

1 RESOLUTION NO. RES-24-0190

2  
3 A RESOLUTION OF THE CITY COUNCIL OF THE  
4 CITY OF LONG BEACH APPROVING THE HARBOR  
5 DEPARTMENT SALARY RESOLUTION HD-24-3234  
6

7 WHEREAS, Section 503 of the Charter of the City of Long Beach provides  
8 that compensation of the employees of the Harbor Department shall be fixed by the  
9 Board of Harbor Commissioners by resolution, subject to the approval of the Long Beach  
10 City Council by resolution; and

11 WHEREAS, the Board of Harbor Commissioners of the City of Long Beach  
12 adopted Resolution No. HD-24-3234 on November 11, 2024, and has presented to the  
13 City Council for its consideration and approval the compensation fixed in that Resolution;

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

16 Section 1. Pursuant to the provisions of Section 503 of the Charter of the  
17 City of Long Beach, the compensation fixed by the Board of Harbor Commissioners of  
18 the City of Long Beach as contained in Resolution HD-24-3234, attached hereto as  
19 Exhibit "A", is hereby approved.

20 Section 2. The City Clerk is hereby authorized and directed to forward to  
21 said Board of Harbor Commissioners, without delay, a certified copy of this resolution.

22 Section 3. This resolution shall take effect immediately upon its adoption  
23 by the City Council, and the City Clerk shall certify the vote adopting this resolution.

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

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I hereby certify that the foregoing resolution was adopted by the City Council of the City of Long Beach at its meeting of December 3, 2024 by the following vote:

Ayes: Councilmembers: Allen, Supernaw, Kerr, Saro, Uranga,  
Ricks-Oddie.

Noes: Councilmembers: None.

Absent: Councilmembers: Zendejas, Duggan, Austin.

Recusal(s): Councilmembers: None.

  
\_\_\_\_\_  
City Clerk

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EXHIBIT "A"

RESOLUTION NO. HD- 24-3234

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2  
3 A RESOLUTION OF THE BOARD OF HARBOR  
4 COMMISSIONERS OF THE CITY OF LONG BEACH  
5 CREATING THE DIVISIONS OF THE HARBOR  
6 DEPARTMENT; CREATING POSITIONS OF EMPLOYMENT  
7 AND FIXING THE NUMBERS THEREOF; ESTABLISHING  
8 SCHEDULES OF SALARY RATES AND RANGES AND  
9 ASSIGNING THE APPROPRIATE RANGES TO SAID  
10 POSITIONS; FIXING AND PRESCRIBING THE  
11 COMPENSATION FOR THE OFFICERS AND EMPLOYEES  
12 OF THE HARBOR DEPARTMENT SUBJECT TO APPROVAL  
13 OF THE CITY COUNCIL OF THE CITY OF LONG BEACH;  
14 AMENDING AND RESTATING THE HARBOR  
15 DEPARTMENT SALARY RESOLUTION AND REPEALING  
16 RESOLUTION NO. HD-3220 PROVIDING THAT THIS  
17 RESOLUTION SHALL BECOME OPERATIVE; AND MAKING  
18 A DETERMINATION RELATING THERETO

19  
20 WHEREAS, Section 1203(q) of the City Charter of the City of Long Beach  
21 ("City Charter") provides that all officers and positions of employment in the permanent  
22 service of the Harbor Department shall be created and their compensation fixed by  
23 resolution of the Board; and

24 WHEREAS, the Board desires to create offices and positions of  
25 employment in the Harbor Department, fix the number thereof, establish schedules of  
26 salary rates and ranges, and fix and prescribe the compensation of the officers and  
27 employees of the Harbor Department and provide for biweekly payment of such  
28 compensation for the fiscal year commencing on the first full pay period, including

1 October 1, 2024; and

2 WHEREAS, the Director of Planning and Environmental Affairs has  
3 determined that this resolution is not subject to the California Environmental Quality Act.

4 NOW, THEREFORE, the Board of Harbor Commissioners of the City of  
5 Long Beach resolves as follows:

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ATTACHMENTS

ATTACHMENT I – BUREAUS, DIVISIONS AND POSITION TITLES

ATTACHMENT II – POSITIONS AND PAY RATES

ATTACHMENT III – EXECUTIVE SALARY RANGES

1 **SECTION 1. TITLE**

2 This Resolution shall be known as the "Harbor Department Salary Resolution," and may  
3 be cited as such and shall be referred to herein as the Resolution.

4 **SECTION 2. ESTABLISHMENT OF BUREAUS, DIVISIONS AND POSITIONS**

5 There are hereby created and established in the Harbor Department the bureaus and  
6 divisions, set forth and listed in Attachment I. The created and established positions and  
7 assigned pay rate numbers are set forth in Attachment II. The establishment of bureaus  
8 and divisions, each of which shall be respectively under the immediate supervision and  
9 control of the indicated head of the bureau or division. Each Managing Director and each  
10 division director shall be responsible to the Chief Executive Officer of the Harbor  
11 Department for the proper and efficient administration of his or her bureau or division.

12 The Chief Executive Officer of the Harbor Department has the authority to move a bureau  
13 or division administratively to ensure its proper and efficient administration as deemed  
14 appropriate by the Board. Except as otherwise provided by this resolution, the  
15 compensation for each position is hereby fixed and prescribed at one of the steps within  
16 the Salary Ranges set forth in the Salary Schedules, which pay rates are indicated  
17 opposite each listed office and position by a Salary Range Number, together with such  
18 additional compensation, if any, as provided herein or by applicable ordinance.

19 **SECTION 3. POSITION COMPENSATION DESIGNATION**

20 **3.1 Compensation Designation**

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

1 **3.2 Occupational Code Designation**

2 The use of occupational code designations and the use of asterisks to denote  
3 unclassified positions are for administrative purposes only. Changes in occupational code  
4 designation and in the status of a position may occur and such changes will not require  
5 amendment of this Resolution.

6 **SECTION 4. POSITION DUTIES**

7 Except as otherwise provided by the City Charter, every person holding any office or  
8 position of employment hereinafter set forth shall perform such duties as are indicated by  
9 the title of such office or position and as are usually incident to such office or position,  
10 and such other duties as shall be assigned by his or her immediate superior, division  
11 director, Senior Director, Managing Director, Senior Executive, Chief Operating Officer,  
12 the Chief Executive Officer of the Harbor Department or by the Board.

13 **SECTION 5. ESTABLISHMENT OF PAY PERIODS AND PAY DAYS**

14 All salaries and wages provided in this resolution shall be computed and payable in  
15 biweekly installments and such installments shall be paid every other Friday in  
16 accordance with and in continuation of the schedule of biweekly pay periods and paydays  
17 established and commenced by the provisions of Section 5 of the City's current Salary  
18 Resolution.

19 **SECTION 6. EMPLOYMENT COMPENSATION**

20 Every person who has been or who hereafter may be duly appointed to an office or  
21 position of employment in the Harbor Department, and who is qualified to hold and holds  
22 such office or position from and after the date or dates the pay rates and compensation  
23 prescribed herein shall become effective, or from the date of employment, whichever  
24 occurs later, shall receive as full compensation for his or her services, a biweekly salary  
25 payable every other Friday, in accordance with the payment procedure heretofore  
26 established. That compensation shall be based on one of the pay rates set forth in the  
27 applicable Salary Schedule set forth in this Resolution for his or her office or position,  
28 together with such additional compensation, if any, as provided herein or by applicable

1 ordinance. The method and manner of determination of the compensation of each officer  
2 and employee (collectively referred to as "employee" or "employees") shall be fixed as  
3 provided below. Except as otherwise specifically designated, each Pay Rate Range  
4 and/or Step is intended to be and shall be the basis for determining the biweekly salary.

5 **SECTION 7. EFFECTIVE TERM OF COMPENSATION**

6 The compensation prescribed herein shall remain in effect until superseded by the Board  
7 of Harbor Commissioners and the City Council, to reflect adjustments in compensation  
8 provided for in applicable Memoranda of Understanding or state minimum wage and as  
9 otherwise prescribed by the City Council for employees not covered by Memoranda of  
10 Understanding.

11 **SECTION 8. COMPENSATION COMPUTATION**

12 **8.1 Hourly**

13 The compensation for all Harbor Department employees shall be as prescribed and  
14 expressed herein on a per-hour rate basis. The amount of the bi-weekly installment  
15 payable to any employee shall be computed by multiplying the employee's pay rate per  
16 hour by the number of hours or fraction of hours for which pay is actually due. The hourly  
17 pay shall include any additional applicable compensation.

18 **8.2 Unauthorized Absences**

19 When an employee is absent for any reason other than one of the authorized reasons  
20 stated in Section 1.06 of the Personnel Ordinance, said employee is not entitled to  
21 receive the full amount of his/her installment of pay for the bi-weekly pay period during  
22 which said absence occurred. The amount of pay that said employee shall receive for  
23 such pay period shall be computed by multiplying the employee's applicable hourly pay  
24 rate by the number of hours or fraction of hours for which pay is actually due.

25 **8.3 Hourly Part-Time Computation**

26 If an employee is employed on other than a full-time basis, such employee's  
27 compensation shall be computed by multiplying the hourly pay rate established for such  
28 employee's position by the number of hours or fraction of hours for which pay is due to

1 said employee.

2 **SECTION 9. PAY DEDUCTION AUTHORIZATION**

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

12 **SECTION 10. SALARY SCHEDULES**

13 Pay rates for all offices and positions hereinafter referred to in Attachment II are set forth  
14 in the Salary Schedules.

15 **SECTION 11. PAY RATES**

16 The biweekly salary of any employee who is originally appointed to any office or position  
17 of employment listed in this Resolution shall be at Step I of the Salary Schedule for the  
18 Pay Rate Range Number designated for such office or position. In those cases where  
19 positions are designated with grade numbers, the biweekly salaries of such employees  
20 shall be computed based upon the pay rate designated for the grade thereof. The Board,  
21 by minute order, may specifically designate that the pay rate of any employee be fixed at  
22 some other pay rate included within the applicable Salary Schedule as set forth in this  
23 Resolution without limitation as to grade or numerical designation. The Board shall  
24 designate the initial step or salary level of the applicable Salary Schedule of any  
25 employee within the Pay Rate Range established in this Resolution for said employee's  
26 position.

27 **SECTION 12. "H" RATES**

28 As to those positions for which there is an "H" pay rate specified as well as the regular

1 pay rate, the Board of Harbor Commissioners may specify, at the time of making an  
2 appointment or at any time thereafter, which the appointee to such position is to be paid  
3 at the "H" rate or at a regular pay rate.

4 **SECTION 13. PAY FOR EXECUTIVES/PROFESSIONALS**

5 ***13.1 Salary Ranges***

6 The provisions of this resolution relating to assignment of employees to Pay Rate Steps  
7 and to automatic pay step advancement shall not apply to employees in positions which  
8 have been assigned to an Executive Salary Range, as indicated in Attachment III and  
9 13.2 of this resolution.

10 ***13.2 Executive Salary Ranges***

11 The rates of compensation of the Executive Salary Range established herein are hereby  
12 fixed and prescribed at any level within the limits of the salary rates shown in Attachment  
13 III. The initial compensation of said employees shall be fixed by the Board at a level of  
14 compensation within the Executive Salary Range designated herein. Under no  
15 circumstances will an employee's salary exceed the maximum salary for an employee's  
16 assigned classification range, unless approved by the City Council or the salary increase  
17 is due to a general wage increase.

18 ***13.3 Effective Term of Compensation***

19 Except as otherwise expressly provided in this Resolution, the salaries and compensation  
20 fixed and prescribed herein for officers and employees of the Harbor Department shall  
21 take effect at such time that the Board of Harbor Commissioners and the City Council of  
22 the City of Long Beach approve, by resolution, the salaries and compensation fixed and  
23 prescribed herein.

24 ***13.4 Merit Increases / Decreases***

25 Notwithstanding any other provision contained in this Resolution, the level of  
26 compensation and any adjustment thereof payable to an employee of the Harbor  
27 Department in a position to which they have been assigned to an Executive Salary  
28 Range in this Resolution shall be determined based upon merit by the performance and

1 demonstrated ability of said employee. The Chief Executive Officer of the Harbor  
2 Department shall have the authority to increase or decrease the level of compensation of  
3 all said employees assigned to an Executive Salary Range except the Chief Executive  
4 Officer of the Harbor Department, the Chief Operating Officer, and Executive Officer to  
5 the Board of Harbor Commissioners. The Board, at its sole and exclusive discretion, may  
6 change or revoke this delegation of authority at any time. The sum total of all said  
7 percentage increases or decreases, including both merit and salary adjustments, shall  
8 not exceed a total of twelve percent (12%) during any fiscal year, without approval of the  
9 Board and City Council. These percentage increases or decreases in compensation are  
10 to be implemented on a prospective basis, the effective date will be the first day of the  
11 first full pay period following approval from Board and or City Council, as applicable.

12 **13.4.1 Executive Positions**

13 The Board shall have the sole and exclusive authority to designate the compensation of  
14 the Chief Executive Officer of the Harbor Department, Chief Operating Officer, and  
15 Executive Officer to the Board of Harbor Commissioners as merited by performance.  
16 Said increases and decreases in compensation shall not exceed a total of twelve percent  
17 (12%) for officers and employees assigned to the Executive Salary Range in any fiscal  
18 year, unless the Board finds that the percentage limitation is not applicable by reason of a  
19 substantial change in the responsibility and authority of said officer or employee.

20 **13.4.2 Chief Executive Officer**

21 **MERIT INCREASES**

22 Merit increases of Chief Executive Officer must be approved by the Board as merited by  
23 performance and in accordance with the established salary range approved by the City  
24 Council. Merit increases approved by the Board above the established range and/or merit  
25 increase above the established fiscal year maximum must be approved by the City  
26 Council.

27 **GENERAL INCREASES**

28 General increases and other terms of compensation (ad-hoc, bonus, retention payments,

1 etc.) for the Chief Executive Officer must be approved by the Board and must not exceed  
2 the parameters set forth by the Unrepresented Management (Non-Sworn) Employee  
3 Terms, approved by the City Council.

4 **FRINGE BENEFITS**

5 The Chief Executive Officer is eligible for fringe benefits, including transportation  
6 allowance and deferred compensation, as set forth by the Unrepresented Management  
7 (Non-Sworn) Employee Terms, approved by City Council.

8 **13.4.3 Performance Incentive Compensation**

9 Each employee assigned to an Executive Salary Range shall be eligible to participate in  
10 and receive Individual Performance Incentive Compensation, the purpose of which is to  
11 compensate management employees for distinguished and outstanding performance for  
12 the periods for which said Performance Incentive Compensation is paid and in further  
13 anticipation of continued distinguished and outstanding performance in subsequent  
14 periods.

15 At or near the commencement of a fiscal year, the Chief Executive Officer of the Harbor  
16 Department may establish a performance plan for an eligible employee or, in the case of  
17 the Chief Executive Officer of the Harbor Department, the Chief Executive Officer of the  
18 Harbor Department and the President of the Board, subject to the approval of the Board  
19 of Harbor Commissioners, shall develop and establish a written and approved  
20 performance plan for said employee which sets forth objectives or targeted results for the  
21 ensuing fiscal year or remaining portion thereof. The attainment of these targeted results  
22 or distinguished performance in a specific project or program shall qualify the employee  
23 for Individual Performance Incentive Compensation.

24 **13.4.4 Amount of Incentive Compensation**

25 Individual Performance Incentive Compensation may be paid to any eligible employee in  
26 an amount not to exceed \$3,500 per fiscal year based upon the evaluation of the  
27 employee's performance by the Chief Executive Officer of the Harbor Department, or in  
28 the case of the Chief Executive Officer of the Harbor Department, the Board of Harbor



1 Commissioners, and a determination by the evaluator that the objectives or targeted  
2 results of the previously approved performance plan have been attained.

3 **SECTION 14. BOARD OF HARBOR COMMISSIONERS AUTHORITY**

4 **14.1 Acting Appointments**

5 The Board may assign an employee of the Harbor Department to perform as the acting  
6 Chief Executive Officer of the Harbor Department, Chief Operating Officer, Capital  
7 Programs Executive, Managing Director, Senior Director, or division director whenever a  
8 vacancy occurs in any such positions or when the Board determines that the incumbent  
9 Chief Executive Officer of the Harbor Department, Chief Operating Officer, Capital  
10 Programs Executive, Managing Director, Senior Director, or division director is unable to  
11 perform the duties of his or her position and such an assignment is necessary for the  
12 efficient and effective operation of the Harbor Department.

13 **14.2 Acting Pay**

14 An employee will be eligible for an Acting Appointment when they are designated by the  
15 Chief Executive Officer and approved by the Board to perform the principal duties of a  
16 higher position for a temporary period of ten (10) or more consecutive business days.

17 The employee shall receive temporary acting pay, retroactive to the first Saturday  
18 following the date they were designated to perform the duties, once approved by the  
19 Board, equivalent to a ten percent (10%) salary adjustment or the minimum of the salary  
20 range for the position, whichever is greater, provided that in no case shall the rate for that  
21 period exceed the maximum rate of the higher-paying position.

22 The Chief Executive Officer or designee shall review and approve the appropriateness of  
23 the Acting Appointment for management positions. Employees will revert to their  
24 previously established hourly rate following the expiration of the Acting Appointment.

25 The following are exclusions during a temporary Acting Pay assignment:

- 26 • Compensation for Acting appointments may not be applicable when designated to  
27 perform the duties of a position that is in the same or lower salary range, as the  
28

1 incumbent's current position. Determinations will be made on a case-by-case  
2 basis.

- 3 • Non-management employees designated to a temporary Acting Pay management  
4 assignment are only eligible for the rates of compensation designated herein,  
5 however are not eligible for any other benefits or incentives applicable pursuant to  
6 this resolution.
- 7 • Acting Pay temporary assignments shall not exceed 960 hours, unless approved  
8 by the Chief Executive Officer or designee, to ensure compliance with CalPERS.

9 **SECTION 15. AUTHORITY OF CHIEF EXECUTIVE OFFICER OF THE HARBOR**  
10 **DEPARTMENT**

11 Subject to and within the limitations of the provisions of the City Charter after the initial  
12 appointment by the Board, the Chief Executive Officer of the Harbor Department may at  
13 any time find and determine that an employee is entitled to be, and shall be, assigned to  
14 either a different step within the Salary Range established for such office or position, or to  
15 a different grade where positions are designated with grade numbers, and that an  
16 employee shall receive the biweekly salary established therefore. Without limiting the  
17 generality of the foregoing, the Board confers and delegates to the Chief Executive  
18 Officer of the Harbor Department the authority to temporarily adjust the grade or step of  
19 an employee subject to disciplinary action, in lieu of suspension without pay, as may be  
20 required for the efficient and economical administration and management of the affairs of  
21 the Harbor Department.

22 **SECTION 16. LIMITATIONS TO CHIEF EXECUTIVE OFFICER OF THE HARBOR**  
23 **DEPARTMENT AUTHORITY**

24 ***16.1 Delegation to Chief Executive Officer of the Harbor Department with***  
25 ***Limitations***

26 With respect to the administration of the provisions of this Resolution, the Board confers  
27 and delegates to the Chief Executive Officer of the Harbor Department the authority and  
28 duty to do and perform all actions relating to the administration and management of

1 employees of the Harbor Department as may be required for the efficient and economical  
2 functioning thereof; provided, however, the powers and duties conferred upon and  
3 delegated to the Chief Executive Officer of the Harbor Department shall not include the  
4 powers (i) to make initial appointments or initial employment of officers and employees of  
5 the Harbor Department; (ii) to fix the duties and initial compensation of such officers and  
6 employees; (iii) to assign an employee to perform as acting Chief Executive Officer of the  
7 Harbor Department, Chief Operating Officer, Capital Programs Executive, Managing  
8 Director, Senior Director, or division director in accordance with the provisions of and  
9 under the circumstances described in Section 14.1 above; (iv) to grant a leave of  
10 absence without compensation to the Chief Executive Officer of the Harbor Department;  
11 (v) to grant executive leave to the Chief Executive Officer of the Harbor Department; (vi)  
12 to authorize, as additional compensation, the payment of actual moving expenses  
13 incurred by a person in accepting a position with the Harbor Department; or (vii) to  
14 exercise such powers as are exclusively reserved to the Board under the provisions of  
15 Article XII of the Long Beach City Charter.

16 **SECTION 17. PROMOTIONS AND TRANSFERS**

17 Subject to the Board's power to set the pay rate of any employee at the time of making  
18 the initial appointment at one of the pay rates established herein, in the event an  
19 employee: (i) is promoted from one position to another for which a higher pay rate is  
20 established, or (ii) is advanced from one grade to another in the same position for which  
21 a higher pay rate is established, or (iii) is transferred from one department to another  
22 without change of position; the Chief Executive Officer of the Harbor Department shall  
23 designate the pay rate of such employee to be at one of the pay rates for such position or  
24 grade which will be not less than the pay rate received by such employee immediately  
25 prior to such promotion, advancement or transfer. Likewise, in the event an employee is  
26 transferred, as prescribed by Civil Service Rules and Regulations, for other than  
27 disciplinary reasons, from one position to another position for which a lower pay rate is  
28 established, the Chief Executive Officer of the Harbor Department shall designate the pay

1 rate of such employee to be at one of the pay rates prescribed for such position to which  
2 the employee is transferred.

3 **17.1 Definition of Period of Employment – Armed Forces**

4 For the purpose of computing the "period of employment" under the provisions of this  
5 Resolution, an employee of the Harbor Department who has been reinstated to his  
6 former position pursuant to the provisions of the Civil Service Rules and Regulations shall  
7 be considered as having been in the continuous service of the Harbor Department during  
8 the period said employee shall have served in the Armed Forces.

9 **SECTION 18. OTHER COMPENSATION**

10 **18.1 Overtime**

11 The method of computation of the amount of additional compensation to be paid to an  
12 employee for overtime worked shall be in accordance with and pursuant to the applicable  
13 definitions, conditions, and requirements of the of the pertinent and applicable  
14 Memorandum of Understanding (MOUs), Personnel Ordinance and in accordance with  
15 and pursuant to the Fair Labor Standards Act (FLSA).

16 **18.2 Vacation Pay-Off**

17 Subject to the requirements and conditions of the Personnel Ordinance relating to the  
18 availability of funds, every officer or employee of the Harbor Department who, upon  
19 request of his or her bureau or division head and subject to the approval of the Chief  
20 Executive Officer of the Harbor Department, shall consent to forego, and shall forego, the  
21 taking of any annual vacation or portion thereof, shall be paid, as additional  
22 compensation, a sum computed by multiplying the hourly rate of compensation  
23 prescribed by this Resolution for the position held by said officer or employee by the  
24 number of vacation hours which the employee shall forego. Time worked in lieu of annual  
25 vacation or portion thereof shall not be considered as overtime or "extra time worked."

26 **18.3 In Lieu Holiday Pay**

27 Section 4.01 (e) and (f) of the Personnel Ordinance permits certain Harbor Department  
28 employees to be absent fifteen working days per year with full pay, to be prorated

1 monthly, in lieu of absence of the employee on the holidays enumerated in the Personnel  
2 Ordinance. Subject to the prior approval of the Chief Executive Officer of the Harbor  
3 Department, an employee may accumulate and carry over such properly authorized  
4 unused "in lieu of holiday" time off for no longer than the close of the calendar year  
5 immediately following the calendar year in which such time off was earned. In the event  
6 that such accumulated "in lieu of holiday" time off is not taken as time off by the  
7 employee by the end of the calendar year immediately following the calendar year in  
8 which it was earned, then such accumulated time off shall be forfeited by the employee  
9 and no compensation shall thereafter be paid therefore.

10 **18.3.1 Cash Payment**

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

20 ***18.4 Temporary Assignments***

21 **18.4.1 Training and Development**

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

27 **18.4.2 Rehabilitation or Recovery from a Medical Condition**

28 An employee temporarily assigned to perform duties not ordinarily attached to his/her

1 position, for the purpose of rehabilitation or the recovery from a medical condition that  
2 has been certified by the Occupational Health Physician, or medical designee, pursuant  
3 to Section 63(5) of the Civil Service Rules and Regulations, shall not gain nor accrue Civil  
4 Service seniority in the temporary assignment, but shall continue to accrue seniority in  
5 their current classification and will be compensated at the same salary rate of the  
6 employee's current classification.

7 **18.4.3 Y-Rate**

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

13 ***18.5 Professional Certification Pay***

14 Employees in the Professional unit represented by the International Association of  
15 Machinists and Aerospace Workers, and Long Beach Association of Engineering  
16 Employees, pursuant to and in accordance with this resolution and the administrative  
17 directives issued by the Director of Human Resources - Harbor, shall be eligible for  
18 additional compensation of \$200 per month when he/she attains a professional  
19 certification or license which: has been issued by a state or national recognized  
20 professional organization; is appropriate to the employee's classification; exceeds the  
21 requirements for the position; is subject to periodic renewal through recertification, testing  
22 and continuing education; and has been authorized by the Director of Human Resources.

23 ***18.6 Relocation Compensation***

24 The Board, in its discretion, may authorize, as additional compensation, the payment of  
25 the actual moving expenses incurred by a person in accepting a position with the Harbor  
26 Department as approved by the Chief Executive Officer to the Harbor Department when  
27 the Board determines that such additional compensation is required as a further  
28 inducement to a prospective officer or employee to accept employment with the Harbor

1 Department.

2 **18.7 Tuition Reimbursement**

3 Permanent full-time or permanent part-time employees who are enrolled in an accredited  
4 job and/or career-related college or university study program during off-duty hours are  
5 eligible to receive tuition reimbursement in accordance with the Harbor Department's  
6 Education Reimbursement Administrative Directive.

7 **18.8 Damaged Personal Property Reimbursement**

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

17 **18.9 Expenses for the Board of Harbor Commissioners**

18 Notwithstanding any other provision of this Resolution, the members of the Board and the  
19 officers and employees of the Harbor Department shall be allowed, in addition to their  
20 salaries as provided, their actual and necessary expenses incurred in the performance by  
21 them of the duties of their respective duties and positions; provided, however, and except  
22 as otherwise provided in this Resolution, such expenses may be allowed to any such  
23 board member or officer or employee only in those cases where the Chief Executive  
24 Officer of the Harbor Department has either authorized or ratified the incurring of such  
25 expenses.

26 **SECTION 19. RECOGNITION AND REWARDS PROGRAMS**

27 **19.1 Employee Suggestion Award**

28 Employees of the Harbor Department may also receive additional compensation in the

1 form of suitable recognition awards as determined by the Chief Executive Officer of the  
2 Harbor Department.

3 **19.2 Measurable Monetary Award**

4 Employees of the Harbor Department may, pursuant to and in accordance with the  
5 provisions of this Resolution and the Administrative Directive issued by the Chief  
6 Executive Officer of the Harbor Department and the Director of Human Resources –  
7 Harbor, be awarded additional compensation for suggestions made that result in  
8 measurable monetary savings. Measurable awards shall not exceed 10% of the  
9 anticipated first year savings after adoption of the suggestion; provided, however, that the  
10 maximum award shall not exceed Five Thousand Dollars (\$5,000).

11 **19.3 Non-Measurable Monetary Award**

12 The Chief Executive Officer of the Harbor Department may also authorize an award not  
13 to exceed Two Hundred Dollars (\$200.00) for adopted suggestions resulting in benefits to  
14 the Harbor Department which are not measurable in monetary term, and may authorize  
15 the use of promotional awards to encourage participation in the program.

16 **19.4 Safety Awards**

17 Employees of the Harbor Department may also receive additional compensation in the  
18 form of a suitable safety award as determined by the Chief Executive Officer of the  
19 Harbor Department for successful participation in the Harbor Department's Safety  
20 Program.

21 **19.5 Port Familiarization Programs**

22 The Chief Executive Officer of the Harbor Department may provide up to two Port  
23 familiarization programs each fiscal year for Harbor Department employees and their  
24 families.

25 **19.6 Green Commute Transportation Program**

26 Employees of the Harbor Department who are eligible and volunteer to participate in the  
27 Harbor Department's Green Commute Program as defined by Administrative Directive  
28 shall be eligible to receive appropriate recognition and rewards as determined by the



1 Chief Executive Officer of the Harbor Department.

2 **SECTION 20. TRANSPORTATION**

3 Officers and employees requiring transportation in connection with the performance of  
4 their duties for the Harbor Department may be eligible for: (I) an assigned City-owned  
5 vehicle; (II) reimbursement for the actual cost of transportation per month for public  
6 transportation; (III) reimbursement for the cost of transportation at the applicable IRS  
7 mileage rate, or (IV) a monthly auto allowance as defined in the Memorandum of  
8 Understanding between the City and Long Beach Management Association or  
9 Unrepresented Employee Terms. Said monthly allowance is hereby determined to  
10 constitute reimbursement for expenditures and costs of operating and maintaining such  
11 vehicle, including its availability, as required for the performance of such official City  
12 business.

13 **SECTION 21. BENEFITS**

14 **21.1 Health Insurance**

15 On and after December 1, 2004, the City shall pay a maximum amount per month toward  
16 the cost of health, dental, vision, and life insurance benefits for each eligible represented  
17 and non-represented employee, based on single, two party and family coverage, as  
18 follows:

19 Represented Employees:

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

23 Non Represented Employees:

24 Effective December 1, 2016, the City shall pay a maximum per month toward the cost of  
25 the City-sponsored health, dental, and life insurance benefits for each eligible employee.

26 **21.2 Health Insurance Premium**

27 Increases in the costs for health, dental, and life insurance plans selected by non-  
28 represented employees shall be borne by employees in the manner set forth below. The

1 portion of this increase paid by the employee shall be added to the existing payroll  
2 deductions for the coverage, but will not exceed the following amounts:

3 a. Every January 1st, employees with single or two-party plan health coverage,  
4 shall pay thirty percent (30%) of the increase or \$25 whichever is less, over the rates in  
5 effect in the prior year for the plan options selected. The \$25 cap will also apply to  
6 employees with family plan coverage in the plan year 2017.

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

10 c. If the employee's portion is in excess of their cap (\$25 for single or two-party  
11 coverage or \$30 for family), the increase over the cap will be carried forward to the next  
12 year and added to the employee's portion of the next year's increase until the carryover  
13 amount is exhausted or the increase equals the cap, whichever is less.

14 d. The carryover of the remaining employee portion over the cap will continue  
15 forward each year, maintaining the respective caps, until the carryover amount is  
16 exhausted by adding it to the employee's portion. Please note that the carryover  
17 methodology described above is not an individual employee account.

18 e. The amounts provided for the City's health insurance contribution shall be  
19 applied first to the employee's health insurance coverage with any balance applied  
20 toward the coverage of the employee's dependents under the same plan.

21 f. Adjustments in the monthly maximum shall be effective at the beginning of the  
22 month in which the City health plan annual premium rate change adopted by City Council  
23 is implemented.

24 g. On January 1, 2017, and every January 1st thereafter during the term of this  
25 agreement, employees in all associations, with single or two party plan health coverage  
26 shall pay 30% of the increase or \$25 whichever is less, over the rates in effect in the prior  
27 year for the plan options selected. The \$25 cap will also apply to employees with family  
28 plan health coverage in plan year 2017.

1 h. Beginning January 1, 2018, employees with family plan health coverage in all  
2 associations, shall pay thirty percent (30%) of the increase or \$30 whichever is less, over  
3 the rates in effect in the prior year for the plan options selected, as described in their  
4 respective MOUs.

5 **21.3 In Lieu Health Insurance Pay**

6 In lieu of coverage under the health insurance program provided by the City for  
7 employees holding permanent full-time positions, each employee in a permanent part-  
8 time position (as defined in the Personnel Ordinance), shall, for every one hundred and  
9 seventy-four (174) hours worked by such permanent part-time employee be paid Four  
10 Hundred Forty (\$440) dollars, or via an equivalent, systematic calculation per pay period.  
11 No permanent part-time employee shall receive in any one fiscal year payments which  
12 are made pursuant to this Section that amount to more than the total annual contribution  
13 made by the City toward health insurance premiums for a permanent full-time employee  
14 for that same fiscal year.

15 **21.4 Life Insurance**

16 **21.4.1 Eligibility for Life Insurance**

17 Each officer and employee of the Harbor Department shall, during the time they actually  
18 hold an office or position of employment with the Harbor Department, be entitled to  
19 receive, as additional compensation, such group life insurance benefits as may be  
20 provided from time to time in a policy or policies of insurance obtained by the City or by  
21 the Board. Proceeds of such a policy or policies shall be payable to a beneficiary named  
22 by the person insured or, if none is named, to his or her estate.

23 **21.4.2 Appointed/Executive**

24 Employees assigned to Executive Salary Range shall receive, unless they elect an  
25 available alternative, as additional compensation life insurance benefits equal to three  
26 times their full annual salary to a maximum of Five Hundred Thousand dollars  
27 (\$500,000), long- and short-term disability insurance, and in-hospital indemnity benefits.  
28 Proceeds of any life insurance benefits shall be payable to a beneficiary named by the

1 person insured or, if none is named, to his/her estate.

2 **21.4.3 International Association of Machinists and Aerospace Workers (IAM)**

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

6 1. For the surviving spouse until his/her remarriage, death, or Medicare eligibility,  
7 whatever occurs first;

8 2. For the surviving children until their 19th birthday, or until age 26, if a full-time  
9 student in an accredited college or university. Violence in the workplace does not include  
10 accidents or acts of God.

11 **21.4.4 Accidental Death or Injury Insurance**

12 Each officer and employee of the Harbor Department during his or her employment shall  
13 receive, as additional compensation, such insurance benefits for bodily injury or death  
14 incurred by such officers or employees while traveling on official business of the City of  
15 Long Beach as may be provided from time to time in a master policy or policies of travel  
16 insurance as may be obtained by the City or by the Board pursuant to Section 3121 of  
17 the California Government Code. This is separate and distinct from the employer-paid  
18 life and accidental death and dismemberment insurance referenced in herein. Proceeds  
19 of such a policy or policies shall be payable to a beneficiary named by the person insured  
20 or, if none is named, to his or her estate.

21 ***21.5 Consolidated Omnibus Budget Reconciliation Act (COBRA)***

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

26 ***21.6 Retirement Benefits***

27 Effective October 1, 1997, and subject to satisfaction of all eligibility requirements and  
28 conditions, each officer and employee of the Harbor Department shall be eligible to

1 participate and receive all retirement benefits which have been and hereafter are  
2 established by City Council by ordinance or resolution for officers and employees of the  
3 City of Long Beach.

4 **21.7 Non-Approval of Disability Retirement**

5 The payment of retirement benefits to an employee terminating or pending disability  
6 retirement shall be subject to all the requirements and conditions relating to the  
7 availability of funds to make such payments as provided in the Personnel Ordinance. In  
8 the event the application for ordinary or service connected disability retirement is  
9 disapproved, the employee shall not be entitled to any holiday or unused portion thereof,  
10 for which a lump-sum payment has been received.

11 **21.8 Extended Leave of Absence**

12 The Chief Executive Officer of the Harbor Department may grant an extended leave of  
13 absence, not to exceed one year, for the purpose of health, or study, travel and research,  
14 to any employee of the Harbor Department. The application of such extended leave of  
15 absence shall state the time desired and shall have the written approval of the applicant's  
16 division head or designee. Any leave of absence granted under this Section shall be  
17 without compensation during such absence. The position held by the employee to whom  
18 the leave of absence is granted shall be filled for the term of the absence in the same  
19 manner as vacancies are filled.

20 **21.9 Leave of Absence Without Pay**

21 The Chief Executive Officer of the Harbor Department may grant a leave of absence  
22 without compensation to a person holding an office or position in the Harbor Department,  
23 said leave not to exceed thirty (30) days in duration. Only the Board may grant a leave of  
24 absence without compensation to the Chief Executive Officer of the Harbor Department.

25 **21.10 Authorization to Instruct**

26 The Chief Executive Officer of the Harbor Department may authorize one or more  
27 employees in the Harbor Department to act as instructors in public or private schools,  
28 colleges or universities whenever the subjects of study in such classes are directly

1 related to the type or kind of work performed by such employee under his or her  
2 employment with the Harbor Department, and the Chief Executive Officer of the Harbor  
3 Department has determined that the conduct of said classes will directly promote or  
4 improve the efficiency of the Harbor Department by reason of the attendance at such  
5 classes by employees or prospective employees of the Harbor Department. The duties  
6 so authorized shall be in addition to duties regularly attached to his or her office position.  
7 Every employee so authorized to instruct such classes during business hours may  
8 charge such fee for his or her services as may be prescribed by the Chief Executive  
9 Officer of the Harbor Department, and all fees so collected shall be paid into the City  
10 Treasury by such employee.

11 **SECTION 22. ESTABLISHMENT OF POSITIONS & COMPENSATION OF THE CITY**

12 If the City Council, in its resolution approving the compensation fixed herein, or in the City  
13 Salary Resolution, approves compensation (including skill pay) for offices or positions  
14 listed herein at a compensation or skill pay different than that indicated opposite the  
15 positions listed herein or approves classifications for offices or positions not listed herein,  
16 then the Board does hereby fix the compensation for said office or position at the  
17 compensation (including skill pay) so fixed by the City Council by resolution and the  
18 Board does hereby adopt the classification for offices and positions fixed by the City  
19 Council by resolution.

20 **SECTION 23. CONFLICTS**

21 **23.1 Memoranda of Understanding Conflicts**

22 Except as otherwise provided in this resolution and any other applicable Federal or State  
23 laws, rules and regulations, it is the intent of the Board of Harbor Commissioners, by the  
24 adoption of this Salary Resolution, to prescribe the salaries and compensation of the  
25 employees of the Harbor Department, including the implementation of such adjustments  
26 in salaries and compensation for the employees in each office or position of employment  
27 with the City as provided in any applicable Memorandum of Understanding which has  
28 heretofore been approved and adopted by the City Council, and in the event of any

1 inconsistency or conflict between the provisions of this resolution and the applicable  
2 Memorandum of Understanding regarding such adjustments in compensation due to any  
3 inadvertence, oversight, or clerical error, it is intended that the provisions in such  
4 Memorandum of Understanding shall control and shall supersede the provisions of this  
5 resolution, and such adjustments to the salaries and compensation shall be deemed to  
6 have been correctly included herein, effective as of the applicable effective date, and  
7 such matters shall be subsequently corrected by appropriate action.

8 **23.2 Minimum Wage**

9 Notwithstanding any applicable other provision of this resolution and any applicable  
10 Memorandum of Understanding which has heretofore been approved and adopted by the  
11 City Council, the minimum hourly rate for City employees shall be no less than the  
12 current California State Minimum Wage hourly rate, whichever is greater.

13 In the event of any inconsistency or conflict between the applicable Harbor  
14 resolution or Council approved Memorandum of Understanding regarding employee  
15 compensation due to any inadvertence, oversight, or clerical error, it is intended that the  
16 employees shall receive an hourly rate that is no less than the current applicable Federal  
17 Minimum Wage hourly rate or the current California State Minimum Wage hourly rate,  
18 whichever is greater.

19 **SECTION 24. ENVIRONMENTAL IMPACT**

20 The Board of Harbor Commissioners of the City of Long Beach hereby finds and  
21 determines that this Harbor Department Salary Resolution will not have a significant  
22 adverse effect on the environment and that this Harbor Department Salary Resolution is  
23 not subject to provisions of the California Environmental Quality Act and the requirements  
24 of the guidelines are not applicable.

25 **SECTION 25. CERTIFICATION OF RESOLUTION ADOPTION**

26 **25.1 Repealing of Prior Salary Resolution**

27 Resolution No. HD-3220 of the Board of Harbor Commissioners of the City of Long  
28 Beach are hereby repealed; and the repeal of said resolutions shall not repeal or in any

1 way abrogate any rights of an officer or employee, such as, but not limited to, accrued  
2 time for step increases, overtime, and compensatory time.

3 **25.2 Certification of Adoption**

4 The Secretary of the Board of Harbor Commissioners shall certify to the passage of this  
5 Resolution, and it shall be deemed operative on the date on which this Resolution is  
6 approved by the City Council, unless otherwise duly noted in this Resolution or  
7 superseded by MOU provisions.

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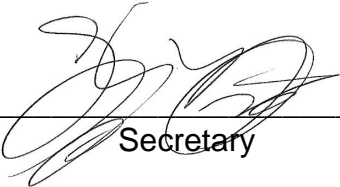
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I hereby certify that the foregoing resolution was adopted by the Board of Harbor Commissioners of the City of Long Beach at its meeting of Nov. 11, 2024 by the following vote:

Ayes: Commissioners: Olvera, Weissman, Neal, Colonna, Lowenthal  
\_\_\_\_\_  
Noes: Commissioners: \_\_\_\_\_  
Absent: Commissioners: \_\_\_\_\_  
Not Voting: Commissioners: \_\_\_\_\_

  
\_\_\_\_\_  
Secretary

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

**ATTACHMENT I  
BUREAUS AND DIVISIONS**

<b><u>Bureau</u></b>	<b><u>Division</u></b>
Commercial Services	Security
Commercial Services	Tenant Services
Commercial Services	Business Development
Commercial Services	Information Management
Engineering	Engineering Design
Engineering	Engineering Operations
Engineering	Maintenance
Engineering	Construction Management
Engineering	Program Management
Engineering	Project Controls
Engineering	Survey
Executive	Executive
Executive	Central Procurement Services
Executive	Human Resources
Finance & Administration	Finance
Finance & Administration	Real Estate
Finance & Administration	Risk Management
Planning & Environmental Affairs	Environmental Planning
Planning & Environmental Affairs	Port Planning
Strategic Advocacy	Communications and Community Relations
Strategic Advocacy	Government Relations

**ATTACHMENT II  
POSITIONS AND ASSIGNED PAY RATE RANGE NUMBERS**

<b>Occup. Code</b>	<b>Position Title</b>	<b>Salary Range No.</b>
NB1NN	ASSISTANT DIRECTOR - SURVEY	E80
NB4NN	ASSISTANT DIRECTOR-FINANCE	E80
NF7NN	ASSISTANT DIRECTOR-PROCUREMENT	E80
TBD	ASSISTANT DIRECTOR – PROJECT CONTROLS	E80
TBD	ASSISTANT DIRECTOR – GOVERNMENT RELATIONS	E80
N02NN	ASST CHIEF HARBOR ENGINEER	764
NN1NN	ASST DIR OF TENANT SERVICES	E80
NB9NN	ASST DIR – SECURITY	E80
NB8NN	ASST DIR-COMMUNCTNS/COMM RELTNS	E80
NH4NN	ASST DIR-CONSTRUCTION MGMT	E80
NK9NN	ASST DIRECTOR - PORT PLANNING	E80
N05NN	ASST DIRECTOR OF MAINTENANCE	E80
NG6NN	ASST DIRECTOR-BUSINESS DEVEL	E80
NB5NN	ASST DIRECTOR-HUMAN RESOURCES	E80
ND7NN	ASST DIRECTOR-INFORMATION MGMT	E80
N62NN	ASST DIRECTOR-REAL ESTATE	E80
NH5NN	ASST DIR-ENGINEERING DESIGN	E80
NE7NN	ASST DIR-ENVIRONMENTAL PLNG	E80
NH6NN	ASST DIR-PROGRAM MANAGEMENT	E80
N67AN	ASST MARKETING MANAGER I	473
N67BN	ASST MARKETING MANAGER II	563
N67CN	ASST MARKETING MANAGER III	633
N03NN	ASST TERMINAL SVCS MANAGER	594
NA3NN	ASST TO EXECUTIVE DIRECTOR	E95
N42NN	ASST TRAFFIC MANAGER	603
NI0NN	BUSINESS DEVELOPMENT ANALYST	662
N68AN	CARGO AUDIT CLERK I	344
N68BN	CARGO AUDIT CLERK II	359
N68CN	CARGO AUDIT CLERK III	404
N68DN	CARGO AUDIT CLERK IV	448
N88NN	CHIEF EXECUTIVE OFFICER-HARBOR	E09
N10NN	CHIEF HARBOR ENGINEER	E00
NL9NN	CHIEF INFO SECURITY OFFICER	E40
NA4NN	CHIEF INFORMATION OFFICER	E05
N11NN	CHIEF PORT SECURITY OFFICER	684
N09NN	CHIEF OPERATING OFFICER-HARBOR	E64
AW0NN	CHIEF RISK OFFICER	E40
N12NN	CHIEF WHARFINGER	682
W84NN	CIVIL ENGINEERING ASST-NC	N58

**ATTACHMENT II  
POSITIONS AND ASSIGNED PAY RATE RANGE NUMBERS**

<b>Occup. Code</b>	<b>Position Title</b>	<b>Salary Range No.</b>
NJ8AN	COMMERCIAL DIVER I	610
NJ8BN	COMMERCIAL DIVER II	642
N94AN	COMMUNICATIONS ASSISTANT I	372
N94BN	COMMUNICATIONS ASSISTANT II	404
N94CN	COMMUNICATIONS ASSISTANT III	434
N64NN	COMMUNICATIONS OFFICER	661
W76BN	CONSTRUCTION INSP II-NC	N73
W76AN	CONSTRUCTION INSP I-NC	N63
NE6NN	CONSTRUCTION MANAGER	644
N15NN	CONSTRUCTION SUPERVISOR	542
NC2AN	CONTRACT ADMINISTRATOR I	459
NC2BN	CONTRACT ADMINISTRATOR II	523
NL1AN	CONTRACT COMPLIANCE ANALYST I	603
NL1BN	CONTRACT COMPLIANCE ANALYST II	634
NL1DN	CONTRACT COMPLIANCE ANALYST IV	710
NL1CN	CONTRCT COMPLIANCE ANALYST III	664
NF4DN	CONTROL CENTER OPERATOR IV	560
NE8NN	DEP EXECUTIVE OFF-THE BOARD	E85
N16AN	DEPUTY CHIEF HARBOR ENGINEER I	725
N16BN	DEPUTY CHIEF HARBOR ENGR II	758
NF4NN	DIRECTOR - PROCUREMENT	E05
N92NN	DIRECTOR OF COMMUNICATIONS	E05
N18NN	DIRECTOR OF MAINTENANCE	E05
NA5NN	DIRECTOR OF SECURITY	E05
N22NN	DIRECTOR-BUSINESS DEVELOPMENT	E05
ND9NN	DIRECTOR-CONSTRUCTION MGMT	E05
NE1NN	DIRECTOR-ENGINEERING DESIGN	E05
NE2NN	DIRECTOR-ENVIRONMENTAL PLNG	E05
N59NN	DIRECTOR-FINANCE	E05
NB7NN	DIRECTOR-GOVERNMENT RELATIONS	E05
NE5NN	DIRECTOR-PORT PLANNING	E05
NE4NN	DIRECTOR-PROGRAM MANAGEMENT	E05
NH2NN	DIRECTOR-PROJECT CONTROLS	E05
N61NN	DIRECTOR-REAL ESTATE	E05
NK6NN	DIRECTOR-SURVEY	E05
NJ5NN	DIRECTOR-TENANT SERVICES	E05
N77NN	DIR-HUMAN RESOURCES-HARBOR	E05
TBD	ENERGY PROGRAMS EXECUTIVE	E18
W77BN	ENGINEERING TECHNICIAN II-NC	N53

**ATTACHMENT II  
POSITIONS AND ASSIGNED PAY RATE RANGE NUMBERS**

<b>Occup. Code</b>	<b>Position Title</b>	<b>Salary Range No.</b>
W77AN	ENGINEERING TECHNICIAN I-NC	N43
NC3AN	ENVIRON REMEDIATION SPEC I	646
NC3BN	ENVIRON REMEDIATION SPEC II	699
ND4NN	ENVIRONMENTAL OFFICER	E85
W81NN	ENVIRONMENTAL SPEC ASSOC-NC	N81
W80AN	ENVIRONMENTAL SPEC ASST-NC	N57
N26NN	ENVIRONMENTAL SPECIALIST ASSOC	596
N25NN	ENVIRONMENTAL SPECIALIST ASST	516
N24AN	ENVIRONMENTAL SPECIALIST I	646
N24BN	ENVIRONMENTAL SPECIALIST II	699
N27NN	EXECUTIVE OFFICER TO THE BOARD	E40
N39NN	EXECUTIVE SECRETARY-HARBOR	E03
N71NN	FINANCIAL RPRTNG/CONTROLS OFF	684
ND3AN	GARAGE SUPERVISOR I-HARBOR	551
ND3BN	GARAGE SUPERVISOR II-HARBOR	621
W84AN	GARDENER I-NC	M20
W85NN	GENERAL MAINTENANCE ASST-NC	M31
NL5NN	GEOGRAPHIC INFO SYS SUPV	690
N56NN	GRAPHIC ARTIST	523
NC0NN	GRAPHICS TECHNICIAN	409
NI9NN	HARBOR CONTROL CENTER SUPV	630
N32AN	HARBOR MAINT MECHANIC I	443
N32BN	HARBOR MAINT MECHANIC II	473
W86BN	HARBOR MAINT MECHANIC II-NC	M46
W86AN	HARBOR MAINT MECHANIC I-NC	M37
N33NN	HARBOR MAINTENANCE SUPERVISOR	523
NL7NN	HARBOR MARINE ENGINEER	694
NM4AN	HARBOR PATROL OFFICER I	426
NM4BN	HARBOR PATROL OFFICER II	444
NM4CN	HARBOR PATROL OFFICER III	502
TBD	HUMAN RESOURCES OFFICER – HARBOR	E65
NK8NN	INTERMODAL OPERATIONS COORD	720
NG2AN	MAINTENANCE PLANNER I	540
NG2BN	MAINTENANCE PLANNER II	581
ND1NN	MANAGER - SURVEY	E85
NC6NN	MANAGER OF ACCOUNTING	E85
TBD	MANAGER OF DIGITAL INNOVATION	E40
TBD	MANAGER OF ENGINEERING – HARBOR	E40
TBD	MANAGER OF GOVERNMENT RELATIONS	E40

**ATTACHMENT II  
POSITIONS AND ASSIGNED PAY RATE RANGE NUMBERS**

<b>Occup. Code</b>	<b>Position Title</b>	<b>Salary Range No.</b>
TBD	MANAGER OF PROJECT MANAGEMENT OFFICE (PMO)	E40
NC1NN	MANAGER OF PORT PROJECTS	E85
N65NN	MANAGER OF RAIL TRANSPORTATION	724
NL1NN	MANAGER OF REAL ESTATE	E85
NL2NN	MANAGER OF RIGHT OF WAY	E85
NI2NN	MANAGER-BUSINESS DEVELOPMENT	E85
NH9NN	MANAGER-CEQA/NEPA PRACTICES	E40
NM7NN	MANAGER-HUMAN RESOURCES	E85
NI6NN	MANAGER-PROCUREMENT	E85
NH8NN	MANAGER-PROJECT CONTROLS	E40
NK7NN	MANAGER-REVENUE	E85
NH0NN	MANAGER-SECURITY OPERATIONS	E85
NI1NN	MANAGER-TECHNICAL SECURITY	E40
NL0NN	MANAGER-TENANT SERVICES	E85
N80NN	MANAGING DIRECTOR	E18
NA8NN	MARKET PLANNING ASSISTANT	469
N48NN	MARKET RESEARCH ECONOMIST	664
N66NN	MARKETING MANAGER	682
NL3NN	MGR - COMM & COMMUNITY RELTNS	E85
NE9NN	MGR-AIR QUALITY PRACTICES	E40
NG4NN	MGR-BUSINESS APPLICATIONS	E40
NC8NN	MGR-CONTRACT COMPLIANCE	E85
NM9NN	MGR-ECONOMICS & FUNDING	E40
NJ1NN	MGR-ENGINEERING TECHNOLOGY	E85
NF8NN	MGR-ENVIRONMENTAL REMEDIATION	E40
NC9NN	MGR-FACILITIES MAINTENANCE	E85
NG7NN	MGR-FINANCIAL PLNG & ANALYSIS	E40
NG2NN	MGR-HARBOR CONSTRCTN INSPEC QC	E40
NM3NN	MGR-HARBOR GRANTS	E40
NJ2NN	MGR-HARBOR MARINE	E40
ND5NN	MGR-INFRASTRUCTURE MAINTENANCE	E85
NM8NN	MGR-INFRASTRUCTURE OPERATIONS	E00
NK5NN	MGR-INTERMODAL OPERATIONS	E40
NJ3NN	MGR-LABOR COMPLIANCE ADMIN	E85
NM1NN	MGR-MAINTENANCE ADMINISTRATION	E85
NG5NN	MGR-NETWORK OPERATIONS	E40
NC7NN	MGR- ENVIRONMENTAL HEALTH & SAFETY	E85
NF9NN	MGR-SECURITY OPS-GRANTS & ADMN	E85
NF1NN	MGR-SECURITY OPS-TRAINING	E40

**ATTACHMENT II  
POSITIONS AND ASSIGNED PAY RATE RANGE NUMBERS**

<b>Occup. Code</b>	<b>Position Title</b>	<b>Salary Range No.</b>
N57NN	MGR-STRATEGIC PLAN & LAND USE	E85
ND6NN	MGR-SUSTAINABLE PRACTICES	E40
NM6NN	MGR-TECH STRATEGY/ARCHITECTURE	E40
NA7NN	MGR-TRANSPORTATION DEVELOPMENT	E85
NF2NN	MGR-UTILITIES	E85
NG3NN	MGR-WATER QUALITY PRACTICES	E40
NG1NN	OFFCR DEI AND PROCUREMENT-HA	E65
NB0AN	OFFICE AUTOMATION ANALYST I	530
NB0BN	OFFICE AUTOMATION ANALYST II	560
NB0CN	OFFICE AUTOMATION ANALYST III	590
W73NN	OFFICE AUTOMATION ANALYST I-NC	M52
NB0DN	OFFICE AUTOMATION ANALYST IV	614
ND4AN	OFFICE SYSTEMS ANALYST I	653
ND4BN	OFFICE SYSTEMS ANALYST II	710
ND4CN	OFFICE SYSTEMS ANALYST III	750
ND4DN	OFFICE SYSTEMS ANALYST IV	770
NF7AN	PERSONNEL ANALYST I	577
NF7BN	PERSONNEL ANALYST II	603
NF7CN	PERSONNEL ANALYST III	634
W97NN	PLANNER III-NC	M90
NI7NN	PORT ADMINISTRATIVE OFFICER	E65
NI8NN	PORT COMMERCIAL APPRAISER	720
N93CN	PORT COMMUNICATIONS SPCLST III	560
N93AN	PORT COMMUNICATIONS SPECLST I	470
N93BN	PORT COMMUNICATIONS SPECLST II	530
N93DN	PORT COMMUNICATIONS SPECLST IV	586
N93EN	PORT COMMUNICATIONS SPECLST V	622
TBD	PORT COMPLIANCE OFFICER	E65
NJ8NN	PORT FINANCE OFFICER	E65
ND1AN	PORT FINANCIAL ANALYST I	640
ND1BN	PORT FINANCIAL ANALYST II	660
ND1CN	PORT FINANCIAL ANALYST III	710
N63AN	PORT LEASING SALES OFFICER I	470
N63BN	PORT LEASING SALES OFFICER II	530
N63CN	PORT LEASING SALES OFFICER III	550
N63DN	PORT LEASING SALES OFFICER IV	660
N63EN	PORT LEASING SALES OFFICER V	690
N55AN	PORT PLANNER I	620
N55BN	PORT PLANNER II	650

**ATTACHMENT II  
POSITIONS AND ASSIGNED PAY RATE RANGE NUMBERS**

<b>Occup. Code</b>	<b>Position Title</b>	<b>Salary Range No.</b>
N55CN	PORT PLANNER III	680
N55DN	PORT PLANNER IV	710
N55EN	PORT PLANNER V	750
ND0BN	PORT RECORDS CENTER SUPERVISOR	523
N64AN	PORT RISK ASSISTANT I	462
N64BN	PORT RISK ASSISTANT II	522
N81AN	PORT RISK MANAGER I	613
N81BN	PORT RISK MANAGER II	663
W99NN	PORT SECURITY SYS OPER I-NC	M47
NF4AN	PORT SECURITY SYSTEM OPER I	490
NF4BN	PORT SECURITY SYSTEM OPER II	530
NF4CN	PORT SECURITY SYSTEM OPER III	560
NF6NN	PROJECT ESTIMATOR	647
NL2AN	PROJECT SCHEDULER I	636
NL2BN	PROJECT SCHEDULER II	648
NL4NN	SAFETY SPECIALIST III	651
N95NN	SECRETARY	412
NB0NN	SECRETARY-CONF	410
ND8NN	SENIOR DIRECTOR	E11
NG0NN	SENIOR ELECTRICAL ENGINEER	702
NK1NN	SENIOR ESTIMATOR	724
N63NN	SENIOR PORT LEASING OFFICER	720
NF0NN	SENIOR PROGRAM MANAGER	725
NJ0NN	SENIOR SCHEDULER	701
NA9NN	SENIOR SECRETARY	446
W94NN	SENIOR SURVEY TECHNICIAN-NC	N55
NJ9NN	SUPERVISOR-COMMERCIAL DIVING	710
W96NN	SURVEY TECHNICIAN-NC	N45
W95NN	SURVEYOR-NC	N67
N43AN	TERMINAL SERVICES REP I	446
N43BN	TERMINAL SERVICES REP II	510
W98NN	TRAFFIC ENGINEERING ASSIST-NC	N59
N36NN	TRAFFIC MANAGER	684
NC6AN	TRANSPORTATION PLANNER I	620
NC6BN	TRANSPORTATION PLANNER II	650
NC6CN	TRANSPORTATION PLANNER III	680
NC6DN	TRANSPORTATION PLANNER IV	710



**ATTACHMENT III  
EXECUTIVE SALARY RANGES**

<b>EXECUTIVE SALARY RANGE</b>	<b>POSITION TITLE</b>	<b>EQUIVALENT ANNUAL SALARY RANGE</b>
E09	CHIEF EXECUTIVE OFFICER	\$336,815.810 - \$471,543.833
E64	CHIEF OPERATING OFFICER	\$306,196.650 - \$428,676.193
E18	MANAGING DIRECTOR	\$253,054.490 - \$354,276.690
E11	HARBOR SR DIRECTOR	\$209,138.209 - \$292,792.650
E05	HARBOR DIRECTOR	\$190,123.920 - \$266,174.754
E80	HARBOR ASSISTANT DIRECTOR	\$172,840.311 - \$241,976.856
E40	HARBOR MANAGER (SCHEDULE I)	\$157,127.172 - \$219,979.727
E85	HARBOR MANAGER (SCHEDULE II)	\$142,843.267 - \$199,980.996
E65	HARBOR OFFICER	\$129,857.899 - \$181,801.480
E03	EXECUTIVE SECRETARY – HARBOR	\$80,799.563 - \$116,151.590