RESOLUTION NO. RES-26-0062

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-25-0125 adopted on September 9, 2025, 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 October 1, 2025; and

WHEREAS, it is now the desire of the City Council to confirm, readopt, amend and restate the provisions of Resolution No. RES-25-0125, 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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OFFICE OF THE CITY ATTORNEY
DAWN MCINTOSH, City Attorney
411 West Ocean Boulevard, 9th Floor
Long Beach, CA 90802-4664

SALARY RESOLUTION

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DAWN MCINTOSH, City Attorney
411 West Ocean Boulevard, 9th Floor
Long Beach, CA 90802-4664

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DAWN MCINTOSH, City Attorney
411 West Ocean Boulevard, 9th Floor
Long Beach, CA 90802-4664

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

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

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

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

Section 6. EMPLOYMENT COMPENSATION

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

Section 7. EFFECTIVE TERM OF COMPENSATION

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

Section 8. COMPENSATION COMPUTATIONS

A. Hourly

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

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DAWN MCINTOSH, City Attorney
411 West Ocean Boulevard, 9th Floor
Long Beach, CA 90802-4664

B. Unpermitted Absences

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

C. 56-Hour Equivalent

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

D. Platoon Pay Reduction

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

E. Platoon Overtime

For purposes of determining the cash compensation to be paid for overtime (as defined in the Personnel Ordinance) worked by safety personnel, assigned to platoon duty, the "56-hour equivalent" pay rate per hour shall apply.

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DAWN MCINTOSH, City Attorney
411 West Ocean Boulevard, 9th Floor
Long Beach, CA 90802-4664

Section 9. PAY DEDUCTION AUTHORIZATION

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

Section 10. PAY RATES

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

Section 11. PAY RATE PROGRESSION

A. Seven-Step Pay Rate Progression

Except for the employees referenced in subsection B, C, and D below, after an employee has served an initial six-month period of employment in a position at a pay rate designated as Pay Rate Step 1 in the Salary Schedule established by Section 10 of this resolution, the salary of such employee shall be at the applicable pay rate designated as Pay Rate Step 2; after a second six-month period of satisfactory performance of

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DAWN MCINTOSH, City Attorney
411 West Ocean Boulevard, 9th Floor
Long Beach, CA 90802-4664

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

B. Six-Step Pay Rate Progression

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

C. Five-Step Pay Rate Progression

For employees covered by an existing Memorandum of Understanding with the Long Beach Firefighters Association and the Long Beach Lifeguard Association, who

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DAWN MCINTOSH, City Attorney
411 West Ocean Boulevard, 9th Floor
Long Beach, CA 90802-4664

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

D. Ambulance Operator

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

E. Exception to Pay Rate Progression

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

Section 12. PAY FOR EXECUTIVES/PROFESSIONALS

A. Salary Ranges

The provisions of this resolution relating to assignment of employees to Pay Rate Steps and to automatic pay step advancement shall not apply to employees in positions which have been assigned to an Executive or Professional Salary Range in Attachment A of this resolution. The level of compensation of employees in such positions shall be determined by the appropriate appointing authority within the applicable Executive

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DAWN MCINTOSH, City Attorney
411 West Ocean Boulevard, 9th Floor
Long Beach, CA 90802-4664

or Professional Salary Range which has been designated by resolution, or applicable MOU, for said employee's position. Under no circumstances will an employee's salary exceed the maximum salary for an employee's assigned classification range, unless approved by the City Council or the salary increase is due to a general wage increase.

B. Merit Increases/Decreases

After an employee has been initially placed at a level of compensation within the applicable Executive or Professional Salary Range, the appropriate appointing authority shall have the sole and exclusive discretion to increase or decrease said employee's level of compensation within the applicable Executive or Professional Salary Range assigned by resolution, or applicable MOU, based upon merit by the performance and demonstrated ability of said employee. The sum total of all said percentage increases or decreases, including both merit and salary adjustments, not including management performance evaluations increases, shall not exceed seven percent during any fiscal year without approval of the City Council. These percentage increases or decreases in compensation are to be implemented on a prospective basis, the effective date will be the first day of the first full pay period following approval from the appropriate appointing authority. Requests for retroactive increases shall be submitted to City Manager for review and will require City Manager or appropriate appointing authority approval.

C. Salary Adjustments

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

D. Executive Performance Incentive Compensation

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DAWN MCINTOSH, City Attorney
411 West Ocean Boulevard, 9th Floor
Long Beach, CA 90802-4664

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

Outstanding performance in the attainment of these objectives or targeted results, or distinguished performance in a specific project or program shall qualify the employee for Individual Performance Incentive Compensation. Such incentive compensation may be paid to any eligible officer or employee in an amount not to exceed six thousand dollars per fiscal year based upon the evaluation and determination by the City Manager, appropriate appointing authority, or their respective designees.

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

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

At or near the commencement of the applicable fiscal year, the elected appointing authority or a designee shall establish a written performance plan for each employee selected to participate. The performance plan shall establish performance objectives or targeted results for the ensuing fiscal year or remaining portion thereof. Outstanding achievement in attaining the established objectives or targeted results, or

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DAWN MCINTOSH, City Attorney
411 West Ocean Boulevard, 9th Floor
Long Beach, CA 90802-4664

distinguished performance in a specific project or program shall qualify the employee for Individual Performance Incentive Compensation. That amount of such compensation paid to any single employee shall not exceed six thousand dollars per fiscal year. The actual amount to be paid to an eligible employee shall be determined by the elected appointing authority and will be based on the employee's performance under the previously approved employee performance plan.

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

A. Elected Officials

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

B. City Clerk

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

C. City Manager

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

D. Director of Police Oversight

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

Section 14. CHIEF EXECUTIVE OFFICER, GENERAL MANAGER - UTILITIES PAY PROVISIONS

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

A. Merit Increases

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

B. General Increases

General increases and other terms of compensation (ad-hoc, bonus, retention payments, etc.) must be approved by the applicable Board/Commission and must not exceed the parameters set forth by the Unrepresented Management (Non-Sworn) Employee Terms, approved by the City Council.

C. Fringe Benefits

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

Section 15. PROMOTIONS

Subject to the City Council's power by resolution to set the pay rates of any employee at one of the pay rates established by resolution, in the event an employee is promoted from one position to another for which a higher pay rate is established by resolution, or is advanced from one grade to another in the same position for which a higher pay rate is established, or is transferred from one department to another without change of position or grade, the appropriate appointing authority shall designate the pay rate of such employee to be at one of the pay rates for such position or grade which will be not less than the pay rate received by such employee immediately prior to such promotion, advancement, transfer, or Salary Schedule change. Likewise, subject to such power of the City Council, in the event an employee is transferred, as prescribed by Civil Service Rules and Regulations for other than disciplinary reasons from one position to another position for which a lower pay rate is established, the appropriate appointing authority shall designate

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

the pay rate of such employee to be at one of the pay rates prescribed for such position to which the employee is transferred. For the purpose of computing the "period of employment" under the provisions of this section, an employee of the City who has been reinstated to their former position pursuant to the provisions of Section 52 of the Civil Service Rules and Regulations shall be considered as having been in the continuous service of the City during the period said employee shall have served in the Armed Forces.

Section 16. OVERTIME

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

Section 17. VACATION CASH OUT

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

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DAWN MCINTOSH, City Attorney
411 West Ocean Boulevard, 9th Floor
Long Beach, CA 90802-4664

For an employee to cash out vacation under this program, the employee must make a choice, in the calendar year prior to the calendar year that the affected vacation is earned, between either (i) accruing the vacation in the following calendar year on a normal basis and subject to the regular vacation accrual rules, or (ii) receiving cash in lieu of the vacation that is earned in the following calendar year. It is not possible to make a vacation cash out election with respect to vacation that has already been earned or with respect to vacation that will be earned in the calendar year when the election is made. The election must be made in writing between December 1st and December 23rd of the calendar year before the calendar year when the vacation will be earned. Once the election is made and accepted, it is irrevocable. Employees must complete a Vacation Cash Out Request form in order for the employee to determine how much, if any, of the vacation the employee will earn in the following calendar year will be received in cash. For the employee's vacation cash out election to be valid for the following calendar year, the vacation cash out request form must be submitted to the Department of Human Resources no later than December 23rd of the calendar year before the calendar year when the vacation will be earned. If an employee fails to turn in a vacation cash out election form or turns it in late, it will not be accepted.

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

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

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DAWN MCINTOSH, City Attorney
411 West Ocean Boulevard, 9th Floor
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Vacation cash outs will be paid in the calendar year when the vacation to be cashed out is earned (or upon the employee's termination of employment if earlier). Generally, all approved vacation cash outs will be paid in the pay period that include December 1st. Note that an employee's vacation cash out amount will be reduced, or possibly eliminated altogether, if the employee either does not earn enough vacation during the calendar year to support the vacation cash out (e.g., the employee terminates employment with the City early in the calendar year) or has unscheduled time off that uses up some (or all) of the vacation that would have been cashed out.

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

Section 18. IN-LIEU HOLIDAY PAY

Applicable Memorandums of Understanding permit certain City employees to be absent fifteen working days yearly with full pay, to be prorated biweekly, in lieu of absence of the employee on the holidays enumerated.

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

The payment of such additional compensation to an employee terminating or pending disability retirement for unused “in lieu of holiday” time off shall be subject to all the requirements and conditions relating to availability of funds to make such payment as provided herein Section 16. In the event the application for ordinary or service-connected disability retirement is disapproved, the employee shall not be entitled to any holiday or unused portion thereof, for which a lump sum payment has been received.

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DAWN MCINTOSH, City Attorney
411 West Ocean Boulevard, 9th Floor
Long Beach, CA 90802-4664

Section 19. EXECUTIVE LEAVE

Employees of the City of Long Beach with the classification title of City Manager, City Clerk, Director of Police Oversight, Management Assistant, and Unrepresented Management classifications are hereby designated as being eligible to be granted executive leave by the appropriate appointing authority or department head.. In addition to the five (5) days granted to eligible employees the appointing authority may grant up to eighty (80) additional hours executive leave per calendar year for these classifications.

Section 20. TEMPORARY ASSIGNMENTS

A. Training and Development

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

B. Rehabilitation or Recovery from a Medical Condition

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

C. Y-Rate

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

OFFICE OF THE CITY ATTORNEY
DAWN MCINTOSH, City Attorney
411 West Ocean Boulevard, 9th Floor
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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

In accordance with the terms set forth in an applicable Memorandum of Understanding (MOU), any employee classified in a position listed who is regularly assigned to perform, and does perform occupational skill(s), shall be paid on a per diem, hourly, or one-time payment (bonus) basis. 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 employee in the classified career service and need not be specifically designated in the following table(s) unless there is no

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411 West Ocean Boulevard, 9th Floor
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comparable classified position.

Section 23. PERFORMANCE INCENTIVE COMPENSATION

In addition to and apart from any pay for performance provided herein, permanent full-time, permanent part-time, or non-career employees who are not eligible to receive the Performance Incentive Compensation established by Section 12. D. or E. of this resolution shall be eligible to participate in and receive Individual Performance Incentive Compensation. The purpose of Performance Incentive Compensation is to compensate employees for the distinguished and outstanding performance for the periods for which said Performance Incentive Compensation is paid. At any time, a department head may submit a request to the City Manager, appropriate appointing authority, or their respective designees for said eligible employee outlining specific performance objectives achieved during the fiscal year. Outstanding or distinguished performance in a specific project or program shall qualify the employee for Individual Performance Incentive Compensation. Such incentive compensation may be paid to any eligible employee in an amount not to exceed one thousand five hundred ($1,500) per fiscal year, based upon the evaluation and determination by the City Manager. Requests of the Performance Incentive Compensation for an employee may be submitted at any time.

Section 24. CITYWIDE RECRUITMENT INCENTIVE PROGRAM

1. The Department Head is required to provide written justification to the Department of Human Resources for a position to receive a recruitment sign-on bonus. Candidates eligible for this program are hired in positions that have a high turnover or difficult to fill and have not worked for the City of Long Beach within the past two (2) years. Current employees are not eligible for this program with the exception of current non-career employees and new Police Recruits, Special Services Officers, and Public Safety Dispatchers. Departments can provide a one-time sign-on bonus up to $6,000 to a newly hired employee during specific periods of employment. The amount of up to $1,000 ad hoc lump sum payment shall be paid to the employee upon hire. The amount of up to $2,000 ad hoc lump sum payment shall be paid after successful completion of a probationary

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411 West Ocean Boulevard, 9th Floor
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period, where applicable, or 6 months if a probationary period does not apply. The amount up to $3,000 ad hoc lump sum payment shall be paid to eligible employees upon completion of 18 months of service.

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

Section 25. CELLULAR PHONE STIPEND

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

Section 26. UNIFORM ALLOWANCE

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

Firefighters	$ 3.85
Lifeguards	$ 1.08
Miscellaneous	$ 5.88
Police Officers	$14.38
Security Officers	$ 8.65

Section 27. RELOCATION COMPENSATION

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

Section 28. TUITION REIMBURSEMENT

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

Effective October 1, 1999:

Semester/Quarter Payment Schedule

1.0 through 5.9 semester units	$ 375.00
1.0 through 7.9 quarter units	$ 375.00
6.0 or more semester units	$ 400.00
8.0 or more quarter units	$ 400.00
Community College	$ 120.00
Total maximum per fiscal year	$ 800.00

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

Section 29. DAMAGED PERSONAL PROPERTY REIMBURSEMENT

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

Section 30. TRANSPORTATION

Employees requiring transportation in connection with the performance of their duties for the City, may be assigned a City-owned vehicle by the City Manager or appropriate

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DAWN MCINTOSH, City Attorney
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appointing authority; or, in the alternative, with the approval of the City Manager or appropriate appointing authority, an employee may receive, by way of reimbursement, the cost of transportation incurred in the performance of their duties. Reimbursement, at the discretion of the City Manager or appropriate appointing authority, in accordance with applicable MOU or Unrepresented Employee Terms, or as indicated herein may be paid to such employees upon the basis of any of the following computations:

A. Public Transportation

Actual cost of transportation per month for public transportation; or

B. Privately Owned Vehicle

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

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

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

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

4. A flat monthly allowance of four hundred and fifty dollars per month for City Council members of the City. Said monthly allowance shall constitute reimbursement for the expenditures and costs of operating and maintaining such vehicle, including its availability, as required for the performance of such official duties.

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411 West Ocean Boulevard, 9th Floor
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Section 31. EMPLOYEE COMMUTE INCENTIVE PROGRAM

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

Section 32. ADMINISTRATIVE LEAVE

Administrative Leave is temporary paid leave from an employee's position paid at the employee's adjusted rate of pay for any scheduled workdays and with any applicable benefits.

Employees will only be placed on Administrative Leave in situations requiring immediate removal from the workplace pending investigation of alleged misconduct and/or other situations where the City has determined an employee or employees should not remain in the workplace. Such circumstances are limited and case-specific and include but are not limited to threats to the health and/or safety of employees, persons or property. Use of Administrative Leave under this policy requires the express approval of the Director of Human Resources or their designee.

Note: The City reserves the right to place any employee on unpaid leave due to allegations of extraordinary conduct including but not limited to crimes of moral turpitude, and/or in cases of a Medical Review Officer verified positive test for drugs or alcohol.

Section 33. HEALTH INSURANCE

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

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

C. Represented Employees.

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

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

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

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

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

D. Non-Represented Employees

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

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

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DAWN MCINTOSH, City Attorney
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a. Every January 1st, employees with single or two-party plan health coverage, shall pay thirty percent (30%) of the increase or twenty-five dollars ($25) whichever is less, over the rates in effect in the prior year for the plan options selected.

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

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

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

Section 34. CONSOLIDATED OMNIBUS BUDGET RECONCILIATION ACT (COBRA)

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

Section 35. LIFE INSURANCE AND DISABILITY INSURANCE

The City shall administer a life, accidental death and dismemberment (AD&D), and short-term disability, and long-term disability insurance programs. Certain employees, if eligible, pursuant to the terms and conditions set forth in this section, shall have access to monthly premium payments made on their behalf and/or self-pay for such benefits programs as specified. The City shall provide appropriate life, accidental death and dismemberment

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DAWN MCINTOSH, City Attorney
411 West Ocean Boulevard, 9th Floor
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(AD&D), short-term disability, and long-term disability insurance plans and have power to adopt such rules it deems necessary to administer the plan.

A. City Employees

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

B. Elected/Appointed/Executive/Professional

Employees assigned to Executive Salary Ranges, the City Manager, the City Attorney, Assistant City Attorney, Principal Deputy City Attorney, Senior Deputy City Attorney, the City Prosecutor, the Assistant City Prosecutor, the City Auditor, Deputy City Auditor, Associate Attorney, the Mayor, and the City Clerk shall receive, unless they elect an available alternative, as additional compensation life and accidental death and dismemberment insurance benefits equal to three times their full annual salary to a maximum of five hundred thousand dollars ($500,000), and long- and short-term disability insurance.

C. Deputy City Attorneys and City Prosecutor Employees

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

D. City Auditor Employees

Employees in the classification of Performance Audit Manager, Performance Auditor I, Performance Auditor II, Performance Auditor III, Senior Performance Auditor I,

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Senior Performance Auditor II and Audit Analyst shall receive as additional compensation a One Hundred Thousand Dollar ($100,000) life and accidental death and dismemberment insurance policy, and long-term and short-term disability insurance.

E. Deputy City Prosecutors and City Prosecutor Employees

Employees represented by the City Prosecutors Association, except as noted above, shall receive as additional compensation a One Thousand Dollar ($100,000) life and accidental death and dismemberment insurance policy and long-term and short-term disability insurance. Employees in the classification of Deputy City Prosecutor shall receive as additional compensation a Two Hundred Thousand Dollar ($200,000) life and accidental death and dismemberment insurance policy and long-term and short-term disability insurance.

F. Confidential Employees

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

G. City Council

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

Section 36. ACCIDENTAL DEATH OR INJURY INSURANCE

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

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DAWN MCINTOSH, City Attorney
411 West Ocean Boulevard, 9th Floor
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Section 37. RETIREMENT

A. City Payment of Employee Portion

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

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

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

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

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

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

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

Effective November 5, 2011, the City shall retract its previous implementation of Government Code Section 20636(c)(4) pursuant to Section 20691 as to paying and reporting the value of Employer Paid Member Contributions (EPMC) for all employees represented by the Long Beach Firefighters' Association and Long Beach Police Officers Association. In doing so, the City will pay zero percent (0%) and report the same percent (0%) and the member will pay one hundred percent (100%) of the normal member contribution.

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

B. Tiers

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

1. All eligible employees in positions represented by the Long Beach Lifeguard Association and the Long Beach Firefighters Association employed on or prior to October 7, 1989, and employees in positions represented by the Long Beach Police Officers Association employed on or prior to April 21, 1990, shall be provided the

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DAWN MCINTOSH, City Attorney
411 West Ocean Boulevard, 9th Floor
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opportunity for the following CalPERS benefits:

a. 3.0% at 50 retirement formula;

b. 5.0% cost of living provision;

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

d. Post-retirement Survivor Allowance.

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

a. 3.0% at 50 retirement formula;

b. 2.0% cost of living provision;

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

d. Post-retirement Survivor Allowance.

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

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

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

b. 2.0% cost of living provision;

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

d. Post-retirement Survivor Allowance.

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

a. 2.7% at 57 retirement formula;

b. 2% cost of living provision;

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

d. Post-retirement Survivor Allowance.

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

a. 2.7% at 55 retirement formula;

b. 5.0% cost of living provision;

c. Final compensation based upon the average monthly pay rate

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for the highest period of twelve consecutive months; and

d. Post-retirement Survivor Allowance.

6. All eligible miscellaneous employees in positions represented by the International Association of Machinists and Aerospace Workers, the Long Beach Association of Confidential Employees, Long Beach Association of Engineering Employees, the International Brotherhood of Electrical Workers, the Service Employees International Union, the City Attorneys Association, and the City Prosecutors Association, and all other eligible unrepresented miscellaneous and unrepresented management City employees employed after October 21, 1989, shall be provided the opportunity for the following CalPERS retirement benefits:

a. 2.7% at 55 retirement formula;

b. 2.0% cost of living provision;

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

d. Post-retirement Survivor Allowance.

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

a. 2.5% at 55 retirement formula;

b. 2.0% cost of living provision;

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

d. Post-retirement Survivor Allowance.

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8. In accordance with the Public Employees' Pension Reform Act of 2013 (PEPRA), all new eligible miscellaneous employees in positions represented by the International Association of Machinists and Aerospace Workers, the Long Beach Association of Confidential Employees, the Long Beach Association of Engineering Employees, the International Brotherhood of Electrical Workers, the Service Employees International Union, the City Attorneys Association, the City Prosecutors Association, the Long Beach Management Association, unrepresented miscellaneous employees, unrepresented management employees and all other eligible miscellaneous City employees employed on or after January 1, 2013, and who are also deemed to be new CalPERS new member, shall be provided the opportunity for the following CalPERS retirement benefits:

a. 2.0% at 62 retirement formula;

b. 2.0% cost of living provision;

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

d. Post-retirement Survivor Allowance.

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

Section 38. DEFERRED COMPENSATION

A. Marine Safety

Management employees in the position of Marine Safety Chief shall be eligible to participate in the same deferred compensation matching program as afforded to employees in professional classifications of the Long Beach Lifeguard Association. This

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DAWN MCINTOSH, City Attorney
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position shall also be eligible to any applicable deferred compensation benefit pursuant to the Long Beach Management Association.

B. City Clerk and Director of Police Oversight

The City will make a deferred compensation contribution 401(a) on a per pay period basis, for employees holding the classification of City Clerk and Director of Police Oversight, aligned with the Unrepresented Management (non-sworn) Employee Terms, as follows:

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

Section 39. MEMORANDA OF UNDERSTANDING CONFLICTS

Except as otherwise provided in this resolution and any other applicable Federal or State laws, rules and regulations, it is the intent of the City Council, by the adoption of this Salary Resolution, to prescribe the salaries and compensation of the employees of the City of Long Beach, including the implementation of such adjustments in salaries and compensation for the employees in each office or position of employment with the City as provided in any applicable Memorandum of Understanding which has heretofore been approved and adopted by the City Council, and in the event of any inconsistency or conflict between the provisions of this resolution and the applicable Memorandum of Understanding regarding such adjustments in compensation due to any inadvertence, oversight, or clerical error, it is intended that the provisions in such Memorandum of

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Understanding shall control and shall supersede the provisions of this resolution, and such adjustments to the salaries and compensation shall be deemed to have been correctly included herein, effective as of the applicable effective date, and such matters shall be subsequently corrected by appropriate action.

Section 40. MINIMUM WAGE

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

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

Section 41. CERTIFICATION OF RESOLUTION ADOPTION

This resolution shall be deemed operative as of 12:01 a.m. on the first day of the pay period that includes April 14, 2026 except as may otherwise be provided by specific provisions of this resolution, and the City Clerk shall certify the vote adopting this resolution.

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411 West Ocean Boulevard, 9th Floor
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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 April 14, 2026, by the following vote:

Ayes:	Councilmembers:	Zendejas, Duggan, Supernaw, Kerr, Uranga, Ricks-Oddie.
Noes:	Councilmembers:	None.
Absent:	Councilmembers:	Allen, Saro, Thrash-Ntuk.
Recusal(s):	Councilmembers:	None.

City Clerk

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DAWN MCINTOSH, City Attorney
411 West Ocean Boulevard, 9th Floor
Long Beach, CA 90802-4664

ATTACHMENT A

POSITION TITLES AND

ASSIGNED SALARY RANGE NUMBERS

Position Title	Salary Range No.
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 – Community Development	E30

OFFICE OF THE CITY ATTORNEY
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ATTACHMENT A

Administrative Officer - Library Services	E30
Administrative Officer – Police	E30
Administrative Officer - Public Works	E30
Administrative Services Officer	E30
Advance Planning Officer	E70
Airport Commercial Management Officer	E75
Airport Engineering Officer	E10
Airport Environmental Sustainability Officer	E70
Airport Noise Compliance Officer	E70
Airport Operations Assistant II (T)	410
Airport Operations Officer	E70
Airport Operations Specialist I	520
Airport Operations Specialist II	560
Airport Operations Specialist III	600
Airport Properties & Leasing Officer	E75
Ambulance Operator	P-26, P-27, P-29
Animal Control Officer I	411
Animal Control Officer II	431
Animal Control Officer III (T)	492
Animal Health Technician	420
Animal Services Operations Supervisor	612
Aquatics Supervisor I	503
Aquatics Supervisor II	572
Assistant Administrative Analyst I	472
Assistant Administrative Analyst I – Conf	470
Assistant Administrative Analyst II	532
Assistant Administrative Analyst II – Conf	530

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

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1	Business Services Officer	E75
2	Business Systems Specialist I	530
3	Business Systems Specialist II	570
4	Business Systems Specialist III	610
5	Business Systems Specialist IV	650
6	Business Systems Specialist V	690
7	Business Systems Specialist VI	730
8	Business Systems Specialist VII	770
9	Buyer I	541
10	Buyer II	612
11	Capital Budget Officer	E70
12	Capital Project Coordinator (T)	643
13	Capital Project Coordinator I	642
14	Capital Project Coordinator II	662
15	Capital Project Coordinator III	691
16	Capital Project Coordinator IV	751
17	Carpenter	481
18	Case Manager I	250
19	Case Manager II	340
20	Case Manager III	380
21	Cement Finisher I	432
22	Cement Finisher II	452
23	Chief Assistant City Prosecutor	E79
24	Chief Building Inspector	684
25	Chief Construction Inspector	685
26	Chief Gang Prosecutor	504
27	Chief of Business Operations	E25
28	Chief of Labor Relations	E82

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1	Chief of Police	E56
2	Chief of Staff-Council	E12
3	Chief of Staff-Mayor	E84
4	Chief of Staff-Prosecutor	E84
5	Chief Surveyor	698
6	Chief Technology Officer-City Prosecutor	E75
7	Chief Violent Crimes Prosecutor	504
8	Chronic Disease and Injury Prevention Officer	E75
9	City Attorney	980
10	City Auditor	960
11	City Clerk	950
12	City Clerk Analyst	601
13	City Clerk Assistant	392
14	City Clerk Bureau Manager	E10
15	City Clerk Specialist	562
16	City Controller	E25
17	City Council Member	D10
18	City Engineer	E55
19	City Health Officer	E26
20	City Manager	990
21	City Mayor	940
22	City Prosecutor	970
23	City Traffic Engineer	E10
24	City Treasurer	E25
25	Civil Engineer	645
26	Civil Engineering Assistant	515
27	Civil Engineering Associate	595
28	Claims Investigator/Representative I (T)	593

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1	Claims Investigator I	523
2	Claims Investigator II	582
3	Claims Investigator III	645
4	Clerk I	261
5	Clerk II	290
6	Clerk III	320
7	Clerk Supervisor	440
8	Clerk Typist I	320
9	Clerk Typist II	350
10	Clerk Typist III	381
11	Clerk Typist III – Conf	380
12	Clerk Typist IV	411
13	Clinical Services Officer	E70
14	Code Enforcement Officer	E75
15	Combination Building Inspector	535
16	Combination Building Inspector Aide I	374
17	Combination Building Inspector Aide II	404
18	Communicable Disease Surveillance and Control Officer	E75
19	Communication Specialist I	520
20	Communication Specialist II	560
21	Communication Specialist III	600
22	Communication Specialist IV	650
23	Communication Specialist V	690
24	Communication Specialist VI	730
25	Communication Specialist VII	780
26	Communications Center Coordinator	631
27	Communications Center Officer	E75
28	Communications Center Supervisor	592

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

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1	Counselor II	452
2	Criminalist I – Misc	590
3	Criminalist II -Misc	660
4	Criminalist III – Misc	680
5	Criminalist IV – Misc	700
6	Criminalist Supervisor	700
7	Cultural Affairs Officer	E75
8	Cultural Program Supervisor	577
9	Curator	534
10	Current Planning Officer	E70
11	Customer Relations Officer	E75
12	Customer Service Representative I	332
13	Customer Service Representative II	364
14	Customer Service Representative III	402
15	Customer Services Officer	E75
16	Customer Services Supervisor I	484
17	Customer Services Supervisor II	511
18	Cyber Security Officer	E25
19	Data Center Officer	E70
20	Data Processing Assistant	409
21	Department Safety Officer	E75
22	Deputy Chief of Police	E78
23	Deputy City Attorney (T)	C00
24	Deputy City Attorney I	101
25	Deputy City Attorney II	102
26	Deputy City Attorney III	103
27	Deputy City Auditor	E96
28	Deputy City Clerk I	534

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1	Deputy City Clerk II	555
2	Deputy City Manager	E72
3	Deputy City Prosecutor	C00
4	Deputy City Prosecutor I	501
5	Deputy City Prosecutor II	502
6	Deputy City Prosecutor III	503
7	Deputy City Prosecutor IV	504
8	Deputy Director – Airport	E16
9	Deputy Director – Community Development	E16
10	Deputy Director – Economic Development	E16
11	Deputy Director - Financial Management	E16
12	Deputy Director – Health and Human Services	E16
13	Deputy Director - Human Resources	E16
14	Deputy Director – Parks, Recreation & Marine	E16
15	Deputy Director – Public Works	E16
16	Deputy Director- Technology & Innovation	E16
17	Deputy Fire Chief	E87
18	Deputy Fire Marshal	699
19	Detention Officer I	434
20	Detention Officer II	494
21	Development Project Manager I	634
22	Development Project Manager II	662
23	Development Project Manager III	681
24	Digital Equity and Inclusion Officer	E45
25	Director of Community Development	E01
26	Director of Economic Development	E01
27	Director of Disaster Prep/Emergency Comm	E01
28	Director of Financial Management	E68

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1	Director of Long Beach Airport	E01
2	Director of Energy Resources	E01
3	Director of Health and Human Services	E01
4	Director of Human Resources	E68
5	Director of Library Services	E01
6	Director of Parks, Recreation, and Marine	E01
7	Director of Police Oversight	920
8	Director of Public Works	E01
9	Director of Technology and Innovation	E01
10	Disaster Preparedness Officer	E75
11	Diversion Program Coordinator	B00
12	Division Engineer - Oil Prop	E19
13	Election Employee	P-36
14	Electrical Engineer	650
15	Electrical Inspector	534
16	Electrical Supervisor	554
17	Electrician	503
18	Emergency Medical Education Coordinator	750
19	Emergency Medical Educator	680
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

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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 of the Regional Workforce Investment Board	E10
18	Executive Personal Aide	E67
19	Facilities Management Officer	E75
20	Financial Controls Analyst	630
21	Financial Services Officer	E30
22	Financial Systems Officer	E45
23	Fingerprint Classifier	430
24	Fire Boat Pilot	140
25	Fire Captain	155
26	Fire Chief	E33
27	Fire Engineer	105
28		

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1	Firefighter	055
2	Fire Inspector I	535
3	Fire Inspector II	574
4	Fire Prevention Specialist	404
5	Fire Recruit	045
6	Fleet Compliance Officer	E75
7	Fleet Finance Officer (T)	E30
8	Fleet Services Supervisor I	556
9	Fleet Services Supervisor II	622
10	Forensic Science Services Administrator	E70
11	Forensic Specialist I	532
12	Forensic Specialist II	580
13	Forensic Specialist Supervisor	632
14	Fuel Operations Officer	E75
15	Garage Service Attendant I	373
16	Garage Service Attendant II	393
17	Garage Service Attendant III	450
18	Garage Supervisor I	551
19	Garage Supervisor II	621
20	Gardener I	360
21	Gardener II	392
22	General Librarian	562
23	General Maintenance Assistant	412
24	General Maintenance Supervisor I	472
25	General Maintenance Supervisor II	513
26	General Superintendent – Administration	E10
27	General Superintendent – Community Development	E10
28	General Superintendent of Operations	E10

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1	Geographic Information Systems Analyst I	527
2	Geographic Information Systems Analyst II	564
3	Geographic Information Systems Analyst III	597
4	Geographic Information Systems Supervisor	690
5	Geographic Information Systems Technician I	460
6	Geographic Information Systems Technician II	500
7	Geologist I	748
8	Geologist II	788
9	Grants Accounting Officer	E75
10	Grants Administration Officer	E75
11	Grants and Contracts Management Officer	E75
12	Hazardous Materials Specialist I	563
13	Hazardous Materials Specialist II	594
14	Hazardous Waste Coordinator	590
15	Health Educator I	311
16	Health Educator II	452
17	Health Equity Officer	E75
18	Helicopter Mechanic	580
19	Homeless Programs Officer	E75
20	Homeless Administrative Operations Officer	E75
21	Housing Aide I	353
22	Housing Aide II	383
23	Housing Assistance Coordinator	554
24	Housing Development Officer	E75
25	Housing Operations Officer	E70
26	Housing Operations Program Officer	E75
27	Housing Rehabilitation Counselor	555
28	Housing Rehabilitation Supervisor I	587

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1	Housing Rehabilitation Supervisor II	614
2	Housing Specialist I	403
3	Housing Specialist II	433
4	Housing Specialist III	464
5	Human Resources Officer	E45
6	Information Systems Officer	E45
7	Infrastructure Systems Officer	E45
8	Intelligence Analyst	610
9	Investigator - City Prosecutor	B00
10	Laboratory Assistant I	362
11	Laboratory Assistant II	381
12	Laboratory Assistant III	420
13	Labor Compliance Officer	E75
14	Laboratory Assistant	359
15	Laboratory Services Officer	E15
16	Law Clerk	B00
17	Law Clerk - City Prosecutor	C00
18	Legal Administrative Assistant	B00
19	Legal Administrator	E61
20	Legal Assistant (T)	B00
21	Legal Assistant I	460
22	Legal Assistant II	480
23	Legal Assistant III	530
24	Legal Assistant IV	550
25	Legal Assistant – Subrogation	B00
26	Legal Assistant – Supervisor	B00
27	Legal Office Assistant	386
28	Legal Office Specialist	406

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1	Legal Records Assistant	356
2	Legal Records Supervisor	443
3	Legal Records Specialist	386
4	Legal Records Management Coordinator	583
5	Legal Secretary I	387
6	Legal Secretary II	408
7	Legal Stenographer I	316
8	Legal Stenographer II	336
9	Legal Stenographer III	356
10	Legal Systems Support Specialist	B00
11	Legal Technologist-City Prosecutor	B00
12	Legislative Aide	B00
13	Legislative Assistant	B00
14	Legislative Clerk	380
15	Liability Claims Assistant I	409
16	Liability Claims Assistant II	460
17	Library Aide	270
18	Library Assistant	431
19	Library Circulation Supervisor	564
20	Library Clerk I	331
21	Library Clerk II	370
22	Library Clerk III	401
23	Library Clerk IV	431
24	Library Youth Services Officer	E75
25	License Inspector I	450
26	License Inspector II	470
27	Licensed Vocational Nurse	441
28	Locksmith	480

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

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1	Response	
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 – Engineering & Environmental Sustainability	E25
8	Manager – Enterprise Information Services	E25
9	Manager - Environmental Health	E10
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 – Materials Management	E10
21	Manager - Operations and Administration	E25
22	Manager - Operations Support	E10
23	Manager – People and Operations	E25
24	Manager - Planning Bureau	E25
25	Manager - Preventive Health	E10
26	Manager - Project Development	E25
27	Manager - Property Services	E10
28	Manager - Public Service	E25

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

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Medical Social Worker II	530
Members of Boards and Commissions	D-11, D-12, D13, D-14, D-15, D16, D17
Messenger/Mail Clerk I	300
Messenger/Mail Clerk II	370
Microbiologist I	542
Microbiologist II	573
Microbiologist III	613
Microbiologist Supervisor	581
Motor Sweeper Operator	451
Neighborhood Improvement Officer	E75
Neighborhood Services Specialist I	400
Neighborhood Services Specialist II	430
Neighborhood Services Specialist III	460
Nurse Practitioner	671
Nursing Services Officer	E75
Nutrition Aide I	310
Nutrition Aide II	359
Nutrition Services Officer	E75
Occupancy Specialist I	389
Occupancy Specialist II	419
Occupancy Specialist III	454
Office Manager – Prosecutor	B00
Office of Constitutional Policing Administrator	E70
Office Services Assistant I	310
Office Services Assistant II	340
Office Services Assistant III	371
Office Services Supervisor	500

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1	Office Specialist – Prosecutor	B00
2	Offset Press Operator I	391
3	Offset Press Operator II	421
4	Outreach Worker I	260
5	Outreach Worker II	380
6	Painter I	441
7	Painter II	461
8	Painter Supervisor	504
9	Paralegal	B00
10	Park Development Officer	E75
11	Park Maintenance Supervisor	521
12	Park Naturalist	470
13	Park Ranger I	449
14	Park Ranger II	505
15	Parking Control Checker I	370
16	Parking Control Checker II	401
17	Parking Control Supervisor	503
18	Parking Meter Technician I	421
19	Parking Meter Technician II	471
20	Parking & Mobility Officer	E75
21	Partnership Officer	E75
22	Payroll/Personnel Assistant I	350
23	Payroll/Personnel Assistant II	381
24	Payroll/Personnel Assistant III	420
25	Payroll Officer	E75
26	Payroll Specialist I	461
27	Payroll Specialist II	504
28	People and Culture Officer	E75

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1	Performance Audit Manager	C00
2	Performance Auditor I	B00
3	Performance Auditor II	B00
4	Performance Auditor III	B00
5	Permit Center Supervisor	534
6	Permit Technician I	404
7	Permit Technician II	455
8	Personnel Analyst I – Conf	570
9	Personnel Analyst II – Conf	600
10	Personnel Analyst III – Conf	630
11	Personnel Analyst IV – Conf	660
12	Personnel Assistant I - Conf	430
13	Personnel Assistant II – Conf	460
14	Petroleum Engineer I	749
15	Petroleum Engineer II	789
16	Petroleum Engineering Associate I	607
17	Petroleum Engineering Associate II	697
18	Petroleum Operations Coordinator	777
19	Petroleum Operations Coordinator I (T)	740
20	Petroleum Operations Coordinator II (T)	777
21	Physician's Assistant	B00
22	Plan Checker - Electrical I	635
23	Plan Checker - Electrical II	674
24	Plan Checker – Fire Prevention	635
25	Plan Checker – Fire Prevention I	635
26	Plan Checker – Fire Prevention II	674
27		
28	Plan Checker - Mechanical I	635

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1	Plan Checker - Mechanical II	674
2	Plan Checker - Plumbing I	635
3	Plan Checker - Plumbing II	674
4	Planner I	532
5	Planner II	593
6	Planner III	642
7	Planner IV	670
8	Planner V	701
9	Plasterer	480
10	Plumber	501
11	Plumber Supervisor	550
12	Plumbing Inspector	534
13	Police Administration Bureau Chief	E25
14	Police Commander	E52
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

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1	Polygraph Examiner – Miscellaneous	643
2	Power Equipment Repair Mechanic I	430
3	Power Equipment Repair Mechanic II	460
4	Power Equipment Repair Mechanic III	509
5	Principal Building Inspector	625
6	Principal Construction Inspector	625
7	Principal Deputy City Attorney	E59
8	Procurement Analyst I	601
9	Procurement Analyst II	632
10	Procurement Analyst III	683
11	Procurement Compliance Officer	E75
12	Professional Standards Officer	E75
13	Programmer	479
14	Programmer - Analyst I	534
15	Programmer - Analyst II	577
16	Programmer - Analyst III	614
17	Programmer - Analyst IV	653
18	Programmer - Analyst V	693
19	Programmer - Analyst VI	740
20	Program Specialist - City Manager	B00
21	Program Specialist - City Prosecutor	B00
22	Project Budget Analyst I	601
23	Project Budget Analyst II	632
24	Project Budget Analyst III	662
25	Project Management Officer	E10
26	Property Management Specialist I	459
27	Property Management Specialist II	523
28	Prosecutor Assistant (T)	408

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1	Prosecutor Assistant I	461
2	Prosecutor Assistant II	481
3	Prosecutor Assistant III	532
4	Prosecutor Assistant IV	552
5	Protection Aide	272
6	Public Affairs Assistant	540
7	Public Affairs Officer	E75
8	Public Affairs Officer - City Manager	E45
9	Public Health Associate I	251
10	Public Health Associate II	382
11	Public Health Associate III	542
12	Public Health Emergency Management Officer	E75
13	Public Health Nurse I	574
14	Public Health Nurse II	595
15	Public Health Nurse III	611
16	Public Health Nurse Supervisor	641
17	Public Health Nutritionist I	500
18	Public Health Nutritionist II	550
19	Public Health Nutritionist III	600
20	Public Health Physician	C00
21	Public Health Professional I	553
22	Public Health Professional II	594
23	Public Health Professional III	621
24	Public Health Registrar	380
25	Public Information Officer	E75
26	Public Safety Dispatcher I	471
27	Public Safety Dispatcher II	501
28	Public Safety Dispatcher III	531

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1	Public Safety Dispatcher IV	561
2	Public Works Supervisor	500
3	Purchasing Agent	E45
4	Real Estate Officer	E75
5	Real Estate Project Coordinator I	634
6	Real Estate Project Coordinator II	660
7	Real Estate Project Coordinator III	680
8	Real Estate Technician I	431
9	Real Estate Technician II	461
10	Records Manager - City Clerk	587
11	Recreation Assistant	390
12	Recreation Superintendent	E20
13	Recycling Specialist I	470
14	Recycling Specialist II	530
15	Refuse Field Investigator	470
16	Refuse Operator I	380
17	Refuse Operator II	410
18	Refuse Operator III	440
19	Refuse Supervisor	533
20	Registered Nurse I	571
21	Registered Nurse II	591
22	Resource Connections Officer	E75
23	Revenue Management Officer	E45
24	Risk Management Officer	E45
25	Safety Specialist I	532
26	Safety Specialist I – Conf	530
27	Safety Specialist II	593
28	Safety Specialist II – Conf	590

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1	Safety Specialist III – Conf	653
2	School Guard I	H-73
3	School Guard II	P-28
4	Secretary	412
5	Secretary – Conf	410
6	Secretary to the City Auditor	486
7	Secretary to the Mayor	596
8	Senior Accountant	632
9	Senior Animal Control Officer	492
10	Senior Buyer (T)	640
11	Senior City Clerk Analyst	650
12	Senior Civil Engineer	693
13	Senior Combination Building Inspector	574
14	Senior Electrical Inspector	574
15	Senior Engineering Technician I	547
16	Senior Engineering Technician II	577
17	Senior Equipment Operator	511
18	Senior Geological Drafting Technician	567
19	Senior Geologist	787
20	Senior Librarian	630
21	Senior Legal Secretary I	443
22	Senior Legal Secretary II	466
23	Senior Mechanical Engineer	700
24	Senior Mechanical Inspector	574
25	Senior Performance Auditor I	B00
26	Senior Performance Auditor II	B00
27	Senior Payroll/Personnel Assistant (T)	460
28	Senior Petroleum Engineer (T)	787

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1	Senior Petroleum Engineering Associate (T)	747
2	Senior Plumbing Inspector	574
3	Senior Prosecutor Assistant	B00
4	Senior Records Clerk	577
5	Senior Structural Engineer	687
6	Senior Survey Technician	508
7	Senior Surveyor	628
8	Senior Traffic Engineer	696
9	SERRF Operations Officer	E75
10	Special Projects Officer	E90
11	Special Projects Officer – Housing	E90
12	Special Services Officer I	361
13	Special Services Officer II	426
14	Special Services Officer III	444
15	Special Services Officer IV	502
16	Special Services Officer V	565
17	Stock and Receiving Clerk	330
18	Storekeeper I	382
19	Storekeeper II	432
20	Storm Drain Maintenance Crew Leader	440
21	Storm Drain Maintenance Crew Member I	380
22	Storm Drain Maintenance Crew Member II	400
23	Storm Drain Plant Mechanic	440
24	Street Landscaping Supervisor I	520
25	Street Landscaping Supervisor II	530
26	Street Maintenance Supervisor I	523
27	Street Maintenance Supervisor II	543
28	Structural Engineer	648

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1	Structural Engineer Associate	594
2	Superintendent - Airport Security	E20
3	Superintendent – Animal Control	E20
4	Superintendent - Building and Safety	E25
5	Superintendent - Fleet Acquisition	E20
6	Superintendent - Fleet Maintenance	E20
7	Superintendent – Marina Operations	E20
8	Superintendent - Park Maintenance	E20
9	Superintendent – Refuse	E20
10	Superintendent - Street Maintenance	E20
11	Superintendent – Street Sweeping & Parking Operations	E20
12	Superintendent - Clean Team	E20
13	Superintendent - Towing & Lien Sales	E20
14	Superintendent – Traffic Operations	E20
15	Supervising Custodian (T)	370
16	Supervising Deputy City Prosecutor	C00
17	Supervising Park Ranger	551
18	Supervising Prosecutor Assistant	B00
19	Supervising Senior Legal Secretary	482
20	Supervising Workers' Compensation Secretary	469
21	Supervisor - Facilities Maintenance	620
22	Supervisor - Stores and Property	490
23	Supervisor - Waste Operations	572
24	Survey Technician	467
25	Surveyor	554
26	Systems Analyst I	503
27	Systems Analyst II	562
28	Systems Support Specialist I	530

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1	Systems Support Specialist II	570
2	Systems Support Specialist III	610
3	Systems Support Specialist IV	650
4	Systems Support Specialist V	690
5	Systems Support Specialist VI	730
6	Systems Support Specialist VII	770
7	Systems Technician I	440
8	Systems Technician II	480
9	Systems Technician III	520
10	Systems Technician IV	570
11	Technical Aide	280
12	Technical Support Officer	E45
13	Technology Partnership Officer	E45
14	Technology Project Management Officer	E75
15	Telecommunications Officer	E70
16	Traffic Engineer	650
17	Traffic Engineering Aide I	454
18	Traffic Engineering Aide II	494
19	Traffic Engineering Associate I	517
20	Traffic Engineering Associate II	598
21	Traffic Painter I	401
22	Traffic Painter II	422
23	Traffic Signal Coordinator	640
24	Traffic Signal Technician I	570
25	Traffic Signal Technician II	610
26	Transportation Planner I	620
27	Transportation Planner II	650
28	Transportation Planner III	680

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1	Transportation Planner IV	710
2	Transportation Programs Planner	624
3	Treasury Operations Officer	E45
4	Tree Trimmer I	400
5	Tree Trimmer II	435
6	Vector Control Specialist I	420
7	Vector Control Specialist II	462
8	Veterinarian	B00
9	Video Communications Officer	E45
10	Visual Arts Specialist I	430
11	Visual Arts Specialist II	469
12	Waste Management Officer	E75
13	Welder	496
14	Wellness Program Administrator	E75
15	Wireless Communications Officer	E45
16	Workers' Compensation Administrative Assistant	B00
17	Workers' Compensation Claims Assistant	412
18	Workers' Compensation Claims Examiner I	523
19	Workers' Compensation Claims Examiner II	582
20	Workers' Compensation Claims Examiner III	645
21	Workers' Compensation Office Assistant	351
22	Workforce Development Officer	E75
23	Workforce Development Supervisor I	674
24	Workforce Development Supervisor II (T)	690
25	X-ray Technician	452
26	Youth & Community Services Officer	E70
27		
28		

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ATTACHMENT A

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

NON-CAREER (NC) POSITION TITLES

AND ASSIGNED SALARY RANGE NUMBERS

Position Title	Salary Range No.
Accountant I – NC	492
Accountant II – NC	541
Accounting Clerk I – NC	341
Accounting Clerk II – NC	370
Accounting Clerk III – NC	401
Accounting Technician – NC	M-44
Administrative Analyst I – NC	572
Administrative Analyst II – NC	601
Administrative Analyst III – NC	632
Administrative Analyst I – NC - CONF	570
Administrative Analyst II – NC- CONF	600
Administrative Analyst III – NC – CONF	630
Administrative Analyst IV – NC – CONF	660
Administrative Intern – NC	H-41, H-42, H-43, H-44

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Airport Operations Intern – NC	H41, H42, H43, H44
Airport Operations Specialist I-NC	520
Ambulance Operator – NC	H-26
Animal Control Officer I – NC	M-27
Animal License Inspector – NC	H-31
Assistant Band Conductor – NC	H-61
Assistant Administrative Analyst I – NC	472
Assistant Administrative Analyst II – NC	532
Assistant Administrative Analyst I – NC – CONF	470
Assistant Administrative Analyst II – NC – CONF	530
Band Conductor – NC	H-62
Carpenter – NC	M-47
Case Manager I – NC	250
Case Manager II – NC	340
Case Manager III – NC	380
Civil Engineer – NC	N-94
Civil Engineering Assistant – NC	N-58
Civil Engineering Associate – NC	N-82
Clerical Aide I – NC	H-32
Clerical Aide II – NC	H-36
Clerk I – NC	M-03
Clerk II – NC	M-07
Clerk III – NC	M-12
Clerk Typist I – NC	320
Clerk Typist II – NC	350
Clerk Typist II – NC Conf	350
Clerk Typist III – NC	381

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1	Clerk Typist III – NC Conf	380
2	Clerk Typist IV – NC Conf	411
3	Combination Building Inspector – NC	535
4	Combination Building Inspector Aide I – NC	374
5	Combination Building Inspector Aide II – NC	404
6	Community Program Specialist I – NC	472
7	Community Program Specialist II – NC	532
8	Community Program Specialist III – NC	572
9	Community Program Specialist IV – NC	601
10	Community Program Specialist V -NC	632
11	Community Worker – NC	M-12
12	Customer Service Representative I – NC	332
13	Customer Service Representative II – NC	364
14	Data Entry Operator I – NC	M-13
15	Data Entry Operator II – NC	M-17
16	Deputy City Prosecutor – NC	B00
17	Electrician – NC	M-53
18	Engineering Aide I – NC	N-09
19	Engineering Aide II – NC	N-16
20	Engineering Aide III – NC	N-33
21	Engineering Intern – NC	H09, H12, H14, H16
22	Engineering Technician I – NC	464
23	Engineering Technician II – NC	505
24	Environmental Health Specialist-NC	B00
25	Equipment Mechanic I – NC	M-48
26	Equipment Mechanic II – NC	M-50
27	Equipment Operator I – NC	M-21
28	Equipment Operator II – NC	M-32

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1	Equipment Operator III – NC	M-39
2	Forensic Specialist II-NC	M-68
3	Firefighter – NC	055
4	Garage Service Attendant I – NC	M-21
5	Gardener I – NC	M-20
6	Gas Field Service Representative I – NC	M-24
7	General Librarian I – NC	M-66
8	Hazardous Materials Specialist – NC	B00
9	Housing Aide I – NC	353
10	Housing Aide II – NC	383
11	Housing Assistance Coordinator – NC	554
12	Housing Specialist I – NC	403
13	Housing Specialist II – NC	433
14	Housing Specialist III – NC	464
15	Investigator-City Prosecutor – NC	B00
16	Laboratory Assistant – NC	M-20
17	Law Clerk-City Prosecutor – NC	B00
18	Legal Technologist Prosecutor – NC	B00
19	Legislative Aide – NC	B00
20	Legislative Assistant – NC	B00
21	Library Aide – NC	H-31, H-37, H-47
22	Library Clerk I – NC	M-13
23	Library Clerk II – NC	M-21
24	Library Clerk III – NC	M-28
25	Library Clerk IV – NC	M-36
26	Licensed Vocational Nurse – NC	441
27	Lifeguard - Hourly – NC	010
28	Maintenance Aide I – NC	M-01

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1	Maintenance Aide II – NC	M-03
2	Maintenance Assistant I – NC	291
3	Maintenance Assistant II – NC	330
4	Maintenance Assistant III – NC	362
5	Management Analyst – NC	B00
6	Marine Aide – NC	M-16
7	Medical Assistant – NC	B00
8	Medical Social Worker I – NC	494
9	Messenger/Mail Clerk I – NC	M-08
10	Microbiologist I – NC	542
11	Microbiologist II – NC	573
12	Microbiologist III – NC	613
13	Motor Sweeper Operator – NC	M-38
14	Musician – NC	H-60
15	Nurse I – NC	M-62
16	Nurse II – NC	M-66
17	Nurse Practitioner – NC	671
18	Nutrition Aide – NC	M-10
19	Outreach Worker I – NC	260
20	Outreach Worker II – NC	380
21	Page – NC	H-32, H-70, H-71
22	Painter I – NC	M-37
23	Paralegal- City Prosecutor – NC	B00
24	Parking Control Checker I – NC	M-22
25	Parking Meter Technician I – NC	M-31
26	Payroll/Personnel Assistant I -NC	350
27	Payroll/Personnel Assistant II – NC	381
28	Payroll/Personnel Assistant III – NC	420

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1	Personnel Analyst I – NC Conf	570
2	Personnel Analyst II – NC Conf	600
3	Personnel Analyst III – NC Conf	630
4	Personnel Analyst IV – NC Conf	660
5	Personnel Assistant I – NC Conf	460
6	Personnel Assistant II – NC Conf	460
7	Planner I – NC	M-52
8	Planner II – NC	M-68
9	Planning Aide – NC	M-36
10	Plumber – NC	M-52
11	Police Cadet – NC	H-36
12	Police Investigator – NC	H-54, H-57
13	Police Officer – NC	050
14	Police Recruit - NC	046
15	Police Services Specialist I – NC	M-24
16	Pool Lifeguard I – NC	H-32, H-34
17	Principal Building Inspector – NC	N-87
18	Prosecutor Assistant – NC	408
19	Prosecutor Assistant I – NC	461
20	Prosecutor Assistant II – NC	481
21	Prosecutor Assistant III – NC	532
22	Prosecutor Assistant IV – NC	552
23	Public Health Associate-NC	B00
24	Public Health Nurse – NC (T)	M-69
25	Public Health Nurse I – NC	574
26	Public Health Nurse II – NC	595
27	Public Health Nurse III – NC	611
28	Public Health Nutritionist I – NC	500

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ATTACHMENT A

1	Public Health Nutritionist II – NC	550
2	Public Health Nutritionist III – NC	600
3	Public Health Physician – NC	C00
4	Public Health Professional – NC	B00
5	Public Safety Dispatcher I – NC	M-42
6	Public Safety Dispatcher II – NC	M-48
7	Recreation Leader/Specialist III – NC	H-70
8	Recreation Leader/Specialist IV – NC	H-32
9	Recreation Leader/Specialist V – NC	H-33
10	Recreation Leader/Specialist VI – NC	H-34
11	Recreation Leader/Specialist VII – NC	H-36
12	Recreation Leader/Specialist VIII – NC	H-38
13	Recreation Leader/Specialist IX – NC	H-39
14	Recreation Leader/Specialist X – NC	H-40
15	Refuse Operator I – NC	380
16	Refuse Operator II – NC	410
17	Registered Nurse I – NC	571
18	Registered Nurse II – NC	591
19	Safety Specialist I – NC Conf	530
20	Safety Specialist II – NC Conf	590
21	Safety Specialist III – NC Conf	653
22	School Guard – NC	H-73
23	Senior Accountant – NC Conf	630
24	Senior Civil Engineer – NC	N-95
25	Senior Combination Building Inspector – NC	574
26	Senior Engineering Technician I – NC	547
27	Senior Engineering Technician II – NC	577
28	Special Services Officer I – NC	M-23

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Special Services Officer II – NC	M-35
Stock & Receiving Clerk – NC	M-13
Storekeeper I – NC	M-21
Structural Engineering Associate – NC	N-80
Technology Intern – NC	H41, H42, H43, H44
Traffic Engineering Aide I – NC	N-41
Vector Control Specialist I – NC	420
Vector Control Specialist II – NC	462
X-ray Technician I – NC	M-37

Classifications marked with a "T" are considered terminal. Any current employee holding the classification will not be impacted, however, no other employee may be placed in the classification.

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SALARY RANGES

I. PROFESSIONAL SALARY RATES:

SALARY RANGE	EQUIVALENT ANNUAL SALARY RATE
B00	$35,272.715 to $192,000
C00	$35,272.715 to $317,166

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:

The rates of compensation of the Executive Salary Range are hereby fixed and prescribed at the pay rates set forth in the Salary Schedules. Executive salary ranges are designated using alphanumeric codes that begin with the letter 'E'.

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, per Commission, 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 Employee Rights and Appeals 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 1st, 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.

V. 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.