dates that the pay rates and compensation prescribed  
7 herein shall become effective as hereinafter provided, or from the date of employment,  
8 whichever occurs later, shall receive as full compensation for their services, a biweekly  
9 salary based on one of the pay rates set forth in the Salary Schedules specified herein for  
10 their office or position, together with such additional compensation, if any, as provided  
11 herein or by applicable ordinance. The method and manner of determination of the pay  
12 rate at which the compensation of each officer or employee (hereinafter collectively  
13 referred to as "employee" or "employees") shall be fixed. Except as otherwise specifically  
14 designated, the applicable pay rate indicated in the Salary Schedule is intended to be and  
15 shall be the basis for determining each employee's biweekly salary.

16 **Section 7. EFFECTIVE TERM OF COMPENSATION**

17 The compensation prescribed herein shall remain in effect until superseded by the City  
18 Council, to reflect adjustments in compensation provided for in applicable Memoranda of  
19 Understanding or state and/or federal minimum wage and as otherwise prescribed by the  
20 City Council for employees not covered by memoranda of understanding.

21 **Section 8. COMPENSATION COMPUTATION**

22 A. Hourly

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

28

1                   B.       Unpermitted Absences

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

10                  C.       56-Hour Equivalent

11                  The "56-hour equivalent" pay rate per hour for safety personnel, assigned to  
12 platoon duty shall be determined by dividing the biweekly pay rate established for each  
13 position including skill and incentive pay rates, if applicable, by one hundred and twelve.

14                  D. Platoon Pay Reduction

15                  When any safety employee, assigned to platoon duty, who, for any reason  
16 other than those reasons indicated in the last sentence of this Subsection, is not entitled to  
17 receive the full amount of their biweekly installment of salary for any pay period, the number  
18 of hours or fraction of hours for which pay is not due shall be multiplied by 2/3<sup>rd</sup>s and the  
19 product shall be multiplied by the employee's applicable pay rate per hour including skill  
20 and incentive pay rates, if applicable, and this amount shall be subtracted from the  
21 employee's regular biweekly installment. Whenever a safety employee, who is assigned  
22 to platoon duty is hired, terminated, on departmental leave, or on leave approved by the  
23 appointing authority during any part of a pay period so that said employee is not on active  
24 duty with the City for part of the fourteen day pay period, then 1/14<sup>th</sup> of the amount of the  
25 employee's biweekly installment shall be subtracted for each such day of inactive service.

26                  E.       Platoon Overtime

27                  For purposes of determining the cash compensation to be paid for overtime  
28 (as defined in the Personnel Ordinance) worked by safety personnel, assigned to platoon



1 duty, the “56-hour equivalent” pay rate per hour shall apply.

2 **Section 9. PAY DEDUCTION AUTHORIZATION**

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

11 **Section 10. PAY RATES**

12 The biweekly salary of any employee of the City who is originally appointed to any office  
13 or position listed in or created and established in this resolution shall be at a Pay Rate Step  
14 of the Salary Schedule for such office or position consistent with the Step Placement Policy.  
15 In those cases, where positions are designated by grade numbers, the biweekly salaries  
16 of such employees shall be computed based upon one of the pay rates designated for the  
17 grade thereof and shall be determined by the appropriate appointing authority. The City  
18 Council may, however, by resolution, specifically designate that the pay rate of any  
19 employee is fixed at some other pay rate included within said Salary Schedule, without  
20 limitation as to grade or numerical designation. The appropriate appointing authority may  
21 designate the initial Pay Rate Step or increment of any employee under their jurisdiction  
22 within the Salary Range established herein for said employee’s position.

23 **Section 11. PAY RATE PROGRESSION**

24 A. Seven-Step Pay Rate Progression

25 Except for the employees referenced in subsection B, C, D and E below, after  
26 an employee has served an initial six-month period of employment in a position at a pay  
27 rate designated as Pay Rate Step 1 in the Salary Schedule established by Section 10 of  
28 this resolution, the salary of such employee shall be at the applicable pay rate designated

1 as Pay Rate Step 2; after a second six-month period of satisfactory performance of  
2 employment, the salary of such employee shall be at the applicable pay rate designated  
3 as Pay Rate Step 3; and after another six-month period of satisfactory performance of  
4 employment, the salary of such employee shall be at the applicable pay rate designated  
5 as Pay Rate Step 4. Thereafter, the pay rate of such employee shall successively be at  
6 the applicable pay rate respectively designated as Pay Rate Step 5, 6 or 7, upon their  
7 successive completion of a one-year period of employment at the preceding pay rate. If  
8 the initial salary of any employee has been specifically designated at a pay rate other than  
9 Pay Rate Step 1, 2 or Step 3, their pay rate thereafter, shall, upon their successful  
10 completion of a one-year period of employment at that pay rate, be at the next successively  
11 higher applicable Pay Rate Step.

12 B. Six-Step Pay Rate Progression

13 For eligible employees covered by an existing Memorandum of  
14 Understanding with the Long Beach Police Officers Association and the Long Beach  
15 Firefighters Association, who have served an initial six-month period of employment in a  
16 position at a pay rate designated as Pay Rate Step 1 in the Salary Schedule established  
17 by Section 10 of this resolution, the salary of such employee shall be at the applicable pay  
18 rate designated as Pay Rate Step 2. After a six-month period of employment in a position  
19 at a Pay Rate Step 2, the salary of such employee shall be at the applicable pay rate  
20 designated as Pay Rate Step 3. Thereafter, the pay rate of such employee shall  
21 successively be at the applicable pay rate respectively designated as Pay Rate Step 4, 5  
22 or 6 upon their successive completion of a one-year period of employment at the preceding  
23 pay rate. If the initial salary of any employee has been specifically designated at a pay  
24 rate other than Pay Rate Step 1, 2, or 3, their pay rate thereafter, shall, upon their  
25 successful completion of a one-year period of employment at the preceding pay rate, be at  
26 the next successively higher applicable Pay Rate Step.

27 C. Five-Step Pay Rate Progression

28 For employees covered by an existing Memorandum of Understanding with

1 the Long Beach Firefighters Association and the Long Beach Lifeguard Association, who  
2 have served an initial six-month period of employment in a position at a pay rate designated  
3 as Pay Rate Step 1 in the Salary Schedule established by Section 10 of this resolution, the  
4 salary of such employee shall be at the applicable pay rate designated as Pay Rate Step  
5 2. Thereafter, the pay rate of such employee shall successively be at the applicable pay  
6 rate respectively designated as Pay Rate Step 3, 4 or 5, upon their successive completion  
7 of a one-year period of employment at the preceding pay rate. If the initial salary of any  
8 employee has been specifically designated at a pay rate other than Pay Rate Step 1, 2, or  
9 3, their pay rate thereafter, shall, upon their successful completion of a one-year period of  
10 employment at the preceding pay rate, be at the next successively higher applicable Pay  
11 Rate Step.

12 D. Lifeguard-Hourly - NC

13 All employees in the positions of Lifeguard-Hourly - NC shall be eligible for  
14 advancement to the next successively higher Pay Rate Step, as follows: For the purpose  
15 of computing eligibility for advancement from Pay Rate Step 1 to Pay Rate Step 2, an  
16 employee in the position of Lifeguard-Hourly - NC must successfully complete the  
17 Lifeguard Recruit Academy (approximately 80 hours). For the purpose of computing  
18 eligibility for advancement from Pay Rate Step 2 to Pay Rate Step 3, the amount of six  
19 hundred (600) hours actually paid to such an employee in the position of Lifeguard-Hourly  
20 - NC shall be considered as the equivalent of a six-month period of employment, and the  
21 amount of eight hundred (800) hours actually paid to such an employee shall be considered  
22 for the purposes of computing eligibility for advancement from Pay Rate Steps 3, 4, 5 and  
23 6 to the next successively higher Pay Rate Step.

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

1 a step increase.

2 E. Ambulance Operator

3 Any Ambulance Operator that has successfully served 1,044 Scheduled  
4 Work Hours at Salary Range P-26 shall be placed at Salary Range P-27. Any Ambulance  
5 Operator that has successfully served 2,088 Scheduled Work Hours at Salary Range P-27  
6 shall be placed at Salary Range P-29. Overtime is excluded from the Scheduled Work  
7 Hour calculation.

8 F. Exception to Pay Rate Progression

9 Any exceptions to the pay rate progression section shall be submitted to  
10 Human Resources. For departments that do not report to the City Manager, exceptions  
11 shall be submitted to the appropriate appointing authority for review only, and will require  
12 Human Resources Director approval.

13 **Section 12. PAY FOR EXECUTIVES/PROFESSIONALS**

14 A. Salary Ranges

15 The provisions of this resolution relating to assignment of employees to Pay  
16 Rate Steps and to automatic pay step advancement shall not apply to employees in  
17 positions which have been assigned to an Executive or Professional Salary Range in  
18 Attachment A of this resolution. The level of compensation of employees in such positions  
19 shall be determined by the appropriate appointing authority within the applicable Executive  
20 or Professional Salary Range which has been designated by resolution, or applicable  
21 MOU, for said employee's position. Under no circumstances will an employee's salary  
22 exceed the maximum salary for an employee's assigned classification range, unless  
23 approved by the City Council or the salary increase is due to a general wage increase.

24 B. Merit Increases/Decreases

25 After an employee has been initially placed at a level of compensation within  
26 the applicable Executive or Professional Salary Range, the appropriate appointing  
27 authority shall have the sole and exclusive discretion to increase or decrease said  
28 employee's level of compensation within the applicable Executive or Professional Salary

1 Range assigned by resolution, or applicable MOU, based upon merit by the performance  
2 and demonstrated ability of said employee. The sum total of all said percentage increases  
3 or decreases, including both merit and salary adjustments, shall not exceed seven percent  
4 during any fiscal year without approval of the City Council. These percentage increases or  
5 decreases in compensation are to be implemented on a prospective basis, the effective  
6 date will be the first day of the first full pay period following approval from the appropriate  
7 appointing authority. Requests for retroactive increases shall be submitted to City Manager  
8 for review and will require City Manager or appropriate appointing authority approval.

9 C. Salary Adjustments

10 The appropriate appointing authority shall have the sole and exclusive  
11 discretion to adjust the level of compensation within the applicable Executive or  
12 Professional Salary Ranges assigned by this resolution, or applicable MOU, for said  
13 employee's position as a salary adjustment with significant changes in scope and/or  
14 responsibility of the employee's position. With the exception of the Management  
15 Performance Appraisal – Compensation Program, the sum total of all said percentage  
16 increases or decreases, including both merit and salary adjustments, shall not exceed  
17 seven percent during any fiscal year without approval of the City Council.

18 D. Executive Performance Incentive Compensation

19 In addition to and apart from any merit increase provided in Paragraph A.,  
20 and except as provided for in Paragraph C, each officer or employee assigned to an  
21 Executive Salary Range shall be eligible to participate in and receive Individual  
22 Performance Incentive Compensation, the purpose of which is to compensate  
23 management employees for distinguished and outstanding performance for the periods for  
24 which said Performance Incentive Compensation is paid and in further anticipation of  
25 continued distinguished and outstanding performance in subsequent periods.

26 Outstanding performance in the attainment of these objectives or targeted  
27 results, or distinguished performance in a specific project or program shall qualify the  
28 employee for Individual Performance Incentive Compensation. Such incentive

1 compensation may be paid to any eligible officer or employee in an amount not to exceed  
2 three thousand five hundred dollars per fiscal year based upon the evaluation and  
3 determination by the City Manager, appropriate appointing authority, or their respective  
4 designees.

5 E. Offices of City Attorney, City Auditor, and City Prosecutor

6 For the City Attorney's Office, the City Auditor's Office and the City  
7 Prosecutor's Office only, employees classified as Deputy City Attorney I – III, Legal  
8 Assistant – Subrogation, Paralegal – City Attorney; Deputy City Prosecutor, Deputy City  
9 Prosecutor I – IV, Supervisor Deputy City Prosecutor, Paralegal – City Prosecutor, Chief  
10 Violent Crimes Prosecutor, and Chief Gang Prosecutor or assigned to an Executive Salary  
11 Range, shall be eligible to participate and receive Individual Performance Incentive  
12 Compensation. It shall be in the exclusive discretion of the elected appointing authority to  
13 determine which among their eligible employees will participate in Individual Performance  
14 Incentive Compensation.

15 At or near the commencement of the applicable fiscal year, the elected  
16 appointing authority or a designee shall establish a written performance plan for each  
17 employee selected to participate. The performance plan shall establish performance  
18 objectives or targeted results for the ensuing fiscal year or remaining portion thereof.  
19 Outstanding achievement in attaining the established objectives or targeted results, or  
20 distinguished performance in a specific project or program shall qualify the employee for  
21 Individual Performance Incentive Compensation. That amount of such compensation paid  
22 to any single employee shall not exceed Three Thousand Five Hundred Dollars per fiscal  
23 year. The actual amount to be paid to an eligible employee shall be determined by the  
24 elected appointing authority and will be based on the employee's performance under the  
25 previously approved employee performance plan.

26 **Section 13. ELECTED OFFICIALS AND CITY COUNCIL APPOINTED**  
27 **MANAGERS ANNUAL PAY ADJUSTMENT**

28 A. Elected Officials

1                   Effective July 1, 1995, and effective the first day of the pay period including  
2 July 1<sup>st</sup> thereafter, the annual salary ranges of all elected officials will be adjusted in  
3 accordance with the provisions of Section 203 of the City Charter.

4                   B.     City Clerk

5                   Effective July 1, 1995, and effective the first day of the pay period including  
6 July 1<sup>st</sup> thereafter, the annual salary range of the City Clerk will be adjusted in the same  
7 manner as elected officials. In addition, increases merited by performance must be  
8 approved by City Council.

9                   C.     City Manager

10                  Effective July 1, 2021, and effective the first day of the pay period including  
11 July 1<sup>st</sup> thereafter, the annual salary range of the City Manager will be adjusted in the same  
12 manner as elected officials and City Clerk.

13                  D.     Director of Police Oversight

14                  Effective the first day of the pay period including July 1<sup>st</sup> and thereafter, the  
15 annual salary range of the Director of Police Oversight will be adjusted in the same manner  
16 as elected officials and City Clerk. In addition, increases merited by performance must be  
17 approved by City Council.

18                               **Section 14. EXECUTIVE DIRECTOR – CIVIL SERVICE, EXECUTIVE**  
19 **DIRECTOR – HARBOR, GENERAL MANAGER - UTILITIES PAY PROVISIONS**

20                  A.     Merit Increases

21                  Merit increases of Board/Commission appointed Directors must be approved  
22 by the applicable Board/Commission as merited by performance and in accordance with  
23 the established salary range approved by the City Council. Merit increases approved by  
24 the applicable Board/Commission above the established range and/or merit increase  
25 above the established fiscal year maximum must be approved by the City Council.

26                  B.     General Increases

27                  General increases and other terms of compensation (ad-hoc, bonus,  
28 retention payments, etc) must be approved by the applicable Board/Commission and must

1 not exceed the parameters set forth by the Unrepresented Management (Non-Sworn)  
2 Employee Terms, approved by the City Council.

3 C. Fringe Benefits

4 The abovementioned classifications are eligible for fringe benefits, including  
5 transportation allowance and deferred compensation, as set forth by the Unrepresented  
6 Management (Non-Sworn) Employee Terms, approved by City Council.

7 **Section 15. PROMOTIONS**

8 Subject to the City Council's power by resolution to set the pay rates of any employee at  
9 one of the pay rates established by resolution, in the event an employee is promoted from  
10 one position to another for which a higher pay rate is established by resolution, or is  
11 advanced from one grade to another in the same position for which a higher pay rate is  
12 established, or is transferred from one department to another without change of position or  
13 grade, the appropriate appointing authority shall designate the pay rate of such employee  
14 to be at one of the pay rates for such position or grade which will be not less than the pay  
15 rate received by such employee immediately prior to such promotion, advancement,  
16 transfer, or Salary Schedule change. Likewise, subject to such power of the City Council,  
17 in the event an employee is transferred, as prescribed by Civil Service Rules and  
18 Regulations for other than disciplinary reasons from one position to another position for  
19 which a lower pay rate is established, the appropriate appointing authority shall designate  
20 the pay rate of such employee to be at one of the pay rates prescribed for such position to  
21 which the employee is transferred. For the purpose of computing the "period of  
22 employment" under the provisions of this section, an employee of the City who has been  
23 reinstated to their former position pursuant to the provisions of Section 52 of the Civil  
24 Service Rules and Regulations shall be considered as having been in the continuous  
25 service of the City during the period said employee shall have served in the Armed Forces.

26 **Section 16. OVERTIME**

27 The method of computation of the amount of additional compensation to be paid to an  
28 employee for overtime worked shall be in accordance with and pursuant to the applicable



1 definitions, conditions, and requirements of the pertinent and applicable Memorandum of  
2 Understanding (MOUs), Personnel Ordinance, and in accordance with and pursuant to the  
3 Fair Labor Standards Act (FLSA).

4 **Section 17. VACATION CASH OUT**

5 Employees represented by an existing Memorandum of Understanding with the Long  
6 Beach Management Association, Long Beach City Attorney's Association and Long Beach  
7 City Prosecutors Association and unrepresented management assigned to an Executive  
8 Salary Range or the Professional Salary Range shall have the option to request to cash  
9 out up to eighty (80) hours of vacation accruals with prior approval from the City Manager  
10 or appointing authority. This program replaces the previous cash out option afforded in  
11 conjunction with the loss of carryover hours under the City's former accrual provision. Since  
12 the City has adopted a new accrual maximum provision and no longer has carryover hours,  
13 this program is intended to be offered on a limited and case specific basis subject to  
14 approval of the appointing authority. This program allows eligible employees who were  
15 unable to take vacation to receive a cash out option (minus applicable taxes, reductions,  
16 and withholdings) in lieu of taking vacation time. The City reminds and encourages  
17 employees to take vacation to maintain a healthy work/life balance. It shall be at the  
18 exclusive discretion of the appointing authority and subject to the availability of funds to  
19 approve vacation cash out requests.

20 For an employee to cash out vacation under this program, the employee must  
21 make a choice, in the calendar year prior to the calendar year that the affected vacation is  
22 earned, between either (i) accruing the vacation in the following calendar year on a normal  
23 basis and subject to the regular vacation accrual rules, or (ii) receiving cash in lieu of the  
24 vacation that is earned in the following calendar year. It is not possible to make a vacation  
25 cash out election with respect to vacation that has already been earned or with respect to  
26 vacation that will be earned in the calendar year when the election is made. The election  
27 must be made in writing between December 1st and December 23rd of the calendar year  
28 before the calendar year when the vacation will be earned. Once the election is made and

1 accepted, it is irrevocable. Employees must complete a Vacation Cash Out Request form  
2 in order for the employee to determine how much, if any, of the vacation the employee will  
3 earn in the following calendar year will be received in cash. For the employee's vacation  
4 cash out election to be valid for the following calendar year, the vacation cash out request  
5 form must be submitted to the Department of Human Resources no later than December  
6 23rd of the calendar year before the calendar year when the vacation will be earned. If an  
7 employee fails to turn in a vacation cash out election form or turns it in late, it will not be  
8 accepted.

9 The following additional conditions apply to employees who wish to make a  
10 vacation cash out election:

- 11 • A minimum of 80 hours of vacation must remain, after deducting the  
12 hours for the current vacation cash out election.
- 13 • No more than 80 hours of vacation may be elected to be cashed out  
14 during a calendar year.
- 15 • No less than 20 hours of vacation may be elected to be cashed out  
16 during a calendar year.
- 17 • The employee must submit a "Vacation Cash Out Request" form and  
18 receive approval for the cash out from the appointing authority before January 1st of the  
19 following year.

20 Vacation cash outs will be paid in the calendar year when the vacation to be  
21 cashed out is earned (or upon the employee's termination of employment if earlier).  
22 Generally, all approved vacation cash outs will be paid in the pay period that include  
23 December 1st. Note that an employee's vacation cash out amount will be reduced, or  
24 possibly eliminated altogether, if the employee either does not earn enough vacation during  
25 the calendar year to support the vacation cash out (e.g., the employee terminates  
26 employment with the City early in the calendar year) or has unscheduled time off that uses  
27 up some (or all) of the vacation that would have been cashed out.

28 This program is subject to change, discontinuation, or modifications by the

1 City.

2 **Section 18. IN-LIEU HOLIDAY PAY**

3 Section 4.01(e) and (f) of the Personnel Ordinance and/or applicable Memorandums of  
4 Understanding permit certain City employees to be absent fifteen working days yearly with  
5 full pay, to be prorated biweekly, in lieu of absence of the employee on the holidays  
6 enumerated in Section 1.05 of the Personnel Ordinance. Subject to the prior approval of  
7 the appropriate appointing authority, an employee may accumulate and carry over such  
8 properly authorized unused "in lieu of holiday" time off for no longer than the close of the  
9 second calendar year immediately following the calendar year in which such time off was  
10 earned.

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

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

26 **Section 19. EXECUTIVE LEAVE**

27 Employees of the City of Long Beach with the classification title of City Manager, City Clerk,  
28 Director of Police Oversight, Management Assistant, and Unrepresented Management

1 classifications are hereby designated as being eligible to be granted executive leave by  
2 the appropriate appointing authority or department head, in accordance with and pursuant  
3 to the provisions of Section 4.10 of the City Personnel Ordinance. In addition to the five  
4 (5) days granted to eligible employees in Section 4.10 of the Personnel Ordinance, the  
5 appointing authority may grant up to eighty (80) additional hours executive leave per  
6 calendar year for these classifications.

7 **Section 20. TEMPORARY ASSIGNMENTS**

8 A. Training and Development

9 An employee temporarily assigned to perform duties not ordinarily attached  
10 to their position for the purpose of training and development pursuant to Section 63(3) of  
11 the Civil Service Rules and Regulations shall not gain nor accrue Civil Service seniority in  
12 the temporary assignment, but shall continue to accrue seniority in the current classification  
13 and will be compensated at the same salary rate of the employee's current classification.

14 B. Rehabilitation or Recovery from a Medical Condition

15 An employee temporarily assigned to perform duties not ordinarily attached  
16 to their position, for the purpose of rehabilitation or the recovery from a medical condition  
17 that has been certified by the City Occupational Health Physician or medical designee,  
18 pursuant to Section 63(5) of the Civil Service Rules and Regulations, shall not gain nor  
19 accrue Civil Service seniority in the temporary assignment, but shall continue to accrue  
20 seniority in the current classification and will be compensated at the same salary rate of  
21 the employee's current classification.

22 C. Y-Rate

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

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**Section 21. ACTING PAY**

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

**Section 22. SKILL AND OTHER PAYS**

When an employee classified in one of the positions listed in Attachment C is regularly assigned to perform and does perform the occupational skill described in the column hereof designated “Description”, said employee shall be paid on a per diem, hourly rate or one-time payment (bonus) basis, as indicated herein, the amount of additional compensation set forth in the column opposite the described skill. The additional compensation prescribed herein shall be paid to the employee at an hourly rate only if said employee is assigned to regularly perform said occupational skill on a daily basis. If an employee is not regularly assigned to perform said occupational skill on a daily basis, then the additional compensation prescribed herein shall be paid at a per diem rate, and said per diem skill pay shall be paid only for each work day that said employee actually performs said occupational skill, and such employee is not entitled to receive and shall not be paid per diem skill pay for any day that said employee does not work or is absent from work on a permitted absence. The per diem rate shall be the hourly rate times the number of regular hours an employee works in a day. For purposes of this Section, any employee in a non-career position shall receive skill pay in the same manner as prescribed for a comparable

1 employee in the classified career service and need not be specifically designated in the  
2 following table(s) unless there is no comparable classified position.

3 **Section 23. PERFORMANCE INCENTIVE COMPENSATION**

4 In addition to and apart from any pay for performance provided herein, permanent full-time,  
5 permanent part-time, or non-career employees who are not eligible to receive the  
6 Performance Incentive Compensation established by Section 12. D. or E. of this resolution  
7 shall be eligible to participate in and receive Individual Performance Incentive  
8 Compensation. The purpose of Performance Incentive Compensation is to compensate  
9 employees for the distinguished and outstanding performance for the periods for which  
10 said Performance Incentive Compensation is paid. At any time, a department head may  
11 submit a request to the City Manager, appropriate appointing authority, or their respective  
12 designees for said eligible employee outlining specific performance objectives achieved  
13 during the fiscal year. Outstanding or distinguished performance in a specific project or  
14 program shall qualify the employee for Individual Performance Incentive Compensation.  
15 Such incentive compensation may be paid to any eligible employee in an amount not to  
16 exceed six hundred dollars (\$600.00) per fiscal year, based upon the evaluation and  
17 determination by the City Manager. Requests of the Performance Incentive Compensation  
18 for an employee may be submitted at any time.

19 **Section 24. CITYWIDE RECRUITMENT INCENTIVE PROGRAM**

20 The Department Head is required to provide a written justification to the Department of  
21 Human Resources for a position to receive a recruitment sign-on bonus. Candidates  
22 eligible for this program are hired in positions that have a high turnover or difficult to fill and  
23 have not worked for the City of Long Beach within the past two (2) years. Positions  
24 excluded from this program are current employees and Public Safety employees (except  
25 for new Police Recruits, Special Services Officers, and Public Safety Dispatchers).

26 1. Departments can provide a one-time sign-on bonus up to \$6,000 to a  
27 newly hired employee during specific periods of employment. The amount of up to \$1,000  
28 ad hoc lump sum payment shall be paid to the employee upon hire. The amount of up to

1 \$2,000 ad hoc lump sum payment shall be paid after successful completion of a  
2 probationary period, where applicable, or 6 months if a probationary period does not apply.  
3 . The amount up to \$3,000 ad hoc lump sum payment shall be paid to eligible employees  
4 upon completion of 18 months of service.

5 2. The sign-on bonus is not considered salary and is not included in the  
6 retirement benefit calculation.

7 **Section 25. CELLULAR PHONE STIPEND**

8 Eligible employees that use personal cellular phones in the conduct of City business are  
9 eligible to receive a cellular phone stipend. A monetary, monthly stipend in the amount of  
10 \$30.00 is provided to eligible employees who are approved to use their personal cellular  
11 phone for City-related business.

12 **Section 26. UNIFORM ALLOWANCE**

13 Employees in eligible classifications that are identified as “classic members” through  
14 CalPERS membership shall have reported the following monetary value each pay period  
15 for the purchase, replacement, maintenance and/or rental of required City uniforms:

16	Firefighters	\$ 3.85
17	Lifeguards	\$ 1.08
18	Miscellaneous	\$ 5.88
19	Police Officers	\$14.38
20	Security Officers	\$ 8.65

21 **Section 27. RELOCATION COMPENSATION**

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

1                                   **Section 28. TUITION REIMBURSEMENT**

2 Permanent full-time or permanent part-time employees who are enrolled in an accredited  
3 job and/or career-related college or university study program during off-duty hours and who  
4 are eligible to receive tuition reimbursement in accordance with applicable memorandums  
5 of understanding will do so per the following schedule:

6                                   Effective October 1, 1999:

7                                   Semester/Quarter Payment Schedule

8                                   1.0 through 5.9 semester units	\$ 375.00
9                                   1.0 through 7.9 quarter units	\$ 375.00
10                                  6.0 or more semester units	\$ 400.00
11                                  8.0 or more quarter units	\$ 400.00
12                                  Community College	\$ 120.00
13                                  Total maximum per fiscal year	\$ 800.00

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

17                                   **Section 29. DAMAGED PERSONAL PROPERTY REIMBURSEMENT**

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

27                                   **Section 30. TRANSPORTATION**

28 Employees requiring transportation in connection with the performance of their duties for



1 the City, may be assigned a City-owned vehicle by the City Manager or appropriate  
2 appointing authority; or, in the alternative, with the approval of the City Manager or  
3 appropriate appointing authority, an employee may receive, by way of reimbursement, the  
4 cost of transportation incurred in the performance of their duties. Reimbursement, at the  
5 discretion of the City Manager or appropriate appointing authority, in accordance with  
6 applicable MOU or Unrepresented Employee Terms, or as indicated herein may be paid to  
7 such employees upon the basis of any of the following computations:

8 A. Public Transportation

9 Actual cost of transportation per month for public transportation; or

10 B. Privately Owned Vehicle

11 For use of a privately-owned vehicle used for official City business;

12 1. Effective October 1, 2008, the Internal Revenue Service rate per mile  
13 for authorized mileage actually driven by an employee on official City business;

14 2. The Internal Revenue Service rate per mile plus an additional ten  
15 cents (\$0.10) per mile for all authorized mileage actually driven by an employee on official  
16 City business in a calendar month where mileage is 300 or more miles. If an employee's  
17 annual monthly mileage average in a calendar year is equal to or over 300 miles per month,  
18 the additional ten cents (\$0.10) per mile shall be paid at the end of the calendar year for  
19 only those months that were paid at the lower Internal Revenue Service rate;

20 3. A flat monthly allowance in such sum as may be determined by the  
21 City Manager or appropriate appointing authority, but not to exceed four hundred and fifty  
22 dollars per month, unless otherwise indicated in applicable MOU. Said monthly allowance  
23 is hereby determined to constitute reimbursement for the expenditures and costs of  
24 operating and maintaining such vehicle, including its availability, as required for the  
25 performance of such official City business; or

26 4. A flat monthly allowance of four hundred and fifty dollars per month for  
27 City Council members of the City. Said monthly allowance shall constitute reimbursement  
28 for the expenditures and costs of operating and maintaining such vehicle, including its

1 availability, as required for the performance of such official duties.

2 **Section 31. EMPLOYEE COMMUTE INCENTIVE PROGRAM**

3 Effective October 1, 2018, employees who use alternative modes of transportation to  
4 commute to and from work a minimum of five times within a pay period are eligible to  
5 participate in the City's program for commute reduction named the Employee Commute  
6 Incentive Program, subject to available funding. Employees may earn fifteen dollars  
7 (\$15.00) each pay period they use an alternative mode of transportation to and from work  
8 a minimum of five times, up to thirty dollars (\$30.00) per month, equivalent to three hundred  
9 and sixty dollars (\$360.00) per year maximum. Employees must meet the eligibility criteria,  
10 specified modes of transportation, and exclusions defined under the Employee Commute  
11 Incentive Program.

12 **Section 32. HEALTH INSURANCE**

13 A. The City shall pay a maximum amount per month toward the cost of  
14 health, dental, vision and life insurance benefits for each eligible represented and non-  
15 represented employee based on single, two party and family coverage.

16 B. Adjustments to the monthly maximum shall be adopted annually by  
17 City Council as part of the City's Annual Benefits Package.

18 C. Represented Employees.

19 The amount of City contribution to health plan costs for represented  
20 employees shall be in accordance with the various Memoranda of Understanding approved  
21 and implemented by the City Council.

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

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

28 3. If the employee's portion is in excess of their cap, twenty-five dollars

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

5           4.       The carryover of the remaining employee portion over the cap will  
6 continue forward each year, maintaining the respective caps, until the carryover amount is  
7 exhausted by adding it to the employee's portion. Please note that the carryover  
8 methodology described above is not an individual employee account.

9           D.       Non-Represented Employees

10           1.       The City shall pay a maximum per month toward the cost of the City-  
11 sponsored health, dental, vision and life insurance benefits for each eligible employee.

12           2.       Increases in the costs for the health, dental and life insurance plans  
13 selected by non-represented employees shall be borne by the employee in the manner set  
14 forth below. The portion of this increase paid by the employee shall be added to the existing  
15 payroll deductions for that coverage, but will not exceed the following amounts:

16           a.       Every January 1<sup>st</sup>, employees with single or two-party plan health  
17 coverage, shall pay thirty percent (30%) of the increase or twenty-five dollars (\$25)  
18 whichever is less, over the rates in effect in the prior year for the plan options selected.

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

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

27           d.       The carryover of the remaining employee portion over the cap will  
28 continue forward each year, maintaining the respective caps, until the carryover amount is

1 exhausted by adding it to the employee's portion. Please note that the carryover  
2 methodology described above is not an individual employee account.

3 **Section 33. IN-LIEU HEALTH INSURANCE PROGRAM**

4 Effective October 1, 2011, In-lieu of coverage under the health insurance program provided  
5 by the City for employees holding permanent full-time positions, each employee in a  
6 permanent part-time position (as defined in the Personnel Ordinance), shall, for everyone  
7 hundred and seventy-four (174) hours worked by such permanent part-time employee be  
8 paid four hundred forty dollars (\$440) or via an equivalent, systematic calculation per pay  
9 period.

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

14 **Section 34. CONSOLIDATED OMNIBUS BUDGET RECONCILIATION**  
15 **ACT (COBRA)**

16 Employees who are laid off and eligible for benefits under the Consolidated Omnibus  
17 Budget Reconciliation Act (COBRA) shall have the premiums for the benefits they are  
18 entitled to under COBRA paid by the City for the first six (6) months after their layoff, subject  
19 to the employees' selection of such benefits per COBRA regulations.

20 **Section 35. LIFE INSURANCE AND DISABILITY INSURANCE**

21 The City shall administer a life, accidental death and dismemberment (AD&D), and short-  
22 term disability, and long-term disability insurance programs. Certain employees, if eligible,  
23 pursuant to the terms and conditions set forth in this section, shall have access to monthly  
24 premium payments made on their behalf and/or self-pay for such benefits programs as  
25 specified. The City shall provide appropriate life, accidental death and dismemberment  
26 (AD&D), short-term disability, and long-term disability insurance plans and have power to  
27 adopt such rules it deems necessary to administer the plan.

28 A. City Employees

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

6 B. Elected/Appointed/Executive/Professional

7 Employees assigned to Executive Salary Ranges, the City Manager, the City  
8 Attorney, Assistant City Attorney, Principal Deputy City Attorney, Senior Deputy City  
9 Attorney, the City Prosecutor, the Assistant City Prosecutor, the City Auditor, Deputy City  
10 Auditor, Associate Attorney, the Mayor, and the City Clerk shall receive, unless they elect  
11 an available alternative, as additional compensation life and accidental death and  
12 dismemberment insurance benefits equal to three times their full annual salary to a  
13 maximum of five hundred thousand dollars, and long- and short-term disability insurance.

14 C. Deputy City Attorneys

15 Employees in the classification of Deputy City Attorney shall receive as  
16 additional compensation a Two Hundred Thousand Dollar (\$200,000) life and accidental  
17 death and dismemberment insurance policy and long-term and short-term disability  
18 insurance. Employees represented by the City Attorneys Association, except as noted  
19 above, shall receive as additional compensation a One Hundred Thousand Dollar  
20 (\$100,000) life and accidental death and dismemberment insurance policy and long-term  
21 and short-term disability insurance.

22 D. City Auditor Employees

23 Employees in the classification of Performance Audit Manager, Senior  
24 Auditor, Staff Auditor, and Audit Analyst shall receive as additional compensation a One  
25 Hundred Thousand Dollar (\$100,000) life and accidental death and dismemberment  
26 insurance policy, and long-term and short-term disability insurance. Employees in the  
27 classification of Deputy City Prosecutor shall receive as additional compensation a Two  
28 Hundred Thousand Dollar (\$200,000) life and accidental death and dismemberment

1 insurance policy and long-term and short-term disability insurance.

2 E. Deputy City Prosecutors and City Prosecutor Employees

3 Employees represented by the City Prosecutors Association, except as noted  
4 above, shall receive as additional compensation a One Thousand Dollar (\$100,000) life  
5 and accidental death and dismemberment insurance policy and long-term and short-term  
6 disability insurance.

7 F. Confidential Employees

8 Employees represented by the Association of Confidential Employees shall  
9 receive as additional compensation a one hundred thousand Dollar (\$100,000) life and  
10 accidental death and dismemberment insurance policy and long-term and short-term  
11 disability insurance.

12 G. City Council

13 Members of the City Council shall receive a life and accidental death and  
14 dismemberment insurance benefit of forty-five thousand dollars (\$45,000).

15 **Section 36. ACCIDENTAL DEATH OR INJURY INSURANCE**

16 Employees of the City, including employees of the Harbor Department and Long Beach  
17 Utilities Department, shall receive as additional compensation such insurance benefits for  
18 bodily injury or death incurred by such employees while traveling on the official business  
19 of the City of Long Beach or its boards, commissions or committees as may be provided  
20 from time to time in a master policy or policies of travel insurance as may be obtained by  
21 the City pursuant to Section 3121 of the California Government Code. This is separate and  
22 distinct from the employer-paid life and accidental death and dismemberment insurance  
23 referenced in herein.

24 **Section 37. RETIREMENT**

25 A. City Payment of Employee Portion

26 In accordance with the Resolution approved by the City Council on February  
27 15, 2011, employees represented by the Long Beach Management Association (non-  
28 safety managers only), the Long Beach Association of Confidential Employees, and

1 unrepresented management employees hired by the City on or after February 26, 2011,  
2 shall pay the full amount of each such individual employee's normal retirement  
3 contributions.

4 Effective October 1, 2011, employees represented by the Long Beach  
5 Management Association (Police safety managers only) and the Long Beach Police  
6 Officers' Association shall pay the full amount of each such individual employee's normal  
7 retirement contribution.

8 Effective November 5, 2011, employees represented by the Long Beach  
9 Management Association (Fire safety managers only) and the Long Beach Firefighters'  
10 Association Local 372 shall pay the full amount of each such individual employee's normal  
11 retirement contribution.

12 In accordance with the Resolution approved by the City Council on February  
13 15, 2011, employees represented by the Long Beach Management Association (safety  
14 managers only), hired by the City on or after February 26, 2011, shall pay the full amount  
15 of each such individual employee's normal retirement contributions.

16 In accordance with the Resolution approved by the City Council on February  
17 15, 2011, employees represented by the City Attorney's Association, the City Prosecutors'  
18 Association and unrepresented management employees in the City Auditor's Office hired  
19 by the City on or after February 26, 2011, shall pay the full amount of each such individual  
20 employee's normal retirement contributions.

21 Effective December 17, 2011, employees represented by the City Attorneys'  
22 Association and the City Prosecutors' Association shall pay the full amount of each such  
23 individual employee's normal retirement contribution.

24 Effective February 26, 2011, the Mayor and City Council members shall pay  
25 the full amount of each such individual employee's normal retirement contributions.

26 Effective November 5, 2011, the City shall retract its previous implementation  
27 of Government Code Section 20636(c)(4) pursuant to Section 20691 as to paying and  
28 reporting the value of Employer Paid Member Contributions (EPMC) for all employees

1 represented by the Long Beach Firefighters' Association and Long Beach Police Officers  
2 Association. In doing so, the City will pay zero percent (0%) and report the same percent  
3 (0%) and the member will pay one hundred percent (100%) of the normal member  
4 contribution.

5           Effective November 16, 2013, the City shall retract its previous  
6 implementation of Government Code Section 20636(c)(4) pursuant to Section 20691 as to  
7 paying and reporting the value of Employer Paid Member Contributions (EPMC) for the  
8 City Attorney, City Prosecutor, City Auditor, City Clerk and all employees represented by  
9 the Long Beach Association of Engineering Employees, the Long Beach Management  
10 Association (non-safety management), the Long Beach Association of Confidential  
11 Employees, the Long Beach Lifeguard Association, the International Brotherhood of  
12 Electrical Workers, unrepresented miscellaneous, unrepresented management  
13 employees, and all other eligible employees. In so doing, the City will pay zero percent  
14 (0%) and report the same percent (0%) and the member will pay one hundred percent  
15 (100%) of the normal member contribution.

16           B.     Tiers

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

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

- 25                   a.     3.0% at 50 retirement formula;
- 26                   b.     5.0% cost of living provision;
- 27                   c.     Final compensation based on the average monthly pay rate for  
28                           the highest period of twelve consecutive months; and



1 d. Post-retirement Survivor Allowance.

2 2. All eligible new employees in positions represented by the Long Beach  
3 Lifeguard Association and the Long Beach Firefighters Association employed after October  
4 7, 1989, and all eligible new employees in positions represented by the Long Beach Police  
5 Officers Association employed after April 21, 1990, shall be provided the opportunity for  
6 the following CalPERS retirement benefits:

7 a. 3.0% at 50 retirement formula;

8 b. 2.0% cost of living provision;

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

11 Post-retirement Survivor Allowance.

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

19 3. All eligible new employees in positions represented by the Long Beach  
20 Management Association (safety managers only), Long Beach Firefighters Association  
21 Local 372, and the Long Beach Police Officers Association employed after August 3, 2012  
22 – December 31, 2012, shall be provided the opportunity for the following CalPERS  
23 retirement benefits:

24 a. 2.0% at 50 retirement formula (gradually increases to 2.7% at  
25 55);

26 b. 2.0% cost of living provision;

27 c. Final compensation will be based upon a three-year average;  
28 and

1 d. Post-retirement Survivor Allowance.

2 4. In accordance with the Public Employees' Pension Reform Act of 2013  
3 (PEPRA), all new eligible employees in positions represented by the Long Beach  
4 Management Association (safety managers only), Long Beach Firefighters Association  
5 Local 372, Long Beach Lifeguard Association and the Long Beach Police Officers  
6 Association employed on or after January 1, 2013, and who are also deemed to be a new  
7 CalPERS member shall be provided the opportunity for the following CalPERS retirement  
8 benefits:

9 a. 2.7% at 57 retirement formula;

10 b. 2% cost of living provision;

11 c. Final compensation based upon the average monthly pay rate  
12 for the highest three-year compensation period; and

13 d. Post-retirement Survivor Allowance.

14 5. All eligible employees in positions represented by the International  
15 Association of Machinists and Aerospace Workers, the Long Beach Association of  
16 Confidential Employees, the Long Beach Association of Engineering Employees, the  
17 International Brotherhood of Electrical Workers, the Service Employees International  
18 Union, the City Attorneys Association, and the City Prosecutors Association, and all other  
19 eligible City employees employed on or prior to October 21, 1989, shall be provided the  
20 opportunity for the following CalPERS retirement benefits:

21 a. 2.7% at 55 retirement formula;

22 b. 5.0% cost of living provision;

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

25 d. Post-retirement Survivor Allowance.

26 6. All eligible miscellaneous employees in positions represented by the  
27 International Association of Machinists and Aerospace Workers, the Long Beach  
28 Association of Confidential Employees, Long Beach Association of Engineering

1 Employees, the International Brotherhood of Electrical Workers, the Service Employees  
2 International Union, the City Attorneys Association, and the City Prosecutors Association,  
3 and all other eligible unrepresented miscellaneous and unrepresented management City  
4 employees employed after October 21, 1989, shall be provided the opportunity for the  
5 following CalPERS retirement benefits:

- 6 a. 2.7% at 55 retirement formula;
- 7 b. 2.0% cost of living provision;
- 8 c. Final compensation based upon the average monthly pay rate  
9 for the highest period of twelve consecutive months; and
- 10 d. Post-retirement Survivor Allowance.

11 7. All eligible miscellaneous employees in positions represented by the  
12 International Association of Machinists and Aerospace Workers, the Long Beach  
13 Association of Confidential Employees, the Long Beach Association of Engineering  
14 Employees, the International Brotherhood of Electrical Workers, the Service Employees  
15 International Union, the City Attorneys Association, the City Prosecutors Association, the  
16 Long Beach Management Association and all other eligible miscellaneous City employees  
17 employed after September 30, 2006, shall be provided the opportunity for the following  
18 PERS retirement benefits:

- 19 a. 2.5% at 55 retirement formula;
- 20 b. 2.0% cost of living provision;
- 21 c. Final compensation based upon the average monthly pay rate  
22 for the highest period of twelve consecutive months; and
- 23 d. Post-retirement Survivor Allowance.

24 8. In accordance with the Public Employees' Pension Reform Act of 2013  
25 (PEPRA), all new eligible miscellaneous employees in positions represented by the  
26 International Association of Machinists and Aerospace Workers, the Long Beach  
27 Association of Confidential Employees, the Long Beach Association of Engineering  
28 Employees, the International Brotherhood of Electrical Workers, the Service Employees

1 International Union, the City Attorneys Association, the City Prosecutors Association, the  
2 Long Beach Management Association, unrepresented miscellaneous employees,  
3 unrepresented management employees and all other eligible miscellaneous City  
4 employees employed on or after January 1, 2013, and who are also deemed to be new  
5 CalPERS new member, shall be provided the opportunity for the following PERS retirement  
6 benefits:

- 7 a. 2.0% at 62 retirement formula;
- 8 b. 2.0% cost of living provision;
- 9 c. Final compensation based upon the average monthly pay rate  
10 for the highest three-year compensation period; and
- 11 d. Post-retirement Survivor Allowance.

12 9. In the event of any inconsistency or conflict between the provisions of  
13 this resolution and the California Public Employees' Retirement Law regarding such  
14 adjustments in retirement benefits due to any inadvertence, oversight, or clerical error, it is  
15 intended that the provisions in the California Public Employees' Retirement law shall  
16 supersede the provisions of this resolution, and such adjustments to retirement benefits  
17 shall be deemed to have been correctly included herein, effective as of the applicable  
18 effective date, and such matters shall be subsequently corrected by appropriate action.

19 **Section 38. DEFERRED COMPENSATION**

20 A. Marine Safety

21 Management employees in the position of Marine Safety Chief shall be  
22 eligible to participate in the same deferred compensation matching program as afforded to  
23 employees in professional classifications of the Long Beach Lifeguard Association. This  
24 position shall also be eligible to any applicable deferred compensation benefit pursuant to  
25 the Long Beach Management Association.

26 B. City Clerk and Director of Police Oversight

27 The City will make a deferred compensation contribution 401(a) on a per pay  
28 period basis, for employees holding the classification of City Clerk and Director of Police

1 Oversight, aligned with the Unrepresented Management (non-sworn) Employee Terms, as  
2 follows:

- 3 • A maximum of up to two percent (2%) of base salary for Classic CalPERS  
4 members.
- 5 • Up to three percent (3%) of base salary for qualified Public Employees' Pension  
6 Reform Act (PEPRA) CalPERS members.
- 7 • Effective the first full pay period including October 1, 2024, the City contribution  
8 will increase from three percent (3%) to four percent (4%) of base salary for  
9 qualified PEPRA CalPERS members.
- 10 • Effective the first full pay period including October 1, 2025, the City contribution  
11 will increase from four percent (4%) to five percent (5%) of base salary for  
12 qualified PEPRA CalPERS members.

13 **Section 39. MEMORANDA OF UNDERSTANDING CONFLICTS**

14 Except as otherwise provided in this resolution and any other applicable Federal or State  
15 laws, rules and regulations, it is the intent of the City Council, by the adoption of this Salary  
16 Resolution, to prescribe the salaries and compensation of the employees of the City of  
17 Long Beach, including the implementation of such adjustments in salaries and  
18 compensation for the employees in each office or position of employment with the City as  
19 provided in any applicable Memorandum of Understanding which has heretofore been  
20 approved and adopted by the City Council, and in the event of any inconsistency or conflict  
21 between the provisions of this resolution and the applicable Memorandum of  
22 Understanding regarding such adjustments in compensation due to any inadvertence,  
23 oversight, or clerical error, it is intended that the provisions in such Memorandum of  
24 Understanding shall control and shall supersede the provisions of this resolution, and such  
25 adjustments to the salaries and compensation shall be deemed to have been correctly  
26 included herein, effective as of the applicable effective date, and such matters shall be  
27 subsequently corrected by appropriate action.

28 **Section 40. MINIMUM WAGE**

1 Notwithstanding any applicable other provision of this resolution and any applicable  
2 Memorandum of Understanding which has heretofore been approved and adopted by the  
3 City Council, the minimum hourly rate for City employees shall be no less than the current  
4 California State and federal minimum wage hourly rate, whichever is greater.

5 In the event of any inconsistency or conflict between the applicable City  
6 resolution or Council approved Memorandum of Understanding regarding employee  
7 compensation due to any inadvertence, oversight, or clerical error, it is intended that the  
8 employees shall receive an hourly rate that is no less than the current applicable Federal  
9 Minimum Wage hourly rate or the current California State Minimum Wage hourly rate,  
10 whichever is greater.

11 **Section 41. CERTIFICATION OF RESOLUTION ADOPTION**

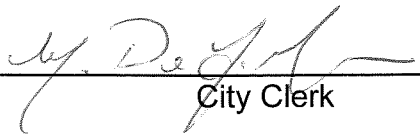
12 This resolution shall be deemed operative as of 12:01 a.m. on the first day of  
13 the pay period that includes October 1, 2024, except as may otherwise be provided by  
14 specific provisions of this resolution, and the City Clerk shall certify the vote adopting this  
15 resolution.

16 I hereby certify that the foregoing resolution was adopted by the City Council  
17 of the City of Long Beach at its meeting of September 10, 2024, by the following vote:

18  
19 Ayes: Councilmembers: Zendejas, Allen, Duggan, Supernaw, Kerr,  
20 Saro, Ricks-Oddie.  
21 \_\_\_\_\_  
22 \_\_\_\_\_  
23 Noes: Councilmembers: None.  
24 \_\_\_\_\_  
25 Absent: Councilmembers: Uranga, Austin.  
26 \_\_\_\_\_  
27 Recusal(s): Councilmembers: None.  
28 \_\_\_\_\_

OFFICE OF THE CITY ATTORNEY  
DAWN MCINTOSH, City Attorney  
411 West Ocean Boulevard, 9th Floor  
Long Beach, CA 90802-4664

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City Clerk

POSITION TITLES AND  
ASSIGNED SALARY RANGE NUMBERS

<u>Position Title</u>	<u>Salary Range No.</u>
Accountant I	492
Accountant II	541
Accountant III	593
Accounting Clerk I	341
Accounting Clerk II	370
Accounting Clerk III	401
Accounting Management Officer	E75
Accounting Officer	E75
Accounting Operations Officer	E45
Accounting Technician	445
Administrative Aide I	430
Administrative Aide II	460
Administrative Analyst I	572
Administrative Analyst I – Conf	570
Administrative Analyst II	601
Administrative Analyst II – Conf	600
Administrative Analyst III	632
Administrative Analyst III – Conf	630
Administrative Analyst IV - Conf	660
Administrative Deputy City Manager	E36
Administrative Officer	E30
Administrative Officer – Airport	E30
Administrative Officer - Civil Service	E30



**ATTACHMENT A**

OFFICE OF THE CITY ATTORNEY  
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Long Beach, CA 90802-4664

1	Administrative Officer – Community Development	E30
2	Administrative Officer - Library Services	E30
3	Administrative Officer – Police	E30
4	Administrative Officer - Public Works	E30
5	Administrative Services Officer	E30
6	Advance Planning Officer	E70
7	Airport Business & Commercial Development Officer	E75
8	Airport Engineering Officer	E10
9	Airport Noise Compliance Officer	E70
10	Airport Operations Assistant I	360
11	Airport Operations Assistant II	410
12	Airport Operations Officer	E70
13	Airport Operations Specialist I	512
14	Airport Operations Specialist II	540
15	Airport Properties & Leasing Officer	E75
16	Ambulance Operator	P-26, P-27, P-29
17	Animal Control Officer I	411
18	Animal Control Officer II	431
19	Animal Control Officer III (T)	492
20	Animal Health Technician	420
21	Animal Services Operations Supervisor	612
22	Aquatics Supervisor I	503
23	Aquatics Supervisor II	572
24	Assistant Administrative Analyst I	472
25	Assistant Administrative Analyst I – Conf	470
26	Assistant Administrative Analyst II	532
27	Assistant Administrative Analyst II – Conf	530
28		

**ATTACHMENT A**

OFFICE OF THE CITY ATTORNEY  
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Long Beach, CA 90802-4664

1	Assistant Buyer I	419
2	Assistant Buyer II	459
3	Assistant Chief of Staff-Prosecutor	B00
4	Assistant City Attorney	E57
5	Assistant City Auditor	E98
6	Assistant City Clerk	E77
7	Assistant City Controller	E10
8	Assistant City Engineer	E10
9	Assistant City Manager	E38
10	Assistant City Prosecutor	E23
11	Assistant Fire Chief	E93
12	Assistant Planner I	513
13	Assistant Planner II	577
14	Assistant to the City Manager	E95
15	Assistant Traffic Signal Technician I	430
16	Assistant Traffic Signal Technician II	470
17	Audit Analyst	B00
18	Automatic Sprinkler Control Technician	440
19	Battalion Chief	185
20	Bikeshare Program Management Officer	E75
21	Body and Fender Mechanic - Painter I	480
22	Body and Fender Mechanic - Painter II	509
23	Broadcast Production Specialist	B00
24	Budget Analysis Officer	E45
25	Budget Management Officer	E45
26	Building Inspections Officer	E70
27	Building Maintenance Engineer	560
28	Building Services Supervisor	434

1	Business Services Equity Officer	E75
2	Business Info Tech Officer	E45
3	Business Services Officer	E75
4	Business Systems Specialist I	530
5	Business Systems Specialist II	570
6	Business Systems Specialist III	610
7	Business Systems Specialist IV	650
8	Business Systems Specialist V	690
9	Business Systems Specialist VI	730
10	Business Systems Specialist VII	770
11	Buyer I	541
12	Buyer II	612
13	Capital Budget Officer	E70
14	Capital Project Coordinator (T)	643
15	Capital Project Coordinator I	642
16	Capital Project Coordinator II	662
17	Capital Project Coordinator III	691
18	Capital Project Coordinator IV	751
19	Carpenter	481
20	Case Manager I	250
21	Case Manager II	340
22	Case Manager III	380
23	Cement Finisher I	432
24	Cement Finisher II	452
25	Chief Assistant City Prosecutor	E79
26	Chief Building Inspector	684
27	Chief Construction Inspector	685
28	Chief Gang Prosecutor	503

**ATTACHMENT A**

OFFICE OF THE CITY ATTORNEY  
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Long Beach, CA 90802-4664

1	Chief of Business Operations	E25
2	Chief of Labor Relations	E82
3	Chief of Police	E56
4	Chief of Staff-Council	E12
5	Chief of Staff-Mayor	E84
6	Chief of Staff-Prosecutor	E84
7	Chief Surveyor	698
8	Chief Technology Officer-City Prosecutor	E75
9	Chief Violent Crimes Prosecutor	504
10	Chronic Disease and Injury Prevention Officer	E75
11	City Attorney	980
12	City Auditor	960
13	City Clerk	950
14	City Clerk Analyst	601
15	City Clerk Assistant	392
16	City Clerk Bureau Manager	E10
17	City Clerk Specialist	562
18	City Controller	E25
19	City Council Member	D10
20	City Engineer	E55
21	City Health Officer	E26
22	City Manager	990
23	City Mayor	940
24	City Prosecutor	970
25	City Traffic Engineer	E10
26	City Treasurer	E25
27	Civil Engineer	645
28	Civil Engineering Assistant	515

**ATTACHMENT A**

1	Civil Engineering Associate	595
2	Claims Investigator/Representative I (T)	593
3	Clerk I	261
4	Clerk II	290
5	Clerk III	320
6	Clerk Supervisor	440
7	Clerk Typist I	320
8	Clerk Typist II	350
9	Clerk Typist III	381
10	Clerk Typist III – Conf	380
11	Clerk Typist IV	411
12	Clinical Services Officer	E70
13	Code Enforcement Officer	E75
14	Combination Building Inspector	535
15	Combination Building Inspector Aide I	374
16	Combination Building Inspector Aide II	404
17	Communicable Disease Surveillance and Control Officer	E75
18	Communication Specialist I	520
19	Communication Specialist II	560
20	Communication Specialist III	600
21	Communication Specialist IV	650
22	Communication Specialist V	690
23	Communication Specialist VI	730
24	Communication Specialist VII	780
25	Communications Center Coordinator	631
26	Communications Center Officer	E75
27	Communications Center Supervisor	592
28	Community Development Analyst I (T)	572

OFFICE OF THE CITY ATTORNEY  
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1	Community Development Analyst II (T)	601
2	Community Development Analyst III (T)	632
3	Community Development Clerical Assistant I	322
4	Community Development Clerical Assistant II	349
5	Community Development Clerical Assistant III	384
6	Community Impact Officer	E75
7	Community Information Officer	E75
8	Community Information Specialist I	351
9	Community Information Specialist II	393
10	Community Program Specialist I	472
11	Community Program Specialist II	532
12	Community Program Specialist III	572
13	Community Program Specialist IV	601
14	Community Program Specialist V	632
15	Community Program Technician I	370
16	Community Program Technician II	401
17	Community Program Technician III	433
18	Community Program Technician IV	464
19	Community Services Assistant I	420
20	Community Services Assistant II	451
21	Community Services Supervisor	573
22	Community Worker	320
23	Construction Inspector I	535
24	Construction Inspector II	574
25	Construction Services Officer	E70
26	Councilmanic Secretary	469
27	Counselor I	251
28	Counselor II	452

**ATTACHMENT A**

1	Criminalist I – Misc	590
2	Criminalist II -Misc	660
3	Criminalist III - Misc	680
4	Criminalist IV - Misc	700
5	Criminalist Supervisor	700
6	Cultural Program Supervisor	577
7	Curator	534
8	Current Planning Officer	E70
9	Customer Relations Officer	E75
10	Customer Service Representative I	332
11	Customer Service Representative II	364
12	Customer Service Representative III	402
13	Customer Services Officer	E75
14	Customer Services Supervisor I	484
15	Customer Services Supervisor II	511
16	Cyber Security Officer	E25
17	Data Center Officer	E70
18	Data Processing Assistant	409
19	Department Safety Officer	E75
20	Deputy Chief of Police	E78
21	Deputy City Attorney (T)	C00
22	Deputy City Attorney I	101
23	Deputy City Attorney II	102
24	Deputy City Attorney III	103
25	Deputy City Auditor	E96
26	Deputy City Clerk I	534
27	Deputy City Clerk II	555
28	Deputy City Manager	E72

OFFICE OF THE CITY ATTORNEY  
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 Long Beach, CA 90802-4664

1	Deputy City Prosecutor	C00
2	Deputy City Prosecutor I	501
3	Deputy City Prosecutor II	502
4	Deputy City Prosecutor III	503
5	Deputy City Prosecutor IV	504
6	Deputy Director – Airport	E16
7	Deputy Director - Civil Service	E16
8	Deputy Director – Community Development	E16
9	Deputy Director – Economic Development	E16
10	Deputy Director - Financial Management	E16
11	Deputy Director – Health and Human Services	E16
12	Deputy Director - Human Resources	E16
13	Deputy Director – Parks, Recreation & Marine	E16
14	Deputy Director – Public Works	E16
15	Deputy Director- Technology & Innovation	E16
16	Deputy Fire Chief	E87
17	Deputy Fire Marshal	699
18	Detention Officer I	434
19	Detention Officer II	494
20	Development Project Manager I	634
21	Development Project Manager II	662
22	Development Project Manager III	681
23	Digital Equity and Inclusion Officer	E45
24	Director of Community Development	E01
25	Director of Economic Development	E01
26	Director of Disaster Prep/Emergency Comm	E01
27	Director of Financial Management	E68
28	Director of Long Beach Airport	E01



OFFICE OF THE CITY ATTORNEY  
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1	Director of Energy Resources	E01
2	Director of Health and Human Services	E01
3	Director of Human Resources	E68
4	Director of Library Services	E01
5	Director of Parks, Recreation, and Marine	E01
6	Director of Police Oversight	920
7	Director of Public Works	E01
8	Director of Technology and Innovation	E01
9	Disaster Preparedness Officer	E75
10	Diversion Program Coordinator	B00
11	Division Engineer - Oil Prop	E19
12	Election Employee	P-36
13	Electrical Engineer	650
14	Electrical Inspector	534
15	Electrical Supervisor	554
16	Electrician	503
17	Emergency Medical Education Coordinator	750
18	Emergency Medical Educator	680
19	Employment Services Officer - Civil Service	E45
20	Engineering Aide I	307
21	Engineering Aide II	344
22	Engineering Aide III	419
23	Engineering Technician I	464
24	Engineering Technician II	505
25	Environmental Health Operations Officer	E75
26	Environmental Health Specialist I	483
27	Environmental Health Specialist II	542
28	Environmental Health Specialist III	563

**ATTACHMENT A**

OFFICE OF THE CITY ATTORNEY  
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Long Beach, CA 90802-4664

1	Environmental Health Specialist IV	594
2	Environmental Specialist Associate	596
3	Epidemiologist	521
4	Epidemiologist – Supervisor	593
5	Equipment Mechanic I	483
6	Equipment Mechanic II	502
7	Equipment Operator I	372
8	Equipment Operator II	416
9	Equipment Operator III	442
10	Events Coordinator I	470
11	Events Coordinator II	530
12	Executive Assistant	E67
13	Executive Assistant – City Attorney	E03
14	Executive Assistant – Confidential	B00
15	Executive Assistant to Assistant City Manager	E03
16	Executive Assistant to City Manager	E03
17	Executive Director - Civil Service	E01
18	Executive Director of the Regional Workforce Investment Board	E10
19	Executive Personal Aide	E67
20	Facilities Management Officer	E75
21	Financial Controls Analyst	630
22	Financial Services Officer	E30
23	Financial Systems Officer	E45
24	Fingerprint Classifier	430
25	Fire Boat Pilot	140
26	Fire Captain	155
27	Fire Chief	E33
28		

**ATTACHMENT A**

1	Fire Engineer	105
2	Firefighter	055
3	Firefighter Trainee	B00
4	Fire Recruit	045
5	Fleet Compliance Officer	E75
6	Fleet Finance Officer (T)	E30
7	Fleet Services Supervisor I	556
8	Fleet Services Supervisor II	622
9	Forensic Science Services Administrator	E70
10	Forensic Specialist I	532
11	Forensic Specialist II	580
12	Forensic Specialist Supervisor	632
13	Garage Service Attendant I	373
14	Garage Service Attendant II	393
15	Garage Service Attendant III	450
16	Garage Supervisor I	551
17	Garage Supervisor II	621
18	Gardener I	360
19	Gardener II	392
20	General Liability Claims Adjuster I	523
21	General Liability Claims Adjuster II	582
22	General Liability Claims Adjuster III	645
23	General Librarian	562
24	General Maintenance Assistant	412
25	General Maintenance Supervisor I	472
26	General Maintenance Supervisor II	513
27	General Superintendent – Administration	E10
28	General Superintendent – Community Development	E10

OFFICE OF THE CITY ATTORNEY  
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 Long Beach, CA 90802-4664

1	General Superintendent of Operations	E10
2	Geographic Information Systems Analyst I	527
3	Geographic Information Systems Analyst II	564
4	Geographic Information Systems Analyst III	597
5	Geographic Information Systems Supervisor	690
6	Geographic Information Systems Technician I	460
7	Geographic Information Systems Technician II	500
8	Geologist I	748
9	Geologist II	788
10	Grants Accounting Officer	E75
11	Grants Administration Officer	E75
12	Grants and Contracts Management Officer	E75
13	Handwriting Examiner – Safety	070
14	Hazardous Materials Specialist I	563
15	Hazardous Materials Specialist II	594
16	Hazardous Waste Coordinator	590
17	Health Educator I	311
18	Health Educator II	452
19	Health Equity Officer	E75
20	Helicopter Mechanic	580
21	Homeless Programs Officer	E75
22	Homeless Administrative Operations Officer	E75
23	Housing Aide I	353
24	Housing Aide II	383
25	Housing Assistance Coordinator	554
26	Housing Development Officer	E75
27	Housing Operations Officer	E70
28	Housing Operations Program Officer	E75

**ATTACHMENT A**

OFFICE OF THE CITY ATTORNEY  
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411 West Ocean Boulevard, 9th Floor  
Long Beach, CA 90802-4664

1	Housing Rehabilitation Counselor	555
2	Housing Rehabilitation Supervisor I	587
3	Housing Rehabilitation Supervisor II	614
4	Housing Specialist I	403
5	Housing Specialist II	433
6	Housing Specialist III	464
7	Human Resources Officer	E45
8	Information Systems Officer	E45
9	Infrastructure Systems Officer	E45
10	Intelligence Analyst	610
11	Investigator - City Prosecutor	B00
12	Laboratory Assistant I	362
13	Laboratory Assistant II	381
14	Laboratory Assistant III	420
15	Labor Compliance Officer	E75
16	Laboratory Assistant	359
17	Laboratory Services Officer	E15
18	Law Clerk	B00
19	Law Clerk - City Prosecutor	C00
20	Legal Administrative Assistant	B00
21	Legal Administrator	E61
22	Legal Assistant (T)	B00
23	Legal Assistant I	460
24	Legal Assistant II	480
25	Legal Assistant III	530
26	Legal Assistant IV	550
27	Legal Assistant – Subrogation	B00
28	Legal Assistant – Supervisor	B00

**ATTACHMENT A**

1	Legal Office Assistant	386
2	Legal Office Specialist	406
3	Legal Records Assistant	356
4	Legal Records Supervisor	443
5	Legal Records Specialist	386
6	Legal Records Management Coordinator	583
7	Legal Secretary I	387
8	Legal Secretary II	408
9	Legal Stenographer I	316
10	Legal Stenographer II	336
11	Legal Stenographer III	356
12	Legal Systems Support Specialist	B00
13	Legal Technologist-City Prosecutor	B00
14	Legislative Aide	B00
15	Legislative Assistant	B00
16	Legislative Clerk	380
17	Liability Claims Assistant I	409
18	Liability Claims Assistant II	460
19	Library Aide	270
20	Library Assistant	431
21	Library Circulation Supervisor	564
22	Library Clerk I	331
23	Library Clerk II	370
24	Library Clerk III	401
25	Library Clerk IV	431
26	Library Youth Services Officer	E75
27	License Inspector I	450
28	License Inspector II	470

OFFICE OF THE CITY ATTORNEY  
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 Long Beach, CA 90802-4664

1	Licensed Vocational Nurse	441
2	Locksmith	480
3	Machinist	490
4	Maintenance Aide I	230
5	Maintenance Aide II	260
6	Maintenance Assistant I	291
7	Maintenance Assistant II	330
8	Maintenance Assistant III	362
9	Maintenance Planner I	540
10	Maintenance Planner II	581
11	Management Assistant	B00
12	Manager – Administration	E10
13	Manager - Administrative and Financial Services	E10
14	Manager – Administrative Operations	E25
15	Manager – Airport Operations	E10
16	Manager - Animal Care Services	E10
17	Manager - Automated Services	E10
18	Manager – Branch Library Services	E10
19	Manager – Budget/Performance Management	E82
20	Manager - Business Information Services	E25
21	Manager - Business Operations	E10
22	Manager - Business Relations	E10
23	Manager – Business Systems Partner	E25
24	Manager- Cannabis Oversight	E75
25	Manager - City Safety	E10
26	Manager – Code Enforcement	E10
27	Manager – Collective Impact	E10
28	Manager - Commercial Services	E10

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1	Manager – Communicable Disease and Emergency Response	E10
2	Manager – Community and Governmental Affairs	E10
3	Manager – Community Health	E10
4	Manager – Digital Services Bureau	E25
5	Manager - Economic Development	E10
6	Manager - Electric Generation	E25
7	Manager – Enterprise Information Services	E25
8	Manager - Environmental Health	E10
9	Manager - Environmental Services	E25
10	Manager - Fleet Services	E10
11	Manager – Gas and Oil Operations	E19
12	Manager – Government Affairs	E10
13	Manager - Housing Authority	E10
14	Manager – Housing & Neighborhood Services	E10
15	Manager - Homeless Services	E10
16	Manager - Information Services	E50
17	Manager - Main Library Services	E10
18	Manager - Maintenance Operations	E10
19	Manager - Marine Operations	E10
20	Manager - Operations and Administration	E25
21	Manager - Operations Support	E10
22	Manager - Park, Planning and Partnership	E10
23	Manager – People and Operations	E25
24	Manager - Planning Bureau	E25
25	Manager - Preventive Health	E10
26	Manager - Project Development	E10
27	Manager - Property Services	E10
28	Manager - Public Service	E10



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1	Manager - Recreation Services	E10
2	Manager – Risk and Occupational Health Services	E10
3	Manager - Special Events & Filming	E10
4	Manager - Support Services - Health	E25
5	Manager – Technology Engagement and Support	E25
6	Manager - Technology Infrastructure Services	E25
7	Manager – Transportation Project Management	E25
8	Marina Agent I	321
9	Marina Agent II	363
10	Marina Agent III	412
11	Marina Supervisor I	510
12	Marina Supervisor II	573
13	Marine Safety Battalion Chief	120
14	Marine Safety Chief	E17
15	Marine Safety Lieutenant	080
16	Marine Safety Officer	030
17	Marine Safety Sergeant	060
18	Marine Safety Rescue Boat Captain	060
19	Mechanical Engineer	649
20	Mechanical Engineering Associate	599
21	Mechanical Equipment Stock Clerk I	380
22	Mechanical Equipment Stock Clerk II	430
23	Mechanical Supervisor	600
24	Medical Assistant I	251
25	Medical Assistant II	371
26	Medical Social Worker I	494
27	Medical Social Worker II	530
28	Members of Boards and Commissions	D-11, D-12, D13,

**ATTACHMENT A**

OFFICE OF THE CITY ATTORNEY  
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1		D-14, D-15, D16, D17
2	Messenger/Mail Clerk I	300
3	Messenger/Mail Clerk II	370
4	Microbiologist I	542
5	Microbiologist II	573
6	Microbiologist III	613
7	Microbiologist Supervisor	581
8	Motor Sweeper Operator	451
9	Neighborhood Improvement Officer	E75
10	Neighborhood Services Specialist I	400
11	Neighborhood Services Specialist II	430
12	Neighborhood Services Specialist III	460
13	Nurse Practitioner	671
14	Nursing Services Officer	E75
15	Nutrition Aide I	310
16	Nutrition Aide II	359
17	Nutrition Services Officer	E75
18	Occupancy Specialist I	389
19	Occupancy Specialist II	419
20	Occupancy Specialist III	454
21	Office Manager – Prosecutor	B00
22	Office of Constitutional Policing Administrator	E70
23	Office Services Assistant I	310
24	Office Services Assistant II	340
25	Office Services Assistant III	371
26	Office Services Supervisor	500
27	Office Specialist – Prosecutor	B00
28	Offset Press Operator I	391

**ATTACHMENT A**

1	Offset Press Operator II	421
2	Outreach Worker I	260
3	Outreach Worker II	380
4	Painter I	441
5	Painter II	461
6	Painter Supervisor	504
7	Paralegal	B00
8	Park Maintenance Supervisor	521
9	Park Naturalist	470
10	Park Ranger I	449
11	Park Ranger II	505
12	Parking Control Checker I	370
13	Parking Control Checker II	401
14	Parking Control Supervisor	503
15	Parking Meter Technician I	421
16	Parking Meter Technician II	471
17	Partnership Officer	E75
18	Payroll/Personnel Assistant I	350
19	Payroll/Personnel Assistant II	381
20	Payroll/Personnel Assistant III	420
21	Payroll Officer	E75
22	Payroll Specialist I	461
23	Payroll Specialist II	504
24	People and Culture Officer	E75
25	Performance Audit Manager	C00
26	Performance Auditor I	B00
27	Performance Auditor II	B00
28	Performance Auditor III	B00

1	Permit Center Supervisor	534
2	Permit Technician I	404
3	Permit Technician II	455
4	Personnel Analyst I – Conf	570
5	Personnel Analyst II – Conf	600
6	Personnel Analyst III – Conf	630
7	Personnel Analyst IV – Conf	660
8	Personnel Assistant I - Conf	430
9	Personnel Assistant II – Conf	460
10	Petroleum Engineer I	749
11	Petroleum Engineer II	789
12	Petroleum Engineering Associate I	607
13	Petroleum Engineering Associate II	697
14	Petroleum Operations Coordinator	777
15	Petroleum Operations Coordinator I (T)	740
16	Petroleum Operations Coordinator II (T)	777
17	Physician’s Assistant	B00
18	Plan Checker - Electrical I	635
19	Plan Checker - Electrical II	674
20	Plan Checker – Fire Prevention	635
21	Plan Checker – Fire Prevention I	635
22	Plan Checker – Fire Prevention II	674
23		
24	Plan Checker - Mechanical I	635
25	Plan Checker - Mechanical II	674
26	Plan Checker - Plumbing I	635
27	Plan Checker - Plumbing II	674
28	Planner I	532

1	Planner II	593
2	Planner III	642
3	Planner IV	670
4	Planner V	701
5	Plasterer	480
6	Plumber	501
7	Plumber Supervisor	550
8	Plumbing Inspector	534
9	POA President – Police Lieutenant	160
10	POA President – Police Officer	140
11	POA President – Police Sergeant	150
12	Police Administration Bureau Chief	E25
13	Police Commander	E52
14	Police Corporal	100
15	Police Lieutenant	170
16	Police Officer	050
17	Police Oversight Investigator	B00
18	Police Oversight Officer	E75
19	Police Property and Supply Clerk	430
20	Police Property and Supply Clerk I	430
21	Police Property and Supply Clerk II	500
22	Police Records Administrator	E70
23	Police Recruit	046
24	Police Sergeant	110
25	Police Services Specialist I	389
26	Police Services Specialist II	440
27	Police Services Specialist III	480
28	Police Systems Supervisor	448

1	Polygraph Examiner – Miscellaneous	643
2	Polygraph Examiner – Safety	070
3	Power Equipment Repair Mechanic I	430
4	Power Equipment Repair Mechanic II	460
5	Power Equipment Repair Mechanic III	509
6	Principal Building Inspector	625
7	Principal Construction Inspector	625
8	Principal Deputy City Attorney	E59
9	Professional Standards Officer	E75
10	Programmer	479
11	Programmer - Analyst I	534
12	Programmer - Analyst II	577
13	Programmer - Analyst III	614
14	Programmer - Analyst IV	653
15	Programmer - Analyst V	693
16	Programmer - Analyst VI	740
17	Program Specialist - City Manager	B00
18	Program Specialist - City Prosecutor	B00
19	Project Budget Analyst I	601
20	Project Budget Analyst II	632
21	Project Budget Analyst III	662
22	Project Management Officer	E10
23	Property Management Specialist I	459
24	Property Management Specialist II	523
25	Prosecutor Assistant (T)	408
26	Prosecutor Assistant I	461
27	Prosecutor Assistant II	481
28	Prosecutor Assistant III	532

**ATTACHMENT A**

1	Prosecutor Assistant IV	552
2	Protection Aide	272
3	Public Affairs Assistant	540
4	Public Affairs Officer	E75
5	Public Affairs Officer - City Manager	E45
6	Public Health Associate I	251
7	Public Health Associate II	382
8	Public Health Associate III	542
9	Public Health Emergency Management Officer	E75
10	Public Health Nurse I	574
11	Public Health Nurse II	595
12	Public Health Nurse III	611
13	Public Health Nurse Supervisor	641
14	Public Health Nutritionist I	500
15	Public Health Nutritionist II	550
16	Public Health Nutritionist III	600
17	Public Health Physician	C00
18	Public Health Professional I	553
19	Public Health Professional II	594
20	Public Health Professional III	621
21	Public Health Registrar	380
22	Public Information Officer	E75
23	Public Safety Dispatcher I	471
24	Public Safety Dispatcher II	501
25	Public Safety Dispatcher III	531
26	Public Safety Dispatcher IV	561
27	Public Works Supervisor	500
28	Purchasing Agent	E45

**ATTACHMENT A**

1	Real Estate Officer	E75
2	Real Estate Project Coordinator I	634
3	Real Estate Project Coordinator II	660
4	Real Estate Project Coordinator III	680
5	Real Estate Technician I	431
6	Real Estate Technician II	461
7	Records Manager - City Clerk	587
8	Recreation Assistant	390
9	Recreation Superintendent	E20
10	Recruitment Officer	E45
11	Recycling Specialist I	470
12	Recycling Specialist II	530
13	Refuse Field Investigator	470
14	Refuse Operator I	380
15	Refuse Operator II	410
16	Refuse Operator III	440
17	Refuse Supervisor	533
18	Registered Nurse I	571
19	Registered Nurse II	591
20	Resource Connections Officer	E75
21	Revenue Management Officer	E45
22	Risk Management Officer	E45
23	Safety Specialist I	532
24	Safety Specialist I – Conf	530
25	Safety Specialist II	593
26	Safety Specialist II – Conf	590
27	Safety Specialist III – Conf	653
28	School Guard I	H-73



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1	School Guard II	P-28
2	Secretary	412
3	Secretary – Conf	410
4	Secretary to the City Auditor	486
5	Secretary to the Mayor	596
6	Senior Accountant	632
7	Senior Animal Control Officer	492
8	Senior Buyer (T)	640
9	Senior City Clerk Analyst	650
10	Senior Civil Engineer	693
11	Senior Combination Building Inspector	574
12	Senior Electrical Inspector	574
13	Senior Engineering Technician I	547
14	Senior Engineering Technician II	577
15	Senior Equipment Operator	511
16	Senior Geological Drafting Technician	567
17	Senior Geologist	787
18	Senior Librarian	630
19	Senior Legal Secretary I	443
20	Senior Legal Secretary II	466
21	Senior Mechanical Engineer	700
22	Senior Mechanical Inspector	574
23	Senior Performance Auditor I	B00
24	Senior Performance Auditor II	B00
25	Senior Payroll/Personnel Assistant (T)	460
26	Senior Petroleum Engineer (T)	787
27	Senior Petroleum Engineering Associate (T)	747
28	Senior Plumbing Inspector	574

**ATTACHMENT A**

1	Senior Prosecutor Assistant	B00
2	Senior Records Clerk	577
3	Senior Structural Engineer	687
4	Senior Survey Technician	508
5	Senior Surveyor	628
6	Senior Traffic Engineer	696
7	SERRF Operations Officer	E75
8	Special Projects Officer	E90
9	Special Projects Officer – Housing	E90
10	Special Services Officer I	361
11	Special Services Officer II	426
12	Special Services Officer III	444
13	Special Services Officer IV	502
14	Special Services Officer V	565
15	Stock and Receiving Clerk	330
16	Storekeeper I	382
17	Storekeeper II	432
18	Storm Drain Maintenance Crew Leader	440
19	Storm Drain Maintenance Crew Member I	380
20	Storm Drain Maintenance Crew Member II	400
21	Storm Drain Plant Mechanic	440
22	Street Landscaping Supervisor I	520
23	Street Landscaping Supervisor II	530
24	Street Maintenance Supervisor I	523
25	Street Maintenance Supervisor II	543
26	Structural Engineer	648
27	Structural Engineer Associate	594
28	Superintendent - Airport Security	E20

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1	Superintendent – Animal Control	E20
2	Superintendent - Building and Safety	E25
3	Superintendent - Fleet Acquisition	E20
4	Superintendent - Fleet Maintenance	E20
5	Superintendent – Marina Operations	E20
6	Superintendent - Park Maintenance	E20
7	Superintendent – Refuse	E20
8	Superintendent - Street Maintenance	E20
9	Superintendent - Clean Team	E20
10	Superintendent - Towing & Lien Sales	E20
11	Superintendent – Traffic Operations	E20
12	Supervising Custodian (T)	370
13	Supervising Deputy City Prosecutor	C00
14	Supervising Park Ranger	551
15	Supervising Prosecutor Assistant	B00
16	Supervising Senior Legal Secretary	482
17	Supervising Workers’ Compensation Secretary	469
18	Supervisor - Facilities Maintenance	620
19	Supervisor - Stores and Property	490
20	Supervisor - Waste Operations	572
21	Survey Technician	467
22	Surveyor	554
23	Systems Analyst I	503
24	Systems Analyst II	562
25	Systems Support Specialist I	530
26	Systems Support Specialist II	570
27	Systems Support Specialist III	610
28	Systems Support Specialist IV	650

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1	Systems Support Specialist V	690
2	Systems Support Specialist VI	730
3	Systems Support Specialist VII	770
4	Systems Technician I	440
5	Systems Technician II	480
6	Systems Technician III	520
7	Systems Technician IV	570
8	Technical Aide	280
9	Technical Assistant	404
10	Technical Support Officer	E45
11	Technology Partnership Officer	E45
12	Telecommunications Officer	E70
13	Traffic Engineer	650
14	Traffic Engineering Aide I	454
15	Traffic Engineering Aide II	494
16	Traffic Engineering Associate I	517
17	Traffic Engineering Associate II	598
18	Traffic Painter I	401
19	Traffic Painter II	422
20	Traffic Signal Coordinator	640
21	Traffic Signal Technician I	570
22	Traffic Signal Technician II	610
23	Transportation Planner I	620
24	Transportation Planner II	650
25	Transportation Planner III	680
26	Transportation Planner IV	710
27	Transportation Programs Planner	624
28	Treasury Operations Officer	E45

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1	Tree Trimmer I	400
2	Tree Trimmer II	435
3	Vector Control Specialist I	420
4	Vector Control Specialist II	462
5	Veterinarian	B00
6	Video Communications Officer	E45
7	Visual Arts Specialist I	430
8	Visual Arts Specialist II	469
9	Waste Management Officer	E75
10	Welder	496
11	Wireless Communications Officer	E45
12	Workers' Compensation Administrative Assistant	B00
13	Workers' Compensation Claims Assistant	412
14	Workers' Compensation Claims Examiner I	523
15	Workers' Compensation Claims Examiner II	582
16	Workers' Compensation Claims Examiner III	645
17	Workers' Compensation Office Assistant	351
18	Workforce Development Officer	E75
19	Workforce Development Supervisor I	674
20	Workforce Development Supervisor II (T)	690
21	X-ray Technician	452
22	Youth & Community Services Officer	E70

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In accordance with Section 3(8) of the Civil Service Rules and Regulations of the City of Long Beach, adopted in conformity with Section 1102(a)(8) of the Charter of the City of Long Beach, there are hereby created and established the non-career (NC) positions set forth and listed hereinafter and the compensation of each non-career position is hereby fixed and prescribed at one of

1 the pay rates set forth in the Salary Schedules, which pay rates are indicated  
 2 opposite each listed non-career position by a Salary Range Number, together with  
 3 such additional compensation, if any, as provided herein or by applicable ordinance.  
 4

5 NON-CAREER (NC) POSITION TITLES  
 6 AND ASSIGNED SALARY RANGE NUMBERS  
 7

8 <u>Position Title</u>	9 <u>Salary Range Number</u>
10 Accountant I – NC	492
11 Accountant II – NC	541
12 Accounting Clerk I – NC	341
13 Accounting Clerk II – NC	370
14 Accounting Clerk III – NC	401
15 Accounting Technician – NC	M-44
16 Administrative Analyst I – NC	572
17 Administrative Analyst II – NC	601
18 Administrative Analyst III – NC	632
19 Administrative Analyst I – NC - CONF	570
20 Administrative Analyst II – NC- CONF	600
21 Administrative Analyst III – NC – CONF	630
22 Administrative Analyst IV – NC – CONF	660
23 Administrative Intern – NC	H-34, H-36, H-38, H-39, H-41, H-41, H-43, H-43, H-45, H-45
24 Airport Operations Assistant I – NC	M-17
25 Ambulance Operator – NC	H-26
26 Animal Control Officer I – NC	M-27

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**ATTACHMENT A**

OFFICE OF THE CITY ATTORNEY  
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1	Animal License Inspector – NC	H-31
2	Assistant Band Conductor – NC	H-61
3	Assistant Administrative Analyst I – NC	472
4	Assistant Administrative Analyst II – NC	532
5	Assistant Administrative Analyst I – NC – CONF	470
6	Assistant Administrative Analyst II – NC – CONF	530
7	Band Conductor – NC	H-62
8	Carpenter – NC	M-47
9	Case Manager I – NC	250
10	Case Manager II – NC	340
11	Case Manager III – NC	380
12	Civil Engineer – NC	N-94
13	Civil Engineering Assistant – NC	N-58
14	Civil Engineering Associate – NC	N-82
15	Clerical Aide I – NC	H-32
16	Clerical Aide II – NC	H-36
17	Clerk I – NC	M-03
18	Clerk II – NC	M-07
19	Clerk III – NC	M-12
20	Clerk Typist I – NC	320
21	Clerk Typist II – NC	350
22	Clerk Typist II – NC Conf	350
23	Clerk Typist III – NC	381
24	Clerk Typist III – NC Conf	380
25	Clerk Typist IV – NC Conf	411
26	Combination Building Inspector – NC	535
27	Combination Building Inspector Aide I – NC	374
28	Combination Building Inspector Aide II – NC	404

**ATTACHMENT A**

1	Community Program Specialist I – NC	472
2	Community Program Specialist II – NC	532
3	Community Program Specialist III – NC	572
4	Community Program Specialist IV – NC	601
5	Community Program Specialist V -NC	632
6	Community Worker – NC	M-12
7	Customer Service Representative I – NC	332
8	Customer Service Representative II – NC	364
9	Data Entry Operator I – NC	M-13
10	Data Entry Operator II – NC	M-17
11	Deputy City Prosecutor – NC	B00
12	Electrician – NC	M-53
13	Engineering Aide I – NC	N-09
14	Engineering Aide II – NC	N-16
15	Engineering Aide III – NC	N-33
16	Engineering Technician I – NC	464
17	Engineering Technician II – NC	505
18	Environmental Health Specialist-NC	B00
19	Equipment Mechanic I – NC	M-48
20	Equipment Mechanic II – NC	M-50
21	Equipment Operator I – NC	M-21
22	Equipment Operator II – NC	M-32
23	Equipment Operator III – NC	M-39
24	Fire Safety Specialist - NC (non-safety)	055
25	Forensic Specialist II-NC	M-68
26	Firefighter – NC	055
27	Garage Service Attendant I – NC	M-21
28	Gardener I – NC	M-20



**ATTACHMENT A**

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1	Gas Field Service Representative I – NC	M-24
2	General Librarian I – NC	M-66
3	Hazardous Materials Specialist – NC	B00
4	Housing Aide I – NC	353
5	Housing Aide II – NC	383
6	Housing Assistance Coordinator – NC	554
7	Housing Specialist I – NC	403
8	Housing Specialist II – NC	433
9	Housing Specialist III – NC	464
10	Identification Officer – NC	050
11	Investigator-City Prosecutor – NC	B00
12	Laboratory Assistant – NC	M-20
13	Law Clerk-City Prosecutor – NC	B00
14	Legal Technologist Prosecutor – NC	B00
15	Legislative Aide – NC	B00
16	Legislative Assistant – NC	B00
17	Library Aide – NC	H-31, H-37, H-47
18	Library Clerk I – NC	M-13
19	Library Clerk II – NC	M-21
20	Library Clerk III – NC	M-28
21	Library Clerk IV – NC	M-36
22	Licensed Vocational Nurse – NC	441
23	Lifeguard - Hourly – NC	010
24	Maintenance Aide I – NC	M-01
25	Maintenance Aide II – NC	M-03
26	Maintenance Assistant I – NC	291
27	Maintenance Assistant II – NC	330
28	Maintenance Assistant III – NC	362

**ATTACHMENT A**

1	Management Analyst – NC	B00
2	Marine Aide – NC	M-16
3	Medical Assistant – NC	B00
4	Medical Social Worker I – NC	494
5	Messenger/Mail Clerk I – NC	M-08
6	Microbiologist I – NC	542
7	Microbiologist II – NC	573
8	Microbiologist III – NC	613
9	Motor Sweeper Operator – NC	M-38
10	Musician – NC	H-60
11	Nurse I – NC	M-62
12	Nurse II – NC	M-66
13	Nurse Practitioner – NC	671
14	Nutrition Aide – NC	M-10
15	Outreach Worker I – NC	260
16	Outreach Worker II – NC	380
17	Page – NC	H-32, H-70, H-71
18	Painter I – NC	M-37
19	Paralegal- City Prosecutor – NC	B00
20	Parking Control Checker I – NC	M-22
21	Parking Meter Technician I – NC	M-31
22	Payroll/Personnel Assistant I -NC	350
23	Payroll/Personnel Assistant II – NC	381
24	Payroll/Personnel Assistant III – NC	420
25	Personnel Analyst I – NC Conf	570
26	Personnel Analyst II – NC Conf	600
27	Personnel Analyst III – NC Conf	630
28	Personnel Analyst IV – NC Conf	660

**ATTACHMENT A**

1	Personnel Assistant I – NC Conf	460
2	Personnel Assistant II – NC Conf	460
3	Planner I – NC	M-52
4	Planner II – NC	M-68
5	Planning Aide – NC	M-36
6	Plumber – NC	M-52
7	Police Cadet – NC	H-36
8	Police Investigator – NC (T)	050
9	Police Investigator – NC	H-46, H-49, H-52, H-54, H-57
10	Police Officer – NC	050
11	Police Recruit - NC	046
12	Police Services Specialist I – NC	M-24
13	Pool Lifeguard I – NC	H-32, H-34
14	Principal Building Inspector – NC	N-87
15	Prosecutor Assistant – NC	408
16	Prosecutor Assistant I – NC	461
17	Prosecutor Assistant II – NC	481
18	Prosecutor Assistant III – NC	532
19	Prosecutor Assistant IV – NC	552
20	Public Health Associate-NC	B00
21	Public Health Nurse – NC (T)	M-69
22	Public Health Nurse I – NC	574
23	Public Health Nurse II – NC	595
24	Public Health Nurse III – NC	611
25	Public Health Nutritionist I – NC	500
26	Public Health Nutritionist II – NC	550
27	Public Health Nutritionist III – NC	600
28	Public Health Physician – NC	C00

**ATTACHMENT A**

1	Public Health Professional – NC	B00
2	Public Safety Dispatcher I – NC	M-42
3	Public Safety Dispatcher II – NC	M-48
4	Recreation Leader/Specialist III – NC	H-70
5	Recreation Leader/Specialist IV – NC	H-32
6	Recreation Leader/Specialist V – NC	H-33
7	Recreation Leader/Specialist VI – NC	H-34
8	Recreation Leader/Specialist VII – NC	H-36
9	Recreation Leader/Specialist VIII – NC	H-38
10	Recreation Leader/Specialist IX – NC	H-39
11	Recreation Leader/Specialist X – NC	H-40
12	Refuse Operator I – NC	380
13	Refuse Operator II – NC	410
14	Registered Nurse I – NC	571
15	Registered Nurse II – NC	591
16	Retired Annuitant – Administrative Support – NC	C00
17	Retired Annuitant – Management Support – NC	E00
18	Retired Annuitant – Special Projects – NC	C00
19	Retired Annuitant – Specialized Support – NC	C00
20	Safety Specialist I – NC Conf	530
21	Safety Specialist II – NC Conf	590
22	Safety Specialist III – NC Conf	653
23	School Guard – NC	H-73
24	Senior Accountant – NC Conf	630
25	Senior Civil Engineer – NC	N-95
26	Senior Combination Building Inspector – NC	574
27	Senior Engineering Technician I – NC	547
28	Senior Engineering Technician II – NC	577

**ATTACHMENT A**

1	Special Services Officer I – NC	M-23
2	Special Services Officer II – NC	M-35
3	Stock & Receiving Clerk – NC	M-13
4	Storekeeper I – NC	M-21
5	Structural Engineering Associate – NC	N-80
6	Traffic Engineering Aide I – NC	N-41
7	Vector Control Specialist I – NC	420
8	Vector Control Specialist II – NC	462
9	X-ray Technician I – NC	M-37

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OFFICE OF THE CITY ATTORNEY  
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Long Beach, CA 90802-4664

SALARY RANGES

I. PROFESSIONAL SALARY RATES:

<u>SALARY RANGE</u>	<u>EQUIVALENT ANNUAL SALARY RATE</u>
B00	\$33,395 to \$192,000
C00	\$33,395 to \$290,400

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

II. EXECUTIVE SALARY RATES:

<u>SALARY RANGE</u>	<u>EQUIVALENT ANNUAL SALARY RATE</u>
E00	\$48,000 to 305,000

<u>SALARY RANGE</u>	<u>EQUIVALENT ANNUAL SALARY RATE</u>
E56	\$294,118.090 to \$309,001.506
E33	\$290,766.139 to \$305,000.453
E78	\$263,178.284
E87	\$258,331.938
E52	\$244,817.690
E93	\$240,309.459
E26	\$236,965.856
E57	\$230,001.060 to \$300,001.746
E38	\$229,001.319 to \$311,000.989
E01	\$220,001.559 to \$265,000.360
E68	\$220,001.559 to \$265,000.360
E17	\$215,612.297
E59	\$200,000.468 to \$250,000.064
E36	\$198,000.985 to \$238,501.993
E72	\$198,000.985 to \$238,501.993

**ATTACHMENT B**

E79	\$194,104.290 to \$271,328.577
E23	\$185,755.718 to \$258,805.720
E16	\$185,000.172 to \$225,000.266
E19	\$183,000.689 to \$235,001.855
E98	\$173,401.919 to \$214,201.389
E25	\$170,001.963 to \$205,001.263
E82	\$170,001.963 to \$205,001.263
E50	\$164,001.428 to \$225,000.266
E10	\$140,001.371 to \$185,000.172
E70	\$135,000.577 to \$170,001.963
E96	\$132,600.362 to \$183,601.787
E77	\$127,850.025 to \$159,939.848
E84	\$127,000.558 to \$177,407.147
E61	\$125,001.075 to \$165,001.169
E15	\$120,000.281 to \$168,000.393
E45	\$120,000.281 to \$170,001.963
E30	\$115,001.574 to \$160,000.374
E20	\$115,001.574 to \$150,000.873
E90	\$110,000.779 to \$148,001.390
E75	\$105,002.072 to \$150,000.873
E95	\$105,002.072 to \$145,000.079
E12	\$80,000.187 to \$140,001.371
E03	\$80,000.187 to \$115,001.574
E67	\$75,001.480 to \$105,002.072
E21	\$75,001.480 to \$105,002.072

The rates of compensation of the Executive Salary Range established

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

**III. MEMBERS OF BOARDS AND COMMISSIONS ESTABLISHED BY THE CITY**

**CHARTER AND CITY COUNCIL:**

The compensation rates for members of Boards, Committees, and Commissions established by the City Charter and the City Council are fixed and prescribed by this Subsection III.

Except for members of those commissions identified in City Charter Section 500, members of Boards, Committees, and Commissions have the option of serving on a City advisory body as a volunteer without compensation or as a volunteer eligible for an expense reimbursement payment not to exceed \$500 per calendar year. Members who chose to serve as a volunteer eligible for an expense reimbursement payment shall only receive said payment at the end of the calendar year after confirmation that the member has complied with the requirements in this Subsection III and that the member has attended a minimum of three (3) meetings in accordance with the requirements in this Subsection III. Expense reimbursement payments are intended to reimburse members of Boards, Committees, and Commissions serving as volunteers for related expenses incurred in the performance of their official duties. Members of Boards, Committees, and Commissions shall not be eligible to receive reimbursement for any expenses unrelated to their duties.

Board, Committee, or Commission members shall be ineligible to receive any compensation, as fixed and prescribed by this Subsection III, unless and until said member has adhered to the requirements set forth in Long Beach Municipal Code Section 2.18.050.G.

Except as otherwise provided herein, as used in this Subsection III, "meeting" means a congregation of the body at the same time and location, including teleconference locations, to hear, discuss, deliberate, or take action on any item that is within the subject matter jurisdiction of the body, but do not include the meetings of any subcommittee or any other group of less than a majority of the members of the body. Board, Committee, or Commission members may only receive compensation for one (1) meeting per day.

**SALARY  
RANGE**

D-11 \$50.00 per member per meeting, not to exceed \$1,000 maximum per calendar year, attended of the following City Council Appointed Committees:

- Advisory Commission on Aging;
- Belmont Shore Parking and Business Improvement Area;
- Board of Examiners, Appeals, and Condemnation;
- Board of Health and Human Services;
- Citizens Advisory Commission on Disabilities;
- Climate Resilient and Sustainable Commission;
- Commission on Women and Girls;
- Commission on Youth & Families;
- Cultural Heritage Commission;
- Equity and Human Relations Commission;
- Homeless Services Advisory Committee;
- Housing Authority of the City of Long Beach;
- Marine Advisory Commission;



- Pedestrian Safety Advisory Commission;
- Technology and Innovation Commission;
- Transactions and Use Tax Citizens Advisory Committee; and
- Veterans Affairs Commission.

D-12 \$75 per member per meeting attended of the Airport Advisory Commission, not to exceed \$1,000 maximum per calendar year.

D-13 \$100 per member per meeting attended of the Successor Agency to the Redevelopment Agency of the City of Long Beach, not to exceed \$500.00 per month.

D-14 \$100 per member per meeting attended of the Economic Development Commission, not to exceed \$1000.00 maximum per calendar year.

D-15 \$200 per member per meeting, not to exceed \$7,000 maximum per calendar year, attended of the:

- Board of Harbor Commissioners;
- Citizen Police Complaint Commission/Police Oversight Commission;
- City Planning Commission;
- Civil Service Commission;
- Ethics Commission;
- Long Beach Independent Redistricting Commission;
- Parks & Recreation Commission; and
- Utilities Commission.

D-16 \$200 per member per meeting, limited to no more than 4 meetings per month, not to exceed \$7,000 maximum per calendar year, attended by the City representative of the Metropolitan Water District of Southern California. For purposes of this Subsection D-16 only, "meeting" shall include any subcommittee or other group not containing at least a majority of the members of the body.

#### IV. MEMBERS OF ADVISORY COMMITTEES ESTABLISHED BY CITY DEPARTMENTS

Effective January 1, 2024, the compensation rates for members of committees established by a City department (Department Advisory Committee) are fixed and prescribed by this Subsection IV.

Committee members have the option of serving on a Department Advisory Committee for compensation as prescribed by subsection D-17 below, as a volunteer without compensation, or as a volunteer eligible for an expense reimbursement payment not to exceed \$500 per calendar year. Members who chose to serve as a volunteer eligible for an expense reimbursement payment shall only receive said payment at the end of the calendar year after confirmation that the member has complied with the requirements in this Subsection IV and that the member has attended a minimum of three (3) meetings in accordance with the requirements in this Subsection IV. Expense

reimbursement payments are intended to reimburse members of Department Advisory Committees serving as volunteers for related expenses incurred in the performance of their official duties. All members of a Department Advisory Committee shall not be eligible to receive reimbursement for expenses unrelated to their duties.

Committee members shall be ineligible to receive any compensation, as fixed and prescribed by this Subsection IV, unless and until said member has adhered to the following requirements:

- Pledged in writing to uphold the principles in City's Code of Conduct and Ethics; and
- If applicable, filed a statement required by the City's Conflict of Interest Code with the City Clerk within thirty (30) days of assuming office, every year thereafter by April 1<sup>st</sup>, and within thirty (30) days of leaving office; and
- If applicable, completed ethics trainings as required pursuant to California Government Code Section 53234 et seq. and Long Beach Municipal Code Chapter 2.07 within the time periods specified therein.

As used in this Subsection IV, "meeting" means a congregation of the committee at the same time and location, including teleconference locations, to hear, discuss, deliberate, or take action on any item that is within the subject matter jurisdiction of the committee, but do not include the meetings of any subcommittee or any other group less than a majority of the members of the committee. Committee members may only receive compensation for one (1) meeting per day.

**SALARY RANGE**

D-17 \$150.00 per member per meeting, not to exceed \$1,800 maximum per calendar year, attended of the Lived Experience Advisory Board. Members of the Lived Experience Advisory Board may only be compensated if said Board conducts its meetings, and members conduct themselves, in compliance with the Brown Act and in accordance with Roberts Rules of Order.

**IV. ELECTED OFFICIALS:**

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

The rate of compensation for each member of the City Council shall be twenty-five percent of that provided for the City Mayor under Subsection (a) of Section 203 of the City Charter.

**Salary Range**  
**D10**

City Council Members that use personal cellular phones in the conduct of City business are eligible to receive a cellular phone stipend. A monetary stipend in the amount of \$80.00 is provided to City Council Members who are approved to use their personal cellular phone for City-related business.

**SKILL AND OTHER PAYS**

<b>CODE</b>	<b>DESCRIPTION</b>	<b>CLASSIFICATION</b>	<b>AMOUNT</b>	<b>RATE TYPE</b>	<b>BASIS</b>
404	<b>Bilingual</b> – For regular and frequent use of certified oral and/or written bilingual skills.	Non-management classifications represented by IAM, AEE, ACE.	\$1.500	Hourly	Flat Rate
405	<b>ASE Parts</b> - When regularly assigned to fleet maintenance stockroom and possessing ASE parts certification.	Mechanical Equipment Stock Clerk	\$1.000	Hourly	Flat Rate
406	<b>Intermediate POST Certificate</b> - When possessing an intermediate POST certificate.	Public Safety Dispatcher I - IV Communications Center Supervisor Communications Center Coordinator	\$2.000	Hourly	Flat Rate
407	<b>Advanced POST Certificate</b> - When possessing an intermediate POST certificate.	Public Safety Dispatcher I - IV Communications Center Supervisor Communications Center Coordinator	\$3.000	Hourly	Flat Rate
408	<b>Nurse Family Partnership Certification</b> - When regularly assigned to administer and having the required certification to comply with the Nurse Family Partnership Program.	Public Health Nurse Supervisor	\$4.500	Hourly	Flat Rate
502	<b>ICCO1</b> - When possessing certifications issued by nationally recognized trades organizations that must be recertified and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	Chief Building Inspector Comb Bldg Insp Aide I- II Comb Bldg Inspector Deputy Fire Marshal Electrical Inspector Plan Checker-Electrical Plan Checker-Electrical I-II Plan Checker-Fire Prevention Plan Checker-Fire Prevention I-II Plan Checker-Mechanical Plan Checker-	\$0.750	Hourly	Flat Rate

**SKILL AND OTHER PAYS**

**ATTACHMENT C**

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
		Mechanical I-II Plan Checker- Plumbing Plan Checker- Plumbing I-II Plumbing Inspector Principal Building Inspector Senior Combination Bldg Insp Senior Electrical Inspector Senior Mechanical Inspector Senior Plumbing Inspector Permit Technician I-II Permit Center Supervisor			
503	<p><b>ICCO2</b> - When possessing certifications issued by nationally recognized trades organizations that must be recertified and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).</p>	Chief Building Inspector Comb Bldg Insp Aide I- II Comb Bldg Inspector Electrical Inspector Plan Checker-Electrical Plan Checker-Electrical I-II Plan Checker-Fire Prevention Plan Checker-Fire Prevention I-II Plan Checker- Mechanical Plan Checker- Mechanical I-II Plan Checker- Plumbing Plan Checker- Plumbing I-II Plumbing Inspector Principal Building Inspector Senior Combination Bldg Insp Senior Electrical Inspector Senior Mechanical Inspector	\$1.000	Hourly	Flat Rate

**SKILL AND OTHER PAYS**

**ATTACHMENT C**

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
		Senior Plumbing Inspector Permit Technician I-II Permit Center Supervisor			
504	<b>ICCO3</b> - When possessing certifications issued by nationally recognized trades organizations that must be recertified annually and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$0.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for four special certifications).	Chief Building Inspector Comb Bldg Insp Aide I-II Comb Bldg Inspector Electrical Inspector Plan Checker-Electrical Plan Checker-Electrical I-II Plan Checker-Fire Prevention Plan Checker-Fire Prevention I-II Plan Checker-Mechanical Plan Checker-Mechanical I-II Plan Checker-Plumbing Plan Checker-Plumbing I-II Plumbing Inspector Principal Building Inspector Senior Combination Bldg Insp Senior Electrical Inspector Senior Mechanical Inspector Senior Plumbing Inspector Permit Technician I-II Permit Center Supervisor	\$1.250	Hourly	Flat Rate
505	<b>Deputy Inspector 1</b> -When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of	Chief Construction Inspector Construction Inspector I-II Principal Construction Inspctr	\$0.750	Hourly	Flat Rate

**SKILL AND OTHER PAYS**

**ATTACHMENT C**

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
	\$1.50 per hour for four cards).				
506	<b>Deputy Inspector 2</b> -When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	Chief Construction Inspector Construction Inspector I-II Principal Construction Inspctr	\$1.000	Hourly	Flat Rate
507	<b>Deputy Inspector 3</b> - When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	Chief Construction Inspector Construction Inspector I-II Principal Construction Inspctr	\$1.250	Hourly	Flat Rate
514	<b>Section Lead</b> - When regularly assigned and performing duties as a section lead person.	Customer Service Rep III	\$1.500	Hourly	Flat Rate
522	<b>Refuse Packer</b> - When regularly assigned and operating heavy equipment as a refuse packer truck operator for Public Works or Parks, Recreation and Marine department.	Maintenance Assistant II-III	\$1.180	Hourly	Flat Rate
523	<b>Crew Supervisor</b> - When supervising crews or contractors performing custodial and/or maintenance duties.	Supervising Custodian Maintenance Assistant III	\$0.550	Hourly	Flat Rate
525	<b>16 Yards</b> - When regularly assigned and/or performing on dual axle packing units with a capacity of 16 yards or more.	Maintenance Assistant III	\$1.330	Hourly	Flat Rate

**SKILL AND OTHER PAYS**

**ATTACHMENT C**

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
528	<b>Shop Lead</b> - When regularly assigned and performing duties as a pipeline welding shop lead person.	Gas Pipeline Wldr/Layout Ftr	\$0.770	Hourly	Flat Rate
529	<b>Irrigation</b> - When regularly assigned and performing duties as irrigation systems plumbing specialist.	Plumber	\$0.710	Hourly	Flat Rate
530	<b>Team Leader</b> - When regularly assigned and performing as a team leader of a rehabilitation team or specialized clinic or STD clinic in the Health Department.	Community Worker I Medical Social Worker II Nutrition Aide Nutrition Aide I-II Public Health Nurse Public Health Nurse I-III Public Health Nutritionist I Registered Nurse I-II	\$0.633	Hourly	Flat Rate
541	<b>Aerial</b> - When regularly performing tree trimming duties from an aerial bucket (T).	Tree Trimmer I-II	\$0.390	Hourly	Flat Rate
547	<b>Crane</b> - When regularly assigned to and possessing Certification issued by an Accredited Certifying Entity per CCR Title 8 Section 5006.1 for crane Operations. (Per Certification, max of 2)	Classifications in the Skilled & General-Supervisory Bargaining Unit and Skilled & General Basic Bargaining Unit	\$0.620	Hourly	Flat Rate
560	<b>Bilingual</b> - For regular and frequent use of certified oral and/or written bilingual skills.	Non-Management classifications in the current Salary Resolution represented by the IBEW, and SEIU.	\$0.700	Hourly	Flat Rate
564	<b>ICCO 4</b> - When possessing certifications issued by nationally recognized trades organizations that must be recertified and approved by the City Building Official or Fire Marshal. No more than one skill pay for each trade. (\$.75 per hour for one specialty, \$1.00 for two, \$1.25 for three, up to a maximum of \$1.50 per hour for	Chief Building Inspector Comb Bldg Insp Aide I-II Comb Bldg Inspector Electrical Inspector Plan Checker-Electrical Plan Checker-Electrical I-II Plan Checker-Fire Prevention	\$1.500	Hourly	Flat Rate

**SKILL AND OTHER PAYS**

**ATTACHMENT C**

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
	four special certifications).	Plan Checker-Fire Prevention I-II Plan Checker-Mechanical Plan Checker-Mechanical I-II Plan Checker-Plumbing Plan Checker-Plumbing I-II Plumbing Inspector Principal Building Inspector Senior Combination Bldg Insp Senior Electrical Inspector Senior Mechanical Inspector Senior Plumbing Inspector Permit Technician I-II Permit Center Supervisor			
565	<b>Deputy Inspector 4</b> - When fully qualified to perform deputy inspection work and while possessing valid deputy inspector cards in specified fields of expertise (\$0.75 per hour for one deputy inspector card, \$1.00 per hour for two cards, \$1.25 per hour for three cards, up to a maximum of \$1.50 per hour for four cards).	Chief Construction Inspector Construction Inspector I-II Principal Construction Inspctr	\$1.500	Hourly	Flat Rate
568	<b>General Supervisor</b> - When regularly assigned and performing as general supervisor of the Carpentry-Field, Paint & Welding sections or Marine & Facility Maintenance.	General Maint Supervisor II Painter Supervisor	\$2.200	Hourly	Flat Rate
570	<b>HVAC</b> - When regularly assigned and performing as a general supervisor of the HVAC, Electrical, Street Lighting and Plumbing Sections.	Electrical Supervisor Mechanical Supervisor II Plumber Supervisor	\$1.100	Hourly	Flat Rate



**SKILL AND OTHER PAYS**

**ATTACHMENT C**

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
572	<b>Painting/Marking</b> - When regularly assigned and performing as general supervisor of the Traffic Painting/Marking and Security sections.	Painter Supervisor Street Maintenance Supvr I-II	\$0.550	Hourly	Flat Rate
574	<b>Skilled Crafts</b> - When regularly assigned and performing as general supervisor over a skilled craft.	General Maint Supervisor II	\$1.100	Hourly	Flat Rate
588	<b>Jailer</b> – When regularly assigned to and performing the duties associated with working in the jail.	Special Services Officer I-IV	\$4.000	Hourly	Flat Rate
590	<b>Bilingual</b> - For regular and frequent use of certified oral and/or written bilingual skills.	All classifications represented by Long Beach Lifeguard Association, Firefighters Association, Police Officers Association, and unrepresented non-management.	\$1.200	Hourly	Flat Rate
596	<b>CCTC</b> - When possessing a Los Angeles County Department of Health Cross Connection Tester Certificate.	Plumber	\$0.500	Hourly	Flat Rate
597	<b>CCCHR</b> - When possessing a University of Southern California Foundation for Cross Connection Control and Hydraulic Research certificate as a Specialist in Cross Connection Control or equivalent.	Environmental Health Spec III-IV Plumber Supervisor	\$0.660	Hourly	Flat Rate
598	<b>Insurance Lead</b> - When regularly assigned and performing duties	Personnel Asst II-Conf	\$2.000	Hourly	Flat Rate

**SKILL AND OTHER PAYS**

**ATTACHMENT C**

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
	as a section lead person for employee health insurance programs.				
600	<b>Helicopter Pilot-</b> When routinely and consistently assigned as a helicopter pilot.	Police Lieutenant Police Officer Police Sergeant	8.60%	Hourly	Step 5 Police Officer base hourly rate
601	<b>Helicopter Co-pilot -</b> When routinely and consistently assigned as a co-pilot or on a crew for air missions.	Police Lieutenant Police Officer Police Sergeant	4.11%	Hourly	Step 5 Police Officer base hourly rate
602	<b>Two wheeled motorcycle -</b> When performing on a two-wheeled motorcycle.	Police Lieutenant Police Officer Police Sergeant	5.23%	Hourly	Step 5 Police Officer base hourly rate
603	<b>Detective -</b> When regularly assigned to and performing administrative and/or investigative duties in the Police Department as determined by the Chief of Police.	Police Corporal Police Lieutenant Police Officer Police Sergeant	4.49%	Hourly	Step 5 Police Officer base hourly rate
610	<b>Canine –</b> Eligible classifications who are routinely and consistently assigned to handle, train and board a duly certified police service dog in connection with the performance of his/her patrol and law enforcement duties with the Police Department.	Police Lieutenant Police Officer Police Sergeant	5.23%	Hourly	Step 5 Police Officer base hourly rate
613	<b>Port Security -</b> When regularly assigned to patrol within the Port Security Unit. Not eligible to receive any other skill pay associated with responsibilities on the Port Security Unit, one-man car pay or FTO pay when receiving Port Security Assignment pay.	Police Corporal Police Lieutenant Police Officer Police Sergeant	5.23%	Hourly	Step 5 Police Officer base hourly rate
620	<b>Associates Degree -</b> Compensation to eligible classifications who have obtained a degree of Associate of Arts from a fully accredited	Deputy Chief of Police Police Commander Police Lieutenant Police Officer Police Recruit	2.75%	Hourly	Step 5 Police Officer base hourly rate

**SKILL AND OTHER PAYS**

**ATTACHMENT C**

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
	Institution.	Police Sergeant			
621	<b>Bachelors Degree</b> - - Compensation to eligible classifications who have obtained a degree of Bachelor of Arts or Bachelor of Science from a fully accredited Institution.	Deputy Chief of Police Police Commander Police Lieutenant Police Officer Police Recruit Police Sergeant	5.00%	Hourly	Step 5 Police Officer base hourly rate
622	<b>Masters Degree</b> - Compensation to eligible classifications who have obtained a master’s degree from a fully accredited college or university.	Deputy Chief of Police Police Commander Police Lieutenant Police Officer Police Recruit Police Sergeant	6.50%	Hourly	Step 5 Police Officer base hourly rate
623	<b>60 Units</b> - Compensation to eligible classifications who have obtained 60 units towards BA/BS for indicated degrees from a fully accredited college or university.	Deputy Chief of Police Police Commander Police Lieutenant Police Officer Police Recruit Police Sergeant	2.75%	Hourly	Step 5 Police Officer base hourly rate
631	<b>Longevity 15 years</b> - Compensation to eligible police classifications who have fifteen (15) years of service as a Police Officer with the City of Long Beach or as a lateral Transfer to a Police Officer with prior California Law enforcement experience.	Police Lieutenant Police Officer Police Sergeant	7.50%	Hourly	Step 6 Police Officer base hourly rate
670	<b>Detective2</b> – When routinely and consistently assigned to analyze crimes while assigned to the homicide detail in the Police Department, as determined by the Chief of Police. This pay cannot be used in conjunction with Detective Pay.	Police Lieutenant Police Officer Police Sergeant Police Corporal	12.50%	Hourly	Step 5 Police Officer base hourly rate
671	<b>Patrol Premium (Hourly)</b> -When routinely and consistently assigned to the Patrol Division as determined by the Chief of Police. Classifications already receiving other premium skill pays (i.e., Helicopter Pilot, Helicopter Observer, Motorcycle, Detective, Canine,	Police Lieutenant Police Officer Police Sergeant Police Corporal	3.00%	Hourly	Step 5 Police Officer base hourly rate

**SKILL AND OTHER PAYS**

**ATTACHMENT C**

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
	Port Security, Dive, and SWAT) will not be eligible for the Patrol Premium Hourly skill pay.)				
684	<b>POST Advanced</b> - Compensation to eligible classifications who have obtained a P.O.S.T Advanced Certificate.	Police Lieutenant Police Officer Police Sergeant Police Corporal	10.00%	Hourly	Step 5 Police Officer base hourly rate
685	<b>Post Management</b> - Deputy Chiefs and Police Commanders who possess a POST Management Certificate.	Deputy Chief of Police Police Commander	7.50%	Hourly	Step 5 Police Officer base hourly rate
686	<b>Longevity 10 years</b> - Compensation to eligible classifications who have ten (10) years or more, but less than fifteen (15) years of service as a Police Officer with the City of Long Beach or as a lateral Transfer to a Police Officer with prior California Law enforcement experience.	Police Lieutenant Police Officer Police Sergeant Police Corporal	5.00%	Hourly	Step 6 Police Officer base hourly rate
688	<b>Longevity 20 years</b> - Compensation to eligible classifications who have twenty (20) years of service or more as a Police Officer with the City of Long Beach or as a lateral Transfer to a Police Officer with prior California Law enforcement experience.	Police Lieutenant Police Officer Police Sergeant Police Corporal	10.00%	Hourly	Step 6 Police Officer base hourly rate
689	<b>POST Supervisory</b> - Compensation to Police Lieutenants who have obtained a P.O.S.T Supervisory Certificate. Only one P.O.S.T. certificate (Advanced or Supervisory) can be applied as a skill pay.	Police Lieutenant	10.00%	Hourly	Step 5 Police Lieutenant base hourly rate

**SKILL AND OTHER PAYS**

**ATTACHMENT C**

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
703	<b>Paramedic</b> - After being licensed through the State of California and accredited by the local emergency services agency and while fully trained and assigned to paramedic duty.	Firefighter	19.00%	Hourly	Top step of Firefighter base hourly
712	<b>Arson Investigator</b> - When certified and permanently assigned to perform full duties of an Arson Investigator. See provisions in MOU.	Fire Captain Fire Engineer Firefighter	16.00%	Hourly	Top step of Firefighter base hourly
721	<b>Emergency Apparatus</b> - When regularly assigned to apparatus other than a single function fire boat and in possession of the required California State Emergency Apparatus Operator's License.	Fire Engineer	3.00%	Hourly	Top step of Firefighter base hourly
722	<b>Urban Search and Rescue (USAR)</b> - When certified and permanently assigned to the USAR program station. See provisions in MOU.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	6.00%	Hourly	Top step of Firefighter base hourly
723	<b>Urban Search and Rescue (USAR)</b> - When certified and assigned as qualified relief coverage to the USAR program. See provisions in MOU.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	4.50%	Hourly	Top step of Firefighter base hourly
724	<b>Urban Search and Rescue (USAR)</b> - When permanently assigned as an instructor and training coordinator at an Urban Search and Rescue program station. Exceptions to the location requirement may be approved by the Fire Chief. See provisions in MOU.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	2.50%	Hourly	Top step of Firefighter base hourly
725	<b>Hazardous Materials (HAZMAT)</b> - When certified and permanently assigned to the HAZMAT program station. See provisions in MOU.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	6.00%	Hourly	Top step of Firefighter base hourly

**SKILL AND OTHER PAYS**

**ATTACHMENT C**

<b>CODE</b>	<b>DESCRIPTION</b>	<b>CLASSIFICATION</b>	<b>AMOUNT</b>	<b>RATE TYPE</b>	<b>BASIS</b>
726	<b>Hazardous Materials (HAZMAT)</b> - When certified and assigned as qualified relief coverage to the HAZMAT program. See provisions in MOU.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	4.50%	Hourly	Top step of Firefighter base hourly
727	<b>Hazardous Materials (HAZMAT)</b> - When certified and permanently assigned as an instructor and training coordinator at the Hazardous Materials program station. Exceptions to the location requirement may be approved by the Fire Chief. See provisions in MOU.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	2.50%	Hourly	Top step of Firefighter base hourly
728	<b>Aircraft Rescue and Fire Fighting (ARFF)</b> - When certified and permanently assigned to the ARFF program station. See provisions in MOU.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	6.00%	Hourly	Top step of Firefighter base hourly
729	<b>Aircraft Rescue and Fire Fighting (ARFF)</b> - When certified and assigned as qualified relief coverage to the ARFF program. See provisions in MOU.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	4.50%	Hourly	Top step of Firefighter base hourly
730	<b>Longevity 10 years</b> – Compensation to eligible classifications for ten (10) years or more but less than fifteen (15) years of service as described in the MOU.	Battalion Chief Fire Boat Pilot Fire Captain Fire Engineer Firefighter	5.00%	Hourly	Top step of Firefighter base hourly
731	<b>Longevity 15 years</b> - Compensation to eligible classifications for fifteen (15) years or more but less than twenty (20) years of service as described in the MOU.	Battalion Chief Fire Boat Pilot Fire Captain Fire Engineer Firefighter	10.00%	Hourly	Top step of Firefighter base hourly
732	<b>Public Information Officer</b> - When certified and permanently assigned to Public Information Officer. See MOU provisions.	Fire Captain	6.00%	Hourly	Top step of Firefighter base hourly

**SKILL AND OTHER PAYS**

**ATTACHMENT C**

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
732	<b>Training Captain</b> - When certified and permanently assigned to Training Captain. See MOU provisions.	Fire Captain	6.00%	Hourly	Top step of Firefighter base hourly
732	<b>Fire Prevention Captain</b> - When certified and permanently assigned to Fire Prevention Captain. See MOU provisions.	Fire Captain	6.00%	Hourly	Top step of Firefighter base hourly
732	<b>Paramedic Coordinator</b> - When certified and permanently assigned to Paramedic Coordinator. See MOU provisions.	Fire Captain	6.00%	Hourly	Top step of Firefighter base hourly
732	<b>Rescue Boat Captain</b> - When certified and permanently assigned to Rescue Boat Captain. See MOU provisions.	Fire Captain	6.00%	Hourly	Top step of Firefighter base hourly
733	<b>Rescue Boat Captain</b> - When certified and assigned as qualified relief for a Rescue Boat Captain. See MOU provisions.	Fire Captain	4.50%	Hourly	Top step of Firefighter base hourly
734	<b>Rescue Boat Captain</b> - When temporarily assigned from qualified relief to work as a Rescue Boat Captain. See MOU provisions.	Fire Captain	1.50%	Hourly	Top step of Firefighter base hourly
735	<b>Administrative Assignment</b> - When regularly assigned to a non-platoon schedule in Fire Prevention Support Services, Operations, or Administration. See MOU provisions.	Battalion Chief Fire Boat Pilot Fire Captain Fire Engineer Firefighter	\$2.300	Hourly	Flat Rate
736	<b>Administrative Qualified Relief</b> - When regularly assigned to a non-platoon schedule in Fire Prevention, Support Services, Operations, or Administration and is an assigned qualified relief. See MOU provisions.	Fire Captain Fire Engineer Firefighter	1.50%	Hourly	Top step of Firefighter base hourly
737	<b>Prevention</b> - When certified and permanently assigned to perform Fire Prevention duties. See MOU provisions.	Fire Engineer Firefighter	6.00%	Hourly	Top step of Firefighter base hourly

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CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
738	<b>Longevity 20 years</b> - Compensation to eligible permanent full time bargaining unit members for twenty (20) years or more of service as described in the MOU.	Battalion Chief Fire Boat Pilot Fire Captain Fire Engineer Firefighter	15%	Hourly	Top step of Firefighter base hourly
747	<b>Fire Boat Operations</b> – When certified and assigned to Fire Boat Operations. See MOU provisions.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	6.00%	Hourly	Top step of Firefighter base hourly
748	<b>Fire Boat Operations</b> – When certified and assigned as qualified relief coverage to the Fire Boat Operations. See MOU provisions.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	4.50%	Hourly	Top step of Firefighter base hourly
749	<b>Firefighter II</b> - Permanent full-time bargaining unit members who have at least six (6) years of experience, as defined in Article II (4), (5),and (6) herein, and who have satisfied State of California Fire Marshal Firefighter II certification standards. Pay is effective on the date proof of certification is submitted to Fire Management. See MOU provisions.	Battalion Chief Fire Boat Pilot Fire Captain Fire Engineer Firefighter	6.00%	Hourly	Top step of Firefighter base hourly
750	<b>Strike Team Leader</b> - When possessing Strike Team Leader certificate. See MOU provisions.	Battalion Chief	1.50%	Hourly	Top step of Firefighter base hourly
751	<b>Urban Search and Rescue (USAR)</b> - When possessing a certificate for USAR but not permanently assigned to the program station or assigned as qualified relief. See MOU provisions.	Battalion Chief Fire Captain Fire Engineer Firefighter	1.50%	Hourly	Top step of Firefighter base hourly
752	<b>Hazardous Materials (HAZMAT)</b> - When possessing a certificate for HAZMAT but not permanently assigned to the program station or assigned as qualified relief. See MOU provisions.	Battalion Chief Fire Captain Fire Engineer Firefighter	1.50%	Hourly	Top step of Firefighter base hourly



**SKILL AND OTHER PAYS**

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<b>CODE</b>	<b>DESCRIPTION</b>	<b>CLASSIFICATION</b>	<b>AMOUNT</b>	<b>RATE TYPE</b>	<b>BASIS</b>
753	<b>Aircraft Rescue and Fire Fighting (ARFF)</b> - When possessing a certificate for ARFF but not permanently assigned to the program station or assigned as qualified relief. See MOU provisions.	Battalion Chief Fire Captain Fire Engineer Firefighter	1.50%	Hourly	Top step of Firefighter base hourly
754	<b>Fire Prevention</b> - When possessing a certificate for Fire Prevention but not permanently assigned to the program station or assigned as qualified relief. See MOU provisions.	Battalion Chief Fire Captain Fire Engineer Firefighter	1.50%	Hourly	Top step of Firefighter base hourly
756	<b>Public Information Officer</b> - When possessing a certificate for Public Information Officer but not permanently assigned to the program station or assigned as qualified relief. Maximum of three certifications.	Fire Captain	1.50%	Hourly	Top step of Firefighter base hourly
757	<b>Training Captain</b> - When possessing a certificate for Instructor/Training (Fire Instructor II) but not permanently assigned to the program station or assigned as qualified relief. Maximum of three certifications.	Fire Captain	1.50%	Hourly	Top step of Firefighter base hourly
758	<b>Fire Boat Operations</b> - When possessing a certificate for Fire Boat Operations but not permanently assigned to the program station or assigned as qualified relief. See MOU provisions.	Battalion Chief Fire Captain Fire Engineer Firefighter	1.50%	Hourly	Top step of Firefighter base hourly
759	<b>Hazmat First Responder Operations</b> - Compensation to eligible employees who complete the HAZMAT First Responder Operations certificate program. See MOU provisions.	Battalion Chief Fire Boat Pilot Fire Captain Fire Engineer Firefighter	1.00%	Hourly	Top step of Firefighter base hourly
784	<b>Associate Degree</b> - Additional compensation to identified Fire classifications who have obtained a degree of Associate of Arts, or 60 or more	Battalion Chief Fire Boat Pilot Fire Captain Fire Engineer Firefighter	4.50%	Hourly	Top step of Firefighter base hourly

**SKILL AND OTHER PAYS**

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CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
	equivalent semester units in courses in fire science administration, and similar approved fields, from an accredited institution.				
786	<b>Bachelor's Degree</b> - Additional compensation to identified Fire classifications who have obtained a degree of Bachelor of Arts or Bachelor of Science, or Bachelor of Vocational Education, from an accredited college or university in Fire Science Administration and similar approved fields.	Battalion Chief Fire Boat Pilot Fire Captain Fire Engineer Firefighter	5.25%	Hourly	Top step of Firefighter base hourly
787	<b>Master's Degree</b> - Additional compensation to the identified classifications who have obtained a Masters Degree from an accredited college or university in Fire Science, Administration and similar approved fields.	Battalion Chief Fire Boat Pilot Fire Captain Fire Engineer Firefighter	6.00%	Hourly	Top step of Firefighter base hourly
800	<b>EMT</b> - When certified as an Emergency Medical Technician (EMT) and recertified as required by law.	Lifeguard-Hourly- NC	\$1.102	Hourly	Flat Rate
801	<b>Coast Guard Operator License</b> - When possessing a valid Coast Guard Operator license and towing certificate.	Marine Safety Battalion Chief Marine Safety Officer Marine Safety Sergeant Marine Safety Rescue Boat Captain	\$1.438	Hourly	Flat Rate
802	<b>Dive Team</b> - Compensation to dive team members when assigned to routinely and consistently perform hazardous activities to implement health and safety procedures. This pay may not be used in conjunction with Swift Water Rescue Coordinator pay or Dive Team Coordinator pay.	Marine Safety Officer Marine Safety Sergeant Marine Safety Rescue Boat Captain	6.00%	Hourly	Top step of Marine Safety Officer base hourly

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CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
803	<b>Dive Team Coordinator</b> - When assigned to and performing as the Dive Team Coordinator in a lead worker or supervisory role. Can only receive Dive Team Coordinator Pay or Swift Water Rescue Premium, cannot receive both.	Marine Safety Officer Marine Safety Sergeant Marine Safety Rescue Boat Captain	6.00%	Hourly	Top step of Marine Safety Officer base hourly
804	<b>Swift Water Rescue Coordinator</b> - When regularly assigned and performing as the Swift Water Rescue Coordinator in a lead worker or supervisory role. (Can only receive Dive Team Coordinator Pay or Swift Water Rescue Premium, cannot receive both).	Marine Safety Officer Marine Safety Sergeant Marine Safety Rescue Boat Captain	6.00%	Hourly	Top step of Marine Safety Officer base hourly
807	<b>60 units</b> – Additional compensation to eligible classifications who have obtained sixty (60) or more semester units in courses in administration and similar approved fields from an accredited institution.	Marine Safety Battalion Chief Marine Safety Officer Marine Safety Sergeant Marine Safety Rescue Boat Captain	1.60%	Hourly	Top step Marine Safety Officer base hourly
808	<b>Associates</b> – Additional compensation to eligible classifications who have obtained Associate of Arts degree in administration or similar approved fields from an accredited institution.	Marine Safety Battalion Chief Marine Safety Officer Marine Safety Sergeant Marine Safety Rescue Boat Captain	4.57%	Hourly	Top step Marine Safety Officer base hourly
809	<b>Bachelors</b> – Additional compensation to eligible classifications who have obtained a degree of Bachelor of Arts or Bachelor of Science in the fields of administration or similar approved fields from an accredited institution.	Marine Safety Battalion Chief Marine Safety Officer Marine Safety Sergeant Marine Safety Rescue Boat Captain	5.33%	Hourly	Top step Marine Safety Officer base hourly
811	<b>Administrative</b> – When routinely and consistently assigned to perform in an administrative capacity.	Marine Safety Battalion Chief	6.00%	Hourly	Top step Marine Safety Officer base hourly

**SKILL AND OTHER PAYS**

**ATTACHMENT C**

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
815	EMT - For the attainment of EMT Certification in accordance with Fire Department criteria.	Marine Safety Officer	\$1.121	Hourly	Flat Rate
818	<b>Provisional Marine Safety Sergeant</b> - When routinely and consistently assigned to perform the duties of a Marine Safety Sergeant during the summer season the beginning of the pay period that includes the Saturday after LBUSD ends their Spring Semester and the end of the pay period that includes the Friday after Labor Day, and as determined by the Marine Safety Chief during other pay periods.	Marine Safety Officer	15.00%	Hourly	Top step Marine Safety Officer base hourly
819	<b>Junior Lifeguard Coordinator</b> - When assigned the duties of Junior Lifeguard Coordinator from the beginning of the first full pay period of January until the end of the pay period which includes September 30th, and as determined by the Marine Safety Chief during other pay periods.	Marine Safety Officer Marine Safety Sergeant	6.00%	Hourly	Top step Marine Safety Officer base hourly
820	<b>Dive Team Pay – Dive Team Coordinator/Swift Water Rescue Coordinator</b> - For Dive Team Coordinators and Swift Water Coordinates when assigned to routinely and consistently perform hazardous activities to implement health and safety procedures as a Dive Team member. Cannot receive both Dive Team Coordinator Pay and Swift Water Rescue Coordinator Pay at the same time.	Marine Safety Officer Marine Safety Sergeant Marine Safety Rescue Boat Captain	4.00%	Hourly	Top step Marine Safety Officer base hourly

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CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
821	<b>Swiftwater Technician Certification</b> - For attainment of appropriate certification as a Swiftwater Technician and assigned to such duties.	Marine Safety Battalion Chief Marine Safety Officer Marine Safety Sergeant Marine Safety Rescue Boat Captain	1.50%	Hourly	Top step Marine Safety Officer base hourly
822	<b>SSO Airport</b> - When regularly assigned to and performing the duties associated with working in Airport dispatch.	Special Services Officer I - IV	\$1.500	Hourly	Flat Rate
830	<b>Longevity</b> - Compensation to eligible classifications who have ten (10) years, but less than fifteen (15) years of service as a permanent full-time bargaining unit member with the City of Long Beach.	All permanent full-time classifications represented by Long Beach Lifeguard Association	3.00%	Hourly	Top step Marine Safety Officer base hourly
831	<b>Longevity</b> - Compensation to eligible classifications who have fifteen (15) years or more of service as a permanent full-time bargaining unit member with the City of Long Beach.	All permanent full-time classifications represented by Long Beach Lifeguard Association	5.00%	Hourly	Top step Marine Safety Officer base hourly
832	<b>Longevity</b> - Compensation to eligible classifications who have twenty (20) years or more of service as a permanent full-time bargaining unit member with the City of Long Beach.	All permanent full-time classifications represented by Long Beach Lifeguard Association	7.00%	Hourly	Top step Marine Safety Officer base hourly
835	<b>Bilingual</b> - For regular and frequent use of certified oral and/or written bilingual skills.	General Liability Claims Adjuster I General Liability Claims Adjuster II General Liability Claims Adjuster III	\$1.00	Hourly	Flat Rate
838	<b>Dispatcher Dual Telephone Training</b> - Compensation to employees who complete the Public Safety Dispatcher dual (Police & Fire) telephone certification program.	Public Safety Dispatcher I Public Safety Dispatcher II Public Safety Dispatcher III Public Safety Dispatcher IV Communications Center Supervisor Communications Center Coordinator	\$2.000	Hourly	Flat Rate

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<b>CODE</b>	<b>DESCRIPTION</b>	<b>CLASSIFICATION</b>	<b>AMOUNT</b>	<b>RATE TYPE</b>	<b>BASIS</b>
839	<b>Dispatcher Dual Radio Training</b> - Compensation to employees who complete the Public Safety Dispatcher dual (Police & Fire) telephone and the dual (Police & Fire) radio certification programs.	Public Safety Dispatcher I Public Safety Dispatcher II Public Safety Dispatcher III Public Safety Dispatcher IV Communications Center Supervisor Communications Center Coordinator	\$4.000	Hourly	Flat Rate
844	<b>Tow Truck</b> - When regularly assigned to work as a tow truck operator.	Garage Service Attendant I Garage Service Attendant II	\$1.000	Hourly	Flat Rate
845	<b>Mechanic FA</b> - When regularly assigned to work as a Mechanic on Fire Apparatus.	Garage Service Attendant I Garage Service Attendant II Equipment Mechanic I Equipment Mechanic II	\$2.000	Hourly	Flat Rate
846	<b>CASP</b> - When possessing a State (CA) Certified Access Specialist (CASp) certification and assigned to perform such duties.	Structural Engineer, Senior Structural Engineer, Civil Engineering Assistant, Civil Engineering Associate, Civil Engineer, Senior Civil Engineer, Plan Checker - Plumbing, Plan Checker - Mechanical, Plan Checker - Electrical, Plumbing Inspector, Electrical Inspector, Chief Building Inspector, Principal Building Inspector, Senior Combination Building Inspector, Senior Electrical	\$1.500	Hourly	Flat Rate

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CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
		Building Inspector, Senior Plumbing Building Inspector, Senior Mechanical Building Inspector, Combination Building Inspector, Construction Inspector I-II, Principal Construction Inspector, Chief Construction Inspector, Senior Survey Technician, Engineering Technician I-II, Senior Engineering Technician I-II			
848	<b>Airport SSO</b> - Special Services Officers in the Peace Officer bargaining units who are assigned to patrol the Airport.	SSO III – Armed Airport Peace Officer SSO IV – Armed Airport Peace Officer	\$2.500	Hourly	Flat Rate
849	<b>FAA</b> - When possessing a FAA-issued Inspection Authorization License.	Fleet Services Supervisor II Helicopter Mechanic	\$3.180	Hourly	Flat Rate
859	<b>Training</b> - When assigned by the Department Head to train personnel as part of a structured training plan.	Harbor Patrol Officer I-III Parking Control Checker I-II Special Services Officer I-V	\$2.250	Hourly	Flat Rate
860	<b>Front Loader</b> - Front loader-Single Driver.	Refuse Operator I-IV	\$2.500	Hourly	Flat Rate
861	<b>Crane 2</b> - When possessing certification for crane operation issued by an Accredited Certifying Entity per CCR Title 8 sec 5006.1.	Classifications in the Skilled & General-Supervisory Bargaining Unit	\$1.230	Hourly	Flat Rate

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<b>CODE</b>	<b>DESCRIPTION</b>	<b>CLASSIFICATION</b>	<b>AMOUNT</b>	<b>RATE TYPE</b>	<b>BASIS</b>
866	<b>SSO Patrol</b> - When assigned to patrol within the Marine Patrol or Long Beach City College (LBCC).	Special Services Officer I-IV	\$1.500	Hourly	Flat Rate
873	<b>PD PPA</b> - When regularly performing Payroll/Personnel Asst duties for the Police Department. May not be used in conjunction with skill pay 563.	Clerk Typist I-III Payroll/Personnel Asst I-III	\$1.250	Hourly	Flat Rate
874	<b>Lead</b> - When regularly assigned and performing lead duties.	Police Property & Sply Clrk I-II	\$1.500	Hourly	Flat Rate
888	<b>Supervisor</b> - When supervising Senior Equipment Operators.	Park Maintenance Supervisor Street Landscaping Supvr I-II Street Maintenance Supvr I-II Harbor Maintenance Supervisor	\$1.490	Hourly	Flat Rate
893	<b>ASE Master 2</b> - When regularly assigned to the maintenance and repair of City vehicles, or as supervisor to Equipment Mechanics within the Fleet Maintenance Division, and possessing two ASE Master certifications.	Supervisor-Stores & Property Fleet Services Supervisor I-II Equipment Mechanic I-II	\$2.200	Hourly	Flat Rate
894	<b>ASE Master 1</b> - When regularly assigned to the maintenance and repair of City vehicles, or as supervisor to Equipment Mechanics within the Fleet Maintenance Division, and possessing one ASE Master certification, or for Supervisor-Stores and Property when possessing ASE Parts certification.	Supervisor-Stores & Property Fleet Services Supervisor I-II Equipment Mechanic I-II	\$1.100	Hourly	Flat Rate



**SKILL AND OTHER PAYS**

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CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
895	<b>Night Shift</b> - When regularly assigned to night shift at the Police Department Information Management Division and Jail sections.	Clerk Supervisor Clerk Typist I-III	\$2.400	Hourly	Flat Rate
896	<b>Swing Shift</b> - When regularly assigned to swing shift at the Police Department Information Management Division and Jail sections.	Clerk Supervisor Clerk Typist I-III	\$1.800	Hourly	Flat Rate
897	<b>Day Shift</b> - When regularly assigned to day shift at the Police Department Information Management Division and Jail sections.	Clerk Supervisor Clerk Typist I-III	\$1.200	Hourly	Flat Rate
899	<b>Arborist</b> - When possessing a current International Society of Arboriculture certification as a Certified Arborist.	Park Maintenance Supervisor Street Landscaping Supvr I-II Street Maintenance Supvr I-II Tree Trimmer I-II	\$0.550	Hourly	Flat Rate
AHF	<b>Hazmat</b> - When possessing a valid Class A Commercial Driver's License with Hazmat Materials and Tanker endorsements to legally and safely operate a fuel tanker truck on public roads and highways.	Equipment Mechanic I - II Fleet Services Supervisor I - II	100.00	Monthly	Flat Rate
C1	<b>Solo Patrol Premium</b> - When regularly assigned to a one officer unit in Patrol between the hours of 1630 and 0730, an amount equal to 10% of Step 1 base hourly rate of Police Corporal for each hour worked in a one Officer unit.	Police Corporal	10.00%	Per Diem - Hourly	Step 1 base hourly rate of Police Corporal
C2	<b>Field Training Officer</b> - When assigned by the Chief of Police to be Field Training Officer, an amount equal to 10% of Step 1 base hourly rate of Police Corporal for each hour worked in that assignment. Field Training Officers will be assigned to train Police Officers during the 12-month probation period.	Police Corporal	10.00%	Per Diem - Hourly	Step 1 base hourly rate of Police Corporal

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CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
CD	<b>Training Pay</b> – Performing training duties.	Public Safety Dispatcher I- II	\$3.500	Per Diem - Hourly	Flat Rate
CX	<b>Counter Plan Checking</b> - When assigned to work the Development Service Counter and performing over-the-counter plan checking.	Planner I-V Planning Aide Asst Planner I-II	\$5.600	Per Diem - Daily	Flat Rate
CX	<b>Plan Check</b> - Counter plan checking.	Comb Bldg Insp Aide I- II Comb Bldg Inspector Principal Building Inspector Senior Combination Bldg Insp Senior Electrical Inspector Senior Mechanical Inspector Senior Plumbing Inspector	\$6.400	Per Diem - Daily	Flat Rate
DH	<b>Dog Handling</b> - For the purposes of complying with the Fair Labor Standards Act, to accommodate employees for the handling of service dogs off duty, the parties have agreed to the following terms and conditions: of the biweekly payment, the handler will be deemed to have spent six (6) hours off duty every fourteen (14) calendar days and will be paid for six (6) hours at the overtime rate at one-half (1.5) of the current state minimum wage, to feed, exercise, clean and maintain the service dog.	Police Officer Police Corporal Sworn classifications represented by the FFA	Minimum Wage	6 hours per pay period	Minimum wage rate x 1.5 (overtime rate)
DT	<b>Dive</b> - Bargaining unit members who have successfully passed entry-level Dive Team qualification and are assigned to the Dive Team shall be entitled to per diem pay in the amount equivalent to six percent (6%) of Step 5 Police Officer pay, for each hour worked while conducting an approved Dive Team operational deployment or operational training.	Police Officer Police Corporal Police Sergeant Police Lieutenant	6.00%	Per Diem - Hourly	Step 5 Police Officer base hourly rate

**SKILL AND OTHER PAYS**

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CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
HP	<b>Acting</b> - The Chief of Police or designee, may designate an officer to act in a higher level position i.e., Police Officer and Police Corporal for Police Sergeant, Police Sergeant for Police Lieutenant/Administrator and Police Lieutenant for Commander/Administrator. This is a salary increase over the employee's existing pay (including all skill and incentive pays) but in no event more than the top step of the rank above them. However, FTO and One Officer Car Pay will be included in existing pay only if the employee has served 75 percent of their time in these positions in the past year.	Sworn Police Classifications	5.00%	Per Diem - Hourly	Salary increase over employee's existing pay (including all skill and incentive pay) but not more than the top step of the rank above them.
H2	<b>Acting Overtime Hours</b> - Employees designated to act in a higher level position (see HP). This code is only applied when using HP during overtime (unscheduled hours – UH).	Sworn Police Classifications	5.00%	Per Diem - Hourly	Acting Pay Rate x 1.5 (overtime rate)
Jl	<b>Junior Lifeguard Instructor</b> - When performing the duties of a Junior Lifeguard Instructor.	Lifeguard-Hourly- NC	\$6.00	Per Diem - Daily	Flat Rate
MA	<b>Marksmanship</b> - Sworn personnel of the Police Department, Special Services Officers and Park Rangers who may be called upon to use firearms in the performance of their duties and who on a qualifying schedule prescribed by the Chief of Police attain a required degree of proficiency in marksmanship.	Sworn Police Classifications Special Services Officer I-IV Harbor Patrol Officer I-III	Rate Varies (Level) Marksman - \$48.00 Sharpshooter -\$96.00 Expert- \$192.00 Master- \$384.00	Yearly	Flat Rate
MW	<b>Physical Fitness Program</b> - Employees who have fully participated in the City approved Physical Fitness Program. See MOU provisions.	Sworn Police Classifications	Varies		

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CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
MW	<b>Wellness Participation</b> - Compensation for employees who have fully participated in the City approved Fire Wellness Program during the prior calendar year.	Sworn Fire Classifications	\$100.00	Monthly	Flat Rate
P1	<b>Solo Patrol Premium</b> - When regularly assigned to a one officer unit in Patrol between the hours of 1630 and 0730, an amount equal to 10% of Step 5 Police Officer base hourly rate for each hour worked in a one Officer unit.	Police Officer	10.00%	Per Diem - Hourly	Step 5 Police Officer base hourly rate
P2	<b>Field Training Officer</b> - When assigned by the Chief of Police to be Field Training Officer, an amount equal to 10% of Step 5 of Police Officer for each hour worked in that assignment. Field Training Officers will be assigned to train Police Officers during the 12-month probation period.	Police Officer	10.00%	Per Diem - Hourly	Step 5 Police Officer base hourly rate
PE	<b>Paramedic</b> – After being licensed through the State of California and accredited by the local emergency services agency and while fully trained and assigned to paramedic duty.	Firefighter	19.00%	Per Diem-Hourly	Top step of Firefighter base hourly
PR	<b>Patrol Premium</b> – When assigned as qualified relief to the Patrol Division as determined by the Chief of Police, even if receiving other premium skill pays, such as Helicopter Pilot, Helicopter Observer, Motorcycle, Detective, Canine, Port Security, Dive and SWAT. Effective October 1, 2025, this per diem skill pay will no longer be eligible for POA members when already receiving other premium skill pays listed above.	Police Lieutenant Police Officer Police Sergeant Police Corporal	3.00%	Per Diem - Hourly	Step 5 Police Officer base hourly rate
S1/S2	<b>Dispatcher Telephone Training</b> - Compensation to employees assigned to train on the operation of telephone lines for	Public Safety Dispatcher I - IV Communications Center Supervisor	\$0.750	Per Diem – Hourly	Flat Rate

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CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
	both the Police and Fire Department dispatch.	Communications Center Coordinator			
S1/S2	<b>Dispatcher Radio Training</b> - Compensation to employees assigned to train on the operation of radio communications for both the Police and Fire Department dispatch.	Public Safety Dispatcher I - IV Communications Center Supervisor Communications Center Coordinator	\$0.750	Per Diem - Hourly	Flat Rate
S1/S2	<b>Irrigation Telemetry</b> - When regularly assigned and performing telemetry duties to monitor, adjust, and troubleshoot irrigation systems.	Automatic Sprinkler Control Tech	\$12.000	Per Diem - Daily	Flat Rate
S1/S2	<b>Supervisor</b> - When regularly assigned and performing as supervisor of three or more sections in the Structural Division of the Public Service Bureau.	Carpenter Supervisor Electrical Supervisor General Maint Supervisor II Mechanical Supervisor Painter Supervisor Plumber Supervisor	\$11.000	Per Diem - Daily	Flat Rate
S1/S2	<b>Structural Engineer</b> - When possessing a California Structural Engineers License and assigned to perform Structural Engineering duties.	Civil Engineer Senior Civil Engineer	\$10.000	Per Diem - Daily	Flat Rate
S1/S2	<b>Equipment</b> - When required to work on ladders, mechanical devices, etc. placing employees at heights over 40 ft. (excludes Window Washers and Tree Trimmers).	Classifications in the current Salary Resolution in the Skilled & General Bargaining Units	\$4.400	Per Diem - Daily	Flat Rate
S1/S2	<b>Police Records</b> - Employees of the Police Department when regularly assigned to and performing the duties of the Police Records Supervisor during the supervisor's regular days off.	Clerk Typist III	\$6.400	Per Diem - Daily	Flat Rate
S1/S2	<b>Field Supervisor</b> - When performing field supervisory duties.	Construction Inspector II	\$5.000	Per Diem - Daily	Flat Rate

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<b>CODE</b>	<b>DESCRIPTION</b>	<b>CLASSIFICATION</b>	<b>AMOUNT</b>	<b>RATE TYPE</b>	<b>BASIS</b>
S1/S2	<b>Paramedic Preceptor</b> - Compensation to permanent full-time bargaining unit members who are certified as Paramedic Preceptors and who train Paramedic Trainees.	Battalion Chief Fire Boat Pilot Fire Captain Fire Engineer Firefighter	10.00%	Hourly	Top step of Firefighter base hourly
S1/S2	<b>Rescue Boat Captain</b> - When certified and temporarily assigned from qualified relief to work as a Rescue Boat Captain. See provisions in MOU.	Fire Captain	1.50%	Per Diem - Hourly	Top step of Firefighter base hourly
S1/S2	<b>Fire Boat Operations</b> - When certified and temporarily assigned from qualified relief assigned to Fire Boat Operations. See MOU provisions.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	1.50%	Per Diem - Hourly	Top step of Firefighter base hourly
S1/S2	<b>Urban Search and Rescue (USAR)</b> - When certified and temporarily assigned from qualified relief to the USAR station. See MOU provisions.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	1.50%	Per Diem - Hourly	Top step of Firefighter base hourly
S1/S2	<b>Hazardous Materials (HAZMAT)</b> - When certified and temporarily assigned from qualified relief to the Hazardous Materials station. See MOU provisions.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	1.50%	Per Diem - Hourly	Top step of Firefighter base hourly
S1/S2	<b>Aircraft Rescue and Fire Fighting (ARFF)</b> - When certified and temporarily assigned from qualified relief to the ARFF station. See MOU provisions.	Fire Boat Pilot Fire Captain Fire Engineer Firefighter	1.50%	Per Diem - Hourly	Top step of Firefighter base hourly
S1/S2	<b>Class A License</b> - When driving a vehicle requiring a Class A License.	Garage Service Attendant I-II	\$8.800	Per Diem - Daily	Flat Rate
S1/S2	<b>Operator Qualification</b> - When serving as an evaluator, for the City of Long Beach in compliance with Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan, to certify personnel for operator qualification.	Corrosion Control Supervisor	\$10.000	Per Diem - Daily	Flat Rate

**SKILL AND OTHER PAYS**

**ATTACHMENT C**

<b>CODE</b>	<b>DESCRIPTION</b>	<b>CLASSIFICATION</b>	<b>AMOUNT</b>	<b>RATE TYPE</b>	<b>BASIS</b>
S1/S2	<b>Operator Qualification</b> - When serving as an evaluator, for the City of Long Beach in compliance with Department of Transportation-49 Code of Federal Regulations Subpart N Operator Qualification Plan, to document and qualify individuals performing covered tasks on a pipeline facility.	Gas Maintenance Supervisor I-II Gas Distribution Supervisor I-II	\$10.000	Per Diem - Daily	Flat Rate
S1/S2	<b>Plan Check</b> - When appropriately certified in the discipline of plumbing, mechanical or electrical inspection and assigned to perform as a Plan Checker in more than one specialty area.	Plan Checker Plan Checker-Electrical I-II Plan Checker-Fire Prevention Plan Checker-Fire Prevention I-II Plan Checker-Mechanical Plan Checker-Mechanical I-II Plan Checker-Plumbing Plan Checker-Plumbing I-II	\$4.000	Per Diem - Daily	Flat Rate
S1/S2	<b>Communications Center Supervisor</b> - When regularly assigned to and performing the duties of a Communications Center Supervisor during the Communications Center Supervisor's regularly scheduled days off. This skill pay may not be combined with Higher Class Pay.	Public Safety Dispatcher IV	\$7.500	Per Diem - Daily	Flat Rate
S1/S2	<b>Trainer</b> - When performing as a trainer for a new operator.	Refuse Operator I-IV	\$20.000	Per Diem - Daily	Flat Rate
S1/S2	<b>Trainer</b> - When assigned as School Guard Trainer.	School Guard I - II	\$3.100	Per Diem - Daily	Flat Rate
S1/S2	<b>School Guard Supervisor</b> - When assigned to and performing as School Guard Supervisor.	Special Services Officer II	\$4.000	Per Diem - Daily	Flat Rate

**SKILL AND OTHER PAYS**

**ATTACHMENT C**

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
S1/S2	<b>SSO IV Duties</b> - When assigned to the Police Department Marine Patrol and performing the duties of a Security Officer IV during the Security Officer IV's regularly scheduled days off. This skill pay may not be combined with Higher Class Pay.	Special Services Officer III	\$4.540	Per Diem - Daily	Flat Rate
S1/S2	<b>Pesticide Applicator License</b> - When possessing a Pesticide Applicator license and regularly assigned pesticide applicator duties.	Tree Trimmer I-II	\$4.430	Per Diem - Daily	Flat Rate
S1/S2	<b>Lead Welder</b> - When regularly assigned and performing duties as a lead welder.	Welder	\$4.950	Per Diem - Daily	Flat Rate
S1/S2	<b>Senior Animal Control</b> - When assigned to and performing the duties of Sr Animal Control Officer. May not be combined with Higher Class Pay.	Animal Control Officer II	\$6.000	Per Diem - Daily	Flat Rate
S1/S2	<b>Lifeguard Specialty Lead</b> - When regularly and consistently assigned to a lead or supervisory position as a Senior Lifeguard, Dispatcher, Ride Along or Sting Cart Operator.	Lifeguard-Hourly- NC	\$6.000	Per Diem - Daily	Flat Rate
S1/S2	<b>Jailer</b> – When performing the duties associated with working in the jail, on an as-needed basis.	Special Services Officer I-IV	\$4.000	Per Diem – Hourly	Flat Rate
SW	<b>SWAT</b> - Bargaining unit members who have successfully passed entry-level Special Weapons and Tactics (SWAT) school and are assigned to the SWAT Team shall be entitled to per diem pay in the amount equivalent to ten percent (10%) of Step 5 Police Officer pay, for each hour worked while conducting a SWAT operational deployment or an approved SWAT operational training.	Police Officer Police Corporal Police Sergeant Police Lieutenant	10.00%	Per Diem - Hourly	Step 5 Police Officer base hourly rate



**SKILL AND OTHER PAYS**

**ATTACHMENT C**

CODE	DESCRIPTION	CLASSIFICATION	AMOUNT	RATE TYPE	BASIS
T2	<b>Training</b> - When assigned by the Department Head to train personnel as part of a structured training plan.	Special Services Officer I-V Harbor Patrol Officer I-III Parking Control Checker I-II	\$2.250	Hourly	Flat Rate
WA	<b>Wellness Participation and Achievement</b> - Compensation for employees who have fully participated in the City approved Fire Wellness Program during the prior calendar year and who achieve the agreed upon Wellness Program benchmarks. Maximum total wellness payment (MW and WA combined) is \$200.	Sworn classifications represented by the FFA	\$100.00	Monthly	Flat Rate

**Other Pay Legend**

<b>Code</b>	<p>The code used to identify the other pay in the payroll system.</p> <ul style="list-style-type: none"> <li>Numerical codes are used on the HR-1 to add the other pay to an employee’s pay (adjusted rate).</li> <li>Letter codes are used to apply the pay on the employee’s timesheet.</li> <li>Numerical codes that can also be applied on a per diem basis will use S1/S2 on the timesheet.</li> </ul>
<b>Description</b>	<p>The description of the other pay, which includes requirements and other pertinent information.</p> <ul style="list-style-type: none"> <li>Pays marked with a "T" are considered terminal. Any current employee receiving the pay will not be impacted, however, no other employee may receive the pay.</li> </ul>
<b>Classification</b>	The classifications eligible for the other pay.
<b>Amount</b>	The amount paid based on the rate type or basis.
<b>Rate Type</b>	<ul style="list-style-type: none"> <li>Hourly represents the amount paid per hour. For sworn Fire positions, hourly represents the daylight hourly amount.</li> <li>Platoon schedule per diem rates shall be calculated as follows: daylight hourly rate divided by 1.4. This calculation accounts for the 56-hour equivalent, as referenced in the MOU.</li> <li>Per diem hourly rates shall be the hourly rate times the number of regular hours an employee works in a day.</li> </ul>

	<ul style="list-style-type: none"> <li>• Per diem daily rates are a flat daily rate, no matter how many hours the employee works per day.</li> </ul> <p>Occupational skill pays shall be paid to the employee at an hourly rate only if said employee is assigned to regularly perform said occupational skill on a daily basis. If an employee is not regularly assigned to perform said occupational skill on a daily basis, then the additional pay shall be paid at a per diem rate, and said per diem skill pay shall be paid for each work day that said employee actually performs said occupational skill.</p>
<p><b>Basis</b></p>	<p>The basis is a reference point used to compute the total amount.</p> <ul style="list-style-type: none"> <li>• Flat rate is the amount paid by the rate type.</li> <li>• Percentage pays identify the basis used to calculate the other pay. Percentage pays will change anytime there is an increase to the pay identified in the basis.</li> </ul>